



## CARE International in Sudan

### Terms of Reference (TOR) for Conducting Gender and Power Analysis

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**Required:** Consultant

**Project Title:** Improved food security, livelihoods, and resilience through promotion of peaceful coexistence among refugees, IDPs, and host communities in South Kordofan

**Donor:** German Federal Ministry for Economic Cooperation and Development (BMZ)

**Duration of Appointment:** 5 weeks

**Expected Start Date:** ASAP

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#### 1. Background of CARE

CARE International is a global confederation that is working in 104 countries around the world to save lives, end poverty, and fight social injustice. CARE has been operating in Sudan since 1979, implementing humanitarian and development programs focused on women's and girls' empowerment, gender justice, humanitarian action, and resilience building. In the last fiscal year (June 2022 – July 2023), CARE reached 1,933,973 direct people across Sudan, of which 1,494,032 were reached through our humanitarian work. CARE is currently working across six states: East Darfur, South Darfur, South Kordofan, Kassala, Gedaref, and Khartoum. CARE works in partnership with seven national NGOs, line ministries, and community-based organizations. CARE has over 176 staff members located across 13 sub-offices in the aforementioned states. The head office is in Khartoum with field offices in East Darfur (Ed Daein, Al Nimir, El Ferdous, and Kario), South Darfur (Nyala, Kass, and Gereida), Kassala (Kassala town and Girba) South Kordofan (Abu Jubeiha, Kadugli, and El Liri) and Gedaref.

CARE has strong experience in Sudan and has established long-standing relationships with local authorities and communities. A key strength of CARE is that we focus on increasing community ownership, by working closely with local community structures and establishing long-term partnerships. The complex and protracted nature of the context in Sudan requires an integrated response from CARE. Therefore, we are working under a dual mandate of humanitarian- and development work, to address more comprehensively a wide variety of needs and challenges. CARE's Humanitarian Action program enables us to quickly respond to emerging crises, addressing immediate needs. Our humanitarian interventions aim to provide timely life-saving assistance to crisis-affected populations and ensure a protective environment for women and girls. CARE's humanitarian work is focused on WASH, Health, Nutrition, and Food Security. In the same states, however, our humanitarian work is complemented by longer-term development investments, focusing on Women, Peace, and Governance. Our development program aims to build the foundations for peaceful, inclusive, and resilient communities in Sudan, specifically targeting women and youth. Our development interventions are promoting transformative change by addressing critical barriers to poverty reduction. Our work in this pillar is focused on livelihoods, peacebuilding, inclusive governance, and gender justice. Both our humanitarian and development pillars converge and eventually contribute to common outcomes



## **2. Background to the project:**

CARE received funds from the German Ministry of Economic Cooperation and Development (BMZ) to implement the project “Improved food security, livelihoods, and resilience through the promotion of Peaceful coexistence among refugees, IDPs, and host communities in South Kordofan”. The project’s duration is from 1st August 2023 to 31st July 2027. It is a new multi-sectoral project developed on lessons learned from completed and ongoing emergency relief and resilience and peacebuilding projects, covering food security, peacebuilding, women's empowerment, WASH, health, and livelihood projects in the Darfur region and other states.

The project is designed to address the specific needs, vulnerabilities, and capacities of women, youth, farmers, IDPs, host communities, and local institutions. There is a particular focus on marginalized members of communities, including but not limited to female heads of households, youth, and persons with disabilities.

### **The project’s specific objectives and outcomes are:**

Specific objective: Increased resilience at the individual, family, and community levels, with a particular focus on women and youth, by improving food security, addressing harmful gender norms, and strengthening capacity to mitigate conflicts and the effects of climate change in Sudan's South Kordofan State.

Outcome 1: Men, women, boys, and girls in target communities have improved their food security and livelihoods through diversified agriculture, income-generating activities, and social capital.

Outcome 2: Improved access to water resources for domestic consumption and productive use, and improved management capacity to anticipate, absorb, and manage shocks and stresses.

Outcome 3: Capacity built for conflict mitigation and inclusive natural resource management, led by women and people with special needs.

The project is being implemented in the South Kordofan state of Sudan, targeting 112,800 persons (approx. 18,800 HH), of which women: 64,295 female adults, (10,000 girls), of which men: 48,505 male adults, (including 5,414 boys) indirectly: Approx. 46,300 (19,909 men, 20,835 women, 2,277 boys, 3,279 girls) vulnerable and conflict-affected households in four largely agrarian and traditional areas in the two states.

The target groups include (agro-) pastoral households, small-scale farmers, women and youth, IDPs, host communities, and local structures (60% Females and 40% Males) in 8 cluster villages in South Kordofan: Abu Jubayhah, Gadeer, At tadamon, and Ab-bassiya localities. Approx. 10% of people with disabilities or special needs. The project will work with the following institutions at both state and community level: the Department of Livestock, Department of Agriculture, Ministry of Social Affairs, Humanitarian Aid Commission (HAC), Community Structures such as village development committees, Producer associations, Private sector, Water Users Associations, Conflict resolution mechanisms, and Community Based Natural Resources Management committees. It will establish 26 Farmer Field and Business Schools (FFBS), 26 demonstration plots, 500 VSLA groups, 17 water yards & handpumps, and 4 water reservoirs to enhance the resilience of the targeted communities.

The project design explicitly aims to challenge gender inequality, roles, and stereotypes. Root causes

of gender norms, roles, and access to resources are challenged at all levels. The ongoing conflict has triggered mass displacement within Sudan: more than three million internally displaced persons (IDPs) live in the country (OCHA, 2023). Women and girls (who also make up the majority of IDPs) experience deeply engrained inequities, discrimination, and violence within the household, socially, and embedded within informal and formal structures. Resources are allocated to challenge gender norms amongst those most affected by recurring conflicts mainly displaced persons and women. Hence CARE has included the Social Analysis and Action (SAA) framework to understand the root causes of gender inequalities and the first step in this framework is to conduct the Gender and Power Analysis.

### **3. Purpose/objectives of the Gender and Power Analysis:**

The overall objective of the Gender and Power Analysis is to address the harmful gender roles and relationships that negatively impact on development outcomes and wellbeing. It will enable women, men, girls, and boys to collectively envision alternatives and act for a gender equitable household and society, transforming the underlying, broadly held norms that perpetuate gender inequality.

The Gender and power analysis for SAA aims to collect, identify, examine, and analyze information on the different powerholders, norms, networks, and roles of men and women. While understanding differences between men and women is important, examining diversity among groups of women, men, boys, and girls is also critical. The key questions to be asked in this Gender and power analysis include the following:

- What are the examples of individuals' or groups' rights being denied in this context?
- How do unequal gender and power relations, including subordination and exclusion, influence rights denials?
- How do these rights abuses relate with other areas of discrimination – based on ethnicity, sexual orientation, class, age, disability, tribe, religion, etc.?
- How do gender inequalities affect the achievement of sustainable results in the project, improved food security, livelihoods, and resilience through promotion of peaceful coexistence among refugees, IDPs, and host communities in South Kordofan?
- How do gender norms affect production outcomes in the attainment of food security and enhancing livelihoods?
- How will proposed results affect the relative status of men and women? Will it exacerbate or reduce inequalities?

The results of the gender and power analysis will be used for critical reflective dialogue of the team with communities to tailor tools and processes to the context. This exchange with influential people helps to understand power dynamics that can affect gender transformation initiatives.

**Expected sectors/topics to be discussed covering the above questions in the report:**

- a) Livelihood (on farm and off-farm livelihoods) in relation to crop production, livestock & IGAs
- b) Protection and GBV
- c) Peacebuilding
- d) Climate change
- e) WASH

Along with the questions, we need to cover the challenges and opportunities related to social norms in each sector. We need to address the different harmful social norms that prevent women and men to access resources and be part of the decision-making process in each sector and the good social norms that promote women and men access to decision making and allow equal access to resources under each sector. Each challenge or opportunity should be measured on two levels: Individual and community.

**4. Methodology :**

Qualitative methodologies should be followed to collect relevant data. This may include review of secondary data, Key informant interviews as well as focuss group discussions, while engaging both men and women. However, however, the most significant information sources will be direct field engagements and interviews with key informants and different women groups. Thus, the consultant will be required to:

- take field visits to the targeted areas to conduct qualitative and quantitative measures.
- interview functional women groups, cooperatives, associations and networks in the community and state levels and what enables them. Also, to interview women leaders and activists on the community and state levels in each sector.
- articulate the questionnaire design, determine the appropriate sample size and sampling techniques/procedures, highlight tools/techniques that will be used, and illustrate the data collection and analysis methodologies that will be used. The data collected is expected to be disaggregated by gender, age group and location.
- document all research activities (field visits), especially through photos e.g., photos of focus group discussions, interviews, sites from the area etc. is required. This also includes the FGD and observation notes.
- Produce and submit the final report in English language

**4.1.Targeted Locations:**

- The Gender and Power Analysis will take place in South Kurdufan in locations listed in the table below for a maximum of 5 weeks.

State	Localities	Targeted Areas
South Kurdufan	1-Abu-jubayha,2- Gadeer, 3-Al-tadamon, and 4-Abbassiya	1-Abu-jubayha (Abu Nwarah, Al dalabat ,Al Sahal, Al Sirajia 2- Gadeer (Alresarsa, Aljaba

		Alahmar,Hajeer Aldoum) 3-Altadamon (Alwatfa,Aldapa,Mabrouka 4-Alabassia (Mahala,Garmoqia,Gardood Alzeebel)
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## 5. Roles and Responsibilities:

### 5.1.Consultant's Roles and Responsibilities:

- Prepare and submit the Gender and Power Analysis proposal including methodology, work plan schedules and budget (the budget covers all the analysis expenses such as fees, documentation, ...etc.) break down of the budget is required.
- Identify the appropriate sample size to achieve the analysis objective.
- Design tools/questionnaire and methodology for data collection of both qualitative and quantitative data and share them with CARE for review and approval. (the designing of the questions in the questionnaire should include the barrier and its suggested solution).
- Carry out data collection (primary data and review of secondary data) and cover the expenses of any supporting members.
- Select the data collectors / enumerators and cover their incentives payment.
- Train the enumerators
- Analyze and synthesize data; and prepare reports.
- Submit data analysis and draft report to CARE for review and feedback.
- Incorporate, compile, and submit final report. The report will consist of an executive summary, background, issues covered, analysis, conclusions, and recommendations. The report may also include some annexes with information such as people met, field missions, etc.
- The report should be in English language.

### 5.2.CIS Roles and Responsibilities:

- Review and approve the study tools and methodologies.
- Brief the stakeholders about the purpose of the Gender and Power Analysis.
- Provide all the necessary support to the consultant.
- Contact with State HAC & security to get the permission.
- Prepare and effect payment for the consultant upon completion of the assignments and acceptance of the final Gender and Power Analysis Report by CARE team.
  - Ensure accuracy of representation of the Gender and Power Analysis team and in the interviewees.
- Provide consultant with all relevant program documents.
- Cover the consultant's transportation to three localities.

## 6. Expected Deliverables

The consultant is required to deliver the following:

- Inception report: 5 working days after signing of the contract; the consultant should submit an inception report including the operational methodology and detailed work plan (indicating all the stages of the study process, timelines and team/individuals involved with their CVs; sample size including sampling methodology) and data gathering instruments (survey questionnaires, etc.) attached to the report.
- Submit a draft and final Gender and Power Analysis reports with clear findings including:
  - Stand- alone executive summary (focus in summarizing the main survey findings)
  - Description of the methodology and data analysis tools used, and research ethics and protocol followed.
  - Findings: categorized under a sector and under each sector we should (answer research questions, identify challenges and opportunities, and coping mechanisms)
  - Recommendations
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## 7. Timeline and Workplan

Care International in Sudan proposes the below timeline for the Gender and Power Analysis

Activity	Tentative Timeline
Development of inception report including methodology and tools + Review of secondary information + finalization of tools by the consultant + The selection and training of the enumerators including the pretesting of data collection.	11-17 December 2023
Conduct primary data collections	18 <sup>th</sup> to 31 <sup>th</sup> December 2023
1st Draft Gender Analysis report submitted	2 <sup>nd</sup> to 7 <sup>th</sup> January 2024
Comments from stakeholders (CARE & partners)	8 <sup>th</sup> to 14 <sup>th</sup> January 2024
Finalization and submission of the final report	15 <sup>th</sup> January 2024

**Proposed work plan:**

Activity	W1	W2	W3	W4	W5
Development of inception report including methodology and tools + Review of secondary information + finalization of tools by the consultant + The selection and training of the enumerators including the pretesting of data collection.					
Conduct primary data collections					
Draft and submit Gender Analysis report					
Comments from stakeholders (CARE & partners)					
Finalization and submission of the final report					

**8. Qualifications and Experience:**

- Education: Degree in Gender, Rural Development, Peace building or other related studies
- Experience: in economic empowerment, community engagement, capacity building and gender mainstreaming and women empowerment
- Language: Strong command of English and Arabic languages
- Communications: Excellent report writing skills
- Computer: Excellent computer skills
- Ability to work with people of various cultures.
- Sound conceptual skills in early recovery and development programming and designing interventions in such context
- Self-motivated and able to motivate others
- Ability to go to different parts in South Kurdufan State.