

SCOPE OF WORK(SoW)

Consultancy Title: Gender Equality and Social inclusion/GESI Analysis

Project Location(s): Kassala, Northern and River Nile States

BACKGROUND

The Sudan - Enhancing Community Resilience (SOMOUD) Project is funded by the Sudan Transition and Recovery Support (STARS) multi-donor trust fund, managed by the World Bank (WB). The Project's Development Objective (PDO) is to improve access to basic services and food security in select communities in Sudan, hence the project's two main components: 1) Provision of Basic Services that will be implemented by UNICEF, and 2) Improving Food Security that will be implemented by WFP and Mercy Corps. For the purpose of this assessment, the SOW is focused on component two alone. The project will be implemented in three states of Sudan – Kassala, Northern, and River Nile – prioritizing secure localities but with higher numbers of IDPs. Component two will cover three value chains – sorghum, wheat, horticultural crops and legumes (beans) and will comprise three sub-components that include:

- **Increasing Agricultural Production and Resilience**

This will support the delivery of climate-smart agricultural and veterinary services, inputs (improved seeds, fertilizers (urea and DAP), and planting machinery), services (post-harvest technologies and rehabilitation of irrigation canals with solar-powered systems), and technical assistance to selected farmers associations. The target is to reach 20,000 smallholder farmers households.

- **Supporting Value Addition in Agricultural Value Chains**

This will provide matching grants to Small and Medium Enterprises (SMEs) to enhance value addition in agricultural value chains around services for instance, transport and logistics including storage and packaging, and small-scale processing. The target is to reach at least 100 SMEs, where each will be supported with a grant of a maximum of 80,000 US \$.

- **Scale-up and Strengthening of Community Consumer Cooperatives**

After assessing local community consumer cooperatives food centers and the best partners to engage them, SOMOUD will take an adaptive approach to support (a) provision of in-kind support including procurement of goods and services through market actor linkages to the consumer cooperatives; (b) Training in inventory management, value addition for agricultural products, and eco-friendly practices; and (c) procurement of renewable energy systems and clean cooking equipment; and (d) scaling up a digital enrollment platform in the community consumer cooperatives and food centers. The target is to reach 20 consumer cooperatives.

Program Goal and Objectives

The Project's main purpose is to improve access to basic services and food security in select communities in Sudan, aiming to complement the current humanitarian aid to Sudan by laying a foundation for medium- and longer-term development support in relatively secure areas with high concentration of IDPs.

SCOPE OF THE ASSESSMENT

Purpose of Consultancy:

The consultancy aims to conduct a comprehensive Gender Equality and Social Inclusion (GESI) Analysis to identify, understand, and describe gender differences and social exclusion factors that have an impact on the program participants' access to farmlands, inputs, trainings and other services contributing to individual and household resilience. The analysis is intended to further understand how gender and social relations limit or enable the participants to access strategic economic and social opportunities. This will require understanding the participants' access to critical resources and services, the decision-making process, how mobility and time use patterns among different groups, and how specific social and gender norms limit them. It will further require an understanding of the variations among tribal groups, towards gender roles and social exclusion of minority groups.

The GESI analysis will aims to

- Review relevant formal and informal laws, policies, and institutional systems and structures related to gender equality and social inclusion and how this influences the project outcome
- Identify the gender inequality and social exclusion gaps that exist between men and women and other marginalized groups; particularly the differences between tribal groups; how that affects their participation in the project (Gender roles, time use, decision-making, access to resources and services related to food security, economic, and civic engagement opportunities, contributing to individual and household resilience.
- To Identify the root causes of gender inequality including social and gender norms, attitudes believe as well as exclusion and violence and how that negatively influence program participants to participate and benefit from the project outcomes, building on the research already documented within the SOMOUD Social Impact Assessment.
- Provide specific guidance to understand:
 - Gender Transformative approach to overcome the root causes of gender inequality and exclusion
 - Best practice examples where women have retained control over incomes generated from sales of agricultural produce (in contexts where women can work as farmers)
 - The scope and scale of women-led SMEs in the targeted agricultural value chains, and if these SMEs are significantly different from men-led SMES, and if women-led SMEs require additional support to access the project
 - Best options to identify and support relevant women-led SMEs to access the project
- To make feasible recommendations for developing gender equality and social inclusion strategy for the SOMOUD.

After initial scoping meetings with the project team, the overall study objectives will be further refined to capture the nuances of empowerment related to the project scope. All study objectives will make an intentional effort to adopt an intersectional lens and consider multiple aspects of marginalization, including for example tribal grouping, disability, age and socio-economic status. The findings and recommendations of this study will be used to make more informed decisions for an inclusive design of SOMOUD. The analysis result will be taken to develop, adapt, and implement SOMOUD interventions in a way that provides the program participants with safe and fair opportunities to access goods, services, and other inputs necessary to address their needs and aspirations.

Stakeholder Identification:

Identify project key stakeholders, including government bodies, private actors, NGOs, and community representatives who works and advocate for GESI. They will be informed about the assessment to advise, validate and provide the necessary context and program participants' information.

METHODOLOGY

The consultant will lead the analysis through close communication and coordination with SOMOUD project team and Regional GESI advisor from beginning to end. The methodology and approach of the GESI Analysis include,

Inception Meeting

- Organize and lead a meeting with the Mercy Corps team to create common understanding about the assignment, review the proposed methodology, study tools and approaches, schedule activities, and timeline.

Study Design and Methodology

- Employ a qualitative study design with secondary and primary data collection methods. The consultant is expected to start with a desk review of the existing literature. Depending on the depth and relevance of data recorded from desk review, primary data may be collected from the implementation areas to fill identified knowledge gaps.

Sample size or sampling approach

- Determine the scope of desk review and coding process, for secondary data and
- Determine the sampling technique for primary data, in consultation with the study team.

Data Collection Methods and Tools

Mercy Corps' GESI analysis framework is based on the Harvard method and will be mainly used to collect a holistic understanding and contextualization of GESI. The framework is comprised of **six key domains** for inquiry. Considering the aim of the project, the consultant is expected to emphasize a specific domain by consulting the assessment team.

1. Laws, Policies, Regulations, and Institutional Practices
2. Access to and Control over Assets and Resources
3. Knowledge, Beliefs and Perceptions, Norms
4. Power and Decision-making
5. Roles, Responsibilities, Participation and Time Use
6. Human dignity, safety and wellness

Utilize both secondary and primary data collection techniques based on the GESI domains outlined above,

- **Secondary data source-** Conduct a desk review of pre-existing secondary data including published existing social impact assessment for SOMOUD research, project reports, baseline assessment, policies and assessments by Government or other NGOs.
- **Primary Data source- (including but not limited to)** Focus Group Discussions (FGD) and Key informant Interviews (KII)- will be conducted to support and triangulate the data obtained from desk review.

Limitations to data collection

Security issues: Due to the ongoing conflicts in certain parts of the country, the assessment team might face significant security risks, limiting access to specific areas.

Cultural and religious sensitivity: The deeply ingrained gender roles and stereotypes might influence data collection, with women's voices often marginalized. Certain religious practices and interpretations can restrict a woman's voice, hence affecting data collection. Furthermore, discussing sensitive topics like GBV, FGM, etc can be a taboo, making it difficult to gather accurate information.

Infrastructural limitations: Poor Road infrastructure, especially in rural areas during this rainy season, can impede access to target population; Lack of reliable internet and mobile networks could hinder data collection and sharing as well as limited availability of essential supplies like fuel, electricity, and accommodation can impact the logistics of the assessment.

Displaced populations: The presence of large internally displaced populations requires specific methodologies and ethical considerations.

Given the challenges, ensuring the quality and reliability of data collected is crucial. It is therefore Important to prioritize the safety and security of assessment teams, employ culturally sensitive and gender-responsive methodologies, build trust with communities through community engagement and participation and collaborate with local partners to navigate the complex environment.

Data Analysis:

- Propose and discuss with MC team the use of relevant data analysis tools, steps and technology for both primary and secondary data.
- Apply GESI analysis framework and Present data in three **key thematic areas**
 - The six key domains from the Harvard Method
 - Intersectionality
 - Power Dynamics

Ethical Consideration

- The consultant is expected to respect privacy and confidentiality of the study participants during the GESI analysis particularly in, data collection process by obtaining the full and informed consent of the respondent. The data enumerators assigned for the field work will be expected to be aware and use local and simplified language and dress in culturally sensitive clothes.

DELIVERABLES

Inception Report

- A detailed methodology, work plan, list of identified key stakeholders. The scope and sources of desk review, sampling approach and size, and primary data techniques and data collection tools, study limitation and mitigation strategies

Draft Report:

- An overview of the existing formal and informal laws and policies, regulations, and institutional systems and structures in the national and regional context from a gender equality and social inclusion perspective including the various intersectionality factors
- A detail analysis on GESI gaps according to the domains in the GESI analysis framework, power dynamics, and intersectionality (gender roles, time use, decision-making, access to resources and

services related to food security, economic, and civic engagement opportunities, contributing to individual and household resilience.

- A detail analysis of the existing gender and social norms that negatively influence program participants to participate and benefit from the project outcomes, with tribal nuance differentiated and articulated
- A list of relevant and feasible recommendation based on the project objective and outcomes in line with the findings

Final report

- A final report that addressed the comments and feedback from team review and validation workshop (a standard report writing template will be shared from the study team)
- A summary brief of the comprehensive report (max three pages)
- Annexes, references, List of Acronyms and Abbreviations,

Mercy Corps Responsibility:

- Sharing relevant documents with the consultant
- Introducing the consultant to project teams and stakeholders
- Hiring enumerators
- Arranging field logistics
- Review and Approval of Deliverables:
- Contracting and Payment for Research Team

Consultant Responsibility:

- Perform desk-based research on given topics.
- Develop study methodology and assessment tools
- Conduct enumerators' training
- Regularly update MC team about the progress of the study.
- Analyze data using the proposed analysis framework
- Present the draft report to the MC team
- Collaborate with MC team on the sensemaking workshop

THE CONSULTANT WILL REPORT TO

1. Sagar Pokharel- Program Startup Team Lead, SOMOUD
2. Tigist Kebede- Regional GESI advisor ESA

The consultant will work closely with

1. Doreen Owino – MEL Manager, Mercy Corps Sudan
2. Shadrack Steven - Program Accountability and Quality Director, Mercy Corps Sudan

SKILLS AND KNOWLEDGE REQUIREMENTS GESI ASSESSMENT CONSULTANT

REQUIRED

- Master's Degree in gender studies, sociology, and/or other relevant social sciences, with at least 5 years of experience in gender/youth programming.
- A combination of **strong experience in qualitative research methods**, and **extensive expertise in gender and inclusion analysis** preferably in East Africa countries
- Knowledge of study methodologies used for the GESI Analysis, including prior experience in gender analysis, power analysis, inclusion analysis.

- In-depth knowledge and experience of participatory research approaches and tools.
- Experience in training and coordinating with diverse groups of project staff and stakeholders, especially on relevant issues and work.
- Experience in qualitative data collection and analysis techniques
- Excellent analytical and English language report writing skills.
- Fluency in written and spoken English and excellent communication and interpersonal skills. Arabic fluency is also required.
- Excellent time management skills, ability to take initiative and deliver assignments within set deadlines

DESIRED (or as applicable)

- Analytical skills and knowledge of mobile technologies and various analysis platforms (Ona/ComCare, PowerBi, MAXQDA, QGIS, STATA).
- Demonstrated ability to work in multicultural settings.
- Ability to deliver on schedule towards a more stable, resilient, and peaceful existence of naturalized citizens of Sudan

TIMELINE AND LEVEL OF EFFORT (LOE):

The GESI analysis will take up to 28 days including primary and secondary data collection, draft report writing, validation workshop, and final - including summary report. The following table shows the key activities and estimated timeframe for the assessment,

Activity	Estimated # of Days	Timeframe
Phase 1 – Preliminary meetings, project document reviews, framework adaptation for the analysis and inception report		
<ul style="list-style-type: none"> ✓ Organize debrief meeting with study team ✓ Review existing documentation as relevant from gender equality and social inclusion lens including the project documents (previous project reports, learning briefs... ✓ Review the existing GESI analysis framework and plan how to align with the project outcomes, ✓ Review data from project baseline to incorporate primary data into analysis, identify gaps for additional data ✓ Develop and submit an inception report and plan 	3 days	September
<ul style="list-style-type: none"> ✓ Identify GESI analysis participants and enumerators that includes program participants, government and private actors, NGOs, UN agencies which are working in the area ✓ Train study team including data collectors on basic gender and social inclusion issues and the data collections tools and ethical considerations 	4 days	September
Phase 2. Conduct detailed GESI analysis including desk review and field work		

<ul style="list-style-type: none"> ✓ Conduct secondary data/desk review analysis ✓ Conduct primary data (key informant interviews and FGDs) to identify existing gender and social norms, economic constraints and opportunities for men, women, people with disabilities and other marginalised community groups based on the project objective ✓ Analyze the data by triangulating with findings from the secondary data sources ✓ Prepare draft report of the GESI analysis 	14 days	October
<ul style="list-style-type: none"> ✓ Share the draft report for SOMOUD team and regional/global GESI advisors for review and feedback 	2 days	October
Phase 3- Validation workshop		
<ul style="list-style-type: none"> ✓ Conduct validation workshop based on preliminary finding of the GESI analysis for key government and other project stakeholders 	2days (includes preparation)	October
Phase 4- Report Write-up		
<ul style="list-style-type: none"> ✓ Prepare final report that include feedback from the team review and validation workshop ✓ Prepare summary of the whole report (max two pages) 	3 days	October
Total study days	28 days	

HOW TO APPLY

The application for this GESI analysis must include,

- CV or resume outlining the experience, competencies and experience as per criteria.
- Budget and brief budget narrative.
- Technical application outlining the approach, methodology, tools you propose for this assessment
- Outline the motivation to engaging in this GESI Analysis