

TERM OF REFERENCE (ToR) FOR THE RECRUITMENT OF INDIVIDUAL CONTRACTOR

I. GENERAL INFORMATION

Services/Work Description:	Recruitment of National Consultant to conduct conflict mapping and analysis in Gambella Regional State
Project/Program Title:	Community Safety and Access to Justice
Post Title:	National Conflict Analyst
Consultant Level:	Level B
Duty Station:	Addis Ababa, Gambella Region covering all place
Expected Places of Travel:	Addis Ababa, Gambella Region
Duration:	40 working days distributed in 2 months
Expected Start Date:	Immediately after Signing the Contract

II. BACKGROUND / PROJECT DESCRIPTION

Ethiopia is host to the second largest refugee population in Africa, with over 855,000 refugees from nineteen countries. The Gambella region hosts 43.4% of them, mostly from South Sudan. 65% of them are under 18 years of age, 89% are women and children, 17% are youth. The Gambella region historically witnessed significant insecurities and ethnic violence. Strengthening an enabling protection environment, including conflict prevention mechanisms, should be a priority to progress on development efforts in Gambella and fulfill the government's forward-looking refugee protection commitments.¹

The fact that refugee and host community governance systems function in parallel of each other poses questions around (cost)-effectiveness, triggers frustration and affects overall rule of law. It is essential that justice is served, and security ensured both in and out of camp, that customary and formal rule of law mechanisms within the refugee and host community are strengthened, increasingly coordinated and cohesive to be able to advance a smooth and peaceful transition towards the successful implementation of the Government Nine Pledges.

¹ The Ethiopia Growth and Transformation Plan II (GTP II) (2015/16-2019/20) sets out the Government's development priorities. The Government of Ethiopia (GoE), Comprehensive Refugee Response Roadmap, of August 2017 sets out the Government's refugee protection priorities. These corresponds to nine pledges committed to by the GoE at the Leaders' Summit on Refugees in September 2016 in New York. The nine pledges aim at improving resilience and socio-economic opportunity for refugees and local communities in Ethiopia. They are underpinned by a 10-year vision to move from a refugee encampment policy towards hosting refugees in village style development-oriented settlements, and other out of camp alternatives.

The development and refugee protection challenge the Community Safety and Access to Justice Project seeks to address include significant lack of security and justice that South Sudanese refugee and host communities in Gambella are experiencing that they are often not able to address through the customary and formal rule of law² services and mechanisms. This affects stability in the region, hinders enjoyment of rights, and prevents investment in livelihoods and other socio-economic opportunities as well as effective use of development aid.

Gambella is one of the nine regional states of Ethiopia which has fertile land, endowed with rich natural resources, water and tremendous other potential. However, Gambella remains one of the poorest regions in Ethiopia due to long standing tensions, entangled with land ownership³. These tensions are reinforced by the large and continuous influx of refugees since 2014 because of the South Sudan conflict. To date, the Gambella Region has seven established refugee camps⁴. The refugee population is larger than the local population⁵. Ethnic demographics have been turned upside down and changed the social balance in inter-group relations. The age and gender composition have also changed significantly, with a strong increase in women and children. The humanitarian aid accompanying the refugee influx added an additional destabilizing factor, including for instance heavy humanitarian traffic which is damaging road infrastructures and establishment of camps on traditional Anuak territory. Huge refugee influx also means unprecedented pressure on social and economic infrastructures as well as on the natural environment. In response to their open-door policy towards refugees, host communities and the Regional Government had high expectation on infrastructure and development support to them. These expectations remained largely unfulfilled, with more support going to the camps than to the host community. At the same time, humanitarian aid is shrinking resulting in reduced food rations.

III. Purpose and Scope of the Consultancy

The main purpose of this assignment is to assess and identify the conflict typologies, geographical distribution of conflicts, existing local level peacebuilding and conflict prevention/transformation mechanisms, existing actors and stakeholders (state and non-state) including women and youths as well as CSOs and Faith-based groups in Gambella Region. Therefore, the Consultant is expected to carry out the following:

- Hold initial consultation with UNDP to understand region specific expectations from the assessment;
- Consult with the Gambella Regional Administration and Security Bureau to understand and internalise the Bureau's expectations;
- Hold consultations with regional stakeholders to understand the typologies of conflict, the actors, existing mechanisms and possibly capacities; the consultation with national and regional stakeholders will take place in Gambella Town;
- Identify, review and analyse existing peacebuilding and conflict prevention mechanisms across different localities within the Region;
- Identify, review and analyse existing peacebuilding actors and stakeholders (internal and external) across different localities. This must include an articulation the role of elders, women and youth;
- Facilitate consultation with existing actors to identify and articulate opportunities and identified entry point;
- Identify possible and varied roles of the each of the identified actors and stakeholders;

³ Suliman 1995:77; Young 1999; Dereje 2003 – add titles of book

⁴ Kule, Tierkidi, Jewi, Nyguell, Pugnido I, Pugnido II, Okugo

⁵ South Sudan Refugees 406,000 / Gambella population per latest census (2007) 320,000

- Assess capacities of the identified actors and stakeholders and articulate gaps and possible capacity enhancement opportunities;
- Create an initial database of identified actors across each locality/region;
- Assist with the planning and organisation of report validation workshop in collaboration with the Gambella Regional Administration and Security Bureau, Ministry of Peace and UNDP; and
- Facilitate brief for all relevant stakeholders in Gambella, UN CSAJ project partners and development partners where assessment findings will be presented and aggregate input into a final report;

IV. Expected key deliverables

1. Inception Report containing desk review and analysis of conflict in Gambella Regional State, assessment methodology, and a detailed workplan outlining support required from UNDP and the Gambella Regional Administration and Security Bureau; The workplan must include planned consultations and locations for consultations;
2. Consultation with key actors and stakeholders
3. A Draft Comprehensive Assessment Report outlining:
 - Typologies of conflicts;
 - Existing structures and mechanisms across regions;
 - Common trends between and amongst districts;
 - Existing actors and stakeholders including new opportunities and entry points;
 - Capacity needs of identified actors and mechanisms;
4. Presentation of the draft assessment report to regional stakeholders, UN CSAJ project partners and other development partners for validation; and
5. Final edited and formatted report at a publishable standard

V. Methodology

Both qualitative and quantitative approaches coupled with desk review of secondary data are proposed. The techniques should include, but not limited to, the following: Literature Review (review of research, policy documents and other relevant documents); Key Informant Interviews; Face-to-Face interviews; Focus Group Discussions; Observations and mapping. The consultant is expected to gather relevant data from key actors and stakeholders (state and non-state) including elders, women and youths, CSOs, Faith-based organizations, local and regional authorities Gambella Region. Needless to mention that the consultant should include the Ministry of Peace both in consultation as well as in data gathering.

VI. INSTITUTIONAL ARRANGEMENT / REPORTING RELATIONSHIPS

- a. The consultant will be engaged by UNDP and will be directly supervised on the day to day basis by the Governance Unit of UNDP and The CSAJ project Manager at Gambella;
- b. The CASJ Project will be the focal point for the consultant for the overall delivery of the tasks. The consultant will meet regularly with the Governance Programme Specialist and the TL at the UNDP and other members of the team and make joint decision on any issue;
- c. The consultant is responsible for all the costs of travel /flights/, road travel, accommodation, per diem to deliver the full package for the assessment to and from all the assessment sites

VII. QUALIFICATIONS OF THE SUCCESSFUL CONSULTANT

a. Education:

- Advanced university degree (Master's Degree or above), Conflict, Peace and Security, International Development, Political Science, Sociology, International Relations, Law, Public Administration, Business Administration or related Social Sciences field.

Experience:

- A minimum of seven years of experience in conducting similar assessments on the above topics specially in Gambella or similar contexts;
- The individual must have a demonstrated practical experience in conducting assessments on ethnically conflict prone areas;
- The individual must have license to do research and consultancy Strong experience in participatory training tools;

b. Language:

- Excellent knowledge of English and Amharic language, including the ability to set out a coherent argument in presentations and group interactions;
- Additional knowledge of either of the Gambella region would be an advantage
- Capacity to communicate fluently with different stakeholders (civil society, government authorities, local communities, project staff)

c. Functional Competencies:

- Ability to build strong relationship with clients, focuses on impact and results for the client and responds positively to the feedback and who can do focus group discussions with a group of individuals
- Approaches the work with energy, positive and constructive attitude
- Ability to anticipate and manage the needs and interests of multiple stakeholders and balance often contradictory expectations from stakeholders and actors;
- Excellent public speaking and presentation skills and practical experience in note taking and report writing
- Computer skills: full command of Microsoft applications for data analysis (word, excel, PowerPoint) and common internet applications will be required

d. Core Competencies:

- Demonstrates integrity by modelling the UN's values and ethical standards
- Promotes the vision, mission, and strategic goals of UNDP;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Treats all people fairly without favouritism;
- Fulfils all obligations to gender sensitivity and zero tolerance for sexual harassment.

Important Note:

The Consultant is required to have the above mentioned professional and technical qualifications. **Only the applicants who hold these qualifications** will be shortlisted and contacted.

VIII. DURATION OF THE WORK⁶

- a. The consultancy is for 40 working days excluding travel days within a period of two months. Tentatively, it is expected that all key results would be delivered before Nov 20, 2019.
- b. Any submitted document from the consultant to UNDP will be reviewed within 5 working days
- c. This is an important priority to the CSAJ project and thus no delay is accepted except by a force major, any possible delay or change of plan from the consultant must be discussed and agreed with UNDP.

IX. PAYMENT MILESTONES AND AUTHORITY

The qualified consultant shall receive his/her lump sum service fees upon certification of the completed tasks satisfactorily, as per the following payment schedule:

Instalment of Payment/ Period	Deliverables or Documents to be Delivered	Approval should be obtained	Percentage of Payment
1 st Instalment	Submission and approval of Inception Report	UNDP	30 %
2 nd Instalment	Submission and approval of Final Report	UNDP	70%
Total			100%

X. RECOMMENDED PRESENTATION OF TECHNICAL PROPOSAL

Interested consultants should submit cover letter expressing their interest and outlining their qualification and motivation for the consultancy together with CV and brief proposal on the methodology and approach for the assignment to the UNDP.

XI. CONFIDENTIALITY AND PROPRIETARY INTERESTS

The Consultant firm shall not either during the term or after termination of the assignment, disclose any proprietary or confidential information related to the consultancy service without prior written consent. Proprietary interests on all materials and documents prepared by the consultants under the assignment shall become and remain properties of UNDP.

⁶ The IC modality is expected to be used only for short-term consultancy engagements. If the duration of the IC for the same TOR exceeds twelve (12) months, the duration must be justified and be subjected to the approval of the Director of the Regional Bureau, or a different contract modality must be considered. This policy applies regardless of the delegated procurement authority of the Head of the Business Unit.

This TOR is approved by:

Name:

Designation:

Signature: _____

Date Signed: