**TERMS OF REFERENCE**

**Purpose of the Assignment:**

To develop a conflict analysis for the Cabo Delgado (CDG) crisis (CDG, Nampula, Niassa) to provide analysis and guidance using a human-rights based and gender-sensitive approach to support key decisions related to UNICEF’s humanitarian and development programming scale up in the area. UNICEF aims to adjust and reshape programmes and partnerships to strengthen our capacity to reach children and vulnerable groups, maximize opportunities to support social cohesion and peace and to minimize the risks for children.

**Section Submitting:** Programme Coordination Unit (PCU)

**Purpose and Objective:**

The purpose of this consultancy is to develop a gender-sensitive conflict analysis of the Cabo Delgado crisis for UNICEF Mozambique Country Office (MCO) with guidance and recommendations on engagement to ensure programmes do no harm, and are conducted through a human-rights based approach.

1. **Methodology and Technical Approach:**

This study should capture the multidimensionality of conflict including the political, security and social and cultural dimensions in Cabo Delgado. The analysis process should be completed using a recognized framework and methodological approach of conflict analysis and with *UNICEF’s* [*Guide to Conflict Analysis*](http://s3.amazonaws.com/inee-assets/resources/Guide_to_Conflict_Analysis_-_UNICEF_Nov_2016.pdf) and *UNICEF’s* [*Guide to Conflict Sensitivity & Peacebuilding*](https://www.unicef.org/media/59156/file) serving as key references.

A specific emphasis should be given in the analysis of the socio-economic dimensions of conflict, including specific patterns of marginalization, inequality and exclusion and perceptions which may be linked to the root causes and conflict drivers. The analysis should identify how the conflict is impacting the rights and wellbeing of children and young people (including child protection challenges and access to quality social services), the specific risks facing children, adolescent girls and young people, potential use/recruitment by armed groups, and their potential capacities and roles as connectors and peacebuilders. The analysis should explicitly capture the experiences, roles and perceptions of adolescents and young people, and duty bearers around children and young people, including, community members and services providers.

Although the conflict is mainly occurring in Cabo Delgado, the analysis should also capture elements and related facts to the national context and in neighboring areas (cross border with Tanzania and Malawi, and internally with Nampula and Niassa) that influence local conflict dynamics and actors. Some key questions for consideration are included as an annex.

1. **Activities and Tasks:**

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| **Task** | **End Product/Deliverable** |
| Conduct an initial desk review of existing conflict/context monitoring data, documents and relevant reports conducted by agencies and institutions on the situation and development of the conflict in Cabo Delgado and neighboring provinces since the onset of the conflict. To synthesize a common understanding of the patterns, causes, actors and dynamics of conflict. This should include the emerging impact of the conflict on children, adolescent and youth including their direct engagement in it as well as the gender dynamics at play.  | *Inception report* (not more than 5 pages without study instruments) outlining research questions, scope, detailed methodology, process of the conflict analysis including proposed methods of data collection (face to face and remotely), identified key stakeholders, providing an outline of the conflict analysis report to be completed. Inception workshop with UNICEF programme staff and key stakeholdersEthical considerations have to be discussed highlighting anticipated risks and mitigating measures of working with vulnerable populations.  |
| Conduct data collection through consultations and in-depth interviews with key stakeholders, including current programme beneficiaries (if feasible and ethically appropriate), facilitate focus group discussions with women’s groups, community leaders, young people, displaced populations in accordance with the research protocol outlined in the inception report; include the UNICEF MCO and other agencies’ knowledge and understanding of the conflict with specific focus on impact on children, adolescent and young people and their needs; Triangulate all collected data and validate emerging findings with key stakeholders including UNICEF MCO programme staff through online webinar or face to face workshops at the national and sub-national levels | *Validation workshops (two – one at national level and other in Cabo Delgado):* Presentation of preliminary results based on the desk review and primary data collection in the field.  |
| Develop a draft conflict analysis report based on the research questions and outline agreed upon during the inception phase, including recommendations for any immediate adjustments of UNICEF’s ongoing programming and policy recommendations for UNICEF MCO to be considered in the designing and implementation of new country programme; The report should distinguish recommendations on a) how to make all MCO programmes conflict sensitive, b) those for potential peacebuilding programming in CDG province and nationally and c) for contribution to access strategy d) comprehensive tools and guidance for engaging adolescents and women into the conflict analysis process, ensuring their safety and contribution, and that relevant and representative populations are consulted. | *The Draft Conflict Analysis report* (no more than 30-35 pages excluding annexes). It should include an executive summary with key findings and well-defined recommendations.*Proposal of a real time monitoring system for the situation analysis,* including formulated indicators, data sources, protocol of data collection and its frequency with specified risks and their mitigation measures. |
| Present the draft report to MCO staff and key stakeholders at the national and sub-national levels. Based on the feedback received develop the final report of the conflict analysis. Produce short communication pieces based on the conflict analysis findings and participate in dissemination events per UNICEF request if possible | *Final Conflict Analysis* report, which incorporates all changes based on the received feedback.*Presentation* of the final report to UNICEF staff and key stakeholders, and other communication materials (short brief, summary) for dissemination activities as per UNICEF request.  |

1. **Deliverables and Payments:**

Payments will be processed upon acceptance of the corresponding deliverable and against an invoice that will make reference to the contract reference and deliverable number. Payments will be approved by the respective supervisor of this consultancy/Chief Field Operations. The timeframe below is indicative and does not include time required to facilitate feedback from the UNICEF staff and key stakeholders.

*Deliverable 1:* **Inception report (not more than 5 pages without study instruments).** This should include Inception workshop with UNICEF programme staff and key stakeholders and results of discussions on Ethical considerations highlighting anticipated risks and mitigating measures of working with vulnerable populations

Delivery timeframe: Two weeks after contract signature

Deliverable/product(s): Inception report

Payment: 15%

*Deliverable 2:* **Validation workshops (two – one at national level and other in Cabo Delgado)**

Delivery timeframe: Four-Five weeks after approval of Inception Report

Deliverable/product(s): Workshops for Presentation of preliminary results based on the desk review and primary data collection in the field

Payment: 40%

*Deliverable 3:* **1) The Draft Conflict Analysis report (no more than 30-35 pages excluding annexes).** It should include an executive summary with key findings and well-defined recommendations. **2)** **Proposal of a real time monitoring system for the situation analysis,** including formulated indicators, data sources, protocol of data collection and its frequency with specified risks and their mitigation measures**.**

Delivery timeframe: Three weeks after the validation workshop

Deliverable/product(s):

* 1. Draft report and
	2. Proposal of real time monitoring system

Payment: 30%

*Deliverable 4:* **Final Conflict Analysis report, which incorporates all changes based on the received feedback**

Delivery timeframe: One week after the submission of MCO feedback

Deliverable/product(s):

4.1 Final report.

4.2 Presentation of the final report to UNICEF staff and key stakeholders, and

4.3 Communication materials (short brief, summary) for dissemination activities as per UNICEF request.

Payment: 15%

1. **Management and Supervision:**

The consultant will work under the guidance of the Chief Field Office and Emergency, Research & Evaluation Specialist and will have working-level engagement with the Deputy Representative for Programmes, Emergency Specialist, Gender Programme Specialist, Adolescents Specialist Chief of Field Office in CDG and Programme Section Chiefs in Maputo. UNICEF will provide logistical support and office space as required (COVID-19 permitting).

1. **Qualifications and Specialized Knowledge:**

**Academic qualifications:**

* Advanced university degree (at least Masters degree) in international development, social sciences, political sciences, conflict studies, peacebuilding, or human rights or another related area

**Work experience:**

* At least ten years of professional experience in conflict-affected contexts, human rights, humanitarian approaches
* An understanding of IHL, IHRL, and other relevant international legal and normative frameworks
* Strong background and experience in research design, research methodology and data collection;
* Extensive experience in conceptualization/planning/ implementation/ monitoring and evaluation of conflict related response strategies and systems is highly desirable;

**Specific knowledge, competencies, and skills required:**

* Proven record of conducting a conflict analysis and designing conflict prevention and/or peacebuilding programmes;
* Experience with gender analysis, gender assessments and gender-focused programming
* Knowledge of child rights issues, including grave violations against children
* Excellent understanding of the relationship between a violent conflict, child rights and basic social services.
* Knowledge of the Mozambique socio-political and regional context is highly desirable.

**Language skills:**

* Fluency in written/spoken English is required; fluency in Portuguese is highly desirable.
1. **Conditions of Work:**

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| **Items** | **Provided by UNICEF** | **Remarks** |
| **Yes** | **No** |
| Service incurred death, injury or illness | X |  | Per the provisions of CF/IC/2013-001 on insurance coverage “in cases of service-incurred injury, illness or death under a third-party provider”. |
| Health Insurance |  | x |  |
| Office Space | X |  |  |
| Computer in office premises |  | x |  |
| Access to printer in the office premises | X |  |  |
| Airtime |  | x |  |

1. **In-country Travel.**

Approved travel within Mozambique will be covered/reimbursed by UNICEF as follows:

* Travel organized by UNICEF through a Travel Authorization per the applicable policy, with standard terminal expenses, and per diem at 75% of the applicable UN Mozambique DSA rate.
1. **Evaluation Criteria**

The selection of the consultant will be based on a “best value for money” principle. Interested candidates should, in addition to submitting their CV and cover letter, indicate their all-inclusive fees (including travel, subsistence costs, etc.) for the services to be provided. The office shall select the individual who quoted the lowest fee from the list of individuals who are deemed technically suitable for achieving all tasks in time. The technical evaluation criteria are stipulated below.

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| **Item** | **Technical Criteria/Qualifications**  | **Max. Points** |
| **1** | **Education**  | **10** |
| **1.1** | Advanced university degree (at least Masters degree) in international development, social sciences, political sciences, conflict studies, peacebuilding, or human rights | 10 |
| **2** | **Work Experience**  | **40** |
| **2.1** | Consultant profile (record of projects, expertise, clients) details of similar/relevant projects.  | 5 |
| **2.2** | Relevant research capabilities and quality of proposed research outputs | 10 |
| **2.3** | Extensive experience in conceptualization/planning/ implementation/ monitoring and evaluation of conflict related response strategies and systems | 15 |
| **2.4** | Samples of written work on related topics | 10 |
| **3** | **Technical Skills and Knowledge**  | **50** |
| **3.1** | Proposed methodology for assignment  | 10 |
| **3.2** | Clear understanding of the research questions and adequate methodology to address them | 15 |
| **3.3** | Gender analysis, gender assessments and gender-focused programming | 15 |
| **3.4** | Knowledge of child rights issues, including grave violations against children and its relationship with violent conflict | 10 |
|  | ecblank**Total Technical Score** | **100** |
|  | **Minimum Technical for pass to financial assessment** | **75** |
|  | *Only those candidates meeting the minimum technical score will be eligible for further review.* |

1. **Remarks:**

This is an individual consultancy. The application should include technical and financial proposal with all-inclusive cost estimates.

Location of the consultancy is Cabo Delgado, Nampula. However, due to COVID restrictions, the desk review and other components maybe in completed outside of CDG/Nampula.

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| **Child Safeguarding** Is this project/assignment considered as “[Elevated Risk Role](https://unicef.sharepoint.com/sites/DHR-ChildSafeguarding/DocumentLibrary1/Guidance%20on%20Identifying%20Elevated%20Risk%20Roles_finalversion.pdf?CT=1590792470221&OR=ItemsView)” from a child safeguarding perspective?        [ ]    YES    [x]    NO     If YES, check all that apply:                                                                                                                                                     **Direct contact role**[ ]  YES     [ ]   NO  If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediately physical proximity, with limited supervision by a more senior member of personnel:

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 **Child data role**[ ]  YES    [x]   NO  If yes, please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (name, national ID, location data, photos):

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More information is available in the [Child Safeguarding SharePoint](https://unicef.sharepoint.com/sites/DHR-ChildSafeguarding/SitePages/Amendments-to-the-Recruitment-Guidance.aspx) and [Child Safeguarding FAQs and Updates](https://unicef.sharepoint.com/sites/DHR-ChildSafeguarding/DocumentLibrary1/Child%20Safeguarding%20FAQs%20and%20Updates%20Dec%202020.pdf)   |

**ANNEX: Key questions to be considered in the analysis**

**Q1: What are the key factors driving the conflict situation in Cabo Delgado?**

* What are the root/proximate conflict causes, triggers, and conflict dynamics?
* What are the main grievances underlying the conflict? What, if any, is the role being played by marginalization, discrimination and/or inequitable access to basic services?
* What are the specific differences/similarities between views and experiences of the conflict for adolescent boys/girls, women and men?
* How are the conflict dynamics related to the national and regional (Tanzania, Malawi) dynamics?
* What might be the possible conflict trends based on different scenarios (existing, expected, worst case scenario) for the next three-five years?

**Q2: Who are the stakeholders/actors, what are their roles and responsibilities, interests and motivations?**

* Provide detailed analysis of the conflict dynamics in CDG based on actor mapping of key stakeholders and their relationship to each other (including UNICEF), specifying their position, perspectives, interests and needs in the conflict. What are their incentives for conflict and peace?
* What are the roles and perspectives of women, adolescents and young people on the conflict?
* What is the relationship between the IDPs and host communities?

**Q3: What is the impact of the conflict on children, women and young people/adolescents (boys and girls) especially in hard to reach areas, resettlement areas?**

* What are the key child protection and adolescent challenges and challenges to basic social service delivery associated with the conflict?
* What are the main needs, concerns and priorities of adolescent girls and young women as well as other at-risk groups such as boys and young men across UNICEF’s key sectors of intervention?
* What challenges to inclusion, gender equality, opportunity and participation are the most marginalized adolescents and young people facing in the province?

**Q4: How can UNICEF adapt its strategies, partnerships and programmes to be conflict sensitive?**

* What are key observations/findings related to internal and external conflict sensitivity strengths and weaknesses of UNICEF and partners in Cabo Delgado and nationally that UNICEF should consider and respond to?
* What type of indicators, regular data collection and/or real-time monitoring systems options could UNICEF feasibly adopt to monitor the context and inform ongoing programme adaptation?
* What can UNICEF do to adapt services to meet the different needs of adolescent girls and young women as well as at-risk groups (AGYW with disabilities, LWHIV, etc), through inclusive services and assistance with dignity, ensuring that we ‘do no harm’

**Q5: What are the opportunities/entry points for UNICEF to strengthen social cohesion and build peace, building on UNICEF comparative advantage in the country and especially in the province?**

* What are local and national peace capacities and the ongoing peacebuilding efforts/projects?
* Who are the most relevant existing or potential national and local partners for UNICEF to engage with to strengthen social cohesion and peace in the region?
* Given its mandate, experience and expertise, what areas of UNICEF’s programming are key to leverage for building social cohesion (vertical/horizontal), build peace and to address the root causes of the conflict in Cabo Delgado? What are the peacebuilding opportunities from the point of view of gender, adolescents and young people?
* What kind of indicators, data collection and reporting systems can MCO put in place to track its contributions to social cohesion and peace?

**Q6:** **What kind of strategy UNICEF should adopt over the short- medium and long-term in Mozambique to strengthen conflict sensitivity and enhance contribution to peacebuilding (CO roadmap for action as per the conflict analysis)?**

* What entry points exists for adolescent girls and young women to engage them in identifying solutions that can alleviate their immediate needs around protection and conflict resolution?