



## TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

**Post Title: Strengthening the Role of Women and Youth as Peace Builders to Improve Development in the Highlands of Papua New Guinea**

### **I. Introduction**

Papua New Guinea is exposed to hazards such as earthquakes, tsunamis, volcanic eruptions, tidal waves, coastal inundation, inland flooding, landslides, cyclones, drought, frost and outbreak of diseases which these are compounded with social and environmental issues of tribal fights, rapid population growth, urbanization, poor land management and ecosystem degradation. In addition, climate change is reportedly exacerbating the frequency and intensity of climatic hazards in PNG.

PNG has a long history of tribal clashes though there is no record of the extent of casualties. A recent UN led conflict mapping process to Hela showed that in 5 fights some lasting three months, one lasting 7 years, 134 people have been killed. There are over 100 ongoing conflicts in SHP and Hela. Using these figures, it can be extrapolated that there may have been close to 7000 casualties over the last 5 years or so.

This conflict has been compounded by the proliferation of weapons and the breakdown of traditional peacemaking structures. Allocation of royalties from extractive industries operating in the region remains a flash point for violence. There is a notable absence of Government services (health, education and justice services) and governance structures at all levels are politicized and weak.

Conflict in the two provinces (Southern Highland and Hela Provinces) has been rising gradually since the 1980s. A key change in recent years is that inter-group fighting now involves the use of high-powered weapons. This has had profound effects on conflict dynamics, increasing the threat levels, lowering the barriers to entry. Access to arms has empowered young men less experienced in combat and without community mandate to act outside of consultation with traditional leaders. Access to arms also increases the severity of clashes, and therefore complicates peace mediation processes, as the cost of conflict increases. Furthermore, SHP and Hela Province commonly experience natural disasters, and tensions rise due to disruptions in access to resources and livelihoods, politicization of aid and displacement. The impact of conflict on the delivery of life-saving assistance after earthquake hit Highlands on 27 February, evident from suspension of humanitarian operations in both Provinces for period of time.

To address above mentioned issue UN Women, UNFPA and IOM developed the proposal entitled "Strengthening the role of Women and Youth as Peace Builders to improve Development in the Highlands of Papua New Guinea", which was approved by Peace Building Support Office for duration of 18 months and with a total budget of \$1.5 million.

The goal of the project is to foster and sustain women and youth inclusive peace-building in the Highlands that will in turn create an enabling environment for longer term development outcomes.

This project will consequently focus on increasing youth and women's influence in peace processes and changing the behaviors leading to tribal conflict. This project will therefore be set up to pilot and test effective ways of building peace through strengthening the voices of women and youth in existing peace building mechanisms.

The project will be implemented in two Provinces in the Highlands area of Papua New Guinea, where there is serious and ongoing tribal conflict.

This PBF program will leverage on results, networks and knowledge built from the existing humanitarian work though it will focus specifically on preventing and responding to conflict.

This project will continue the UN's engagement in this conflict area and build our expertise in operating effectively in this complex operating environment, in anticipation of a wider and longer term program that will be designed over the life of this project. Building on the human-rights based approach to peace building, it is expected that this project will contribute to the following outcomes that will lead to the achievement of the overarching goal:

1. Targeted government institutions have enhanced capacity to prevent and respond to inter-group conflict through more effective participation of women and young people.
2. Women and young people are empowered to effectively engage in community-level peace-building mechanisms to prevent and respond to inter-group conflict; and men are sensitized to promote the role of women and youth in building peace within their communities.

## **II. Purpose and Objectives**

Given the above mentioned explanation and in order to monitor and assess project progress and effectiveness during implementation, a baseline survey needs to be done with accountability purposes to monitor the project delivery against targets. The baseline study will focus on baseline data collection for a set of indicators outlined in the project result framework. The baseline study report will be used as a measurement to monitor the project progress against the set indicators over the course of the project implementation.

## **III. Scope of Work:**

The baseline study will cover key institutions which the project will be engaging with including government and non-government organizations, Faith Based Organizations and institutions working in SHP and Hela province on Peace building, and rights holders (women, youth). The Consultant is expected to travel to SHP and Hela of the field work component of the consultancy. It is expected that consultant work 40 days spread over March and April.

## **IV. Methodology and Approach**

An appropriate mix of qualitative and quantitative methods will be used to gather and analyze data/information.

Final detailed baseline methodology will be developed in consultation with the PBF project team. This baseline survey encompasses secondary data as well as primary data based on the results frame work and its indicators of the project. Consultant must propose a methodology and plan for this baseline assessment which will be approved by PBF project team. Ensuring the credibility and accuracy of data/ information gathered through various tools, is required.

Furthermore, the purpose of consultancy is to validate the project result matrix indicators.

The following methodology can be utilized for data collection, but should not be limited to:

1. Desk review will cover indicators, efforts, systems and accountability mechanisms in place to incorporate the voices and aspirations women and youth covering duty bearers and rights holder's mechanisms on the involvement of women and youth in the peace building process and inter-group conflict prevention and mitigation.
  - Government policies, programmes and decision-making
  - Dialogue fora
  - Leadership structure at the various levels of government
  - Awareness raising
2. Interview of government and non-government organizations and institutions working in SHP and Hela province on Peace building, and rights holders (women, youth)
  - Key informant interviews (KIIs)
  - Focus Group Discussions (FGDs) with different Government and non- government institutions, Faith Based Organizations and rights holders (women, youth)

#### **V. Management Arrangements and Quality Assurance:**

Consultant will set up an evaluation reference group involving relevant organizations representative and project partner agencies (UNFPA, UN Women and IOM) program staff (including those who are not involved in the Project) to reviews the Inception Report and Draft design report to ensure quality of survey.

#### **VI. Key Outputs and Deliverables:**

The consultant will report progress regularly to the GYPI project UNFPA focal point. It is expected that consultant submit four reports as follow:

**Inception report and work plan:** Consultant will have a meeting together with PBF project team to understand the project and to collect required documents such as project proposal, results frame work, etc. in addition, before preparing inception report, the consultant will engage with PBF project team to come to a consensus on the baseline assessment methodology, field visit plan, sampling and so on. The draft inception report should include a detailed methodology including stakeholder map, baseline frame work along with tools to be used to gather data/information, details of data collection instruments, quality assurance mechanism of data /information collection, sampling, deliverables, work plan (timeline) and division of labor, if it is a team work

**Brief presentation after the field work on preliminary findings:** consultant will present the preliminary findings of field work to GYPI team

**Draft Report:** Consultant will submit the preliminary results of the baseline assessment after completion of data gathering and data/information analysis.

**Final report:** Final report will be submitted after presenting the result of survey to the PBF team and incorporating feedback which is received during the presentation. The final report should include the completed analytical framework of baseline assessment. Review and revision process from the draft report stage to the final report should not exceed 2 weeks. The final report should

include followings: Acronyms -Introduction -Executive Summary -Methodology -Limitation - Findings -Conclusion and recommendations –Appendix

Consultant will submit electronic and hard copies of the all reports. Power point presentation of the findings will also be expected from the consultant.

#### **VII. Work Plan and Indicative Time Frame:**

It is expected that consultant works 40 days spread over March and April as follow:

- 1.Document Review and Inception Report (3 days);
- 2.Data Collection (16 days);
- 3.Debriefing after field work (1 day);
- 4.Data Analysis and draft report (8 days);
- 5.Review, quality assurance (5 days);
- 6.Finalization of the report and evaluation brief (7 days) –

#### **VIII. Required Expertise, Qualifications and Competencies:**

##### **Education:**

Advanced degree in law, conflict studies, human rights, gender studies social anthropology, demography, public health, social sciences or any other relevant field.

##### **Knowledge and Experience:**

- Minimum 7 years in research and evaluation with experience in data collection and analysis and reporting
- Professional experience in the area of peace building in inter group conflict, conflict resolution, peace and security, human rights, gender, youth and/or development preferably in PNG.
- Knowledge of women, youth rights issues in the context of peace and security, gender equality and SGBV matters
- Strong analytical skills
- Able to work independently with efficiency and competence.
- Excellent written and oral skills in fluency in English and Tok Pisin will be highly valued

Consultant will report progress regularly to the GYPI project UNFPA focal point. The baseline work will be done in close conjunction with GYPI other project agencies: UN Women and IOM

#### **IX. Documents Reviewed:** below documents will be shared with consultant for her/his review:

- Peace Building project document including project result framework
- Peace building consolidated work plan