

INTERNATIONAL CALL FOR TENDER N°« AOI-E31-19-BAMA-01 »

TERMS OF REFERENCE

Consultant to co-design and implement a gender-sensitive participatory analysis of local peace structures in Northern Mali (Gao) – (June –start preferred).

HI - Mali Programme

1. CONTEXT

The current conflict in Mali is highly complex and protracted. It is driven by multiple factors. Despite a peace agreement being signed in 2015 to end the conflict in the North, progress has been slow. Insecurity persists in the northern regions (Gao, Kidal and Timbuktu) and has spilled over into the Mopti region (central Mali). Over the course of the last year, intercommunal violence within Mali's northern and central region has escalated dramatically. In 2018, at least 289 civilians have been killed in inter-communal violence (UN) across Mali.

Violence often manifests itself over natural resources, in particular access to water, land and natural pastures. These conflicts often escalate as a result of the presence of multiple and competing armed actors, the proliferation of small-arms and light weapons. The State is largely absent. The root causes of the conflict can be traced to actual and perceived feelings of exclusion and marginalization. Relationships between communities have worsened, with the accompanying reinforcement of identity-based claims.

2. THEORY OF CHANGE AND KEY ASSUMPTIONS

Against this background, local conflict management structures/committees (key actor 1) are often the only structures available at local level to manage tensions. However, experience based on previous interventions of the project partners (HI and the local NGO GREFFA) in the Gossi and Gao areas highlighted that existing structures, whilst sometimes multiple in numbers within the same communities, are generally not inclusive of the diverse nature of a community and tend to consolidate power by representing the interests of the dominant group/s (identified problem 1). They also manage cyclical tensions dealing only and conflicts only with the symptoms, rather than analyzing the causes that make these tensions and conflicts recurrent (identified problem 2).

HI and its national partner, GREFFA,¹ a Malian women's NGO based in Gao are in the process of launching a new project to strengthen the local conflict community management structures in Gao and Gossi areas, with the support from the German IFA – Institut für Auslandsbeziehungen and the Belgium Ministry of Foreign Affairs.

The financial support to the activity is pending and its confirmation will depend on securing of the budget.

The specific objective of the project is to make **6 local conflict resolution structures** (key actor 1) more inclusive and effective, increasing their legitimacy and strengthening their capacity to effectively

¹ The *Groupe de Recherche, d'Etude, de Formation Femme Action* (GREFFA).

resolve conflict. The overall objective of the project is to decrease the recurrence of violence. To achieve these objectives, the project will :

- Strengthen local conflict resolution structures to become more representative of the community as a whole, through the inclusion of excluded groups ;
- Strengthen these local structures' skills, to become more effective in understanding and responding to conflicts ;
- Strengthen relationships and accountability processes between communities and local duty bearers.

3. OBJECTIVES and OUTPUTS

The consultant is expected to **design and implement a gender-sensitive participatory analysis, as part of the inception phase of the SICCOM project, for the purpose of comprehensively understanding the existing local conflict management structures and the contexts in which they operate.** The evidence from the analysis process will be used in the design of project activities, including to:

- identify (formal or informal) local community resolution structures to support ;
- develop criteria for the prioritization of individuals to be included and supported to join local conflict management structures ;
- design the content of capacity building activities aimed at addressing the barriers which act to exclude specific groups.

The analysis process should :

1. **Map the existent conflict resolution structures (e.g. local peace committees /alert committees) in six communes* and examine their structures to understand i) the representative quality of the structures ii) the prevailing power dynamics of the structure iii) whose interests are represented and promoted through the mechanisms and iv) linked whose interests are either unrepresented or under represented and v) the implication of the character of these structures on the effectiveness of reducing violence and resolving (or transforming) local conflict dynamics.**
2. **Based on the above analysis of how the structure enables or reduces the effectiveness of the local conflict resolution structures, highlight which excluded groups are critical for conflicts to be effectively transformed in each of the local contexts - what we have coined as “critical inclusion” groups.**
3. **Examine the barriers (e.g. attitudinal, social, structural) which lead to the exclusion of the specific ‘critical inclusion’ groups from the existent local conflict management structures.**
4. **Understanding the different forms of power, capital and agency the excluded “critical” groups have and the different mechanisms they use to influence change .**
5. **Understand when violence or conflict ends in a community – how it stops? For example, who is able to navigate across community divides, what is her or his legitimacy and capital? How does s/he influence change?**

Outputs:

1. Design and deliver a highly participatory analysis process addressing the key lines of inquiry, as set out under consultancy objectives (section 3) and methodology (section 4);
2. *If necessary*, support a training methodology to enable HI Staff and Partners to replicate the processes in the planned for project activity sites, not accessible by the Consultant (given the available time and logistical constraints);
3. Record the evidence from the analysis processes and provide a i) an initial reflection on findings with staff and partners in Bamako at the end of the field work and provide ii) a Written Analysis summarizing the findings against the research questions (See Section 3) with specific recommendations. **Ideally this report will be in English.**

4. METHODOLOGY

A detailed methodology should be designed by the Consultant and presented in the Technical and Financial Offer, including an Activity Plan.

Consideration needs to be given to the following points:

- **To reflect HI's mandate, the design of the analysis processes should factor for 'how' conflict dynamics, disability, gender and age intersect to exclude groups who are "critical" if conflicts are to be effectively resolved.** In the development phase of the project, it was identified that women are under-represented in local conflict resolution mechanisms and we believe their lack of meaningful participation reduces the effectiveness of community structures to resolve or transform conflicts. The project has specific activities planned to support the meaningful participation of women. Women are not a homogenous group. In developing criteria to select individuals, we want to understand which women, and other excluded groups are "critical" for conflicts to be resolved effectively.
- Low literacy rates will require highly participatory methodologies and tools.
- Selection criteria and identification processes to ensure the meaningful participation of excluded groups in the consultation processes, especially given that consultations may have to take place outside of communities (at one of two sites).
- Due to the context and security situation, the consultant will have to factor into their technical and financial proposal creative solutions to address the logistical and security challenges to enable an inclusive and participatory consultation process.

The project aims to support six local conflict management structures in the Gao region of Northern Mali. HI already works with two structures, four others are to be identified. Due to security and logistical challenges, we have budgeted to support consultation processes at specific sites, with members of the community travelling to these locations, if travel to the

communities directly is not feasible (travel between the proposed sites will be made by a short-internal flight).

The Consultant will be accompanied by HI-staff and partners. HI and our partners will also be available to arrange the logistics of all internal travel, any planned for focus groups discussions, key informant interviews etc.

Dependent upon the security situation, we would expect the Consultant to spend approximately at least half of his/her time in Gao Region leading the consultation processes.

Consideration should also be given to training partner staff to support components of the participatory analysis process, with specific groups in their own communities. This should be factored into the technical offer and activity plan. Consideration should also be given to measures to help ensure the richness of the evidence from the consultation processes is captured and feed into the consultant-led analysis process and report. HI has the following resources which can be made available to support the evidence gathering from the participatory analysis processes: project manager, HI and partner project teams, MEAL team, technical resources.

A detailed security briefing will be provided to the Consultant and the Consultant will be subject to HI's security protocol and duty of care procedures.

- The process will be accompanied and supported remotely by HI's Conflict Transformation Adviser, who will also travel to Bamako to participate in the Joint Analysis Workshop, at the end of the field-work, when the consultant is expected to present their initial reflections / findings.

In planning activities and allocating days, please allow time to integrate feedback from the Adviser and other HI staff into i) the design and content of the participatory analysis process and ii) the Analysis Report. We expect this support to be collaborative and HI's Adviser can be regarded as an additional technical resource person to the Consultant (and project).

5. CONSULTANT'S PROFILE

Essential skills:

- A track-record designing and delivering comparable participatory analysis processes;
- Strong analytical skills, ideally illustrated in written-outputs ;
- Fluent French (spoken and written);
- Willingness and ability to travel to Bamako and the Gao and Tombouctou regions (Northern Mali), for a consistent number of days allowing him/her to lead the analysis processes ;
- Positive can-do attitude, problem-solver. Highly collaborative ;
- Commitment to gender equality.

Highly Desirable Skills:

- **Early –availability** (It is hoped the consultancy may begin in mid -June, with the field work carried out between end June and beginning July);
- A background in community-led peace building, conflict transformation or other transformational-type programming (e.g. gender, accountable governance) with an understanding of some of the key concepts relevant to this consultancy e.g. power analysis, inclusion, pathways for change, Position, Interest, Needs analysis;
- Understanding of gender transformational programming;
- Applied experience training national staff in participatory analysis processes;
- Advanced English language skills (verbal and written) ;
- Knowledge or previous experience in the Malian context ;

6. BUDGET, SERVICE DURATION AND LOCATION/S

The total budget should proposed by the Consultant should include all technical services, travel to and from Bamako, (economy class), visa costs, required inoculations and prophylaxis and relevant insurances. We have estimated that consultancy requires approximately 35 days, of which we would expect the Consultant to spend approximately at least half of his/her time in Gao Region leading the consultation processes, dependent upon the security situation. Briefings and debriefing time should be scheduled in Bamako, including time to participate in the joint analysis workshop at the end of the field work.

In-country costs e.g. accommodation, internal travel and costs associated with supporting the participatory analysis process e.g. local translation costs, logistical arrangements to support focus groups discussions, or the joint analysis workshop at the end of the field work, will be covered separately by the project.

Expected starting date: June, 15 2019.

7. APPLICATION PROCESS

This is an open recruitment process and HI does not have any candidates pre-identified.

Interested candidates are requested to submit the documents (listed below) at their earliest opportunity but **no later than Wednesday 5 June** (12 AM local time) by email to the following address appel-offre@mali.hi.org with the following title: « **AOI-E31-19-BAMA-01** ».

Requested Documentation to be submitted:

1. A **Technical Offer** including:

- 1.1 A submission letter addressed to HI Country Director in Mali detailing the capacity and availability of the consultant ;
- 1.2 The proposed methodology for the participatory analysis process addressing the specific issues highlighted in the Methodology Section (4). Please highlight the participatory methods and tools to be used to address the lines of inquiry (Section 3). (Maximum 3-pages);

- 1.3 An activity plan, with the proposed number of days for each activity and a tentative schedule; The work schedule must clearly specify the manner in which the Consultant will approach the activities required to perform the service.
 - 1.4 A summary (in bullet points) of relevant experience (Section 5, Experience and Skills) (Maximum 1-page);
 - 1.5 Records of previous experiences in complex and unstable zones and with international organizations;
 - 1.6 Tax identification number and accurate fiscal situation at the time of submission (Quitus – VAT certificate), 2019 license to be also enclosed;
 - 1.7 All the documents justifying the competence to operate lawfully in the sector.
2. The **financial Offer**, including date-rate, total number of consultancy days and all expenses related to the consultancy.
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3. **Up-to-date CV** (3-pages maximum)

8. REPORT

Record the evidence from the analysis processes and provide a i) an initial reflection on findings with staff and partners in Bamako at the end of the field work and provide ii) a Written Analysis summarizing the findings against the research questions (See Section 4) with specific recommendations). **Ideally this report will be in English.**

Submission dates for these products must be outlined in the activity plan proposed by the Consultant.

9. RESOURCE PERSON

Within the framework of the service provision, the Consultant will be asked to collaborate with Handicap International's teams and in particular with Mrs. Maddalena Malgarini, Protection Technical Coordinator, (em.malgarini@hi.org) , who will be the point of contact.