**Terms of reference - Consultants**

April 2022

Consultancy: Senior Analysis Expert- Social Protection in Yemen

Number of consultants: 1

Reports to: ACAPS YAH Protection and Gender Advisor

Budget responsibility: None

Duty Station: Home-based

Travel: TBC Occasional travel to Amman

Duration and contract type: Consultancy: four months part time

Closing date:

**ABOUT ACAPS**

ACAPS is dedicated to helping humanitarians make better decisions. We want to put evidence at the heart of decision-making. To achieve this, we collaborate with a variety of partners across the humanitarian sector and beyond. We strive to be an evolving platform providing:

* Independent analysis to support evidence-based decision making for humanitarian operations
* Deployment of experts to support assessments and analysis in crisis
* Innovative approaches to collect more reliable and timely data and conduct rigorous analysis.

**ABOUT THE YEMEN ANALYSIS HUB**

The ACAPS Yemen Analysis Hub is a multi-disciplinary team of analysts who work with experts and operational partners to strengthen the evidence base for decision making in Yemen. The Hub provides

* Forward looking analysis, including risk and scenario building
* Trends analysis, to understand how humanitarian needs are changing over time
* Thematic analysis, to build a stronger understanding of Yemen’s political economy, local coping mechanisms, gender, marginalisation and other topics relevant to the humanitarian response, and
* Capacity building, including training and data and analysis support for operational actors.

Data collection is extremely restricted in Yemen. The Hub largely relies on innovative remote data collection and analysis to make sense of the crisis and provide insights to operational partners.

**Purpose of the position**

The social protection system in Yemen has been largely dysfunctional, with heavy reliance on informal social security including kinship-based arrangements; mutuality-based/self-help initiatives; religious- or charity-based arrangements, and remittances. Going beyond how to support the coping capacities of Yemenis, although challenging, it will be worthwhile to consider the practical and effective building blocks for sustainable and comprehensive social protection priorities. The Social Welfare Fund (SWF) which used to deliver unconditional cash transfers to 1.5 million beneficiaries, suspended its program in March 2015.

Currently, UNICEF with support from the World Bank delivers emergency cash transfers to those 1.5 million SWF beneficiaries across the country. Other key welfare and development funds are almost non-functional.

The Social Fund for Development (SFD) and the Public Works Project (PWP) are among only a few programs currently being supported by again the World Bank through UNDP with a view to promoting short-term employment opportunities and safety nets. Informal social protection networks and mechanisms that the poorest segments of the population heavily rely on are overstretched. The collapsing social protection systems are eroding community resilience. Some institutions, such as the Handicap Care and Rehabilitation Fund has been heavily impacted due to a lack of funding. While it has been established as a key safety net institution for persons with disabilities, it has not been able to provide the support it is mandated to provide since the conflict escalated. This comes as the need for its support is increasing with the number of persons with disabilities increasing as the conflict goes on.

The Yemen Analysis Hub has plans to conduct in-depth research to explore the technical barriers to interoperability and data management, and independent analysis of the protocols needed and capacity requirements to help resolve some of the more political resistance. The research will examine the technical and political challenges facing both aid agencies and local actors (government and civil society) with a focus on the potential for data management systems will have medium and long-term benefits, especially for local organizations such as the SFD and SWF (and governments in the future). There will be a focus on both the potential for immediate gains from harmonization and longer-term systems strengthening approaches to data management.

 The expert is expected to investigate and analyze how international actors are navigating relationships with authorities at different levels in both north and south and what lessons can be drawn for effective engagement and systems strengthening at national and sub-national levels? And how effectively have the capacities of key government and local actors for assistance (SWF, SFD, and sub-national authorities) been sustained and supported?

The expert is expected to review the existing data collection and analysis of techniques/methodologies used to deliver the product. The expert will provide technical expertise on social protection analysis.

The expert will advise ACAPS on emerging topics of importance to improving humanitarian response, deliver presentations on their area of expertise to ACAPS staff and external stakeholders, and provide expert input to regular joint analysis meetings.

**Role and responsibilities**

* Carry out an in-depth analysis of social protection in Yemen considering the below research questions, noting that this is a dynamic study and its final shape will be subject to ongoing discussions with the ACAPS Yemen Gender and Protection Advisor throughout the course of the project:
* What are the technical and political barriers to greater interoperability between data and the management approaches of social assistance actors?
* What are the benefits and risks of greater data interoperability? Are data protection safeguards sufficient and fit for purpose in the context of an active conflict?
* What are the capacity gaps to enable responsible, safe, and collaborative data management, including in local organizations? What guidance and principles for safe and secure data management are in place and how are they being applied in practice?
* What scope exists for greater harmonization of targeting approaches between social protection and humanitarian actors?
* What patterns of exclusion emerge from existing survey and monitoring data? How effectively are social assistance actors addressing exclusion challenges?
  + What transfer values are being used by humanitarian cash and social protection programs? Given the political and economic context, are the current payments adequate to meet basic needs/ reduce poverty, and how adaptable are transfer values in the face of evolving conflict and climate-related risks?
  + What is the potential to selectively supplement low transfer values with additional assistance in a layered approach? How would this operate across the humanitarian-development nexus?

2. Provide an analysis of existing database and data management systems to explore barriers and opportunities for harmonization and data protection risks

3. Identify Capacity Gaps: Interviews with key stakeholders using a capacity needs and gaps analysis framework in the context of exploring how existing principles and guidance on safe and responsible data management can be better applied.

4. Review of data management systems in place in similar contexts and inter-country learning

5. Analysis of inclusion and exclusion data from existing and BASIC surveys.

6. Mapping of existing targeting models with analysis on inclusion/ exclusion: to be done with operating partners and the CMWG.

7. Interview and focus groups on traditional/ Yemeni targeting or selection methods with literature review (Yemen-specific and Islam-based models in similar contexts).

8. Mapping transfer values currently used through interviews with partners and drawing on CMWG knowledge and data.

9. Secondary analysis of existing M&E data and primary data to be collected by Yemeni researchers (YPC or similar) using household economy approach or similar.

**Critical interfaces:**

* ACAPS staff and other technical experts
* Economists, the business community, local leaders and humanitarian actors inside Yemen
* Other academics and think tanks working on Yemen
* Humanitarian responders and donors based in Amman and headquarters

**Inputs**

**ACAPS will provide the following inputs**:

* Work orders outlining specific deliverables with timeline.
* ACAPS will manage flights, accommodation and travel costs for work related travel
* Technical support and guidance on ACAPS style guide and analysis framework
* Design and editorial support

**Competencies**

**Professional Competencies:**

Generic professional competencies:

* At least 7 years of demonstrated experience in the areas of crisis and post-conflict recovery, Social protection, social reform and economic recovery.
* Previous experience in similar activities with the UN or other international organizations will be an added advantage
* Strong background, in areas including on assessment data collection and analysis, monitoring and evaluation, preferably in areas related to social protection field.
* Demonstrate knowledge, experience understanding of the Yemeni context especially in the area of social protection,
* Ability to speak and write both in English and Arabic language with a minimum level of professional
* Ability to work efficiently under pressure, manage multiple tasks and meet deadlines, while maintaining attention to detail and working efficiently in a team.
* Demonstrated ability to take initiative, manage own use of time, and be self-motivated.
* Demonstrated analytical and problem-solving skills, and results-oriented approach.
* Excellent written and verbal communication skills.

Context related skills, knowledge, and experience (shall be adapted to the specific position):

* Familiarity with [ACAPS analysis methodologies](https://www.acaps.org/methodology/analytical-thinking) is desirable,
* Written clarity, including the ability to analyze complex concepts and synthesize information.
* Solid understanding of the principles of emergency preparedness, response, and early recovery.
* Demonstrated understanding of needs assessments in humanitarian crises desirable.
* Flexible, including willingness to work overtime.
* Ability to monitor and assess the performance of self to make improvements or take corrective action

Name:

Signature:

Date: