



## **TERMS OF REFERENCE: CONSULTANCY TO DEVELOP GENDER EQUALITY AND SOCIAL INCLUSION ANALYSIS AND ACTION PLAN FOR CREATES AND BRIDGE PROJECTS IN EAST AFRICA**

### **1. Background**

IUCN ESARO is implementing the following two of its field projects – 1) Building River Dialogues and Governance (BRIDGE) funded by Swiss Development and Cooperation and whose aim is to catalyse transboundary water resources management and development, safeguard water supply and sanitation and biodiversity conservation; and 2) Climate resilient transboundary water management in Eastern Africa (CREATES) funded by Denmark and whose aim is to enhance transboundary water management to support development and regional integration. This is proposed and is still being developed.

The two projects are implemented in the following transboundary basins: Sio-Malaba-Malakisi (SMM) – shared between Kenya and Uganda; Mara – shared between Kenya and Tanzania; Kagera – shared between Rwanda, Burundi, Uganda and Tanzania; Turkana – shared between Kenya and Ethiopia; and Juba-Shabelle – shared between Kenya, Somalia and Ethiopia.

In the region, generally it has been noted that there are sufficient gender policies, laws and strategies and plans for promoting gender equality and social inclusion in all the sectors. The major challenge however, is the limited implementation of the stipulated provisions and actions that can lead to optimal gender equality and inclusion. There is also limited coordination across sectors responsible for water resources, climate, environment and natural resources. This makes gender and social integration more challenging if the major thematic areas that are closely related are not well coordinated.

The intention of these two projects is thus focussed on going beyond recommendations for increased gender participation targets to implementing actions on the ground to address gender equality and social inclusion.

Gender equality and equity are matters of fundamental human rights and social justice, as well as a pre-condition for sustainable development. IUCN is committed to furthering gender equality and equity in order to build a Union that understands the importance of equal opportunity and inclusion, and whose policies respect diversity.

### **2. Objectives of the Consultancy**

The overall objective of this consultancy is to conduct gender equality and social inclusion analysis in the project areas to identify key challenges and to develop an action plan to address these challenges while creating opportunities for diverse members of the society to provide input on their needs and experiences, building capacity for stakeholders to integrate these needs into the project activities. These actions will ensure that gender is mainstreamed in every stage of the project, from (development to) implementation to monitoring and evaluation.

### **3. Specific Activities**

**Task 1:** Review the two project documents and identify key entry points in terms of activities that would support gender equality and social inclusion;

**Task 2:** Review the IUCN Global and ESARO Gender Policy/Strategy and and Practice to identify entry points, challenges and experiences;

**Task 3:** Conduct gender equality and social inclusion analyses in the project areas to identify key challenges. The gender analysis should elaborate on gender roles in socio-economic activities and natural resource management, dependencies on natural resources, environmental degradation, women's access to productive resources and their legal rights, as well as their influence in collective decision-making. The gender analysis should also include a review of national, regional and international gender equality and environmental mandates and policies, specifically in areas related to women's rights, land rights, natural resources including water, climate change among others. It should explore gender dynamics across six core thematic areas: (1) legal and customary laws; (2) attitudes, customs and beliefs related to gender norms; (3) division of time, space and labour; (4) participation, inclusion and representation; (5) access and control of resources and services; and (6) environmental stressors and vulnerability.

**Task 4:** Map local and national stakeholder groups to engage in project activities, including in conducting the gender analysis. As part of the gender analysis methodology, consultations with a wide-network of in-country gender experts is encouraged. It will be important for consultants to develop a contact list of gender-related groups, women's organisations, indigenous peoples' rights organisations and other relevant stakeholders that participate in consultations to help ensure these stakeholders are engaged throughout the project.

**Task 5:** The consultants should ensure that gender equality and social inclusion is considered and addressed as a cross-cutting component in the two projects. The consultants should ensure participatory and inclusive methods are used and gender-disaggregated data and information is collected from local consultations. The consultants are encouraged to provide inputs to the recruitment process for the following CREATES Technical Advisors: Gender Equality and Social Inclusion, Monitoring and and Evaluation and the Environmental and Social Management System (ESMS). These positions will ensure that the project activities contribute to reducing gender gaps in sectors related to the project.

**Task 6:** Develop a gender action plan to guide and advise gender mainstreaming in the two projects. The gender action plan should draw upon results from the gender analysis and include actions to overcome barriers (gender gaps) identified during the gender analysis. The gender action plan should not only focus on external outcomes, but also provide guidance to the internal management and organization of the project (e.g. staff communication, reporting, monitoring and evaluation, etc.). The gender action plan for the project should provide guidance in relation to strategies; capacity building initiatives; strategic alliances with gender and women's organizations, as well as relevant civil society organizations with strong work on gender in the project sites.

#### **4. Deliverables**

The successful consultant will develop & deliver gender equality and social inclusion analysis and action plan with the specific outputs detailed below:

- Inception Report outlining the methodology, stakeholders engagement plan and work schedule within a week upon signing the consultancy;
- Draft gender equality and social inclusion analysis and action plan within 30 days after the commencement of the consultancy and;
- Final gender equality and social inclusion analysis and action plan incorporating IUCN and stakeholders comments within 40 days after the commencement of the consultancy.

#### **5. Requirements and/or Criteria**

The successful candidate/consultant for the assignment should have the following minimum (qualifications and experience) requirements:

- The team leader should have at least 10 years of experience in Gender Equality and Social Inclusion field,
- The team leader should have a postgraduate degree, master's degree preferred in gender studies, development studies or related fields,
- Strong (proven) written and oral communication skills,
- Familiarity with the 5 basins and the socio-economic realities of these basins and
- Two sample work of a similar previous work is mandatory.

## 6. Evaluation of Quotations/Offer

The selection will be determined by capacity/experience, the ability to work within the estimated timelines and the economic offer.

You are cordially invited to respond (prepared in English) detailing the following (in a single document or zipped folder):

- Curriculum vitae for team members and a team leader,
- Technical proposal outlining envisaged approach (3 pages max),
- At least 2 examples showcasing previous work similar to this call,
- Financial proposal/estimate budget.

## 7. Applications

Applicants are requested to apply online through the HR Management System, by opening the vacancy announcement and pressing the "Apply" button at:

<https://hrms.iucn.org/vacancy/>

Applicants will be asked to create an account and submit their profile information. Applications should be submitted by **February 26<sup>th</sup> 2024** and will not be accepted after the closing date.

Please note that only selected applicants will be personally contacted for interviews.

Other job opportunities are published in the IUCN website: <http://www.iucn.org/involved/jobs/>

## 8. About IUCN

IUCN is a membership Union uniquely composed of both government and civil society organisations. It provides public, private and non-governmental organisations with the knowledge and tools that enable human progress, economic development and nature conservation to take place together.

Created in 1948, IUCN is now the world's largest and most diverse environmental network, harnessing the knowledge, resources and reach of more than 1,400 Member organisations and some 15,000 experts. It is a leading provider of conservation data, assessments and analysis. Its broad membership enables IUCN to fill the role of incubator and trusted repository of best practices, tools and international standards.

IUCN provides a neutral space in which diverse stakeholders including governments, NGOs, scientists, businesses, local communities, indigenous peoples organisations and others can work together to forge and implement solutions to environmental challenges and achieve sustainable development.

Working with many partners and supporters, IUCN implements a large and diverse portfolio of conservation projects worldwide. Combining the latest science with the traditional knowledge of local communities, these projects work to reverse habitat loss, restore ecosystems and improve people's well-being.

[www.iucn.org](http://www.iucn.org)

<https://twitter.com/IUCN>