

SECTION 3: TERMS OF REFERENCE (TOR)

Services/Work Description: Recruitment of Consultant to Develop Gender Training Module a and conduct ToT

Project/Program Title: Integrated Landscape Management to Enhance Food Security and Ecosystem Resilience in Ethiopia

Post Title: National Consultant

Consultant Level: Level C (Senior Specialist)

Duty Station: Addis Ababa

Duration: 16 days

Expected Start Date: Immediately after Concluding Contract Agreement

I. BACKGROUND and RATIONALE

Largely dominated by an agrarian economy and experiencing the second highest population in Africa, Ethiopia faces many development challenges. Most of the population still relies on rain-fed production systems for food and income security. Agriculture accounts for over 40% of GDP, employs 80% of the labour force and generates some 90% of export earnings, yet most agricultural activity still occurs within small, subsistence-level farming systems. Whilst average plot sizes vary by region, many households survive on less than a hectare each.

Ethiopia suffers from food insecurity with average annual food production growth an estimated 2.4%, lagging behind population growth of 2.8% per annum. Major causes of food insecurity in Ethiopia include environmental degradation, deforestation, soil erosion, recurrent droughts and pressures caused by population growth. Across the country, environmental degradation has led to loss of production capacity, leaving crop cultivation and livestock husbandry struggling to withstand the immediate impacts of climate variability, including recent El-Nino events and associated floods and droughts.

Smallholder farming (cultivation and pastoralism) is the mainstay of Ethiopia's economy across the six regions in which this project will be implemented. Farming takes place in often highly degraded and vulnerable environments where there is substantial loss of vegetation, associated erosion and declining soil fertility. Huge demand for natural capital including biomass fuels exacerbates environmental degradation and affects food production. This project proposes an integrated approach that brings together capacity to achieve food security with the need to restore and sustainably manage key environmental resources. It does this through three interrelated components: Component 1 ensures effective multi-stakeholder platforms are in place to support the dissemination and uptake of integrated approaches; Component 2 develops specific approaches and puts in place effective mechanisms to scale up across target sites and, more widely, in the country; and Component 3 establishes a systematic monitoring, assessment, learning and knowledge management mechanism that supports influencing at a wider scale in Ethiopia. Infusing all components is a commitment to gender-responsive development, in which women stakeholders within smallholder communities play a central role in economic and environmental transformations.

Integrated Landscape Management to Enhance Food Security and Ecosystem Resilience in Ethiopia Project:

The goal of this project is: To enhance long-term sustainability and resilience of food production systems by addressing the environmental drivers of food insecurity in Ethiopia. The overarching focus is on integrated landscape management (ILM) to achieve food production resilience in landscapes under pressure. ILM combines land management choices and Integrated Natural Resources Management (INRM) with water- and climate-smart agriculture, value chain support and gender responsiveness. Promoting gender equality is an integral part of the project. Young women and men, girls and boys, have different experiences, needs,

interests and aspirations which should be taken into account when designing any program. Investigation into the social norms around gender equality, a good understanding of their context specific socialization processes and the legal and policy framework around gender equality are crucial to designing gender sensitive landscape management interventions.

It is a five years project implemented by Federal Ministry of Environment, Forest and Climate Change in six regions and 12 project sites or woredas. The regions and woredas are Oromia (Chiro and Doba), Amhara (Angolela Tera and Menz Gera), SNNPR (Boricha and Duguna Fango), Tigray (Raya Azebo and Tanqua Abregele, Ethiopia Somali (Gursum and Tuliguled) and Afar (Abaala and Amibara).

Objective of the Service/work

Ethiopia has committed to gender equality as a guiding principle in every sphere to reverse the past inequalities suffered by women. It also adopted a constitution which assures women to have equal rights with men and benefit with men including ownership of land. Although women are key players and change agents in natural resource management and food production; social and economic inequalities between men and women draw them back from efficiently playing their role. Gender equality will be essential to successful project implementation and achievement of outcomes. The project takes a gender responsive approach at each stage and level by empowering women to come to the leading and decision-making positions. Equality in access to resources, goods, services and decision-making in rural areas has to be formulated in response to evidence that gender inequality exacerbates food insecurity, malnutrition and poverty. This project is dedicated to gender-responsiveness - a gender analysis is undertaken and socio-economic indicators are developed to effectively integrate gender in the implementation and monitoring of the project.

This assignment will provide gender capacity building support to identify intervention pathways that unlock the barriers that currently prevent women smallholder farmers from benefiting from Landscape management. The major objectives of the Assignment is therefore to develop a training module for national policy analysts, woreda gender teams and woreda experts in the collection and use of sex-disaggregated data.

II. SCOPE OF THE WORK

The consultant will work with the Project Management Unit and EFCCC staff and other designated groups and people to gather data and information designed to inform and support the preparation of the training module. The module shall be developed based on information collected and findings of the gender analysis study for the integrated Landscape Management (ILM) program.

The consultant shall have the following tasks:

- Conduct review of project documents as well as the gender analysis report completed for the Integrated Landscape Management project and identify existing gaps to implement gender equality and women empowerment actions
- Develop training module to address capacity gaps to implement gender equality and women empowerment actions
- Conduct training of trainers for selected woreda level experts based on the training module

Methodology

The consultant shall describe the methodology relevant to the scope of the assignment in his/her the technical proposal.

III. EXPECTED OUTPUTS AND DELIVERABLES

- Proposal – describing how to deliver the assignment including budget
- Inception Report – the role of the consultant and time allocated for each activity should be clearly described. The consult should state type of support needed from the project and other actors during the time of the assignment.
- Draft training module - a draft training module for national policy analysts, woreda gender teams and woreda experts on sex-disaggregated data collection and use. The draft training module is the first outcome of the assignment by the consultant to be presented with standrd format.
- Codncuting ToT for for projcet coordinators and worda gender team leaders

- Final training module – the final module will incorporate the all the relevant feedback given on the draft version. Delivery of the training of trainers will follow based on the module.

No.	Deliverables / Outputs	Estimated Duration Complete to	Review and Approvals Required
1	Proposal to develop the module		For bidding, MoEFCC Gender Directorate experts, PM, finance and human resource
2	Inception report: after contract signature	2 days	MoEFCC Gender Directorate experts and PM
3	Draft module	8 th day	Program specialist, MoEFCC Gender Directorate experts, woreda gender teams and PM
4	Final Report	10 th day	PM, finance and human resource
5	Delivery of ToT	11 th -14 th day	Program specialist, ILM project manager, EFCCC Gender Directorate experts
6	Delivery of the final reprot or training manual	16 th day	Program specialist, ILM project manager, EFCCC Gender Directorate experts

IV. INSTITUTIONAL ARRANGEMENT / REPORTING RELATIONSHIPS

- The Consultant will work in close collaboration with UNDP CO, project PMU teams and MoEFCC gender teams
- Estimated level of effort: 16 working days to complete the whole assignment.
- The Consultant will be given access to relevant information necessary for execution of the tasks under this assignment;

V. LOGISTICS AND ADMINISTRATIVE SUPPORT TO PROSPECT IC

- The Consultant will be responsible for providing her/his own working station (i.e. laptop, internet, phone, scanner/printer, etc.) and must have access to a reliable internet connection. The consultant will organize his/her own transportation, accommodation and DSA expenses while travelling to the field.
- The project PMU and woreda facilitators will support the consultant in arranging meetings at field level.

VI. DURATION OF THE WORK¹

The assignment is for **16** working days. The work will commence immediately after signing of the contract. The consultant will divide the assignment dates for desk review, field data collection, analysis and reporting writing. This should be clearly indicated in the proposal.

VII. QUALIFICATIONS OF THE SUCCESSFUL INDIVIDUAL CONTRACTOR (IC)

A. Education

¹ The IC modality is expected to be used only for short-term consultancy engagements. If the duration of the IC for the same TOR exceeds twelve (12) months, the duration must be justified and be subjected to the approval of the Director of the Regional Bureau, or a different contract modality must be considered. This policy applies regardless of the delegated procurement authority of the Head of the Business Unit.

Advanced Degree MSc (MA) and above with specialization in relevant field(s) related to Gender and social development.

B. Experience:

Ten years working experience in conducting related studies is required focusing on gender, environment and food security.

C Language and other skills:

Excellent knowledge of English, including the ability to set out a coherent argument in presentations and group interactions.

D. Functional skills

Excellent communications and networking skills and the ability to work with federal and regional government professionals. Strong interpersonal and negotiating skills; Ability to work in a multicultural environment; and Sound judgment and discretion.

Computer skills: full command of Microsoft applications (word, excel, PowerPoint) and common internet applications will be required.

E. **Compliance of the UN Core Values:**

Demonstrates integrity by modelling the UN's values and ethical standards

Promotes the vision, mission, and strategic goals of UNDP;

Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability

Treats all people fairly without favouritism;

Fulfils all obligations to gender sensitivity and zero tolerance for sexual harassment.

Important Note:

The Consultant is required to have the following professional and technical qualifications. **Only the applicants who hold these qualifications** will be shortlisted and contacted.

VIII. CRITERIA FOR SELECTING THE BEST OFFER

Individual Consultants will be evaluated based on Cumulative Analysis as per the following scenario:

- Responsive/compliant/acceptable, and
- Having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation. In this regard, the respective weight of the proposals are:
 - a. Technical Criteria weight is **70%**
 - b. Financial Criteria weight is **30%**

Criteria	Weight	Max. Point
Technical Competence (based on CV, Proposal and interview (if required))	70%	100%
▪ Criteria a. Understanding the Scope of Work (SoW); comprehensiveness of the methodology/approach; and organization & completeness of the proposal	40	40
▪ Criteria b. Educational back ground of the consultant	10	10
▪ Criteria c. Practical experience in gender, environment and food security study	20	20
Financial (Lower Offer/Offer*100)	30%	30
Total Score	Technical Score * 70% + Financial Score * 30%	

Evaluation legend:

Weight per Technical Competence	
Weak: below 70%	The individual consultant/contractor has demonstrated a WEAK capacity for the analyzed competence
Satisfactory: 70-75%	The individual consultant/contractor has demonstrated a SATISFACTORY capacity for the analyzed competence
Good: 76-85%	The individual consultant/contractor has demonstrated a GOOD capacity for the analyzed competence
Very Good: 86-95%	The individual consultant/contractor has demonstrated a VERY GOOD capacity for the analyzed competence
Outstanding: 96-100%	The individual consultant/contractor has demonstrated an OUTSTANDING capacity for the analyzed competence.

*** It is mandatory criteria and shall have a minimum of 70 points out of 100 points**

Regarding the rest criteria, you may select **from the following or include which is/are relevant evaluation criteria as per the ToR and fix allocated weightage corresponding to each criterion. Examples:

- a. Minimum educational background as per the requirement in the ToR
- b. Minimum 10 years of experience in similar consultancy projects and/or IC contracts
- c. Ability to discharge the consultancy service within the timeframe as per the ToR
- d. **In case of Interview** - individual competencies in terms of language proficiency; analytical and comprehension skills; presentation skills; confidence; . . .
- e. Other criteria that help to objectively evaluate the required knowledge, skills, behaviors, . . . of prospective consultants

IX. PAYMENT MILESTONES AND AUTHORITY

Payment Schedule (Payment trenches)	Deliverables or Documents to be Delivered	Approval should be obtained from:	Percentage of Payment
1 st Installment	up on submission of the inception report	UNDP and EFCCC	20%
2 nd Installment	up on submission of draft report and conducting ToT	UNDP and EFCCC	30%
3 rd Installment	up on submission of final report (the training manual)	UNDP and EFCCC	50%