



TOR for Consultancy on Gender Mainstreaming Expert – National

Terms of Reference for Individual Consultant Gender Mainstreaming Expert

GENERAL INFORMATION

Services Description:	The consultant will conduct the necessary assessments to identify gender mainstreaming requirement within the Project on “Combating poaching and the Illegal Wildlife Trade through an integrated approach”, and ensure a strategy is developed to integrate gender issues in each project’s component.
Project Title:	Combating poaching and the illegal wildlife trade in Tanzania through an integrated approach
Post Title:	National Consultant. Group of Individuals and/or Firms are not eligible for this consultancy assignment (appointment will only be at an individual level)
Duty Station:	Home-based (May travel to project sites COVID-19 situation allowing)
GEF Focal Area(s):	Multi-FAs; Biodiversity and Land Degradation
Expected Places of Travel:	Dodoma, Morogoro & any other site to be discussed with PMU.
Duration:	20 working days spread over the period from April to June 2022
Expected Start Date:	Immediately upon signing contract

I. BACKGROUND / PROJECT DESCRIPTION

The United Nations Development Programme (UNDP) Tanzania, in collaboration with the Ministry of Natural Resources and Tourism (MNRT) is facilitating the implementation of a project on combating poaching and the illegal wildlife trade in Tanzania through an integrated approach. This project, which forms part of the GEF-financed, World Bank-led Global Wildlife Program (GWP) has as its main objective to support Tanzania in enhancing capacity for biodiversity conservation at the national and local levels. This objective will be achieved through the implementation of four project components: **Component 1** will support the Government of Tanzania in enhancing legislative and policy frameworks as well as its national wildlife crime monitoring system. **Component 2** will focus at the landscape level, by strengthening the capacity of Tasking and Coordination Groups (TCGs), in improving multi-institutional collaboration, and increasing their level of cooperation with local communities, business, and NGOs in targeted ecosystems. **Component 3** facilitates increased involvement of local communities in wildlife enforcement and monitoring activities and addresses the need for enhanced sustainable livelihood opportunities to reduce dependency on vulnerable habitats and wildlife within the Ruaha-Rungwa ecosystem of southern Tanzania. **Component 4** focuses on gender mainstreaming, supported by strong knowledge management, communication, and Monitoring & Evaluation. (Project Document will be availed for more details on the project).

According to pre-project assessment, the baseline for gender equality and women’s empowerment remains unequal in Tanzania but with a marked trend towards parity. Recent data shows women have benefited from a decade of economic transformation, gaining access to new employment opportunities in higher-productivity sectors such as manufacturing, trade and hotel and food services. Nonetheless, wildlife crime, as well as the traditional law enforcement sectors, are typically dominated by male representation, and the issue of gender has not been commonly dealt with in wildlife and law enforcement activities in Tanzania, thus

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requiring a major paradigm shift to ensure gender parity and equality. The project aims to contribute to achieving this transformation by enhancing awareness of gender-related issues, as well as by facilitating gender equality to the extent possible.

The project contributes to strengthening relationships between communities and local law enforcement authorities in a more formalized manner, with the encouragement of participatory governance of natural resources. Activities at the local level including in the WMAs¹ and through CBFM/CBNRM² and sustainable livelihood alternatives offer substantial opportunities to actively target women and achieve tangible results in addressing gender issues. As such, it is of key importance to ensure that activities involving community-based actions take gender considerations into account by addressing differential needs of men and women, and by ensuring equitable distribution of benefits, resources, status and rights. The establishment and operationalization of community-based monitoring networks will provide employment to both men and women, generating income that is as gender targeted as possible.

All consultations and capacity enhancement activities planned under the project include and specifically address women (at least 30% of the targeted participants). By increasing open, active participation of women and other less vocal or disadvantaged groups (i.e. youth) in activities, the project will contribute towards the levelling of power relationships that in turn can have an impact on the choices of managing natural resources and on livelihood options and outcomes. The project furthermore promotes gender awareness among the members of the PMU³, MNRT and Project Steering Committee.

In the above context, UNDP is seeking the services of a national consultant to assist the project team in the development of a strategy that will ensure gender considerations are mainstreamed throughout all Project's components and phases for increased community engagement.

II. SCOPE OF WORK

The Gender Mainstreaming Expert will work with support of the PMU staff and other consultants such as the Capacity Needs Assessment Expert; the Environmental and Social Safeguards Expert and any other consultant engaged during the initial phase of the Project, to ensure that gender mainstreaming actions are strategized and well incorporated at an early stage of the project implementation.

Specifically, the consultant will perform at least, but not limited to the following tasks: -

1. Review relevant supporting/background information and documents about the project gender mainstreaming strategy, including but not limited to the project document on combating poaching and the illegal wildlife trade in Tanzania through an integrated approach, the UNDP gender mainstreaming strategy, GEF gender mainstreaming guidelines, the national gender mainstreaming policy, and other relevant gender policies and plans.
2. Review the actual practices relating to gender mainstreaming across wildlife management undertakings within the Ministry of Natural Resources and Tourism,

¹ Wildlife Management Areas

² Community Based Forest Management/Community Based Natural Resources Management

³ Project Management Unit



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Local Government Authorities (LGAs) and WMAs involved in the Combating poaching and the illegal wildlife trade project and other communities in relation to participation arrangements in the wildlife management in the project area

3. Assess provisions in the institutional and legal framework including the financing mechanisms that can potentially be used to enhance gender mainstreaming in the relevant project components. Further the consultant will have to establish how the provisions can effectively be used to mainstream gender in the relevant project components
4. Develop a draft of the gender mainstreaming strategy for the IWT project that will be aligned with national priorities and the relevant Strategies for gender mainstreaming in Wildlife Management including implementation and M&E plan, and tools for tracking achievement of strategic results.

In line with the gender mainstreaming needs identified per project component during development of the Project design, the scope of work shall include gender analysis in the project areas to ascertain gender mainstreaming gaps additional to what was established in study conducted during project formulation and the development of a Gender Mainstreaming Strategy that will ensure enhancement of gender equality and women empowerment in the management of wildlife resources, access and sharing of benefits, with clear strategic results and actions covering at least the following areas of work:

- Ensure active consideration of gender-related aspects within NSCPIWT⁴ Strategy review and implementation.
- Ensure that training provided to beneficiaries is gender-balanced;
- Capacity development plans for key staff (police, judiciary, customs, immigration, intelligence) on IWT and training programs should include recommendations for gender mainstreaming;
- Capacity development plans for TCGs⁵ should include gender considerations;
- Livelihood strengthening activities should take gender considerations into account, providing specific opportunities from which women can benefit;
- Capacity support plans for WMA governance should consider gender-differentiated roles in wildlife management, governance and other relevant aspects;
- Community-based monitoring networks should have gender balance as a selection criterion;
- Gender guidelines should be applied to the engagement of community beneficiaries in general;
- Track gender disaggregated data for M&E;
- Consider gender related reporting in knowledge management processes;
- Gender considerations included in communication strategies;
- Propose a framework for monitoring and follow-up of gender mainstreaming effectiveness during the implementation period.

⁴ National Strategy on Combating Poaching and Illegal Wildlife Trade

⁵ Tasking and Coordination Groups

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The Consultant will work in close consultation and collaboration with the PMU staff which constitutes Government staff, the Technical Advisor and other technical consultants and specialists engaged for various project activities. Further, the consultant shall collaborate closely with the UNDP Country Office and the relevant **UNDP Regional Technical Advisor** for Ecosystems and Biodiversity, and key counterparts in the Government Implementing Partner. All documentation to support the assessments results will be submitted to PMU and UNDP (as per the requirements stipulated in the GEF template).

Due to the ongoing COVID pandemic it is possible that the some of the work may have to be conducted remotely, and in accordance with all UNDP Duty of Care protocols and any applicable national directives.

III. EXPECTED OUTPUTS AND DELIVERABLES

Based on the scope of work outlined above, the consultant is expected to ensure the delivery of the following outputs and deliverables:

- A detailed proposal and methodology on how the consultant intend to approach and carry out the consultancy.
- Draft Gender mainstreaming strategy and implementation action plan for the project.
- Final Gender Mainstreaming Strategy incorporating a gender mainstreaming plan
- **In collaboration with PMU, make a presentation of the strategy and the mainstreaming plan to a stakeholder validation workshop**

Proposed time schedule for deliverables: This will be discussed and coordinated closely between the Consultant, the Technical Advisor (TA), PMU and UNDP. An estimated date for the submission of the final report is end of June 2022.

Expected outputs/ Deliverable	Target due dates	Payment %
1. Inception report (Proposal and methodology to carry out the consultancy)	End of April 2022	20
2. Draft Gender Mainstreaming Strategy and Mainstreaming Plan	End of May 2022	30
3. Final Gender Mainstreaming Strategy and the and Mainstreaming Plan (in digital and hard copy formats) incorporating review comments from key stakeholders	End of June 2022	50

IV. MANAGEMENT AND INSTITUTIONAL ARRANGEMENTS

The Consultant shall conduct his/her assignment under the overall guidance of the Project's Technical Advisor, with support from UNDP on contract management issues. He/she will work closely with the PMU staff in collaboration with key national stakeholders. He/she will receive guidance from the UNDP Regional Technical Advisor throughout the assignment specifically regarding quality assurance of the final product. At the country level, the consultant will report to the Head of Programme through the UNDP Environment & Climate Change Practice Area Specialist.

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V. DURATION OF THE ASSIGNMENT

It is envisaged that the consultant will work effectively for 20 days spread over the period from April **to end of June 2022**

VI. REQUIRED QUALIFICATIONS AND COMPETENCIESa) Academic Qualifications:

Master's degree or higher in a relevant field, preferably in the field of Gender, Public Administration, Sociology, or any relevant social sciences.

Experience

- At least five (7) years of experience in working on mainstreaming gender in design, implementation, monitoring and evaluation of large-scale projects and programmes;
- At least three (3) years of work experience in should be on environment related projects and implementing gender mainstreaming strategies;
- Ability to apply analytical tools/approaches to collate for Results Based Management and Monitoring and Evaluation
- Previous professional experience working with national government institutions and local communities on gender mainstreaming is a strong asset;
- Previous professional experience with development agencies and/or the United Nations is an asset.
- Excellent working knowledge in written and spoken English.

b) Functional Competencies

- Demonstrated ability to plan, organize logically, effectively implement and meet set deadlines;
- Good interpersonal and communication skills, including a demonstrated ability to set out a coherent argument in presentations and group interactions;
- Conceptual and strategic analytical capacity coupled with good writing skills;
- Ability to coordinate and work in teams, as well as in complex environments;
- Proven experience in participatory processes and in facilitating dialogue between Government, Development partners, private sector and civil society;
- Understanding of GEF functioning and procedures;

c) Compliance with 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

d) Evaluation Criteria

Criteria	Range	Score
Master's degree or higher in a relevant field, preferably in the field of Gender, Public Administration, Sociology or similar fields	10	

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At least five (7) years of experience in working on mainstreaming gender in design, implementation, monitoring and evaluation of large scale projects and programmes	20	
Demonstrated understanding of the UNDP/GEF rationale and procedures, and previous engagement in similar assignments	10	
Proposed Methodology and work plan based on the objectives and approaches outlined in the TOR	30	
TOTAL Technical	70%	

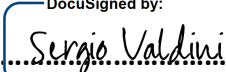
Financial proposal – 30%

“UNDP is committed to achieving workforce diversity in terms of gender, nationality and culture. Individuals from minority groups and women are strongly encouraged to apply”.

VII. CONFIDENTIALITY AND PROPRIETARY INTERESTS

The Individual Consultant shall not, either during the term or after termination of the assignment, disclose any proprietary or confidential information related to the consultancy service without prior written consent. Proprietary interests on all materials and documents prepared by the consultants under the assignment shall become and remain properties of UNDP

This TOR is approved by Sergio Valdini

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Deputy Resident Representative

Date 23 March 2022