



SOURCE TO SEA; EASTERN AFRICA WETLAND INITIATIVE

Wetlands International, Eastern Africa Office

CONSULTANCY TO CONDUCT A GENDER ANALYSIS AND PRODUCE A GENDER ACTION PLAN TO BE USED DURING IMPLEMENTATION OF THE *SOURCE TO SEA* INITIATIVE

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1 Background

Wetlands International is a global not-for-profit organization dedicated to the conservation and restoration of wetlands. This is accomplished through the implementation of landscape approach towards conservation, connecting technical knowledge, policy dialogue and action on the ground, and catalyzing the activities of diverse actors working towards empowering the communities we work with.

In all Wetlands International programmes, we work hand in hand with local communities, taking care to ensure proper representation of vulnerable groups and to integrate gender aspects in our work. We support communities, Civil Society Organizations (CSOs) and governments to engage with each other and to sustain dialogue and involvement in collaborative actions by establishing networks. This approach strengthens the legitimacy, outreach and relevance of each partner as they use and build on each other's expertise. In this way, we maintain long-term, collaborative relationships with the communities, CSOs and governments.

With financial support from the Swedish International Development Co-operation Agency (SIDA), Wetlands International Eastern Africa is implementing a project dubbed '*Source to Sea; Eastern Africa Wetland Initiative*' in two ecoregions. These are, the Rift Valley Lakes Ecoregion (with field interventions in Ziway-Shalla sub-basin and Omo-Turkana Basin), and the East African Mangrove Ecoregion (with field interventions in Lamu Land and Seascape, and Rufiji Delta).

The **main objective** of the initiative is to address the drivers to loss of wetlands and their biodiversity in Eastern Africa by putting in place enabling conditions for integrated wetland management solutions at landscape and ecoregional scales.

The initiative will a) make knowledge and data accessible b) strengthen and increase the capacity of stakeholders for wetland management and biodiversity conservation c) develop and implement integrated landscape regeneration and livelihood enhancement strategies and d) support the development of ecoregion management plans and strategies. This

consultancy therefore, will produce a Gender Action Plan (GAP) that will enable participation and engagement of both women and men in all these four outcomes of the project.

2 Objective of the Assignment

The *Source to Sea Initiative* recognizes gender integration as a strategy to accelerate women's socio-economic empowerment, achievement of project objectives and to maximize its impact. Under these, overarching program goals, *Source to Sea* intends to develop a Gender Action Plan (GAP) to ensure the *Initiative* effectively integrates gender considerations into every aspect of project planning, execution, and monitoring and evaluation.

In this regard, Wetlands International is seeking a competent and qualified consultant to undertake a gender analysis and develop a GAP.

The overall objective of the Gender Action Plan is to build the understanding on the issue of gender in the *Source to Sea Initiative* as well as to provide a framework for action, monitoring and accountability.

The Consultant will enable the achievement of this objective by undertaking the following tasks:

- i. Carry out a Gender analysis with a gender and social impact assessment. The result of this will be a list of identified gender-gaps in relation to the *Source to Sea* project **Outcomes**.
- ii. Prioritize the gaps identified. This will be guided by agency of the issue, access to financial resources, time, and relevance in the context of the *Source to Sea Initiative*.
- iii. Engage stakeholders on the list of prioritized gender-gaps. This process will be participatory and should enable stakeholders to formulate a vision of a gender-responsive action plan.
- iv. Identify and document risks and mitigation measures to deal with any potential negative impacts.
- v. Develop gender-responsive priority action areas, short and long-term time-bound targets and outputs, that is, clear statements on what we want to achieve until when, how we want to do this in relation to the objective of *Source to Sea*, who will be responsible, and how much human and financial resources we will allocate.
- vi. Develop a Framework Gender Action Plan for *Source to Sea*.
- vii. Present the Gender Action Plan to key stakeholders for validation and adoption.

3 Scope and Deliverables

This consultancy will cover two Ecoregions with 4 Landscapes and will produce the following deliverables:

1. An inception report (maximum 5 pages) outlining the approach/methodology and work plan. This report shall be submitted for review and approval by the programme team;
2. Data collection tools/procedures – submitted with the inception report for review and approval by the programme team;
3. A list of identified gender gaps;
4. Presentation of the draft Gender Action Plan to key stakeholders for validation and adoption;
5. Final report that compiles key issues identified from stakeholders' workshop (include at least 10 high quality photos).

4 Location

This assignment will be done in the Rift Valley Lakes Ecoregion and the East African Mangrove Ecoregion.

5 Timeframe

The duration of this assignment is not more than 21 working days starting from **11 May 2022**.

6 Qualifications

- i. At least a Master's degree in the field of Natural Resource Management, Environmental Conservation, Environmental Science or related fields.
- ii. At least 5 years of practical experience in undertaking consultancies relevant to gender mainstreaming in the field of environment and natural resource management.
- iii. Experience in implementing a project/s with a Gender Action Plan/s in the field of environment, natural resource management or environmental conservation will be an added advantage.
- iv. Highly refined analytical, problem-solving and organizational skills.
- v. Knowledge of the two ecoregions context and experience working with communities and other stakeholders in wetland management.
- vi. Fluent spoken and written English.
- vii. Good communication and interpersonal skills with proven abilities to compile views of different stakeholders.
- viii. Demonstrated skills in using participatory tools and methodology.

7 Mode of Application

Applications with copies of CVs, testimonials and samples of previous work should be submitted on or before **2 May 2022** via email to hreastafrica@wetlands-eafrica.org and copied to cachieng@wetlands-eafrica.org and aadem@wetlands-eafrica.org quoting vacancy number **HR/S2S/29042022** in the subject.

All applications should include the following:

- i. **Letter of expression of interest** (maximum 1 page)
- ii. **Technical proposal** (maximum 8 pages): This should include, at a minimum:
 - Consultant's profile with particular emphasis on previous experience in similar research in Ethiopia, Kenya and Tanzania (or other countries in the region).
 - Description of the proposed approach and methodology with clear justifications, understanding of the ToR and tasks to be accomplished.
 - Proposed workplan including the expected level of effort and number of working days in a tabular form.
 - **Key sections of the gender action plan:** The Gender Action Plan should contain key sections that enable *Source to Sea* team members, particularly those not familiar with the local social and gender environment, to understand the gender constraints in the eco-region and potential interventions to address those constraints.
 - **Business case and approach:** The business case is expected to highlight how women are critical stakeholders in the protection and sustainable management of wetlands and biodiversity conservation and should be meaningfully included in all project outcomes.
 - **Eco-regional and country background:** The action plan will include a discussion of the current state of gender equality and women empowerment in Natural Resource Management (NRM), wetlands and biodiversity conservation within the Rift Valley eco-region and within the target countries.
- iii. **Financial proposal** which should:
 - Be clear and output-based, highlighting key performance measures, while demonstrating value for money.
 - Be inclusive of all costs required to render the services and achieve the deliverables of this ToR, including but not limited to: consultancy fees, travel and accommodation costs.
 - Detailed outline of costs per output, with any financial risk highlighted.
 - Currency used should be **United States Dollars** and should be inclusive of all relevant taxes.

iv. Evaluation

Wetlands International will evaluate the applications according to its Procurement Guidelines and will only contact successful candidates.