

**REQUEST FOR CONSULTANCY SERVICES
TERMS OF REFERENCE FOR GENDER EXPERT
FOR A PROJECT DESIGN**



1. ORGANIZATIONAL CONTEXT

The African Biodiversity Network (ABN) is a regional network that aims to ignite and nurture a growing network of individuals and organizations across Africa. It envisages vibrant and resilient African communities rooted in their biological, cultural, and spiritual diversity, governing their lives, livelihoods, and living harmoniously with healthy ecosystems.

ABN offers an all-African approach to sustainability and community resilience, closely linked to and growing out of traditional practices. The premise is that cultural and ecological diversity are intricately bound together and that only through restoring people's strong and deep sense of connectedness to nature and all that lies within it will people in Africa find ways to be resilient and sustain their land and other natural resources. A key part of this restoration is to give a substantial voice to elders' indigenous knowledge.

Currently, ABN has 35 partners and allies ranging from small Community-Based Organizations (CBOs) to large coalitions of CBOs and Non-Government Organizations (NGOs), drawn from 14 African countries. ABN is also a founder and member of the Alliance for Food Sovereignty in Africa (AFSA). Its partners are also members of other networks and coalitions. For more information, refer to our website: www.africanbiodiversity.org

With funding from SIDA, through the Embassy of Sweden in Addis Ababa, Ethiopia, the ABN Secretariat is implementing the three (3) year project in collaboration with 21 partner organizations spread across 14 African countries. Five (5) of the partners in the MENA and Central Africa region are new. The ABN Secretariat, headquartered in Thika, Kenya, will be the Lead Partner and ensure harmonious coordination of all project activities across the countries.

ABN is seeking a Consultant/Consultancy firm to undertake a Gender Responsive Action Plan (GRAP) survey to identify the status of gender complementarity, document and make recommendations to ensure the ABN goals of gender equality, empowerment of both gender within the ABN Secretariat, the network and in the project beneficiaries to advance the well-being of women and men in all countries through inclusive and sustainable development. ABN is committed to integrating a gender perspective in its policies, programmes, projects and organizational practices. The consultant should be readily available to complete the assignment by **15th December 2021**.

2. PROJECT CONTEXT

The Conserving Bio-Cultural Diversity Project is a three (3) year project running from 1st September 2021 to 31st August 2024. The specific goal of the project is to contribute to improved life on land through Conservation of Bio-Cultural Diversity and the Restoration of Terrestrial and Marine Ecosystems in Africa. The primary target groups for this project will be the 38,500 community members working with 21 partners who are affiliated to the Partners in 14 African countries categorized in Sub-regional nodes as shown in section 2.2 below.

2.1 What does the project seek to accomplish?

In line with the project goal and priorities set out in the ABN current Strategic Plan and the SDG 15, the project will focus on achieving the following long-term outcomes;

- i) Strengthened and diversified community livelihood options based on good bio-cultural diversity and seed governance.
- ii) Community ecological governance system revived, based on time-tested community knowledge and practices.

- iii) A strong proactive youth movement established that celebrates and engages bio-cultural diversity issues across Africa.
- iv) Increased support for community-led advocacy as a prerequisite for building coalitions for policy influence on prioritized issues.
- v) ABN networking and practice of methodologies among communities, partners and allies improved, including Francophone and MENA speaking countries.

ABN will support the following activities towards the desired change.

- i) **Community dialogues and meetings-** These provide an opportunity for communities to reflect on their knowledge and practices around seed, food diversity, farming practices, and customary governance to analyze their challenges and suggest workable solutions.
- ii) **Seed biodiversity conservation-** This ensures that community perception on seed management is aligned with different contexts, including the soils, water, gender-disaggregated knowledge, cultural practices around seeds, spirituality and threats to seeds.
- iii) **Bridging the inter-generational Knowledge gap between the young and elders-** This aims to engage the younger generation with ideas of bio-cultural diversity and associated local knowledge about building resilient livelihoods.
- iv) **Action learning through Nature experiential knowledge and exchanges-** This is aimed at encouraging community solidarity and learning from each other as peers.
- v) **Community mappings-** This gives communities the foundation from which they explore the areas to collectively work on to strengthen their local economy while sustaining the foundations of life for current and the next generation without creating inequities.
- vi) **Networking, Communication and Advocacy-** Use of various communication platforms to enhance vibrant partnerships within the network.

2.2 The ABN implementing partners by country

21 partners organisations spread in 14 Countries and categorized into four sub-regional nodes as follows

Country & No. of the partner organisation

a) EASTERN SUB-REGIONAL NODE – (A total of Eight Partner organisations)

1. Kenya	Four (4)
2. Ethiopia	Two (2)
3. Tanzania	One (1)
4. Rwanda	One (1)
5. Uganda	Three (3)

b) SOUTHERN SUB-REGIONAL NODE – (A total of Three Partner organisations)

6. Zimbabwe	Two (2)
7. South Africa	One (1)

c) WESTERN SUB-REGIONAL NODE (Two partners)

8. Benin	One (1)
9. Togo	One (1)

d) MENA & CENTRAL AFRICA REGION - (Five New partners)

10. Gabon	One (1)
11. Cameroon	One (1)
12. Central African Republic	One (1)
13. Morocco	One (1)
14. Egypt	One (1)

Total- 21 partner Organisations

3. OBJECTIVE OF THE GENDER RESPONSIVE ACTION PLAN

The general objective of the Gender Responsive Action Plan is to gather relevant data and information on gender, to identify gaps, analyze and recommend approaches to mainstream gender perspectives of the project implementation to enable the project to assess its gender inclusive performance, measure results and impacts throughout the project period.

4. DUTIES OF THE CONSULTANT

Within the duration of the assignment, the Gender Consultant is expected to work under direct supervision and guidance of the General Coordinator or his designee to undertake the following tasks;

- i) Review relevant ABN documents on the requirements for gender mainstreaming, including ABN's Policy on Gender Equality and the Empowerment of Women.
- ii) Conduct a detailed gender analysis using relevant tools to Gender Mainstreaming, particularly emphasizing gender issues in the area and region of intervention (e.g., gender division of labour, access to and control of resources and technologies, women and men's needs and preferences, and opportunities for, and constraints on, women's participation and involvement on governance matters).
- iii) Assess and identify potential gender-differentiated impacts of the project.
- iv) Collect sex-disaggregated baseline data that could be used to monitor potential gender impacts.
- v) Identify government agencies, NGOs, community-based organizations and women's associations or groups whose work focuses on gender and the specific area of intervention that can be utilized during project preparation and implementation. Assess their capacity.
- vi) Based on gender analysis, develop a plan of Gender Responsive Action Plan (GRAP) that identifies opportunities and perspectives for mainstreaming gender into the project. The GRAP for gender mainstreaming should mirror the project's log frame and include the development of gender-specific project components, gender responsive targets and indicators, timelines, assigned responsibilities, and implementation arrangements among other issues related to gender.
- vii) Provide cost estimates for the implementation of the GRAP for gender mainstreaming.
- viii) Integrate relevant gender components from the GRAP for gender mainstreaming in the project document, including cost estimates for its implementation.

5. REQUIRED COMPETENCIES

Core values:	Core competencies:	Managerial competencies (as applicable):
1. Integrity.	1. Results orientation and accountability.	1. Strategy and direction.
2. Professionalism.	2. Planning and organizing.	2. Judgement and decision making.
3. Respect for diversity.	3. Team orientation.	

6. KEY DELIVERABLES

The expected critical outputs of the Gender Responsive Action Plan are :

- i) An inception report: Elaboration of the Gender Responsive Action Plan approach, methodology and tools including a detailed schedule of activities to be undertaken across the four sub-regional nodes;
- ii) The Gender-Responsive Action Plan Draft Report; and
- iii) Final Gender Responsive Action Plan Report:
The report should be logically structured, including but not limited to elements such as the executive summary, context analysis from the perspectives of ABN philosophy and project, intervention description, assessment purpose, assessment methodology, critical Gender Responsive Action Plan findings, review of project indicators, conclusions, lessons learned, observations, recommendations and annexes (Key officials interviewed, documents consulted and data collection instruments). The report should include a set of specific and clear recommendations. The outcome of this task is a comprehensive report presented to ABN in an electronic and 3-hand copies upon approval of the final draft by the ABN.
- iv) Clearly analysed context where ABN and partners have or plan to operations.
- v) Identify cultural, social, economic, structural challenges if present and suggest pragmatic responses aimed at transforming the situation.

7. MINIMUM ORGANIZATIONAL REQUIREMENTS

Education;

The Gender Consultant should have a minimum of Master's Degree in Social Science or other relevant discipline

8.0 TECHNICAL AND FUNCTIONAL EXPERIENCE

The Gender Consultant should have;

- i) A minimum of five (5) years of experience in gender equality and gender mainstreaming work
- ii) Formal training in gender analysis, gender planning, demonstrated expertise in mainstreaming gender in projects and programmes, especially in specific areas of intervention.
- iii) Thorough understanding of the gender context including in [countries where the project is under implementation], experience working with government institutions, international or non-governmental organizations supporting gender and development work in the specific intervention area.
- iv) Familiarity with gender analysis tools and methodologies in the specific area of intervention.
- v) Strong communication skills and the ability to liaise with various stakeholders, including government officials.
- vi) Demonstrable knowledge and experience in civil society, culture, biodiversity, farming/agrobiodiversity and seed systems, agricultural seed policies, working with diverse cultural/rural communities, governance, human rights and advocacy issues in an African Context.
- vii) Conversance with participatory methodologies and approaches to project review and evaluation, including familiarity with inclusion, gender and cultural sensitivity analysis.
- viii) Available to undertake the Gender Responsive Action Plan task from **November 29th to 20th December 2021**.
- ix) Able to articulate issues objectively and present the Gender Responsive Action Plan with utmost clarity and within the agreed timeframe.
- x) Has a proven track record of professional execution of similar consultancies/assignments; working with NGO work or Network organization /umbrella body; strong data collection skills.

9.0 LANGUAGES

Fluency in written and spoken English is required. Knowledge of French language is an added advantage.

10.0 THE APPLICATION PROCESS

Completed proposals should include:

- i) A **cover Letter** expressing interest and availability for the assignment.
- ii) A precise and clear **technical and financial proposals** with a detailed budget and a payment schedule based on clear deliverables.
- iii) Sample report of similar assignments undertaken in the last three (3) years.
- iv) Contact details of at least three (3) organizations that the firm/ consultants have been contracted to carry out a similar assignment preferably in the last three (3) years.

Interested and qualified consultants/firms should send their application by email addressed to The General Coordinator through the abnsecretariat@africanbiodiversity.org cc accounts@africanbiodiversity.org by **25th November 2021**.