



## TERMS OF REFERENCE

### CONSULTANCY SERVICE FOR GENDER ANALYSIS AND MAINSTREAMING

Duty Station:	ICPALD with travel to IGAD member countries
Type of Contract:	Individual
Contract post level:	Medium term
Start date:	After contract signature for 100 days spread in 30 months

#### BACKGROUND:

IGAD was established in 1986 to mitigate the effects of recurrent drought and environmental degradation, boost agricultural production, and facilitate sustainable management of natural resources. IGAD came into being to also protect the environment while simultaneously pooling resources for their regional development efforts. With the emerging political, security, and socio-economic challenges, the Assembly of Heads of State and Government in 1996 resolved to expand IGAD's mandate to include areas of cooperation and integration, peace and security, and socio-economic dimensions. IGAD region members consist of Djibouti, Eritrea, Ethiopia, Kenya, Somalia, South Sudan, Sudan, and Uganda. IGAD's mandate is to promote the resilience of the region through regional cooperation and integration, fostering peace and security, boosting agricultural sector development, facilitating sustainable management of natural resources, and environmental protection.

IGAD Centre for Pastoral Areas and Livestock Development (ICPALD) established on July 12<sup>th</sup> 2012 by the 45<sup>th</sup> IGAD Council of Ministers has a mission to complement the effort of the IGAD member States to sustainably generate wealth and employment through livestock and complementary livelihood resources in arid and semi-arid areas of the region. Its overall objective is to promote, facilitate and advocate for people-centered and gender-responsive sustainable development in Arid and Semi-Arid Lands (ASALs) and livestock in the IGAD region. Hence, with funds from the Swedish International Development Cooperation Agency (SIDA), under Sustainable Ecosystem Management Project (SEMP), ICPALD is seeking the services of an expert in gender analysis using the transformative approach and develop gender mainstreaming action plans at the beginning of the project implementation in order to integrate key issues at household, community and local government levels within the proposed project scope that contribute to gender equality.

Sixty to Seventy (60-70%) of the IGAD member states' land mass is arid and semi-arid land (ASAL) where extensive livestock production systems i.e pastoral and agro-pastoral are practiced as the main sources of livelihood. The ASALs are characterized by low erratic rainfall of up to 500mm per annum, periodic devastating droughts and varying combinations of vegetative covers and soils subjecting pastoralists to frequent movement from place to place including cross border areas in search of pasture and water due to reduced cycles of drought attributed to effects of climate change. Men move away from settlements with livestock leaving behind women and children with small herds of livestock for livelihood. Women and youths are heavily involved in livestock production activities in terms of input acquisition and use, breeding, milking, fodder production, marketing and links with other livelihood systems such as small businesses, artisanal mining, gums and resins harvesting among others. Therefore, the role of women in household food safety and feed security is crucial. They play key roles in taking care of household and community assets but their access to crucial assets like land and large ruminants is limited due to cultural barriers in some localities. Furthermore, limited attention has often been paid to the cross-border and pastoral areas by government authorities in the region, thereby exacerbating the levels of inequality in access to education, information, employment, credit, social protection and decision-making.

## **OBJECTIVES OF THE CONSULTANCY:**

The main objective is to conduct gender analysis in the project target area, support the project in mainstreaming gender implementation and capacity building actions. The analysis will utilize both Harvard and Moser frameworks focusing on addressing women strategic need in addition to practical needs.

Key actions will include:

1. Review literature and other documents related to gender issues relevant to IGAD region pastoral and agro-pastoral areas;
2. Undertake field visit to two selected cross-border areas for stakeholder consultation and situation analysis of gender with particular emphasis to women;
3. Undertake a gender analysis using transformative approach in the project areas and prepare gender mainstreaming plan;
4. Provide support to the project team on gender inclusivity (Review of Terms of reference (ToR) and reports) during:
  - a. Preparation of template management plan and bylaws for the governance of shared resources (water, rangelands, routes) and transboundary livestock routes and wildlife corridor management,
  - b. During conflict analysis and mapping of latent and active conflicts in the project sites
  - c. Preparation of rangelands monitoring technique and practices
  - d. Studying and documenting traditional institutions playing role in the governance of communal shared resources,
  - e. Study on the availability and distribution of different rangeland products including gender inclusive market opportunities

- f. Business incubation center development
  - g. regional dryland research forum identifying priorities
- 5. Undertake trainings on gender equalities and factors that facilitate gender disparities for key staff involved in project implementation including ICPALD and government extension officers as well as community leaders; and
- 6. Capacity building, coaching and mentoring ICPALD gender focal person.
- 7. Review reports of consultancies and technical ICPALD team touching on gender issues
- 8. Undertake any other tasks relevant to the assignment

## **DELIVERABLES**

The deliverables will include:

- a) A generic inception report indicating process, outputs, outcomes and methodology of how the all the actions will be carried out.
- b) Comprehensive reports on gender analysis and action plan
- c) Training need report for ICPALD staff, key project actors and community leaders as well as capacity building plan for ICPALD gender focal person,
- d) Training manuals for the different actors and mentoring plan for ICPALD gender officer
- e) Training reports
- f) Final assignment closing reports

## **QUALIFICATIONS, SKILLS AND EXPERIENCE REQUIRED:**

### **Core competencies**

- Integrity keeper, professional and has respect for diversity (social, cultural, religious etc)
- Results orientated, transparent and accountable
- Skilled planner, organizer and team player

### **Experience**

- Postgraduate university degree in Social or Natural Sciences or other relevant discipline, preferably with a specialization in gender and project cycle management.
- Minimum of five years of relevant professional work experience in gender analysis, mainstreaming capacity need assessment, training, mentoring
- Demonstrable gender analysis and gender planning and expertise in mainstreaming gender in projects and programmes, especially in specific area of intervention
- Proven knowledge of social, economic, political and legal context including knowledge of gender related policies, and human rights issues as well as livelihood challenges especially for women.
- Proven experience in designing and leading researches on gender related development and interventions
- Has thorough understanding of the gender context and experience working with government institutions and international or non-governmental organizations supporting gender and development work in the specific area of intervention

- A good knowledge of gender related socio-economic factors in Eastern Africa including the IGAD Region will be an added advantage
- Familiarity with gender analysis tools (Gender Equality and Social Exclusion (GESI) Design, Monitoring and Evaluation Toolkit) and methodologies in the specific area of intervention
- Extensive experience working on organizational national gender policies in fragile contexts
- Strong communication skills, and ability to liaise with various stakeholders, including government officials.
- Proficiency in English language- spoken and written
- Working language of French is advantageous/essential

## **TENURE OF THE ASSIGNMENT**

The consultancy will be for 100 days spread over 30 months non-continuous.

### **Payment terms**

The applicable daily rate will be dependent on the qualifications and experience of the appointed consultant. The consultant will be responsible for all government taxes and levies arising from this assignment.

<b>Output/ activity completed</b>	<b>Payment of the contract amount</b>
Signing of contract and inception report after acceptance	10% of the amount
Approved report after field gender mapping, analysis and mainstreaming action plans into project implementation framework	10% of the amount
Approved report after training of ICPALD and government extension staff on gender sensitivity	20% of the amount
Approved report after training of selected communities from the identified two clusters	20% of the amount
Satisfactory completion of all tasks and final assignment closing report	40% of the amount

**NB:** Payment sequence will be revised accordingly after negotiation and during project implementation

### **Travel outside duty station**

Air tickets and Daily Subsistence Allowance (DSA) will be covered for field work upon approval of travel schedules.

### **Insurance cover**

The consultant will be responsible for his/her own medical and life insurance cover for the duration of the assignment.

### **HOW TO APPLY**

Interested candidates should submit their applications accompanied by a detailed CV, copies of both academic and professional certificates and testimonials, names and addresses of three reputable referees, contact details (e-mail, telephone) by email to:  
beverlyne.nyanchera@igad.int

All applications should be received not later than 10<sup>th</sup> March 2023

***IGAD shall only respond to shortlisted candidates***