



CARE INTERNATIONAL IN TANZANIA TERMS OF REFERENCE

1. Consultancy Information

Consultancy:	Gender-sensitive Analysis assessment in ecosystem-based adaptations and budgeting
Location:	Home-based, with travels to Dodoma, Mufindi, Same, Simanjiro, Kiteto and Chemba
Post Level:	Individual Consultant / Consultant firm
Project:	New Approaches to upscaling resilience ecosystem-based adaptation
Languages Required:	English
Start Date:	4 th December 2023
End Date:	30 th January 2024
Duration of Contract:	15 working days

2. Background

CARE International in Tanzania in collaboration with CARE Nederland secured fund from Global Ecosystem Adaptation to implement the New Approaches to Upscale Resilience and Ecosystem-Based Adaptation (NATURE) project in Same, Mufindi, Simanjiro, Kiteto and Chemba districts with the component to support policy influencing at the District and National level. This project is aiming at increased resilience of communities through improving ecosystem services in drought prone areas and therefore the project is focusing to address social vulnerabilities such as food insecurity, access to resources, water use conflict, human wildlife conflict, pastoralist migration and land-use conflicts to support restoration of ecosystem services.

The most significant climate change risks in project implementation area includes floods, droughts, heat waves, windstorms, and shifts in agro-ecological systems. Also, there are existing non-climatic drivers such as deforestation, forest encroachment and overstocking which over the years has exacerbated land degradation and consequently altering ecosystem service functions and agro-ecological systems.

Communities especially women and girls who are most involved in agriculture and livestock activities are most vulnerable to climate change whereby persistent droughts and floods affect crops and livestock husbandry and with health impacts, resulting in extreme poverty. Consequently, their capacity to adapt is being reduced. The impacts of climate change affect both women and men differently, depending on their gender as well as a range of other factors, including age, ethnicity, indigeneity, socio-economic status, disability, and adaptive capacity. Women and girls are more affected due cultural backgrounds and mobility nature of women in the project area. Climate change impact has elevated gender-based violence following climate-induced disaster such drought, flood, conflict over resources such water. Child marriage, which is considered an act of gender-based violence, has been observed in various communities as a means of coping in the event of disaster (UNFCCC synthesis report 2022)

Tanzania faces several challenges related inadequate participation of key stakeholders particularly women from women agrarian, agro-pastoralist and pastoralist communities, and low public awareness to support effective implementation of ecosystems-based adaptations and therefore there a need to have a better understanding of the gender issues, needs and concerns in the process of planning and policy formulation to provide equitable access to resources and participate in the decision spaces and this is involving strengthening the role of institutions that govern power relations, such as household and decision-making spaces. For EbA to be effective, it must consider different gender dynamics, while also addressing the systemic barriers and discrimination that make some women and girls more vulnerable to climate change impacts than others. To achieve that there is a need to have a better understanding of the gender issues, needs and concerns in the process of identifying and selection of Ecosystem Based adaptations in overcoming social vulnerabilities and building resilience of communities.

Interrogation and understanding the context within which household members and other actors operate is equally important in addressing challenges and inequalities that face men, women, and youth actors in adverse effect of climate

change and degradation of ecosystem services.
3. Objective
The overall objective of the assignment is to conduct Gender-sensitive Analysis to identify gender gaps, power relations and dynamics in ecosystem-based services and budgeting at district level in Mufindi, Same, Chemba, Kiteto and Simanjiro District which will serve as basis for integrating gender responsive ecosystem-based adaptations into Districts short term and long-term development plans and budgets.
4. Scope, Methodology and Tasks
<p>The Consultant is expected to work closely with Project Manager for NATURE project (New Approaches to Upscale Resilience and Ecosystem-based adaptation) and CARE Tanzania Gender focal point.</p> <p>The team will closely work with local authorities of Simanjiro, Mufindi, Same, Kiteto and Chemba District to go through the planning and budgeting process and where possible make further consultation with the Ministry responsible for Agriculture, Natural resources, Wildlife, Environment, Local government and water.</p> <p>In carrying out the above assignment, the consultant is expected to adopt a consultative approach to accomplish the following tasks:</p> <p>Task 1: Inception meeting: The consultant will organize an inception meeting that will outline the proposed Gender-sensitive Analysis assessment tools, set up sampling, including stakeholder identification, and create a Gender-sensitive Analysis assessment framework to support data collection and guiding meetings/workshops.</p> <p>Task 2: Data Collection and data analysis: The consultant will organize and facilitate physical and virtual meetings for the identified and approved participants, as indicated in the inception report. Participants from Local Government authorities of Mufindi, Same, Simanjiro, Kiteto and Chemba District and President Office and Local Government authorities should be included at the minimum. The consultant will need to review budget and development plans of previous years (Preferably 5 years Back) of respective district and do literature reviews for secondary information and may consult with Ministry responsible for Agriculture, Natural resources, Wildlife, Environment, Local government and water to identify the gender gaps in the implementation of ecosystem-based adaptation and budgeting process at district level with focus to gender considerations.</p> <p>The consultant will analyse the data and information gathered, compiling answers as per Gender-sensitive Analysis assessment framework and generate recommendations for integrations of gender in EbA into Districts short term and long-term development plans and budgets.</p> <p>Tasks 3: Facilitate validation meetings for identified gender gaps, recommendations, and framework for incorporating Gender response EbA solutions into Districts short term and long-term development plans and budgets. The validation meeting will compose relevant key stakeholders including the local government authorities to agree on the identified gaps and recommendations generated. The Consultant will work with the project and agree best approach of facilitating the validation meetings in Same, Mufindi, Chemba, Kiteto and Mufindi districts.</p> <p>Task 4: Final report: Based on feedback from the validation meeting and feedback from the project. The consultant will draft the final report according to the description under "scope of work," "Consultancy Deliverables," and the agreed-upon Table of Contents, including incorporating data from the qualitative part of the exercise. The consultant will submit the report for feedback to the project manager for the review. The report should put the Gender-sensitive Analysis assessment findings in the implementation of ecosystem adaptation and budgeting process in a wider context and include recommendations from the project.</p>
5. Deliverables, Timeline and Payment terms
The consultant will report to the Project Manager for NATURE project: New Approaches to Upscale Resilience and Ecosystem-based adaptation and seek approval of outputs from CARE International in Tanzania

The duration of the consultancy is up to 15 working days commencing from 4th December 2023 to 30th January 2024.

Key deliverables

- Inception report. The Inception Report will draft the Gender-sensitive analysis assessment framework, including questions, methods, sampling, research instruments, proposed research schedule and needs, and planned analysis.
- Final report with detailed gender analysis findings and recommendations for incorporating gender responsive adaptation considerations in in EbA plans in planning and budgeting process not exceed 30 pages, exclusive of table of contents, list of acronyms and annexes.

Points for consideration when generating deliverables.

- An analysis of gender inequalities, structural barriers toward gender integration in the implementation of EbA as per district
- Inequalities are identified, analyzed and quantified if possible, taking into account the perception of the people directly concerned (participatory approach).
- Gender inequalities are identified.
- List practical needs of women in the implementation of EbA
- List strategic needs of women;
- Identify what can be done regarding the practical and strategic needs;
- A synthesis report giving detailed analysis of the findings and proposing intervention strategies

A tentative timeline for deliverables and payment schedule is as follows:

SN	Deliverable	Timeline	Payment (% of the contract sum)
i.	Kickoff meeting	1 day after signing the contract	0%
ii.	Inception Meeting Report	One (1) working day after signing a contract	40%
iii.	Final report with detailed gender analysis findings and recommendations for incorporating gender in in EbA plans in planning and budgeting process does not exceed 30 pages, exclusive of table of contents, list of acronyms and annexes	Fourteen (14) working days after submission of inception report	60%

6. Qualifications

Qualifications:	<ul style="list-style-type: none"> • The consultant / Lead consultant should have a minimum of a master's degree in Natural resources management, Gender economics, Climate change and development, Rural development, Environment, Agriculture, Forest or any related field • The Consultant must be either an individual or a Company, but subcontracting is not accepted
Experience	<ul style="list-style-type: none"> • Must be well experienced in carrying out gender analysis, evaluation of women's empowerment programming in Tanzania.

	<ul style="list-style-type: none"> • Experience in gender analysis in the natural resources management and implementing Ecosystem based adaptation. • Experience in reviewing/ developing/refining policies, strategies, regulatory frameworks, and plans. • Strong research experiences in Natural resources, agricultural development, gender equality or related fields; • Good reexperience in project management and planning particularly in Natural resources and other related sector or equivalent experience • Evidence of at least one recently concluded similar or related assignment.
Skills	<ul style="list-style-type: none"> • Good interpersonal and communications skills • Results-driven, initiative-taking, ability to work under pressure to meet deadlines. • Creativity
Language requirements	Excellent command of written and spoken English.

7. How to apply

Please submit the following documents:

I. Technical proposal comprising of the following:

- Letter of Confirmation of Interest.
- Personal CV
- Proposed sections of a proposal (maximum 10-12 pages in total):
 - Summary
 - Background
 - Purpose and scope
 - Specific objectives
 - Methodology
 - Deliverables
 - Timeframe – schedule
 - Quality and ethical standards
 - Qualifications or description of the team
 - Application procedures. Examples of previous similar work

II. Financial Proposal:

This shall indicate an all-inclusive fixed total contract price, supported by a breakdown of costs.