

TERMS OF REFERENCE

CONSULTANCY

Identify Priority Issues and Actions Necessary for Strengthening the Role of Women in Conservation of Aquatic Biodiversity and Environmental Management in Africa

Background

The African Union Inter-African Bureau for Animal Resources (AU-IBAR), a specialized technical office of the Department of Agriculture, Rural Development, Blue Economy and Sustainable Environment (DARBE) of the African Union Commission (AUC), is mandated to support and coordinate the utilization of livestock, fisheries, aquaculture and wildlife as resources for both human wellbeing and economic development in the Member States of the African Union.

AU-IBAR, with support from the Swedish International Development Cooperation Agency (SIDA), is implementing a project on “*Conserving Aquatic Biodiversity in African Blue Economy*”, for three year’s period. The overall objective of the project is to enhance the policy environment, regulatory frameworks and institutional capacities of AU member states and regional economic communities to sustainably utilize and conserve aquatic biodiversity and ecosystems. The specific objectives of the project are as follows:

1. Ratify and/or align relevant international/regional instruments related to blue economy themes (with specific reference to protecting and conserving biodiversity)
2. Optimizing conservation and sustainable use of biodiversity while minimizing conflicts among blue economy sub-themes
3. Strengthening measures for mitigating the negative impacts of coastal and marine tourism, oil, gas, deep sea mining and climate change on aquatic biodiversity and environment.
4. Strengthening gender inclusivity in aquatic biodiversity conservation and environmental management.

To enhance implementation of Objective 4, AU-IIBAR seeks an individual consultant to facilitate actions towards the development of a continental strategy necessary for strengthening the role of women in conservation of aquatic biodiversity and environmental management in Africa.

Rationale

The increasing threat to resources sustainability in African aquatic environments, stemming from overexploitation of aquatic organisms for food and income, necessitates actions to strengthen capacity of AU member states and regional institutions for protection and sustainable exploitation of living resources within their Exclusive Economic Zones (EEZs).

The livelihoods of women who control as much as 60-80% of the world’s food production, are highly threatened by the trends of aquatic biodiversity and ecosystem loss. This is exacerbated by the impacts of climate change – contributing to the vicious cycle of poverty in communities, especially in fisheries and aquaculture, touristic locations. Women thus need to be equally and actively involved in processes

to conserve and sustainably use biodiversity. They however face disproportionate impacts from gender-blind conservation measures. There is therefore the need for change at every level to improve the participation of women and girls in biodiversity conservation processes. The project as part of its objectives, seeks empower women as agents of change and frontrunners, to build new pathways or accelerate transition to sustainability.

Objective

The overall objective of this consultancy is to prepare a background document on priority issues and actions necessary for strengthening the role of women in conservation of aquatic biodiversity and environmental management, towards the development of a continental strategy for inclusion of gender in aquatic biodiversity and environmental management.

Tasks

1. Liaise with the relevant persons at AU-IBAR for adequate briefing and clarification of tasks;
2. Prepare inception report within 5 days of signature to the contract outlining an approach and methodology for the assignment, detailed work plan, timelines with deliverables, proposed locations for visit and comments on the Terms of Reference if any (in brief);
3. Identify and document the roles of women in conservation of aquatic biodiversity and environmental management in AU Member States;
4. Identify and document the main challenges and best practices with regards to the role of women in conservation of aquatic biodiversity and environmental management for AU Member States;
5. Identify and document priority issues and actions necessary for strengthening the role of women in conservation of aquatic biodiversity and environmental management;
6. Develop guidelines for a continental strategy on the empowerment and effective engagement of women in aquatic biodiversity conservation and environmental management programmes;
7. Provide recommendations for the design and mechanism for providing technical support by project to selected African Union member states, to develop all-inclusive and deliberate biodiversity strategies for women's empowerment and role in conservation of aquatic biodiversity and conservational management.;
8. Identify and Map ongoing environmental based-NGOs focusing on conserving biodiversity and environment protection in Africa
9. Facilitate consultation workshop for validation of the identified priority issues and actions for enhancing the role of women in biodiversity and environmental management.
10. Develop a comprehensive report at the end of the assignment.

Qualification

The successful candidate should have a minimum of a Master's degree in disciplines related to Gender Studies and/or Life sciences, Environmental sciences, Social science, Policy Development studies with focus on Gender considerations. A PhD degree will be an added advantage.

Experience

General Experience

1. A Minimum of 5 years of relevant work experience in at least one of the sectors - gender and climate change mitigation programmes; integrating gender considerations; and women's empowerment in environmental programming;
2. Familiarization with national and regional institutions with functions on environment management
3. Knowledge and evidence of experience on processes, political and policy related issues in the governance of aquatic ecosystems;
4. Proven experience of working with and mobilizing communities (including women and youth) in riparian and coastal settlements;
5. Familiarization of the role of and experience in working with grassroots organizations in environment management and community development in coastal locations

Specific Experience

1. Evidence of familiarization with and supporting or promoting implementation of continental and global instruments, initiatives addressing environmental sustainability, gender considerations and sustainable development
2. Record of performing similar consultancy and working experience in gender mainstreaming activities and projects in the field of the environment and/or related development policies or strategies in Africa;
3. Evidence of involvement in or formulation of policy, strategy development for strengthening gender equality considerations in natural resources governance in Africa;
4. Familiarization or experience of working with NGOs on issues of environmental management and conservation of aquatic biodiversity.
5. Experience with the practical challenges, opportunities and mechanisms for effective engagement of women in aquatic resources management or other natural resource systems in Africa

Other Essential Skills and Experience

1. Diplomacy and good interactive skills necessary for dealing with senior officials in Government, RECs, other regional organizations, and donor/development organizations in Africa; Good networking skills and ability to maintain positive and constructive
2. Experience in planning, implementing training and facilitating stakeholders' consultative workshops
3. Very strong writing, analytical and communication skills are necessary.
4. Proficiency in at least 2 AU languages

Deliverables

1. Inception report: A draft version detailing the methodology and approach to be used to undertake the consultancy within 5 days of signing the contract. The draft report should demonstrate a clear understanding of the assignment by the consultant.

2. Report on the roles of women in conservation of aquatic biodiversity and environmental management in AU Member States.
3. Report on the main challenges and best practices with regards to the role of women in conservation of aquatic biodiversity and environmental management for AU Member States.
4. Report **on the identified priority issues and actions necessary for strengthening the role of women in conservation of aquatic biodiversity and environmental management.**
5. **Guidelines for a continental strategy on the empowerment and effective engagement of women in aquatic biodiversity conservation and environmental management programmes**
6. Mechanisms or guide developed for piloting the above guidelines by the project to support selected member states for the empowerment and effective engagement of women in aquatic biodiversity conservation and environmental management programmes;
7. List of NGOs working on environmental management and aquatic biodiversity conservation
8. Report on stakeholder consultative workshop
9. Approved comprehensive final report on the consultancy in English detailing all work undertaken, recommendations, lessons learnt and best practices.

Criteria for Scores:

Criteria	Scores (%)
Qualifications	15
General Experience	25
Specific Experience	50
Other skills	5
Proficiency in AU languages (at least in 2)	5

Gender Mainstreaming

The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.

Duty Station

The consultants will work from their home-country.

Duration

The duration of this assignment is 30 days but can be accomplished within 45 calendar days from the date of signature of the contract.

Remuneration

The professional fee for each consultancy is USD 9,000. No other payment will be made in respect of this consultancy.

Expenses for approved missions (where necessary) will be covered separately in accordance with the applicable African Union Commission rules and regulations.

Supervision and reporting

The candidate will be under the direct supervision of the project team leader with oversight supervision by the Director of AU-IBAR. The team leader will have the responsibility of approval of reports.

Application deadline

The deadline for submission of proposals is 1st August, 2022, 17.00 hours, Nairobi Local Time.

The address for submission of applications is: Applications including detailed curriculum vitae (CV) should be submitted through email to: procurement-20220704-1@au-ibar.org with a copy to alexander.eyong@au-ibar.org