



# TERMS OF REFERENCE

## GGCA for Local Consultant

<b>Project Title:</b>	<b>Mainstreaming Gender</b> - Enhancing women's role, Participation and Representation in CC, DRR and Environment activities in Mozambique
<b>Project Unit:</b>	CPR-E Unit, UNDP Maputo, Mozambique

### Background and rational

Mozambique, in spite of its steady positive growth rates during the last decade, is still a country where income inequalities are evident, and where widespread poverty (54.7%<sup>1</sup> population) persists, especially in rural areas. With a large portion of the population living in rural areas (over 70%) and heavily dependent on the environment for their daily livelihoods (with over 80% of the population dependent on subsistence agriculture), the impact of unsustainable management practices and the increasingly felt impacts of natural disasters and the effects of climate variability and climate change, are having profound consequences in communities' ability to provide for themselves, women in particular, hampering the nation's efforts on poverty reduction.

Mozambique, being one of the most disaster prone countries in the world due to its geographical location, is one of the most exposed countries to the cumulative effects of climate variability and climate change. Even in the most conservative scenarios, the impact of climate change alone on GDP is considerable (averaging 3.5%), but its impact on the most vulnerable groups of the population is much greater.

Widespread environmental degradation is decreasing the social and economic benefits derived by the poor from land and other natural resources, and is thus increasingly worsening environment, social and economic conditions in rural, as well as in urban areas. Many of the environmental problems Mozambique faces today have a direct impact on communities' well being and their capacity to adapt to new climate and resource base conditions. For example, erosion leading to losses in agriculture productivity and other livelihoods, deforestation increasing vulnerability to flooding, evolving climate conditions leading to an increase in waterborne diseases, depletion of natural resources resulting in greater difficulties for women and children to access them. These all result in cumulative negative impacts that leave communities even less equipped to adapt to new environment and climate challenges. Amongst all groups, women, in particular poor women in rural areas, are the ones who suffer most, both discrimination against the poor and vulnerable segments of society, and discrimination resulting from gender inequality.

---

<sup>1</sup> National Poverty Line (under 18MZN/day): 3<sup>rd</sup> national poverty assessment (MPD 2010)

Women in Mozambique, representing 54% of the population, still face significant challenges to participate in discussions and decisions that affect their lives and their families. Being the ones who bear the greatest burden from the impacts of environmental degradation, climate change, and related disasters, and playing a central role as stewards of natural resources (being responsible for securing food, water, and energy for their families), Mozambican women play an important role and their voice needs to be heard and recognized, as they can be key agents of change in building resilience in their communities.

Recognizing that the country's persistent environmental management and climate change issues and its related consequences need to be addressed urgently if the nation is to make progress towards poverty alleviation, the Government of Mozambique (GoM) has included gender mainstreaming in all pillars of their Poverty Reduction Strategy Plan (PARP). It also recognizes the key role that women can play in adapting to new environmental changes and has endorsed a number of international agreements (including UNFCCC), which include commitments regarding the empowerment of women. The GoM has also taken steps to initiate action at the national level, including the approval of the Gender, Environment and Climate Change Strategy, GECCS, in 2010.

In order to better support the GoM to implement its agenda for change, and in alignment with UN principles, UN agencies in Mozambique are taking a closer look at ways to strengthen their support to the gender mainstreaming through enhancing women's role in environment, climate change, and disaster risk reduction work. This project presents a timely opportunity, as UNDP is currently developing its Country Program document and the GoM is keen on disseminating its GECCS.

## **Objectives of the project**

Overall purpose: To strengthen gender mainstreaming, through enhancing women's role, participation and representation in UNDP support to disaster risk reduction, climate change, and environment initiatives of GoM.

### **Specific objectives:**

- to increase gender mainstreaming into UNDP programming, namely in the development of two new projects as part of the 2012-2015 CPD: *Strengthening national capacities and frameworks for disaster risk reduction and climate change adaptation* [DRR/ACC<sup>2</sup>], and *Developing national capacities for green human development* [ENV/CC<sup>3</sup>];
- To facilitate the implementation of the Mozambican Strategy on Gender, Environment and Climate Change.

## **Project output related to this consultancy:**

Guidelines on how to increase women membership, representation and participation in local management committees revised.

## **Purpose of the consultancy**

This consultancy is to deliver the GGCA project output indicated above, *i.e. to develop revised guidelines in a participative manner, on how to increase women membership, representation and participation in local management committees.*

---

<sup>2</sup> DRR/ACC – Disaster Risk Reduction/Adaptation to Climate Change

<sup>3</sup> ENV/CC – Environment/Climate Change

While the new UN programming cycle is still being shaped, UNDP would like to provide immediate support to GoM, specifically on the implementation of Mozambique's Strategy on Gender, Environment and Climate Change. The strategy identifies the country's local management committees (both the local natural resource management committees and the disaster risk reduction local management committees) as community structures where women's membership/participation should be increased. It further points to the strategic need to increase women's membership in these local committees, as it will have a transformational effect in strengthening women's voice and participation in decision making regarding crucial sustainable development issues and in the way communities prepare themselves to respond to the challenges posed by climate change.

Overall, it is expected that this consultancy will advance the implementation of the country's Strategy on Gender, Environment and Climate Change, in addition to providing specific support on environment, climate change and disaster risk reduction to the GoM and communities in Mozambique.

## **Description of work**

The local consultant will undertake the following:

- Develop an initial summary stock taking of the establishment and functioning of local management committees in the country, and assist in the selection of the 5 local management committees that will be engaged in the project;
- Review of good practices on increasing women's participation in community programs and ongoing capacity development initiatives with local management committees;
- Working with the 5 local management committees to identify barriers and opportunities to women's participation in these committees, and to strengthen committees knowledge on planning, budgeting and M&E processes and opportunities to integrate women's concerns;
- Report on findings from work (situational analysis study and capacity building activities) undertaken with 5 local management committees to increase women's participation and membership;
- Facilitate a validation workshop(s) to present the findings to stakeholders and actors to get their input and comments of the situational analysis study on women's participation and representation in local management committees; and a national workshop to share the guidelines and indicators;
- Develop gender mainstreaming guidelines that are aligned with the implementation of the National Gender, Environment and Climate Change Strategy (GECCS);
- Engage with government and local officials, parliament (meetings, dialogues) on how to mainstream gender and integrate the recommendations of the GECCS in the different sectors and across sectors;
- Develop gender monitoring and evaluation framework detailing quantitative and qualitative measureable, reportable and verifiable indicators;
- Develop knowledge products (gender analysis report, policy briefs) on gendered vulnerabilities, gender issues in legal and regulatory framework, and gender in relation to climate change cross-sectoral issues;
- Document and showcase best practices of women's role in environment management, DRR, and CCA;
- Be part of the GGCA cadre of experts network in order to bridge the national work with the UNDP regional and global thinking on gender mainstreaming in relation to climate change adaptation and mitigation;
- Collaborate with the AAP regional expert on specific tasks;
- Any that duties that she/he may be directed to carry on by the supervisor.

## Deliverables

- Brochure on Guidelines (developed in consultation with local management committees and local NGOs) on enhancement of women's participation in local management committees - Camera ready copy on guidelines for publication;
- Report of the stocktaking study of women's participation and representation in local management committees;
- Gender indicators for monitoring and evaluation for gender mainstreaming in local committees' plans, budget, membership/structure;
- Reports on joint meetings with the reps of 5 local management committees to share experiences;
- Revised training materials for Environmental Educators;
- Compilation (in CD format) of information/ knowledge products on the following topics:
  - Policy Briefs on gender in DRR- CCA- Environment in relation to the different sectoral issues, and legislative and regulatory policies and processes (systematization of relevant existing policy documents in other African countries and elsewhere in CD format , and at least two policy briefs developed for Mozambique);
  - Gender indicators for monitoring and evaluation for gender mainstreaming, e.g. regarding policies, government sectors planning processes, and in particular those that can monitor progress in made towards the achievement of this project's objective (namely women's empowerment, participation, membership in local management committees);
  - Reader on best practices of women's role in environment management, DRR, and CCA.

## Indicators:

- Number of meetings convened with local management committees
  - **Target:** at least 6 meetings
- Number of reports produced
  - **Target:** at least the three following reports: 1) stocktaking report on women's participation and representation in local management committees; 2) report/brochure on the review of good practices on increasing women's participation in community programs; 3) report/brochure on Guidelines for the enhancement of women's participation in local management committees.

## Duration of assignment and final products

This will be a home base appointment with frequent travel to the pilot sites. The national consultant is expected to start as soon as possible and the work should be completed by the end of April 2012.

## Provision and Monitoring of Progress Control

Monitoring and progress tools will consist of the different reports and knowledge products submitted by the consultant. The consultant will report to the Head of Poverty Unit, UNDP.

## Schedule of Payment

Payment is scheduled as per the deliverable milestones below:

- 20% of total consultancy – upon contract's signature, and the presentation and agreement of a detailed schedule of activities;
- 15% - stock taking report on the establishment and functioning of local management committees (LMCs) in the country; report on the review of good practices on increasing women's participation in community programs and ongoing capacity

development initiatives with local management committees; preliminary meetings with the 5 selected LMCs and respective report;

- 15% - report on individual discussions held with the 5 LMCs to identify barriers and opportunities of women's participation in these committees; report on the joint meeting with the reps of 5 local management committees to share experiences;
- 20% - draft Guidelines on *Enhancement of women's participation in local management committee (including M&E section)*; revised training materials for Environmental Educators;
- 30% - upon full completion of all activities and deliverables, including a camera ready copy of the brochure for publication (*Guidelines on the Enhancement of women's participation in local management committees*); compilation of information/knowledge products in the areas outlined above (in CD format).

Travel expenses of national consultant will be covered separately by the project.

### **Competencies and Experience**

- In-depth knowledge of the constraints to gender equality and the particular barriers women, disabled and marginalized communities face in fully benefiting from and participating in climate change mitigation and adaptation program and projects;
- Recognized contributions to the theory and practice of climate change and gender equity, through publications, membership in gender networks, and/or participation and leadership in alliances and committees on these topics;
- Extensive experience in collecting and integrating gender disaggregated data, needs and views, including gender approaches and knowledge with respect to national policy and development;
- Experience in working with community structures in Mozambique, preferably including work with local management committees, on DRR, Environment or CC issues;
- Strong research, analytical and participatory processes skills.

### **Qualifications:**

- A minimum of a Masters degree in environmental sciences/development studies, sociology, gender studies with demonstrated professional practice in gender analysis (and CC) during the last five years.

### **Language**

The candidate should be able to write and speak fluent Portuguese; knowledge of English will be an advantage.