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Terms of Reference: Gender Learning Review

For a consultancy assignment on a Gender Learning Review looking specifically at inclusion and participation, within the WWF programme Leading the Change: Civil Society, Rights and Environment 2018-2022.

WWF is inviting you to submit a tender for the assignment described below. Tenders should be submitted by e-mail and contain the information outlined below.

Deadline for tenders: 20 October 2019

Complete tenders should be submitted by e-mail to the following e-mail address: tender@wwf.se Questions regarding the assignment can be addressed to the same e-mail address.

All tenders will be handled with confidentiality and will be archived until 2030, at least.

1. OVERVIEW

The World Wide Fund for Nature (WWF) is the world's leading global environmental organization with offices in more than 80 countries around the world. WWF's mission is to build a future in which humans live in harmony with nature. From the grassroots to international level, WWF works together with partners in civil society, government and the private sector, to promote sustainable development for both people and nature.

This Gender learning review will focus especially on the programme "Leading the Change: Civil Society, Rights & Environment", which is run by WWF Sweden together with partnering WWF offices and civil society organizations (CSOs) 2018-2022.

The programme addresses issues of rights, capacity and roles of communities and civil society in natural resource management, advocacy and participation in decision-making across six thematic areas: Wildlife, Forests, Oceans, Freshwater, Climate and energy, and Food. The overall goal of the programme is that:

People and communities in programme areas are effectively exercising their rights, controlling decisions and equitably receiving benefits from natural resources, and contributing to the sustainable management of key ecosystems and habitats.

The programme portfolio includes 18 interventions in Indonesia, Thailand, Cambodia, Vietnam, Myanmar, Laos, Kenya, Tanzania, Namibia, Mozambique, Madagascar, Zimbabwe, Zambia, Democratic Republic of Congo, Uganda, Rwanda and Cameroon.

In 2017, a consultant commissioned by Sida conducted a spot-check on integration of gender perspectives in some of the WWF interventions within the programme. The recommendations show that WWF Sweden needs to ensure that the developed guiding documents for gender mainstreaming reach the CSOs and the communities involved in the programme and that the programme should continue to investigate the linkages between gender and nature conservation.



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2. PURPOSE

The main purpose of the review is to contribute to increased understanding and learning about gender mainstreaming in general and inclusion/participation in specific. It should refer to the ongoing work on gender and conservation and build on the existing knowledge. WWF is seeking support to:

- Get a snapshot regarding gender mainstreaming, inclusion and participation in the LTC programme right now
- Obtain recommendations for how we can improve equal and active participation of women and men in our conservation work
- Start to spread and discuss the knowledge among all actors within LtC
- Explore and develop strategies for strengthening gender mainstreaming, inclusion and participation in targeted countries

3. METHODOLOGICAL CONSIDERATIONS

3.1. Method and questions

The assignment covers three levels:

- Shallow level: Desk Study, brief mapping of applications and reports from the 18 interventions and of related document such as WWF Gender policy, other guidelines and policies, Sida's spot-check and WWF's management response.
- Medium level: Do interviews on zoom with some key persons related to the LtC programme.
- Deep level: Field visit to Namibia and Madagascar with in-depth interviews and focus groups at WWF office and with CSOs, communities and other relevant stakeholders.

Guiding questions:

For all levels

1. Do the documents and the respondents talk about active and equal *inclusion* and *participation* of women and men? If so, how are the words understood and explained?
2. Do WWF offices actively try to make their interventions accessible to both women and men and contribute to a change in perceptions on women participation?
3. Is there evidence of how gender inclusion has benefited conservation activities and outcomes? (Or how it has undermined conservation activities?)
4. What can WWF Sweden and the partner offices do to improve support to meaningful gender inclusion and participation that contributes to nature conservation?



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5. Which are the obstacles/barriers within the organisations/contexts that risk to hinder work with gender inclusion and participation?

Especially for deep/field trip level

6. What practical examples are there, demonstrating how gender equity has contributed to improved nature conservation?
7. How do men and women perceive the value of gender inclusion and participation in conservation work? (Why) is it considered important?
8. Compare different Communities and Committees for Community Based Natural Resource Management (CBNRM): Which are the success factors that have made some of them more inclusive and diverse in terms of gender, age, other aspects? How does the diversity of the group affect the work?
9. Discuss the power aspect: Is the CBNRM a favourable space to strengthen the equity of power between men and women, at individual and collective level? What are the factors that can maintain the inequality of power within the CBNRM?

The consultant is encouraged to propose a further developed methodological approach (and a team if needed) responding to the proposed methodology as part of the tender.

3.2. WWF supporting responsibilities

It is expected that this assignment is conducted in close collaboration with an Evaluation team at WWF. The team consists of thematic advisors and programme coordinators in Sweden, Namibia and Madagascar.

The Evaluation team will facilitate the work of the consultant(s) by providing information, documentation and contacts as well as logistic support if needed.

4. DELIVERABLES AND TIMELINE

4.1. Deliverables

The consultant(s) shall provide the Evaluation team with the following:

1. An inception report outlining the consultant's understanding of the ToR, the general approach to the assignment, the methodology to be used, an outline for the mapping report as well as a tentative work plan/timetable. This report will be based on discussions with WWF. The Inception report must be approved by the Evaluation team before the next steps of the assignment can take place.
2. A primary draft report based mainly on desk reviews and interviews, not exceeding 15 pages, as a digital copy in MS Word format as per the template provided by WWF Sweden.
3. Final mapping report and analysis, no more than 30 pages in length (annexes excluded), as a digital copy in MS Word format as per the WWF Sweden evaluation report template. The



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primary target group for the report is the WWF teams at the country offices working with Leading the Change and the CSO that participate in the programme. This report should contain findings and recommendations.

4. At the end of field visits: Meetings in Namibia and Madagascar to share preliminary learnings and findings with key persons who have been involved in the learning review.

5. A smaller webinar where the report is presented to the Evaluation team and key persons that have been involved in Namibia and Madagascar.

6. A bigger webinar where WWF staff in partner offices within the LtC programme take part. The webinar shall include a presentation of the findings, recommendations and room for discussion.

All presentations and reports are to be submitted in English in accordance with the deadlines to be specified and agreed. WWF retains the sole rights with respect to all distribution, dissemination and publication of the mapping and evaluation deliverables.

4.2. Timeframe and budget

The assignment is expected to start no later than 15 November 2019, and to be concluded by latest 31 March 2020.

The assignment will begin with an inception period during which a work plan will be elaborated and agreed upon between the consultant and the Evaluation team. During the inception phase the extent of the desk study, the travels, the roles and the support needed, will be discussed and agreed upon.

A total of around 30-40 days is estimated sufficient for completing the tasks in the scope of work.

Rough estimate:

1-3 weeks: Inception/preparation phase + desk study + interviews

2-4 weeks: Field work and processing of data.

1-2 weeks: Report writing and webinars

4.3. Tender outline and content

The tender should clearly describe:

1. The consultant's/consultants' profile(s), experience and competence relevant for the assignment (max 2 pages)
2. Proposed approach, time required and methodology for the assignment, including comments on the ToR for discussions during inception (max 3 pages)
3. Financial proposal presenting daily rate and days of input into the assignment by the consultant and the consultant's total fees including VAT. Specify the cost in USD, including all costs for work days, travel and any other costs related to the consultancy. The consultant will be responsible for paying own taxes related to this contract. WWF Sweden will cover costs



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related to the stakeholders' participation in meetings, workshops, interviews etc. during the field visits.

4. Estimated travel needs based on the proposed approach.

The proposed consultant's/consultants' CV(s) should be attached.

4.4. Qualifications

The consultant(s) should have the following qualifications:

- Extensive experience from work with gender mainstreaming and nature conservation/environment/climate issues and how these issues are related.
- Extensive experience from work in development and developing country contexts.
- Extensive experience from working with civil society and with Human Rights Based Approach.
- Knowledge about and/or experience from Namibia and/or Madagascar.

5. TENDER EVALUATION PROCESS

The Evaluation team will review all tenders received on the basis of desirable qualifications, relevance of proposed approach to the assignment, CV(s) including references, and comments on the assignment. The strongest tenderer will be invited to discuss the assignment further and if agreeable negotiate a contract. The responsible of the contract will be one of WWF offices depending on where the consultant is registered.

WWF will acknowledge receipt of all tenders received within the deadline.

WWF reserves the right, based on their own criteria, to assess and make the selection of tenders received and provide a brief motivation for the final selection of tenders which will be sent to all tenderers.

WWF will strive to have its decision ready and contract signed by 1 November 2019.