Title:  Capacity building on integrating gender in CBFM and forest-based enterprises and facilitation of institutional gender strategy development.

Date:  12th June 2020

Grant code:  SDC/19/01

1. Introduction to CoForEST project
With Financial Support from the Swiss Agency for Development and Cooperation, the Tanzania Forest Conservation Group in partnership with the Tanzanian Community Forest Conservation Network (MJUMITA) are implementing the project ‘Conserving Forests through sustainable, forest-based Enterprise Support in Tanzania’ – CoForEST.

The project goal is a sustainable, pro-poor community natural forest management that transforms the economics and governance of the forest products value chains and contributes to climatic change mitigation and adaptation.

The project has three major outcomes:

Outcome 1. PO-RALG, MNRT, LGAs, NGOs and the private sector are supporting communities to reduce deforestation and diversify livelihoods by establishing, implementing and benefitting from CBFM, including sustainable natural forest-based enterprises.

Outcome 2. A supportive policy framework for community-based forest management and sustainable natural forest-based enterprises is in place.

Outcome 3. Research and learning institutions in Tanzania are generating new knowledge about enterprise-oriented CBFM and are integrating this in student learning.

These Terms of Reference contribute to all three outcomes of the project generally, and specifically to:

Output 1.4: NGOs and private sector have increased institutional, financial and technical capacity to support communities to adopt CBFM including sustainable forest-based enterprises and wood product certification.

2. Background to the consultancy
Gender inequalities exist in many rural communities in Tanzania in terms of access to and control over land and other natural resources. In a recent study conducted by the TTCS project, it was found that women have limited control over land, including forest land, and have been traditionally marginalised from forest-based enterprises such as charcoal and timber production. The TTCS project has made progress in encouraging more women to engage in sustainable charcoal value chains, either through trade or production. It has also raised awareness on gender issues in project villages and encouraged villages to ensure that women comprise at least one third of the VNRCs. Despite progress made on gender, there remain inequalities in access to land and natural resources; and power imbalances in deciding on how community revenues are spent.

During the CoForEST project, it is intended to mainstream gender in all activities. The project seeks to bring about change that results in women and men enjoying equality and equity in natural resources management and forest-based enterprises, including charcoal and timber enterprises. The project aspires towards a society in which women and men (girls and boys) are able to live equally fulfilling lives and to equally contribute to designing the society they want.
3. Objectives of the consultancy
To build the capacity of CoForEST Project Staff and partners to integrate gender into the implementation of the project.
To support TFCG to revise and elaborate its institutional gender strategy, including an action plan.
To support MJUMITA to develop a gender strategy and action plan.

To support the project on development of gender strategy and hold a successful three training (via zoom meeting software) on gender inclusion, focus on the following areas:
- Support TFCG and MJUMITA to develop institutional gender strategies

4. Scope of Work
   **Capacity building**
The consultant will develop a programme of training and capacity support, including at least three training sessions, that will result in the project partner staff and their LGA partners (1 per district from 5 districts), having the capacity to integrate gender into CoForEST project implementation. Capacity building will focus on integrating gender as a transversal theme in project planning and implementation. This includes facilitation of all the four themes of gender and linking them with CoForEST intervention and natural resource management. Training sessions will result in participants:
   - Understand how women and men are involved in CBFM and forest-based enterprises; how CBFM and forest-based enterprises impact on women and men; how to adapt the system to achieve more equitable outcomes for women and men; and how to facilitate change in gender relations around CBFM and forest-based enterprises.

**TFCG Gender Strategy Development**
The Consultant will facilitate the revision of the TFCG institutional gender strategy and will develop an action plan for the strategy. The Consultant will work with TFCG staff, including senior management, in revising the strategy, and will take a lead on writing the revised strategy and action plan, with inputs from TFCG staff.

**MJUMITA Gender strategy**
The Consultant will facilitate the development of the MJUMITA gender strategy. The Consultant will work with MJUMITA staff, including senior management, in developing the strategy, and will take a lead on writing the strategy with inputs from MJUMITA staff.

5. Deliverables
- Inception Report (detailed work plan and a comprehensive description of the approach and methodology for training includes presentation and handout).
- 1 TFCG gender strategy
- 1 MJUMITA gender strategy
- 1 gender training programme including a series of handouts and presentation which cover the above-mentioned topics. All presentations and handouts will be shared.
- 1 report summarising the implementation and outcomes of the consultancy

6. Experience and qualifications of the Consultancy team
The project is seeking a consultant with practical experience and at least a Master degree on gender issues and in training. He/she should have the capacity to link Community Based Forest Management with gender inclusion.

7. Time frame
It is expected that the consultancy will take approximately 20 person days. Implementation should be completed by mid-July.
9. **Tendering procedures**

TFCG invites eligible consultants to submit technical and financial proposals to undertake this work.

The brief technical proposal should outline the approach that the Consultant will take in order to achieve the task including a brief description of the training and consultation methods; the qualifications and relevant experience of the Consultancy team members and their roles in implementing the work. The technical proposal should show clearly how each of the three objectives of the consultancy will be addressed.

The Financial Proposal should include all costs and should be VAT inclusive. The number of days to be spent on each component of the work, should be specified clearly.

Technical and financial proposals should be sent to tfcg@tfcg.or.tz indicating ‘Proposal – Gender’ in the subject line and should be addressed to the Executive Director of the Tanzania Forest Conservation Group.

The closing time for receipt of applications is 24th June 2020 at 17:00 local time in Tanzania.