

AFRICAN UNION

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UNIÃO AFRICANA

INTERAFRICAN BUREAU FOR ANIMAL RESOURCES

BUREAU INTERAFRICAIN DES RESSOURCES ANIMALES

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TERMS OF REFERENCE

NATIONAL CONSULTANT

TO

FACILITATE A NATIONAL CONSULTATIVE WORKSHOP TO DEVELOP AN ALL-INCLUSIVE AND DELIBERATE BIODIVERSITY STRATEGY FOR MAINSTREAMING GENDER IN AQUATIC BIODIVERSITY AND ENVIRONMENTAL MANAGEMENT IN MALAWI

CONTEXT

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. The Vision of the AU-IBAR Strategic Plan 2018-2023 is an Africa in which animal resources contribute significantly to integration, prosperity and peace. AU-IBAR's intervention in the fisheries and aquaculture sector is guided by the Policy Framework and Reform Strategy for fisheries and aquaculture in Africa (PFRS) which is aimed at improving governance of the sector for increased sustainable contribution to food security, livelihoods and wealth creation. Also, within the framework of the African Union 2063, the Africa Blue Economy Strategy (ABES) was developed to guide the development of an inclusive and sustainable blue economy that becomes a significant contributor to continental transformation and growth.

To support the implementation of Africa Blue Economy Strategy, AU-IBAR, with support from the Swedish International Development Cooperation Agency (SIDA), is implementing a three-year project on ***“Conserving Aquatic Biodiversity and ecosystems in African Blue Economy”***.

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.

An important area which the project is addressing is promoting gender mainstreaming in conservation of aquatic biodiversity and environmental management to address and remove gender-based barriers, that are most often experienced disproportionately by women and strengthen gender inclusivity in aquatic biodiversity and environmental management in AU member states.

AU-IBAR commissioned studies to identify priority issues and actions for enhancing the role of women in aquatic biodiversity and environmental management, and facilitated the drafting of a Continental strategy on gender mainstreaming in aquatic biodiversity conservation and environmental management programmes and initiatives in Africa as an essential tool for attaining the inclusive, transformational development denoted by the blue economy. The studies have been completed, report developed and validated by continental stakeholders.

A follow-up action was envisaged to support selected AU member states to mainstreaming or strengthen gender considerations in aquatic biodiversity conservation and environment.

Consequently, to roll out the Continental strategy, AU-IBAR seeks the services of a National Consultant to facilitate actions to undertake studies on review of existing national policy or strategy relating to environmental management and aquatic biodiversity conservations and develop policy or strategy guidelines for enhancing the role of women and youth in inclusive aquatic biodiversity conservation and integrated environmental management in the context of the Continental strategy that has been developed..

OBJECTIVES OF THE CONSULTANCY:

The main objective of this consultancy is to conduct review of national policy or strategy instruments relating to environment, aquatic biodiversity, and gender and facilitate a national consultative workshop to develop an all-inclusive and deliberate biodiversity strategy as important entry point for women's empowerment; for enhancing the role of women and youth in inclusive aquatic biodiversity conservation and integrated environmental management for Malawi.

The specific tasks for this consultancy will include but not limited to:

1. Liaise with relevant personnel at AU-IBAR for detailed briefing on the tasks;
2. Identify relevant national stakeholders from biodiversity conservation, environmental management and gender related sectors in Malawi to participate in the consultative workshop;
3. Review existing relevant national policy documents relating to environment, aquatic conservation and gender to identify gaps and entry points for developing a gender inclusive biodiversity strategy for women's empowerment in aquatic biodiversity conservation and environmental management in Malawi based on the Continental Strategy.
4. Facilitate the conduct of a national consultative workshop;

5. In consultation with stakeholders, identify priority issues and actions for the development of the National Strategy;
6. In consultation with stakeholders and gaps identified, develop regulatory and policy guidelines for gender mainstreaming in aquatic biodiversity conservation and environmental management in Malawi guided by the provisions of the consideration;
7. Develop a comprehensive report on the consultancy

ACADEMIC REQUIREMENTS

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.

EXPERIENCES:

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. Experience in planning, implementing training and facilitating stakeholders' consultative workshops

Specific Experience

1. Knowledge 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 at national or regional levels 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 and mechanisms for effective engagement of women in aquatic resources management in Africa.

Required Skills

- i. Diplomacy and good interactive skills necessary for dealing with senior officials in Government, Regional Organizations, and donor/development organizations in Africa;
- ii. Good networking skills and ability to maintain positive and constructive dialogue and relationships with key institutions or stakeholders operating in the regions;
- iii. Very strong writing, analytical and communication, computer skills are necessary;
- iv. Proficiency in at least 2 AU official languages.

Criteria for scoring

Criteria	Scores (%)
Qualifications	20
General Experience	25
Specific Experience	40
Other skills	10
Proficiency in language	5

Gender Mainstreaming:

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

DELIVERABLES:

1. Relevant national stakeholders from biodiversity conservation, environmental management and gender related sectors in Malawi identified and listed;
2. Existing relevant national policy documents reviewed, gaps identified and entry points for developing a gender inclusive biodiversity strategy for women's empowerment in aquatic biodiversity conservation and environmental management in Malawi documented;
3. National consultative workshop conducted and facilitated;
4. Priority issues and actions for the development of the National Strategy identified;
5. Policy guidelines and Regulatory framework for gender mainstreaming in aquatic biodiversity conservation and environmental management in Malawi developed;
6. Mechanisms for gender mainstreaming in aquatic biodiversity conservation and environmental management in Malawi developed.
7. Comprehensive report of consultancy developed

Location:

This is a **National consultative workshop** to be organized (physically) in Malawi at a suitably selected place/location.

Duration:

The effective duration of this assignment is **15 days** but can be accomplished within 30 days from signing the contract.

Remuneration:

The remuneration for this Consultancy is **USD 4500** after submission of satisfactory report.

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 the final report.

Submission of application

- i) A Profile and CVs of the Consultant (s) undertaking the work indicating relevant experience and contribution of each one of them in the study
- ii) Other relevant information showing experience in related field, demonstration of expertise by showing the experience, academic background, an inventory of past and current assignments of similar nature

Interested national consultants are required to submit their application to procurement@au-ibar.org **on or before 28th February 2023.**

Preference will be given to applicants from the concerned member state.