**Terms of Reference (ToRs)**

**for**

**Assessment of Gender Integration and social diversity in the Project “Forest Governance in Mozambique: the urgency of the moment”**

1. **Background of the Consultancy**
   1. **Legal and Institutional Framework for integration of gender and social diversity in Mozambique**

WWF has been awarded funding by Sida through the Embassy of Sweden in Maputo to implement a project proposal called "Forest Governance in Mozambique: the urgency of the moment". The project aims to focus on illegal logging and timber trade and consists of 4 pillars, namely (a) an assessment of the losses that the Country incur socially, economically and environmentally if we maintain the status quo of illegal logging and illegal timber trade – that will serve as an argument for the civil society work – and a subsequent development of a proposed strategy to improve tax collection and reduce the income loss from illegal logging and timber trade, (b) the strengthening of civil society with capacity and mechanisms of performance and monitoring and (c) a public communication and awareness campaign that expose facts and information about seriousness of illegal logging in order to reduce the current typical public apathy, and, d) the demonstration of the impact of adopting good practices of sustainable forest management in national and local economy by engaging with responsible private companies while at same time building critical mass of companies to make a stronger voice.

The Embassy of Sweden requires that all projects supported with Sida funding undertakes an assessment of the gender integration and social diversity to evaluate the projects on the following, but not limited to: i) the level representation and participation of men and women and data disaggregation; ii) gender values, norms, attitudes and power relationships; iii) gender division of roles and responsibilities; iii) rights, access, control over and benefits of knowledge and resources; iv) practical and strategic needs and interests of men and women which refer to changes in gender and power relations between the sexes, and questions of the subordination of women and men and; v) intersectionality aspects of diversity such as sexual orientation, religion, ethnicity, culture, education, social class and disabilities (Sida, 2015).

Gender equality and women’s rights and empowerment are a priority in the Swedish development cooperation and the humanitarian assistance (Sida, 2015). Sida´s support aims to achieve gender equality, which includes: a) facilitating the participation of civil society, gender experts, and female local leaders in order to ensure a critical mass of women’s representation and b) assisting in building knowledge and capacity on gender equality in rights to forest and land and legislative process among actors such as legislators, civil society, and land users.

On another hand, WWF´s objective on gender is to ensure that WWF’s conservation policies, programmes and activities benefit women and men equally and contribute to gender equality. WWF believes that promoting gender equality is an essential building block for sustainable development, effective conservation and creation of fair conditions under which women and men benefit equally.

For the Government of Mozambique, the core instrument for gender integration is the Gender Policy and Strategy for its implementation approved in 2006 by the Council of Ministers which states that “there is a need to create conditions for better and wider participation of women in the management and conservation of the environment taking into account that women are the major users of natural resources and the major group negatively impacted by the environmental degradation” (MICOA, 2010). This strategy aims to ensure that women and men have equal access and control of natural resources; technologies for adaptation and mitigation of climate change; of benefits and opportunities for development of women and men, boys and girls, using natural resources in sustainable manner to fight poverty. In practice, the strategy brings about the principle of integration which guides the integration of gender, environment and climate change in the development and implementation of legislation, policies, programmes, strategies, action plans and budgets, methodologies and all development processes in Mozambique.

Strategic objective 1 of the gender policy and strategy gives particular emphasis to the need for empowerment of women to effectively and actively participate in planning, management and use of the best technologies and practices as well as to play active roles in the decision-making about the access, management and use of natural resources. It also highlights the need to disaggregate the data by sex in all planning, monitoring and evaluation allowing to determine the impact of different investments and interventions in perspective of gender, environment and climate change.

From the above scenario, it is concluded that overall, the Government of Mozambique and increasing number of donors have been placing critical importance to integration of gender and social diversity to ensure sustainable management of natural resources and equitable sharing of benefits between men and Women.

* 1. **Relevance of the consultancy on integration of gender and social diversity**

This consultancy aims to minimize risks arising from ignoring gender in the design and implementation of forest projects/interventions issues while enhancing the opportunities and advantages of equal participation of women and men in decision making and benefiting sharing. Here are listed some of the reasons that have contributed for commissioning of this consultancy.

First. The major risks arising from ignoring gender issues include: i) inaccurately identifying the primary stakeholders of forests and forest management; ii) setting up an inequitable system for sharing of benefits; iii) perpetuating inequality in land and resource use rights; iv) continuing marginalization of women in decision-making; and v) limiting the sustainability and effectiveness of sustainable forest management and utilisation outcomes (UN, 2013).

Second. In Mozambique two systems prevail: matrilineal and patrilineal. Both systems attribute decision making power to men - power being given to the mother´s uncle in the matrilineal system and power given to the father or husband in the patrilineal system. This means that, addressing gender issues in all investment programs in Mozambique is critical to avoid perpetuating gender inequalities.

Third. The Government of Mozambique has been leading the reforms of the forest sector through the Forest Investment Program (FIP) and the National Strategy for REDD+. In these program, strategic interventions were defined to address the major drivers of deforestation and forest degradation namely: slash-and-burn agriculture; biomass energy and absence of forest management given that most forests in Mozambique have not been attributed management objectives but are exploited by different unsustainable drivers. FIP and the National Strategy for REDD+ development are well advanced processes and are about to be approved by the Council of Ministers. However, in both the FIP and the National Strategy for REDD+ the discussions about how gender will be integrated in all efforts and investments in the forest sector are almost non-existent or poorly represented. Meanwhile, is increasingly recognised that ensuring gender sensitive REDD+ processes will require additional efforts, such as modifications of existing governance, participation and decision-making practices.

Fourth. Acknowledging the specific benefits of effectively implementing gender sensitive forest use and management intervention requires an understanding of country specific and local circumstances. Existing experience show that gender equality contributes significantly to good forest governance, better financial management, increased application of gender sensitive policies and programs, increased budget allocations for pro-poor programs, increased adoption of practices that reduce pressure on forests ( Acharya and Gentle, 2006; Agarwal’s, 2009, 2010a).

Fifth. Often, new interventions and programmes are planned and implemented with little or no consideration of the different roles, responsibilities, and needs of men and women (Byers and Sainju, 1993). The different usage and preferences of men and women are also not taken into consideration. In many cases local institutions such as community forest user groups, mother’s groups, groups of traditional managers, etc. are not involved while planning and executing new interventions and programmes.

1. **Objectives of the Consultancy** 
   1. **Overall Objective of the Consultancy**

The overall objective of the Consultancy is to assess how gender and social diversity are integrated in the design, implementation, monitoring and evaluation of forest related projects in Mozambique.

* 1. **Specific Objectives of the consultancy**

The specific objectives of the consultancy are:

1. Assess potential positive and negative impacts of the implementation of the project “Forest Governance in Mozambique: the urgency of the moment” on gender equality
2. Assess how existing projects in the forest sector in Mozambique incorporate gender and social diversity and sustainable forest management with clear defined sustainable objectives and how gender is integrated.
3. Examine how the existing legal and institutional framework affect gender equality and social diversity in Mozambique.
4. Assess existing and needed gender expertise and capacity within WWF MCO (or whoever responsible for implementing the project) to ensure gender perspectives are adequately included / addressed during the implementation of the project “Forest Governance in Mozambique: the urgency of the moment”.
5. Develop an action plan for integration of gender and social diversity with clear goals and targets as well as design tools for regular data collection.
6. **Methodology of the consultancy)**

Specific actions in conducting a gender analysis should include, but are not limited to, the following:

* **Desk study:** Literature review to understand current gender relations and how implementation of the project “Forest Governance in Mozambique: the urgency of the moment” can affect institutional, social, and economic factors impacting women and men; compilation of gender and forestry, land use and forest related policies and legislation and compilation and analysis of sex-disaggregated data; on forest livelihoods, forest use and forest management, as well as land and tenure rights
* **Surveys; semi-structured interviews and questionnaires:** this includes i) surveys that provide new sex-disaggregated data on livelihoods, forest use and forest management, as well as land and tenure rights; ii) Identification of stakeholders’ needs, use patterns and knowledge of forests, as well as roles, responsibilities and priorities for REDD+ and iii) Field visit.

1. **Deliverables/Expected Outputs of the consultancy**

The following outputs are expected from this consultancy:

1. Potential positive and negative impacts of the implementation of the project “Forest Governance in Mozambique: the urgency of the moment” in gender and social diversity integration, are estimated.
2. The level of integration of gender and social diversity in the existing forest related projects in Mozambique, are determined.
3. Legal and institutional framework for integration of gender and social diversity from the design to end of the projects, analysed.
4. Existing and needed gender expertise and capacity within WWF MCO to ensure gender perspectives are adequately included / addressed during the implementation of the project “Forest Governance in Mozambique: the urgency of the moment”, is estimated.
5. Action plan for integration of gender and social diversity with clear goals and targets as well as design tools for regular data collection for the project “Forest Governance in Mozambique: the urgency of the moment”, is developed.
6. **Duration of the consultancy**

This consultancy will be carried out during August and September 2016 and is expected to take 30 working days, starting from the date that the contract will be signed.

1. **Logistical Support for the consultancy**

In the first place WWF MCO will share electronical all the existing reports and documents that the consultant will find relevant to this survey. In the second place, the logistical support that will be provided by WWF to consultant includes the costs of accommodation, air-ticket, car rental in the field visits, food and conference costs. In addition, whenever needed WWF will allocate a staff to facilitate contacts with partners at national and provincial levels.

1. **Assignment Work Station**

The consultancy will have its time divided between Maputo and WWF priority landscapes: Rovuma, in northern Mozambique and Zambeze, in central Mozambique. The details will be agreed between WWF MCO and the consultant.

1. **Eligibility/Qualifications of the Consultant**

The consultant is required to comply with the following requirements:

* At least 5 years of experience in conducting gender and social diversity analysis (evidence required);
* At least five years of experience working or interaction with NGOs and networks;
* Extensive knowledge in analytical reporting;
* Background on social sciences, REDD+ and forest management with extensive experience and knowledge of gender integration and social diversity tools and methodologies;
* **Education**: Advanced degree/Master’s Degree in gender analysis, Social Science, Rural development or other related fields.
* **Language and other skills:** Excellent oral, written, communication and reporting skills in English
* Excellent group facilitation skills honed by actual experience in facilitating similar initiatives in other countries and in Mozambique
* Possess in-depth understanding and knowledge of the Mozambique context.
* Ability to deliver the report on time

1. **Budget and Payment/Financial Arrangements**

The consultants will provide a financial proposal comprising detailed quotation for the assignment, showing working days and daily expected fee/costs, as well as travel costs from/to point/country of origin. Note that the costs associated with the execution of the assignment on the ground in Mozambique (transport, accommodation and food) will be covered by WWF Mozambique Country Office. The prospective Consultant (s) shall bear all costs associated with the preparation and submission of the proposal; WWF will in no case be responsible or liable for those costs, regardless of the conduct or outcome of the application.