TERMS OF REFERENCE FOR A CONSULTANCY TO UNDERTAKE A GENDER ASSESSMENT AND DEVELOP A GENDER ACTION PLAN AS PART OF THE DEVELOPMENT OF A GREEN CLIMATE FUND PROPOSAL FOR UGANDA IN NORTHERN UGANDA

1.0 BACKGROUND
The Government of Uganda through the Ministry of Water and Environment (MWE), Ministry of Agriculture Animal Industry and Fisheries (MAAIF), Uganda Wildlife Authority (UWA), IUCN, African Wildlife Foundation, Opportunity International, in partnership with relevant government and non-government entities, local communities and stakeholders, especially women and the private sector are working together to develop and 8 year programme titled “Enhancing the resilience of ecosystems and livelihoods through sustainable forest and land use management in Northern Uganda and Kidepo landscapes” for submission to the Green Climate Fund (GCF).

The objective of the project is to enhance the adaptive capacities of both ecosystems and livelihoods in northern Uganda through nature-based solutions for sustainable forest and agricultural landscape restoration and management. This will in turn contribute to reduced GHG emissions and increased productivity leading to the improved resilience of the livelihoods of local populations.

This transformation will be achieved through innovative results-based financing and market-based partnerships and business models that overcome market failures and address the threats to ecosystems, production landscapes and wildlife resources. Implementation will be led by the Ministry of Water and Environment (MWE), supported by IUCN, in partnership with relevant government and non-government entities, local communities and stakeholders, especially women and the private sector.

The proposed GCF project takes a multi-sectoral and integrated approach to overcome the barriers to resilience and low-carbon development and achieve a paradigm shift in the sustainable management of landscapes in Uganda and will be delivered through 3 components.

Component 1 will focus on implementation of nature-based solutions to reduce emissions and build adaptive capacity which will include restoring forest and agricultural production landscapes and managing them sustainably in the face of climate change. The project will reduce deforestation and promote forest and wildlife habitat conservation and protection to maintain or increase the area
under forest cover for carbon sequestration and climate mitigation. It will also restore degraded forests and other priority fragile ecosystems in order to maintain or increase tree density at the stand and landscape scales to maintain or increase carbon stocks. In addition, the project will support farmers to adopt climate resilient and low-carbon agricultural practices including agroforestry, soil conservation and improved catchment management. These measures will improve agricultural productivity and reduce climate-related losses, thereby easing pressure to expand the agricultural frontier by clearing forests. These nature-based solutions will enhance the availability and sustainability of biomass energy and reduce the loss of biomass carbon stocks, thus enhancing carbon sequestration and mitigating climate change. This will also enhance biodiversity conservation, landscape heterogeneity and connectivity, and provision of ecosystem goods and services (fresh water, fuel, fiber, climate change regulation and mitigation, carbon sequestration, water retention in the soil for crop growth, water for irrigated agriculture, pollination, soil formation and nutrient cycling).

Component 2 will focus on transforming investment and benefit sharing to ensure sustainable low carbon and climate resilient landscapes and livelihoods. This will overcome the barriers to low-carbon and climate resilient management of agricultural and forest landscapes by mobilizing public and private financial mechanisms and aligning incentives for sustainability. Component 2 will establish innovative financial solutions that help small holder farmers and wildlife custodians outside National Parks build sustainable and resilient livelihoods as well as establish agriculture and nature-based value chains to embed innovation. The value chains development will promote private sector led deforestation-free food and commodity production that relies on restoration strategies providing a profitable and sustainable alternative for a national low carbon economy, and sustainable supply chain of crop, forest, and wildlife product development pathways. The project will also establish concessions and benefit-sharing mechanisms to incentivize climate-adaptive community wildlife habitat management plans which will include strengthening the capabilities of Community Wildlife Management Associations and incentivize climate-adaptive community wildlife management plans. In addition scalable Payment for Ecosystem Services mechanisms will be developed to foster natural resource stewardship among the project beneficiaries.

Component 3 will build the capacity of smallholders, public officers, the private sector, and other stakeholders to identify and respond to climate threats, to coordinate a multisectoral approach to climate resilience, and to monitor, learn, and develop knowledge manage products for climate-resilient landscape management.

The project is developed by the Government of Uganda (GoU), is aligned with Uganda’s National Adaptation Plan (NAP) and particularly the National Adaptation Plan for the Agricultural Sector, the Forest Investment Program (FIP), National Development Plan III (NDP III) and the National Forest Plan (2013), and it contributes to the achievement of Uganda’s priority national development
goals and targets. The project is being developed in a participatory and consultative manner involving all the relevant stakeholders:

- Government of Uganda Ministries, Departments and Agencies.
- Civil Society Organizations.
- The Private Sector.
- Ministry of Water and Environment
- The GCF national designated authorities at the Ministry of Finance, Planning and Economic Development.

The project contributes to the implementation of the Uganda REDD+ Strategy and Action Plan and addresses several of the REDD+ priorities. It contributes to Uganda’s Vision 2040 target of restoring forest cover to 24% of Uganda’s land area by 2040, and the National Development Plans III target of restoring forest cover to 18% by 2030. It contributes to the attainment of Uganda’s pledge to restore 2.5 million hectares of degraded and deforested land by 2030 under the Bonn challenge. It complements the efforts of the GoU enshrined in the Uganda Green Growth Development Strategy (2017/18 – 2030/31) and supports the implementation of its priorities of upgrading the agricultural value chains, sustainable energy and natural capital management. It supports the GoU in implementing its Agriculture Sector Development Strategy and Investment Plan priorities on climate smart agriculture and rehabilitation of degraded agricultural lands to achieve LDN. It is line with the Forest Investment Program priorities on climate smart agriculture and rehabilitation of natural forests.

The project will also contribute to Uganda’s NDC and Land Degradation Neutrality (LDN) targets: (i) 22% emission cuts by 2030 in the energy. (ii) 21% tree or forest cover loss reduction by 2030. (iii) 12% wetland cover loss reduction by 2030. (iv) Areas of declining or stressed land productivity reduced by 50% by 2030. (v) Level of Soil organic carbon (SOC) maintained or improved by 2030. (vi) LDN achieved in the watersheds and the highlands and 50% of areas of declining or stressed land productivity improved by 2030.

2.0  OVERVIEW THE CONSULTANCY

The IUCN is proposing a project to enhance the adaptive capacities of both ecosystems and livelihoods in northern Uganda through nature-based solutions for sustainable forest and agricultural landscape restoration and management. This project is intended to contribute to reduced GHG emissions and increased productivity leading to the improved resilience of the livelihoods of local populations. This transformation will be achieved through innovative results-based financing and market-based partnerships and business models that overcome market failures and address the threats to ecosystems, production landscapes and wildlife resources. Implementation will be led by the Ministry of Water and Environment (MWE), supported by IUCN, in partnership with relevant government and non-government entities, local communities and stakeholders, especially women and the private sector.
The project will highlight the role of women as informants and actors in making agricultural and forest landscapes climate resilient and ensure that they benefit equitably from project interventions. It will address barriers that cause gender inequality and address gender inequalities related to climate change and support women’s participation in decision-making and activities. Thus, proper gender assessment of the sector has been considered at an early stage and the project will conduct Gender Action Learning (GAL) and develop a Gender Action Plan (GAP) at funding proposal stage to guide transformation of gender and unequal power relations in the project activities. Based on the GAP and GAL, the project will apply a gender-mainstreamed approach in all the 3 project components by:

- Increasing women’s participation and leadership in decision-making bodies and processes by having an indicative target of at least 50% women’s representation, subject to a detailed gender analysis and action plan at funding proposal stage.
- Strengthening access to and control of land, forests, water, and other productive assets and resources for women.
- Ensuring that economic benefits coming from the sustainable use of forest resources and restoration efforts are shared equitably between men and women, and empowering both women and men in ecosystems and natural resources governance.
- Establishing a Gender Platform to assist the project in understanding and achieving gender objectives and targets.
- Identifying training needs, knowledge products, and communication efforts towards increasing the number of commitments and initiatives aimed at promoting gender equality linked to particular commodity value chains.
- Filling information gaps related to gender-related challenges and opportunities facing smallholders and value chain actors from local to global level.

3.0 OBJECTIVES OF THE CONSULTANCY
The main objective of the consultancy is to undertake a gender assessment and develop a gender action plan for the forest and agricultural landscape restoration and management initiatives in Northern Uganda and Kidepo landscapes project.

The specific objectives are:
1. Gender Assessment
   a) To document the gender situation on the policy, legal, institutional frameworks and strategies for the forest and agricultural landscape in Northern Uganda
   b) To identify opportunities and risks of promoting gender integration in the Northern Uganda forest and agricultural landscape
   c) Identify the key barriers limiting gender socio-economic transformation within the landscape
d) Identify key gender capacity and knowledge gaps limiting socio-economic transformation of women and youth

e) Document the impact of climate change on key community groups including women, youth and elderly

2. Gender Action Plan

To develop a Gender Action Plan for the project, detailing:

a) Approaches to reducing impact of climate change on women, men, youth, elderly and other vulnerable groups

b) Approaches towards address gender socio-economic issues identified in the gender assessment

c) Define approaches that strengthen implementation of gender policies and actions on the ground by the project

d) Approaches towards promoting co-benefits sharing and gender equality, including targets and design features, included in the project to address gender concerns and ensures tangible benefits to women and men, especially from vulnerable communities

e) Approach for capacity building, knowledge management and transfer to enhance gender participation and empowerment in the landscape

f) Approaches towards strengthening women, youth, men, elderly’s capacity in disaster risk reduction to cope with climate change within the landscape.

g) Gender sensitive monitoring and evaluation indicators that will be integrated into the overall programme M&E framework

The Consultant will support the IUCN to undertake a gender assessment and develop and a gender action plan which will be an annex to the main proposal document. The Consultant is required for a period of 40 man days starting the 15th of February, 2022.

The Key Deliverables include:

1. GENDER ASSESSMENT REPORT
   - National Policy, Legal, Institutional Frameworks and Strategies for Gender Equality
   - Gender Situation Analysis

2. GENDER ACTION PLAN (GAP)

List of outputs and schedule for their delivery

1. Inception processes – 5 days
   - Develop a common understanding on the assignment and on the methodology
   - Clarify to the extent possible some of the issues and questions to be raised with stakeholders
   - Carry out detailed planning of the whole assignment including definition of responsibilities
   - Select local level stakeholders to be consulted
   - Collect a maximum of information for literature review
ii. Literature review for baseline information – 15 days
   - Analysis of the legal framework – overview. This will include the national legislations and regulations, the regional and international legal frameworks
   - Assessment of institutional arrangements
   - Assessment of national planning frameworks
   - Review of existing gender mainstreaming arrangements
   - Gender Action Plan

iii. Field stakeholder consultations in Northern Uganda and at National level – 10 days

iv. Write up of first draft – 10 days

v. Preparation and submission of final report - 5 days
   - Validation half-a-day work shop
   - Final reports amendment based on feedback from validation

Reporting arrangements (Supervision and Collaboration)
The consultant will report to the IUCN Senior Program Manager responsible for the development of the GCF proposal.

Time Schedule
The Assignment is spread within a period of one and half (1 ½) months. From the date of commencement. The consultant will provide a detailed time schedule for the task and cost for the delivery of the outputs. The schedule will be agreed upon by the two parties (Consultant and client) during the presentation of the Inception Report.

Required experience and qualifications.
The expert should fulfill the following requirements:

- The consultant should have a minimum of a Master’s degree in gender studies natural resource management, Sustainable development, development fields, social sciences, or related field with a bias in forestry and environment.
- At least 8 years’ experience in gender and youth engagement and development, with at least 5 years’ experience in undertaking gender and youth assessments/studies within East Africa with experience working in Uganda (preferably northern Uganda)
- Demonstrated knowledge of government institutions/sectors and multi-stakeholder engagement including at sub-national level (districts)
- Experience in undertaking gender assessment and GAP development within Uganda
- Extensive experience and knowledge of gender and community empowerment
- Experience in capacity building of local stakeholders and local people in such topics as knowledge and capacity development, gender enhancement, and youth development programmes
• Demonstrated experience in the application of participatory and capacity development tools, especially in areas of sustainable livelihoods, youth and gender development

Submission of proposal
Interested candidates should email their technical and financial proposals (quote in US Dollars), along with detailed CVs of their teams members not later than 5.00 p.m. EAT, 8th April 2022 to:

The Country Representative,
IUCN Uganda Country Office
Plot 39, Babiha Avenue
P. O. Box 10950 Kampala, Uganda
Email: uco@iucn.org