



TERMS OF REFERENCE FOR A GENDER EQUALITY AND SOCIAL INCLUSION (GESI) ANALYSIS AND FORMATIVE STUDY CONSULTANCY

Unit	Program Management Unit
Project	Restore Africa: Restoring Landscapes and Livelihoods in East and Southern Africa with Climate Asset Management
Consortium Partner	CARE International in Uganda

1.0 Introduction and Background

Uganda is one of the most vulnerable countries to climate change in Africa. Unreliable rainfall patterns, frequent droughts, deficits in water supply, and fire outbreaks are some of the occurrences characteristic of this devastating situation. These coupled with other challenges like land and mud slides as well as floods have had devastating effects on human life. These occurrences have been compounded by poor agricultural land management practices, which has in turn led to serious land degradation and compromised the functionality of key ecosystems across the country.

In response, the Government of Uganda has put in place mechanisms to restore degraded landscapes. Forest and landscape restoration (FLR) is being promoted as a feasible option through which these challenges are being addressed and has therefore been included Uganda's Vision 2040, the National Development Plans (I & II & III), and the National Forestry Plan (2011/12-2021/22). The ambition is to restore forest and land cover from 9% to 15% of the total land cover by 2025 (NDP III) and to 24% (4.9 million Ha) by 2040. This is a long-term process of regaining ecological functionality and enhancing human well-being across deforested or degraded landscapes. Therefore, the effort under the Restore Africa (RESAf) Programme "*Restoring Landscapes and Livelihoods in Uganda with Climate Asset Management*" to restore 560,000 hectares in the country would contribute about 11% of the aspired 4,880,484 Ha (24% of the total land area) considering the current forest and land cover status.



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Coordinated by the Global Evergreening Alliance (GEA), and with Catholic Relief Services (CRS) as the Lead implementing organization, ten organizations (CRS, CARE International in Uganda, World Vision Uganda, CIFOR-ICRAF, ECOTRUST, Uganda Land Care Network, Caritas Tororo, Caritas Fort Portal, Caritas Moroto and Caritas Hoima) came together and formed a consortium of partners to design and implement the *Restore Africa: Restoring Landscapes and Livelihoods in East and Southern Africa with Climate Asset Management* programme in a bid to improve livelihoods, food security and resilience to climate change through restoring ecosystems. The purpose of this partnership is to leverage existing relationships to support one another to bring to scale those approaches that have shown promise in Uganda and to implement global best practice related to Natural Resource Management (NRM), Farmer Managed Natural Regeneration (FMNR), agroforestry, climate-smart approaches, environmental governance and carbon project monitoring and management.

The Restore Africa programme sets out to support the mitigation and adaptation activities required to build community resilience, while sequestering large quantities of carbon for the generation of carbon credits as co-benefits. An underlying foundation to restore ecosystem services is effective landscape stewardship to simultaneously improve equitable and inclusive cultural heritage, food production, biodiversity conservation, forest cover and other ecosystem services and landscape values. Achieving effective stewardship requires an integrated, cross-sectoral approach to landscape planning and management. The project will ensure; the interface of indigenous knowledge with scientifically robust approaches and an enabling policy environment to catalyze a large-scale change/adoption of the evergreening practices; adoption of a collaborative multi-stakeholder landscape/catchment approach and ensuring resilient livelihoods across the most vulnerable communities. All this is premised on the Theory of Change which argues thus;

- **if** the institutions, regulatory systems, planning processes and strategies become climate-responsive to support adoption of ecosystem-based strategies; and
- **if** small-scale farmers and other relevant stakeholders (with emphasis on women and the most vulnerable) acquire knowledge, skills and capacity to implement strategies to adapt to climate change and related ecosystem risks; and
- **if** communities and stakeholders have improved management of land or forest areas contributing to emissions reduction; and
- **if** systemic constraints (including gender-based discrimination) on climate resilient value chain development and market linkages (including carbon market engagement) have been addressed in ways that promote the adoption of Evergreening practices;

then the optimum social, political, market and environmental conditions will be in place to achieve the goal of improved livelihoods, food security and increased resilience to climate change. The project is a 5-year undertaking planned to cover 35 districts in Western, South-western, Central and Eastern Uganda. It targets 352,500 households for engagement, tree planting to cover 560,000 hectares, with the aim of achieving 17,335,374 tCO₂e in terms of carbon sequestering. Carbon credits issued should stand at 13,001,331 over 25 years.

Like in many other developing countries, climate change in Uganda has been observed to exacerbate existing social inequalities and increase vulnerability among people, with women, youth and PWDs being exposed to situations like Gender Based Violence (GBV), further disempowerment, and deeper poverty situations. In the same



vein, gender is seen to intersect with other social factors to shape people's vulnerabilities and adaptive capacities (IDRC, 2022). Gender inequalities and social imbalances have often worked to put these at the vulnerable end of the development trajectory. For instance, women and youth often lose out on opportunities simply because most of them do not enjoy ownership rights over land as a key resource. Among the youth alone, the impact of climate change on their livelihoods for now and in the future are seen to present contradicting situations. Firstly, most of the youth in the country are poor. The poorest and most vulnerable are the most exposed to climate shocks, despite their negligible role in driving climate change. Secondly, the youth are often ready to offer insights and be part of environmental restoration efforts which could be instrumental in addressing climate change, yet such insights are rarely tapped into¹. The PWDs too, often have capabilities and voices which are not tapped into due to the social biases about their vulnerability. A disturbing and frequently cited concern is the heightened vulnerability of PWDs in natural disasters and emergency situations, yet just like the youth and women, their contribution to environmental degradation is often very minimal. However, there is an information gap in terms of whether these issues are representative in the RESAf programme districts. It is therefore of paramount importance to investigate and find answers to questions like; What are the exact forms of vulnerabilities and inequalities experienced by women, youth and PWDs in the NRM sectors in the 35 districts of the RESAf programme districts? What knowledge and skills gaps exist among them to effectively adopt initiatives like the sustainable land management technologies? What indigenous knowledge do they possess in this area, and how do they put it in practice? How best can this be inclusively tapped into and harmonized with the scientifically robust approaches in land management? What are the existing norms and value systems that emphasize gender inequalities, social exclusions and vulnerabilities related to the project scope of intervention? What institutional mechanisms are in place to enable these vulnerable groups to effectively voice their concerns and participate and influence decision making in their favour? What GESI issues need attention in the community and stakeholder systems, processes and strategies in the project districts? What are the enabling and prohibitive circumstances in this whole context? A GESI analysis and formative study would help provide answers to these and other relevant questions.

A GESI analysis is a systematic effort to examine and identify key issues contributing to gender inequalities and social exclusion, which in turn lead to poor development outcomes. This exercise is considered one of the first steps of GESI integration into any development undertaking. GESI assessment helps identify, analyze, and inform actions to address inequalities and the different forms of marginalization that may arise from the different social statuses, roles people play, or the unequal power relationships among them, plus the consequences of these inequalities on their livelihoods and wellbeing.

Care International in Uganda is one of the consortium partners under the RESAf programme. Central to its work is gender equality and social inclusion. As a technical partner, CARE will be

¹ Mugeere A., Barford A. and Magimbi P, 2010. , Johnson L. R., et al, 2013, and Konrad-Adenauer-Stiftung, 2015, point out this issue among others.

responsible for guiding the development of Standard Operating Protocols (SOPs) in collaboration with the other consortium partners regarding the implementation of interventions on GESI for equitable and sustainable NRM that meets the needs of all. In doing this, CARE adopts its Gender Equality Framework to support processes and influence positive change through the gender transformative approach. To enrich the study, CARE will also borrow ideas from the Gender Action and Learning System (GALS) model which will help establish initial steps in understanding how people understand their vulnerable situations and what they desire to achieve. CARE comes on board as a lead organisation on GESI integration to leverage existing expertise and understanding of gender domains in Uganda to facilitate the analysis and development of a gender strategy, highlighting domains of change and challenge statements to enable measured progress. As one of its first contributions, CARE Uganda was tasked to spearhead a GESI analysis and formative study to inform the interventions that will follow. In conceptualising the study, CARE anchors its thinking within the Gender Equality Framework which focuses on the three domains of individual agency, social relations and formal and informal structures. These will constitute units of analysis to clearly unearth issues relating to existing gender inequalities in its dimensions, plus the various forms of social exclusion among youth and Persons with Disability (PWDs).

1.1 Purpose of the GESI Analysis and Formative Study

Knowing the exact details on the dynamics of gender and social inequalities provides an opportunity to effectively address the real issues and influence the desired outcomes. The purpose of the proposed study is to understand the dynamics surrounding gendered identities, gender inequalities and experiences of social exclusion in the context of environmental degradation practices and climate vulnerabilities, all this in a bid to shape interventions to address them.

2.0 Description of the assignment

The key assignment under this consultancy is to carry out a GESI analysis and formative study in the RESAf programme districts of Western, South-western, Central and Eastern Uganda, 35 districts in all. This is expected to be anchored in the context of inter alia, forestry and environmental management practices, agricultural and food security systems, soil and water, plus carbon emissions.

2.1 Overall objectives of the gender assessment

To provide an in-depth understanding of the gender and social dynamics influential in environmental degradation practices and climate change vulnerabilities in a bid to inform GESI integration into land restoration, livelihood improvement, and climate resilience agricultural initiatives for households and communities in the West, South-West and Eastern districts of Uganda.

2.2 Specific Objectives

- a. To establish the household and community gender dynamics (Gender division of labour and time use, power relations, access to and control over resources, women's and girls' workload, as well as stereotypes) and aspects of social



exclusion (political, economic, socio-cultural) relating to agricultural practices and climate change adaptation in the project districts.

- b. To examine existing environmental degradation practices and climate change vulnerabilities, and how these affect household and community livelihoods, food and nutrition security, plus resilience capacities of men, women, youth and PWDs in the RESAf programme districts.
- c. To bring to light the gender and social exclusion dimensions in capacity gaps relating to sustainable land use management practices, and possible entry points for addressing them among women, youth and PWDs.
- d. To identify existing inhibitive (barriers) and facilitative (hanging fruits) gender and social norms among target communities, and how these can be addressed to promote agency, positive relations and institutional setups that support positive transformation in favour of women, youth and PWDs.
- e. To explore existing carbon emission initiatives in the project districts, and GESI dynamics surrounding it.
- f. To make recommendations (based on the findings) for effective GESI integration into the RESAf programme.

2.3 Specific Tasks

- i. Carry out a literature review to enrich the understanding of the study context and preparation for the primary data collection exercise.
- ii. Write an inception report detailing the Consultant's understanding of the assignment, plus clarity in stipulation of expected outputs, as one commits to ensuring quality and observation of ethical standards.
- iii. Review and sharpen further the study objectives to enhance on clarity of purpose in consultation with the Climate Justice Program Gender and MEAL Advisors.
- iv. Design the study methodology and approach clearly defining the scope, sampling procedures, tools, plus how primary and secondary data will be collected and analysed following recommended standards.
- v. Recruit a qualified team of research assistants to support the study process through data collection and report writing.
- vi. Train the research assistants to ensure a shared understanding of the assignment and realisation of quality outputs.
- vii. Carry out primary data collection in the field.
- viii. Write and present the GESI report and facilitate the sense making and validation workshops.
- ix. Ensure timely realisation of the final product – the GESI Assessment report.

3.0 CARE's Roles:

As the client and facilitator of the activity, CARE's roles will be to;



- i. Orient the Consultant about the assignment plus CARE's safety and safeguarding protocols.
- ii. Share relevant documentation with the consultant upon request.
- iii. Facilitate permission seeking from stakeholders through provision of introductory letters.
- iv. Mobilise consortium partners for the sense making workshop.
- v. Furnish the Consultant with invitation letters in preparation for the report validation workshop.

4.0 Ultimate Expected Deliverables

- a) An inception report.
- b) Field experience report.
- c) The GESI Assessment report in MS Word version.
- d) Power point slides on key findings and recommendations

5.0 Methodology and Approach

The study findings are expected to be representative of the 35 RESAf programme districts.

The study, which is both a formative and survey study, should include as a minimum;

- A compilation of a list of reference documents as extensive and detailed as possible and needed;
- A desk review of available related research works that may provide the information necessary for the core sections of the GESI analysis and formative study. In this desk review, relevant recommendations may be compiled in a preliminary "Recommendation list";
- A list of key informants covering a wide range of stakeholders across sectors and at various levels;

Upon signing the contract, the Consultant will be responsible for the planning of the entire activity. The Consultant is expected to clearly determine, document and share the detailed steps and the mix of methods to adopt to carry out the assignment right from sampling, through data collection to analysis. It is expected that one will utilize recommended scientific methods to define the suitable methodology for the study. The format of the GESI report should be proposed by the Consultant at an appropriate time, in consultation and agreed upon with the Gender and MEAL Advisors of the Climate Justice Program at CARE.

6.0 Ethical Considerations

- Seeking consent from community people and any other person who may qualify to be a respondent, before engaging in data collection.
- Observing the "do-no-harm" and participant-centred principles at all times.
- Ensuring professional quality standards.
- Observing the zero-tolerance to corruption standard.

7.0 Indicative Time Frame

No.	Activity	Days
1	Review of literature and writing inception report	1 day
2	Presentation and discussion of the inception report	1 day
3	Designing and discussion of study tools	3 days
4	Recruiting and training research assistants	5 days
5	Field mobilisation	3 days
6	Primary data collection	10 days
7	Data cleaning, entry and analysis	10 days
8	Report writing	7 days
9	Report presentation at the sense making workshop	1 day
10	Report presentation at the validation workshops	1 days
11	Finalisation of submission of report	3 days
12	TOTAL days	45 days

8.0 Assumptions/requirements

- The consultant will have access to the targeted respondents for data collection.
- Study activities will be adapted to follow all current COVID-19 safety SOPs.
- The consultant will exercise a meaningful flexibility to ensure that the process is not compromised.
- The consultant is able to organise all logistics and only liaise with CARE to furnish him/her with the necessary documentation for mobilisation and authorisation where need arises.

9.0 Qualifications and Expertise Profile

- Either individual or consultancy firm.
- Post-graduate qualifications in; master's degree in agriculture, Agricultural Economics, Environmental Management, and social sciences.
- A recognised graduate qualification in Gender and Women Studies for the Team Lead or Member of the Consulting Team is a MUST.
- At least 10 years of recent documented work experience in conducting similar studies.
- Demonstrated recent work experience in formative studies, operational research, data management and analyses.
- Substantive knowledge on Agro-forestry, climate change, carbon credit markets, value chain development.
- Strong inter-personal, teamwork and organizational skills
- Solid understanding of and documented work experience in individual and social behaviour

- In-depth knowledge and experience in gender and social norms analysis, quantitative and qualitative research methods including using statistical packages for quantitative and qualitative analyses.
- Excellent written and verbal communication skills, and excellent presentation skills, preferably in English.
- Proven experience in producing high-quality documents ready for external dissemination.
- Excellent analytical and writing capacity in English.

9.1 Additional Essential Criteria

- Availability to commence work immediately one gets the contract.
- Those interested in expressing interest, the technical and financial proposals should be combined as one document and must not exceed 10 pages.
- Provide at least 2 persons with the needed expertise and experience in relevant fields.
- CVs of key persons to be proposed must be attached to the technical proposal.
- Copies of the relevant documents (E.g. Certificates showing legal existence, certificates of completion of previous works, etc).
- A brief profile of not more than 3 pages of the applicant (in case of firms) should accompany the bid.

10.0 Bidding Requirement

The deadline for submission of the technical and financial proposal and accompanying documents is 26th May 2023.

Bids coming in through email should be addressed to:

UGA.Logistics@careuganda.zohodesk.com

DocuSigned by:



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Cotilda Nakyeyune

