



Draft Terms of References (ToRs)

Development of Gender Action Plan for the Integrated Sustainable Charcoal Value Chain Promotion Project in Pwani Region

1. Introduction

TaTEDO-Sustainable Energy Services Organization (TaTEDO-SESO) is a NGO with more than 30 years of experience committed to facilitating access to sustainable energy services in Tanzania. The overall objective of TaTEDO-SESO is to improve peoples' livelihoods by increasing their access to sustainable energy services and technologies. TaTEDO-SESO is involved with implementation of sustainable energy projects, dissemination of sustainable energy information, lobbying and advocating for supportive energy, forestry and climate change policies, supports sustainable energy enterprises, conducts energy-related applied research, develop networks and partnerships.

[Integrated Sustainable Charcoal Value Chain Promotion Project](#) is a three years project (started from October 2023) supported by the Government of Tanzania and co-funded by the European Union under the Programme [Integrated Approach to Sustainable Cooking Solutions](#). The Project is being implemented by TaTEDO-SESO and the Tanzania Natural Resources Forum (TNRF) in Bagamoyo, Kisarawe, Mkuranga, Kibiti and Rufiji districts of Pwani Region. The overall objective of the project is to demonstrate and promote effective and efficient integrated approaches for improvement of sustainable forest management and charcoal production in rural areas with the view to increase environmental and charcoal value chain sustainability while promoting socio-economic development. Whereas it's specific objective is to improve capacities and commitments by local communities in five districts of Pwani Region for improved productivity along the charcoal value chain, sustainable management of forests and socio-economic wellbeing.

2. Background

In general, women do not benefit much compared to men in accessing and using forest resources such as charcoal, timber, and other resources available in those forests. Gender equity concerns must be understood and addressed in specific contexts, some common gender issues include the following:

- Women have values, knowledge and skills that are important to natural resource management, and are effective agents of change. However, this often goes unrecognized in natural resource governance. Women's formal and informal powers and voice in natural resource (forest) governance are often very limited. This makes it harder for women to contribute their knowledge and skills, and harder for them to claim and defend their rights and interests.
- Women often face obstacles in accessing justice. This is partly an issue of mobility, technical resources (e.g., knowledge of the law), and time/ financial resources. However, it is exacerbated by lack of transparency, accountability, and gender equity in the rule of law.
- Women often have greater responsibilities for crop production; food preparation; and collection of fuel wood, wild foods, medicines, water, and other natural resources for non-commercial purposes. Thus, reduced access to forest products and land can disproportionately affect women's ability to carry out this work, and may in turn affect family and community wellbeing.



- Women's roles in forestry are often limited. This is seen as "men's" work. Yet women often have different knowledge and skills, and thus can contribute to forest conservation and management. Women can also play the same roles as men in forestry (e.g., forest patrolling).
- Women's land and tenure rights are often not understood or protected. Tanzania has introduced stronger legal provisions for women's equality in tenure security and property rights. However, these laws are often not sufficiently understood or enforced. Lack of secure tenure puts women at risk of losing access to important resources, as well as access to benefits such as payments for environmental services carried out on their lands.
- Women's access to markets and capital is often limited. This is part because this is seen as men's work. However, women also often lack skills, resources and mobility needed for engaging in market mechanisms. The chains in the supply side are male-dominated and marginalized social groups mostly women have been engaging in few areas of the charcoal value chain. Gender inclusive consideration and support to marginalized members of the society has not been given due weight in the charcoal value chains.

The Terms of Reference (ToRs) requires the consultant to identify existing gender disparities, challenges, and opportunities within the project and develop a comprehensive Gender Action Plan (GAP) that outlines specific strategies, activities, and indicators to mainstream gender considerations within the project. These ToRs therefore, provide guidance for the required consultant technical support toward development of GAP for the project. The ToRs provide information on the overall objectives of the consultancy work, the general methodology and approaches, expected outputs and deliverables and the required qualification and experiences of the consultant. The task include stakeholder's consultation and desk review of relevant project documents. The contracting process will be managed by TaTEDO-SESO under the authority of Chief Executive Officer.

3. Objectives of the assignment

The assignment requires a consultant to develop a Gender Action Plan (GAP) for the Integrated Sustainable Charcoal Value Chain Promotion Project, ensuring gender equality and inclusivity throughout project implementation.

4. Scope of Work:

The consultant will be responsible for the following tasks:

- Reviewing project documentation, including project proposals and other relevant documents to understand the project's objectives, activities, and existing gender mainstreaming efforts (if any).
- Conducting consultations with project stakeholders, including project implementers, target group and final beneficiaries, to gather insights and perspectives on gender dynamics within the project.
- Assessing existing gender disparities, challenges, and opportunities within the project.
- Developing a comprehensive Gender Action Plan that outlines specific strategies, activities, and indicators to mainstream gender considerations within the project.

Specific tasks:



- In consultation with project implementers, conduct a gender analysis of the project implementation in the charcoal value chain in the five target districts (Bagamoyo, Kisarawe, Mkuranga, Kibiti and Rufiji). Focusing on identifying gender gaps, inequalities, and potential risks that may be faced by men and women, marginalized groups, and youth during and after project implementation.
- Develop a set of clear, measurable and achievable objectives for promoting gender equality within the project implementation.
- Design specific and practical actions and interventions to address identified gender gaps in the assessment including empowerment of women, engagement of men, support to marginalized groups, and youth in all aspects of the project implementation.
- Develop gender indicators to be integrated into the project monitoring and evaluation framework to track progress towards achieving gender equality objectives.
- In consultation with project implementer, organize training workshops for project staff and community members on GAP implementation.

5. Expected Deliverables

- Gender Action Plan document, including: Gender assessment of the project, proposed gender actions, and gender monitoring framework for the project.
- Training materials on GAP implementation to the project staff and/or the project beneficiaries.
- GAP implementation training report

6. Required Qualifications

- Master's degree in gender studies, development studies, public health, or related field.
- Minimum of 5 years of experience in developing and implementing gender action plans within development projects.
- Proven experience in conducting gender analysis, research and programs in the energy sector.
- Strong understanding of gender issues in energy sector, a special consideration will be given to candidates with experience in the charcoal and forestry sectors.
- Experience working in Tanzania and familiarity with the local context.
- Excellent communication, writing, and presentation skills in English.
- Ability to work independently and as part of a team.

7. Duration

The assignment will be carried out for 10 working days (man day), through a period of a month. This assignment will be spread over a period of not more than 30 days from the date of the signing of the contract. The expected start date is 28th March, 2024. The assignment will commence immediately after signing the contract. However, a schedule of specific tasks and timelines of delivery will be determined and agreed upon at the inception stage.

8. Mode of Application

This is an individual consultancy work, and therefore interested candidates should send expressions of interest to: energy@tatedo.or.tz. The expressions of interest should include the following:



- Cover letter, maximum one page,
- A technical proposal including understanding of the ToRs, proposed plan and methodology of how the assessment will be carried out and timeline,
- Financial proposal and budget which includes costs of consultant fee and direct costs,
- A comprehensive CV that provides qualifications and previous relevant experience of such assignments.

Technical and financial proposals should be submitted separately to the email above indicating the title of the assignment “**Development of Gender Action Plan for the Integrated Sustainable Charcoal Value Chain Promotion Project in Pwani Region**”. Please, submit your expression of interest to the following physical address: **Chief Executive Officer, TaTEDO-SESO, P.O. Box 32794, Dar es Salaam**. The application should be submitted through the above email or physical address. Deadline for submission is 22nd March 2024.