

Terms of Reference Gender Expert in Malawi

June 2024

ABOUT THE NDC PARTNERSHIP:

The NDC Partnership is a global coalition that works with national governments, international institutions, and civil society, to fast-track climate and development action. To date, the Partnership's membership brings together 126 countries—developed and developing—56 institutional members, and 40 associate members. Through the Partnership, members leverage their resources and expertise to provide countries with the tools they need to implement their NDCs to combat climate change and build a better future.¹

In 2015, the world endorsed the Paris Agreement and the 2030 Agenda for Sustainable Development. These historic accords presented countries with an unprecedented opportunity to align the climate and sustainable development agendas to spur economic growth and improve the livelihoods of all people. Nations signal their commitments to the Paris Agreement through Nationally Determined Contributions (or NDCs) - each country's strategy to cut its own greenhouse gas emissions and build resiliency against the negative effects of a changing climate. One of the unique value propositions that the NDC Partnership brings through its in-country work is leveraging the support from a consortium of partners towards a common objective set by the government. The Partnership, through its Country Engagement process, engages directly with ministries and other stakeholders to assess climate related needs and identify opportunities for collaboration around these needs—across sectors, regions, and international partners. Through targeted and coordinated technical assistance, members of the Partnership support countries with, for example, policy and strategy formulation for NDC mainstreaming, development of NDC implementation plans and resource mobilization, NDC revision and enhancement, or green economic recovery post-pandemic.

The NDC Partnership has been engaged with the Government of Malawi since 2017, supporting planning for NDC implementation and coordinating its members to respond to requests for support. In 2021, the Government of Malawi, through the Environment Affairs Department in the Ministry of Natural Resources and Climate Change, with support from the NDC Partnership, developed its NDC and in 2022 developed an NDC implementation Plan, that outlines the key outcomes and projects necessary to achieve Malawi's NDC targets.

¹ The NDC Partnership is hosted by the World Resources Institute in Washington DC, US; UNFCCC in Bonn, Germany; and UNOPS.

BACKGROUND

The Government of Malawi (GoM), through the Malawi 2063 Ten Year Implementation Plan (MIP 1) recognizes that empowerment of women and girls improves access to economic resources and decision making at household level. Women in Malawi take up the majority share of activities that are highly affected by impacts of climate change such as farming and domestic tasks. At the same time, women still have low control over productive resources used in those activities.

Recognizing the gender dimension of climate change impacts on livelihoods in the country, Malawi established the Women in Climate Action Network (MWICAN) so that women could be part of the solutions to issues that affect them most. Gender is mostly seen as a cross cutting issue, hence, there is no direct notable investment in terms of interventions related to climate change interventions. Climate change is a social issue; a social justice issue and it is not gender neutral. It is well documented that climate change exacerbates existing inequalities, this is both the case in times of natural disasters when immediate, widespread devastation sweeps a community, these processes gradually alter the productivity of soil, the pattern of rainfall, and generally the community's ability to rely upon its natural resources. Therefore, these existing social conditions are amplified by a change in the natural environment. Adaption of new practices that are related to natural resources management have differentiated implications to women's and men's income, livelihood and resilience.

To ably address some of the issues outlined above, the Ministry of Gender, Community Development and Social Welfare requested support from the NDC Partnership to strengthen gender-responsive policy, planning, budgeting, implementation and monitoring through technical assistance and to reduce gender-sensitive barriers in ownership, utilization and management of natural resources. The Ministry responsible for Gender is therefore seeking to engage a Gender Expert to provide technical assistance in the delivery of these objectives.

SCOPE OF WORK AND DELIVERABLES

The Gender Expert will undertake the following:

1. Provide technical assistance in formulation of Gender Responsive Planning in Climate Adaptation Programs.
2. Build capacity of Environmental Affairs Department on gender mainstreaming into climate change.
3. Develop the Strategy for the Women in Climate Action Network.

Duration and Duty Station

The Gender Expert will be embedded in the Ministry of Gender, Community Development and Social Welfare. The consultancy will last 12 months, covering the period between July 2024 and June 2025.

Activities

- Build capacity of Ministries, Departments and Agencies (MDAs) in gender responsive planning and implementation of climate adaptation through three workshops.

- Build capacity of Environmental Affairs Department in gender mainstreaming into climate change through three workshops.
- Develop a strategy for the Women in Climate Action Network.
- Produce semi-regular reports documenting the implementation of the future Malawi Gender Action Plan and other gender mainstreaming support activities.
- Draft communication pieces (e.g. blogs, quotes) to present the gender work in Malawi to a wider audience.

DELIVERABLES

1. An inception report
2. Three capacity building sessions for Ministries, Departments, and Agencies on gender responsive planning and implementation of climate adaptation and summary report.
3. Three capacity building sessions for Environmental Affairs Department on gender mainstreaming into climate change and summary report.
4. A strategy for the Women in Climate Action Network.
5. A final assignment report, including recommendations for future gender and climate change activities.

SUPERVISION

The Gender Expert will be based in Malawi for the duration of the assignment and will report to and perform under the overall guidance and supervision of the Director of Planning in the Ministry of Gender, Community Development and Social Welfare. The Gender Expert shall work across ministries including the Ministry of Natural Resources and Climate Change, with various key stakeholders and with the NDC Partnership.

PAYMENT SCHEDULE

The Consultant will invoice after submission of draft and final deliverables and will be paid after the deliverable has been approved by the Director of Planning in the Ministry of Gender, Community Development and Social Welfare.

QUALIFICATIONS AND EXPERIENCE

Education and Experience

- University Degree in Sociology, Anthropology, Environmental Science or related careers; graduate degree in Gender (or equivalent training in gender issues), Public Policy or Social Development.

- More than 2 years of professional experience, with a focus on climate change and gender mainstreaming, in the development/implementation of policies, stakeholder coordination and alignment, development and management of national and international cooperation projects.
- Experience in project development and management.
- Knowledge of the UNFCCC processes and the Paris Agreement. Having participated in the preparation of relevant documents such as: National Communications, Biennial Update Reports, NDC.
- Knowledge of gender processes in Malawi, of plans, strategies and public policies related to climate change.
- Knowledge of Excel, Microsoft Project and other tools used in project management.

Skills

- Meet goals and deadlines with quality and consistency;
- Works to meet agreed goals, facing challenges constructively;
- Excellent verbal and written communication in English;
- Uses resources, methods, and information effectively;
- Take initiative and lead processes;
- Proven ability to work under pressure and tight deadlines;
- Analyzes complex technical materials (including data) and makes them concise and relevant;
- Presents complex conceptual ideas in practical terms to others;
- Adapt the communication to the target audience;
- Build collaboration networks with internal team and external counterparts;
- Understand the importance and added value to the process of implementing climate strategies;
- Demonstrate the ability to work in a team, learn and share knowledge with colleagues and maintain relationships;
- Encourage collaboration and improve performance.

EVALUATION AND SELECTION

Evaluation Criteria

The following elements will be the primary considerations in evaluating all proposal submitted in response to this TOR:

- Completion of all required elements;
- The extend to which the consultant's proposal fulfills WRI's stated requirements as set out in the TOR;
- Experience with similar projects;
- Overall cost of the consultant's proposal;
- Debarment and sanctions – WRI will not consider proposals from consultants that are presently debarred by the U.S. government or named on any restricted parties lists;
- Sustainability – WRI values sustainability and all other factors being equal, will favor a proposal to more sustainably perform the work.

The candidate offering the best overall value will be selected. For this procurement, price and non-price aspects are considered to be of approximately equal importance. Local consultants are encouraged to apply because of their understanding of the geopolitical landscape of the gender and climate nexus in the Malawi context.

Selection Process

No proposal development costs shall be charged to WRI. All expenses are to be borne by the bidders. WRI may award to the bidder offering best value without discussion. However, WRI reserves the right to seek bidder clarifications and to negotiate with those bidders deemed to be within a competitive range.

WRI may, at its discretion and without explanation to the prospective consultants choose to discontinue this TOR without obligation to such prospective consultants or make multiple awards under this TOR. Contracts will not be awarded to consultants debarred by the US government or named on restricted parties lists.

TO APPLY

To apply for this consultancy position, please submit:

1. Curriculum vitae (CV);
2. Cover letter explaining your approach to meet the deliverables (1 page max. in English); and
3. Expected daily remuneration in USD

Qualified candidates are invited to send their application documents by c.o.b., Friday 19 July 2024 to gloria.namazzi.5@ndcpartnership.org, copying hannah.girardeau@ndcpartnership.org.

We will consider applications as they are received. Only short-listed candidates will be contacted, and final terms will be discussed upon selection. Please use the following format for the email subject line: Gender Expert Malawi _ NAME. All CVs must be submitted in electronic format.