

## TERMS OF REFERENCE (TOR)

### Activity/Task: 2.1.4.9

**Task Title:** Gender Dimension Study for Sectors

**Position:** National Resource Person (NRP)

**Duration:** 22 Person - days

### BACKGROUND

The Gambia is among the Least Developed Countries (LDC), ranking 173 out of 188 countries, by the United Nations Development Programme (UNDP)'s 2016 Human Development Index. The country is poor and has a population of around 1.9 million with a gross domestic product (GDP) per capita of approximately EUR 400. In 2010, The Gambia's National Integrated Household Survey (IHS) confirmed that half of The Gambia's population lives below the poverty line, and the per capita GDP has been falling ever since. Traditionally, The Gambia's economy has been based on subsistence agriculture, with additional household income coming from cash crops and surpluses in productive years. However, the domestic economy has been undergoing a transformation, as urban coastal areas grew and gain economic importance, Rural urban migration accelerating due to rural poverty, exacerbated by climate change, amongst other factors, placing stress on fragile infrastructures and resources. According to the University of Notre Dame Global Adaptation Index (ND-GAIN), The Gambia, is the 10<sup>th</sup> most vulnerable country to Climate Change. The Gambia has a GCCA+ vulnerability rating of 0.4357 which ranks the country among the top 44 most vulnerable LDCs.

### JUSTIFICATION

The Government under the new dispensation has made building climate resilience in the coastal zone as a top country priority. The Gambia's coastal zone, where majority of the population now lives, consists of 80 km of open coast from Buniadu point, in north bank of the river Gambia, to KarentiBolong in south bank. There is also 200km of sheltered coast along both banks of the river Gambia.

The adverse effects of climate change are visible in many areas, including agriculture and food security; water resources; human health; human settlements and migration patterns; as well as energy. In all of these contexts, women are more vulnerable to the effects of climate change than men, mainly because they constitute the majority of the poor and are more dependent for their livelihood on natural resources that are threatened by climate change. Furthermore, women face social, economic and political barriers, which limit their coping capacity. Women's unpaid care work, including securing water, food and fuel for cooking and heating face the greatest

challenges. These coupled with unequal access to resources and decision-making processes, limited mobility, makes women in rural areas even more vulnerable to the effects of climate change. It is thus imperative to identify gender-sensitive strategies to respond to climate effects on the coastal and marine zones of The Gambia. It is also important to remember, however, that women are not only vulnerable to climate change, but they are also effective actors and agents of change in relation to both mitigation and adaptation. Women often have a strong body of knowledge and expertise that can be used in climate change mitigation, disaster reduction and adaptation strategies. Furthermore, women's responsibilities in households and communities, as caretakers of natural and household resources, positions them well to contribute to livelihood strategies adapted to changing environmental realities.

Addressing gender equality and women's empowerment is a key aspect of The Ministry of Women, Children and Social Welfare's gender mainstreaming strategy to achieving its core mandate. Gender Equality and Women's Empowerment are seen as goals in the National Gender and Women Empowerment Policy 2010-2020 and as a critical enabler in National Development Plan (NDP) 2018-2021, which makes it central to the achievement to the new Governments development agenda.

Considering the barriers climate change can pose on the achievement of the Government's aspiration of building climate resilience in the coastal zone, there is no doubt that The Gambia is in urgent need of support in the form of investments and innovations in climate change-related measures to build resilience and adaptation capacity of communities. However, for any meaning results to be achieved in this regard, gender equality and the empowerment of women and girls should be an integral dimension of efforts to build resilience and adoptive capacity. This will particularly contribute to women's increased participation in decision-making processes on climate and environmental issues. Therefore, all sectors within the framework of ICZM and CC should mainstream gender in their sectoral programmes and plans to ensure women are adequately represented and not marginalized. This will translate into an effective building of climate resilience to the coastal and marine zones of The Gambia through a sustainable Integrated Coastal Zone Management approach that protects vulnerable communities.

#### **OVERALL OBJECTIVE**

The overall objective of the gender dimension study is to make a gender analysis of the sectors within the framework of ICZM and CC in order to identify gender issues, capacity gaps, challenges and opportunities for adequately mainstreaming gender in their sectoral programmes and plans to ensure women are adequately represented and not marginalized. The assessment will also help in the recognition of gender issues and provide recommendations and guidance, identify gender inequalities in access to critical productive resources, assets, services and opportunities. In particular, the assessment identifies needs and constraints of both women and men in the

## **GCCA+ Climate Resilient Coastal and Marine Zone Project for The Gambia**

various sectors as well as priorities and gaps. Also, it provides recommendations and guidance to promote gender responsive programming, implementation and monitoring.

### **SPECIFIC OBJECTIVES**

1. The gender dimension assessment will identify gender gaps in roles, responsibilities and access to and control over productive resources and decision making in climate change-related measures to build resilience and adaptation capacity of communities and sectors within the framework of ICZM and CC.
2. To develop strategies for gender mainstreaming in future programming and implementation of recommendations identified in the ICZM Management and Strategic Plans (January 2016) and the National Climate Change Policy (NCCP) implementation plan for the Gambia (April 2016)

### **EXPECTED OUTCOMES:**

1. Gender equality is adequately mainstreamed in the plans, strategies, implementation and monitoring of priorities and programmes of institutions within the framework of ICZM and CC.
2. Capacities and strategies for gender mainstreaming in the implementation of recommendations identified in the ICZM Management and Strategic Plans (January 2016) and the National Climate Change Policy (NCCP) implementation plan for the Gambia developed.
3. Capacities of sectors within the framework of ICZM and CC are enhanced and gender is mainstreamed in their sectoral programmes and plans.
4. Women are adequately represented in Institutional Coordination Mechanisms for planning and implementation of climate resilience, adaptation and mitigation measures in coastal and marine zones.

### **RESPONSIBILITIES OF THE NATIONAL RESOURCE PERSON**

The National Resource Person for Gender Dimension Study will perform the following tasks:

1. Conduct a desk review of the relevant climate and gender-related policies, mechanisms, institutional structures and frameworks to assess the national gender situation.
2. Conduct a gender analysis of the climate change legal, policy and institutional frameworks in key sectors within the framework of the ICZM and CC.

## **GCCA+ Climate Resilient Coastal and Marine Zone Project for The Gambia**

3. Assess gender differences in vulnerabilities, gaps in resources, and opportunities for climate resilience and adaptation.
4. Prepare a draft report and facilitate working sessions with key Government actors and other stakeholder groups (i.e. civil society, academia, private sector, UN Agencies) involved in the relevant climate and gender decision making and planning processes to ensure broad integration of perspectives;
5. Submit draft Gender Dimension study for sectors and facilitate a national stakeholder validation workshop.

### **DELIVERABLES ASSOCIATED TO THE IN-DEPTH GENDER ANALYSIS:**

The National Resource Person for Gender Dimension Study shall prepare and submit:

#### **Deliverable 1:**

An inception report detailing methodology, work plan, timeline, a list of national government institutions, civil society stakeholders, academia, private sector to be interviewed, and the terms of reference for potential working sessions with key actors.

#### **Deliverable 2:**

A first draft gender analysis report which should include the desk review of relevant climate and gender-related laws, policies, instruments, mechanisms, institutional structures and frameworks of sectors within the framework of the ICZM and CC, and potential actions for gender mainstreaming at the policy, legal, institutional and programmatic levels and recommendations to address the existing barriers.

#### **Deliverable 3:**

A final report highlighting the processes, findings of the gender dimension study and relevant capacity building actions to integrate gender into the policies, programmes, plans and strategies of sectors within the framework of the ICZM and CC.

### **DUTY STATION:**

National Environment Agency (NEA), The Gambia:

- The National Resource Person is expected to have his/her own computers and if required, NEA will support him/her to access internet and work space to facilitate work.

## **GCCA+ Climate Resilient Coastal and Marine Zone Project for The Gambia**

- She/he will be given access to relevant information necessary for execution of the tasks under this assignment;
- She/he will carry out his/her tasks under the supervision of the GCCA+ Climate Resilient Coastal and Marine Zone Project Coordinator.

### **COMPETENCIES**

- Minimum five (5) years of relevant work experience that includes substantive experience in conducting research and analysis in gender equality and at least one other related theme, including climate change mitigation and/or adaptation, environment issues.
- Strong understanding of the links between climate change/environment, Coastal and Marine Zone and gender issues.
- Excellent analytical, writing, and communications skills.
- Demonstrated ability to work in an independent manner
- Proven ability to undertake gender analysis, design relevant gender mainstreaming criteria and gender strategy;

### **EDUCATION:**

Post-graduate degree in any of the related areas: gender, climate change, environment, sustainable development or other relevant social sciences.

Language: English