



Request for Proposals (RFP)

GENDER JUSTICE SPECIALISTS

The Zanzibar Women's Leadership in Adaptation Project (ZanzAdapt)
October 2023 to March 2026

Contact:

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1. WHO WE ARE

Community Forests Pemba and Community Forests International (Community Forests) have been working with rural communities to build resilience to climate change by creating livelihood opportunities that support both people and nature. Together with local communities, we have propagated more than 4 million seedlings of spice, fruit, timber and native mangrove trees in over 40 community nurseries, and provided more than 43,601 people (51% women & 49% men) with equipment, training, and livelihood opportunities in climate-smart horticulture, agroforestry and forest conservation in Zanzibar, Tanzania.

Mission: our mission is to protect and restore Earth's climate by enabling communities and forests to thrive together.

Values:

Trust is essential to strong relationships, which form the fabric of both our communities and our ecosystems. Everything we do must uphold trust.

Courage is not a lack of fear. We acknowledge the gravity of the climate crisis, and we act.

Justice is true respect and equity. We hold people and communities most vulnerable to the impacts of climate change at the heart of our thinking and acting.

Community is taking care of one another now and for the future. People are a part of nature and we strive to create relationships where both people and the diversity of life thrive.

2. INTRODUCTION

Community Forests International and Community Forests Pemba (referred to collectively herein simply as 'Community Forests') are seeking to contract and collaborate with Gender Justice Experts with deep cross-cultural work experience to help implement the 2-year, Global Affairs Canada Funded 'Zanzibar Women's Leadership in Adaptation (ZanzAdapt)' project. ZanzAdapt seeks to improve gender equality and nature-based climate adaptation capacity in vulnerable coastal communities on Pemba and Unguja Islands, Zanzibar. Project outputs will primarily benefit women, their households and their communities through regenerative livelihood actions that increase ecological, social, and economic resilience to climate change.

ZanzAdapt operates on the theory that:

- 1) If stakeholders are provided with positive reinforcement of women's empowerment through media stories, expert gender justice training, and a participatory framework, they will directly advance gender equality outcomes.
- 2) If rural women and youth are provided with climate-smart agroforestry assets, knowledge, and markets, they will enjoy income opportunities and sustainable harvests that improve climate resilience while reducing pressure on nearby mangrove ecosystems.

- 3) If women and coastal communities are provided with technical support in mangrove forest management alongside improved land rights, monitoring technology, and associated conservation income opportunities, they will lead nature-positive solutions for their communities.

Community Forests is seeking an International Gender Justice Specialist firm/ expert(s) to work alongside ZanzAdapt project staff, partners, and Local Gender Justice Experts firm/ experts (hired through a separate request for proposals) to support project activities and assist the organization to develop an overarching gender-responsive and feminist approach to project processes, planning, and delivery as well as overall policies and practices.

The International Gender Justice Specialists (GJS) will be responsible to work within the ZanzAdapt project framework and collaborate closely with project staff, partners, and Local Gender Justice Experts to achieve project outputs and outcomes while providing expert guidance and support on the integration of gender-equity improvements into everyday workflow and organizational activities. The GJS will play an important role in promoting gender equality, mainstreaming gender perspectives, and ensuring the inclusion of gender considerations across all aspects of Community Forests' work. The GJS will collaborate closely with Community Forests staff and stakeholders to develop and implement gender-responsive strategies, policies, and programs, fostering an environment that empowers individuals of all genders.

3. BACKGROUND

According to the United Nations, the key objective of gender equality "... is a society where women and men enjoy the same opportunities, rights, and obligations in all spheres of life." Gender equality means that women and men, girls, and boys, can enjoy equal status and have equal entitlements and opportunities to realize all human rights, make choices fully, and access assets, services and public goods without limitations imposed by legislation, policies, gender norms, or stereotypes. Equality between and among genders is realized when all sexes can share equally in the distribution of power and influence; have equal opportunities in accessing resources, including gainful employment and businesses; enjoy equal access to education and the opportunity to develop personal ambitions, interests and talents; share responsibility caring for the home and children; and are completely free from coercion, intimidation and gender-based violence both at work and at home. Where gender inequality exists, it is generally women who are excluded or disadvantaged in relation to decision-making and access to economic and social resources. Therefore, a critical aspect of promoting gender equality is women's empowerment; focusing on identifying and redressing power imbalances and giving women more autonomy to manage their own lives.

Tanzania currently ranks 140th out of 162 nations listed on the UN Gender Inequality Index (having rapidly fallen 30 positions in less than 4 years) and is among the poorest countries in the world per capita. As a semi-autonomous small island region, Zanzibar faces not only the inequalities facing Tanzania at large, but acute threats from climate change which place already precarious human

and economic development conditions at further risk. A rapidly growing population on a limited land base is intensifying pressures on the local environment and undermining the ecological foundations of the islands' predominantly land- and sea-based livelihoods.

Gender inequality is inextricably linked to challenges of human rights, environmental degradation, and poverty in Zanzibar, and the conditions on Pemba Island in particular lag behind. Although the overall poverty rate on Unguja Island reduced modestly between 2010 and 2015, on Pemba Island the poverty rate increased from 48% to 55% over the same period. These trends correlate especially to households with more children and those headed by women. In 2020, the growth of Gross Domestic Product (GDP) in Zanzibar slowed to 1.3 percent, the lowest since 2014.

4. ZANZADAPT OBJECTIVES

The primary objective of this consultancy is to increase Community Forests', partners', and stakeholders' capacity to deliver a truly gender-responsive project and activities through comprehensive and hands-on involvement that **increases influence and leadership powers for women in nature-based climate adaptation enterprises and governance structures in target coastal communities throughout Zanzibar, Tanzania.**

GJS will work closely with Community Forests and its partners to provide expertise and support in key areas to achieve the following high-level Zanzadapt project outcomes:

Increased gender equality skills and positive reinforcement of women's leadership in nature-based climate adaptation among duty-bearers, beneficiaries, intermediaries, and partners including:

- Gender Equality Training (GET) to improve skills, attitudes and behaviors for greater gender equality outcomes in nature-based climate adaptation activities provided to men and women duty-bearers.
- Media advocacy promoting women's equality and leadership of nature-based climate adaptation continuously distributed to stakeholders via a variety of locally favored storytelling mediums.

Increased leadership skills and agency for women in climate adaptive agroforestry enterprises and community-based mangrove forest governance structures including:

- Leadership training in nature-based climate adaptation enterprises including business operations, marketing, and financial independence provided to women beneficiaries.
- Governance training in community mangrove forest conservation including policy, advocacy, bylaws and biodiversity monitoring provided to women beneficiaries.

Increased access to physical resources and participatory land governance rights for women to lead community-based mangrove forest conservation frameworks and livelihoods. including:

- Legal powers for mangrove forest management provided to women including Community Forests Management Agreements (CoFMAs) that enshrine women's decision-making and access rights.

5. SCOPE OF WORK

Locations: Hybrid. Remote and In-country in Zanzibar, Tanzania

Timeline: ~ 24 Months

Budget: \$175,000 - \$195,000 inclusive of all costs and applicable taxes. The Project has additional resources and will hire Local Gender Justice Specialists (LGJS) in Zanzibar.

In country Visits: 4-6 trips to Tanzania, each lasting approximately 2-3 weeks.

Gender Justice Specialists (GJS) will work hand-in-hand with ZanzAdapt project staff, partners and LGJS to achieve stated objectives while building the long-term capacity of Community Forests and stakeholders to deliver gender-responsive programming into the future. As such, GJS will participate at all levels of the project to ensure outcomes are achieved while supporting Community Forests and project partners to internalize and mainstream gender equity in everyday practices. To help achieve this, GJS's will; *i) conduct a Duty-Bearer and Project Management Gap Analysis and design an Action Plan; ii) develop and implement Gender Equality Training (GET) alongside a variety of project staff and key stakeholders; iii) develop and operationalize a ZanzAdapt Gender Equality Action Group; iv) provide cross-cutting Gender Equality Project Support across project activities; and v) provide feedback and recommendations on Internal Gender Equity Process Improvements to help incorporate a feminist approach to daily operations and organizational management.* The GJS will contribute to developing each of these work packages and support the project by guiding early implementation and providing active advisership, accountability, and capacity building to implementers across lifespan of the project.

Design of specific Monitoring, Evaluation and Learning (MEL) tools,

i) **Duty-Bearer and Project Management Gap Analysis and Action Plan**

Develop and implement a ZanzAdapt *Duty-Bearer and Project Management Gap Analysis and Action Plan* in close collaboration with Community Forests and project partners. The Gap Analysis and Action Plan is foundational to the delivery of the ZanzAdapt project and will help inform key project activities and overall approach to project management and stakeholder engagement.

- Develop a detailed Scope of Work for the Gap Analysis and Action Plan, including budget, workplan, and timelines.
- Conduct a literature review and assessment of current practices across stakeholders/groups.

- Develop data protocol/methodology for baseline survey and Gap Analysis.
- Conduct key informant interviews, focus groups, and/or other activities to be determined.
- Develop detailed analysis synthesizing data to provide key insights and recommendations.
- Develop and mobilize Action Plan.

ii) Develop Gender Equality Training (GET) program and provide Training of Trainer (ToT) and capacity building to organizational staff and partners

Collaborate with LGJS to design a training program for duty-bearers and responsibility-holders in alignment with gap analysis guidance. Ensure the curriculum addresses identified gaps and aligns with local needs and cultural contexts. Deliver ToT workshops to project staff, partners, and local Gender Justice Specialists, and support initial GET to 60 men and women duty-bearers to improve skills, attitudes, and behaviors for greater gender equality outcomes in nature-based climate adaptation activities.

- Develop key training program themes and content in alignment with gap analysis guidance.
- Deliver ToT workshops to project staff, partners, and LGJS.
- Help identify and register selected duty-bearers and responsibility-holders for training in alignment with gap analysis guidance.
- Develop pre-training baseline surveys with participants.
- Initiate delivery of training to registered duty-bearers and responsibility-holders alongside trainers.
- Develop post-training follow up and monitoring and evaluation surveys for participants.
- Provide ongoing support and mentorship to project staff and LGJS.
- Monitor and support ongoing training delivery and provide advice and guidance.

iii) Gender Equality Action Group

Lead the development, inception, and stewardship of the ZanzAdapt Gender Equality Action Group. The action group is to be composed of duty-bearers, responsibility-holders, beneficiaries, intermediaries, and partners. GJS will oversee and provide input and recommendations to the group.

- Develop terms of reference for a ZanzAdapt Gender Equality Action Group.
- Help identify and register selected action group members.
- Develop key dialogue themes and content in alignment with gap analysis guidance.
- Co-Host facilitated ZanzAdapt gender equality action group meetings and community dialogues.
- Continuously document learnings and create pathways to incorporate these learnings into ZanzAdapt project activities.

iv) Cross-cutting Gender Equality Project Support

Contribute to the development and planning of key project documents, processes, and activities, including assisting with the development of additional gap analyses, terms of reference, action plans, training materials, beneficiary surveys, focus groups, etc., across project activities to ensure they are gender-responsive. Some examples of additional supports include:

- Provide gender-responsive input and guidance to help develop a gap analysis and action plan for enshrining women's legal powers in mangrove forest conservation in target communities.
- Provide key input, advice, and guidance to project staff and partners to improve gender-responsive registration and enrolment across project activities.
- Provide gender-responsive input and guidance to project staff and partners to improve pre- and post- training survey design across project training activities.
- Help develop and deliver key training program for leadership in climate adaptive agroforestry enterprises, including business operations, marketing, and financial independence, in alignment with gap analysis guidance.
- Help develop and deliver key training program for governance in community-based mangrove forest conservation, including policy, advocacy, bylaws and biodiversity monitoring, in alignment with gap analysis guidance.

v) **Internal Gender Equity Process Improvements**

Provide feedback and recommendations to support the mainstreaming and adoption of changes to policies or procedures that better promote and facilitate gender equality in the daily functioning of the organization working alongside senior organizational leadership to normalize and incorporate a feminist approach to daily operations and organizational management. This activity will be informed by the Gender Equity and Project Management Gap Analysis and Gender Equality Action group, with specific Process Improvements to be determined and implemented based on ongoing project learnings.

6. TIMELINE

Contract Duration: 24 months

Active Engagement: Approximately 24 months

Start Date: Immediately

7. SUBMISSION REQUIREMENTS

One (1) Technical 5–7-page proposal including:

- Demonstrated understanding of the project and objectives
- Overview of proposed methodology and approach
- Work plan and timeline
- Risk management and mitigation strategies

One (1) Financial proposal including:

- Simplified Budget*
- Fee structure for consultancy services

*Please note that the budget must be inclusive of all costs incurred including travel, overhead, and all applicable fees and taxes.

Annexes including:

- CV(s) of the specialist(s) who will be working on the project highlighting areas of specialization/roles and relevant experience
- Two (2) detailed examples of similar projects completed.
- Two (2) references from the clients on these projects.

8. EVALUATION CRITERIA

Proposals will be evaluated based on the following criteria:

1. Understanding of the project.
2. Proposed methodology and approach.
3. Feasibility and comprehensiveness of the proposal.
4. Cost-effectiveness and budget rationale.
5. Relevant experience and qualifications of specialist(s).

Qualifications of Specialist(s):

- Degree in gender studies, women's studies, sociology, international development, or a related field.
- 10+ years of experience in international development, evaluation and research, and program management.
- Experience working as a Gender Specialist or in a similar role, with a strong understanding of gender equality and women's rights issues, including in-depth knowledge of gender analysis methodologies, gender mainstreaming, and gender-responsive programming.
- Strong interpersonal and communication skills to effectively engage with diverse stakeholders and facilitate discussions on sensitive gender topics.

- high degree of personal organization including the ability to plan, coordinate, and monitor gender-focused initiatives.
- Fluency in English required. Fluency in Swahili is a strong asset.

9. SUBMISSION DETAILS

Call Opening date: Wednesday June 5th, 2024

Deadline for Submission: June 29th, 2024

Contract is to begin ASAP with a start date no later than July 22nd, 2024

Please ensure all submission criteria are met and submissions are complete.

Candidate should email applications with the subject line “**Gender Justice Specialist**” to jobs@forestsinternational.org. If you require any accessibility accommodations for the application process, please reach out.

The deadline for application submission is Sunday, June 29th midnight Atlantic Daylight Time (ADT). Proposals will be review applications on a rolling basis and remain open until suitable firm/expert(s) is found. Shortlisted firms/expert(s) will be provided with an opportunity to meet for a 45-minute question and answer session. Only shortlisted firms/expert(s) will be contacted for further conversation.

Community Forests International is committed to diversity in our workplace and encourages applications from traditionally marginalized groups such as, but not limited to: racialized persons, Indigenous persons, persons with disabilities, and persons from the LGBTQIA2S+ community.

Please ensure all submission criteria are met and submissions are complete.

10. TERMS AND CONDITIONS

The issuing organization reserves the right to accept or reject any or all proposals. Incomplete Submissions will not be reviewed. Only successful applicants will be contacted.

All materials produced during the consultancy will be the property of Community Forests’