

TERMS OF REFERENCE

CAPACITY BUILDING PROGRAMME FOR ENHANCING THE WOMEN'S DECISION-MAKING AGENCY, POWER, CHOICES IN ACCESS TO WATER AND CLIMATE INFORMATION AND SERVICES

Location:	Home based with a possibility of a mission travel
Type of Contract:	Individual or Team Contract
Languages required:	English
Starting date:	ASAP
Duration of Initial Contract:	40 days spread over two and half months
Supervisor:	GWPEA

1. Introduction and Background

The Global Water Partnership (GWP) is a multi-stakeholder action network and intergovernmental organization established in 1996 to support countries in their efforts to implement a more equitable and sustainable management of their water resources. The network spans 13 regions with over 3000 Partners organizations in over 180 countries. The network has 68 accredited Country Water Partnerships and 13 Regional Water Partnerships. The global secretariat is in Stockholm, Sweden. More information: <http://www.gwp.org>

In February 2019, the Governing Council of the Africa Ministers Council on Water (AMCOW) adopted a Decision for transformation of Africa's water investment outlook through increased partnerships and implementation of an Africa Water Investment Programme (AIP). AIP aims to leverage \$30 Billion in investments, by 2030, towards SDG 6 implementation. In response to the Ministers Decision, the AIP has been developed by GWP and partners. The overall objective is to enhance job creation through gender sensitive investments in water security, industrialization, and climate resilient development. AIP has three interrelated programmes which includes AIP Water Climate Development and Gender Transformation (AIP WACDEP-G). The overall objective of AIP WACDEP-G is to transform gender inequalities at scale by promoting gender-transformative planning, decision-making and institutional development for climate resilient water investments in Africa and Uganda is a pilot country within the Eastern African region. In Uganda, the programme is being implemented in the River Kagera and Lake Victoria Basin.

The Programme is planned to mobilise partners and strengthen knowledge, capabilities and opportunities for empowerment of climate-vulnerable marginalised groups in project design of water and climate programmes. This is envisaged to be achieved through mobilizing partnerships and building knowledge, capabilities and opportunities for transforming structurally embedded unequal power relations. Transforming deep-rooted, complex gender inequalities requires knowledge and connected change processes that are compelling for a

broader set of stakeholders to actively engage and adopt new approaches. This component of the program includes assessing, identifying, developing, and implementing strategies for capacity development and social change-defining what needs to be done differently and the key bottlenecks and opportunities for gender equality at scale. Thus, developing capabilities and agency for women and men (at an equal platform) at all levels will recognize and challenge socially constructed and established cultural norms, practices, and roles. It's against this background that GWP seeks to hire a consultant or design team to support the capacity development of women and women-based organizations to improve their agency to make independent choices and decisions on access to and control of water and climate information and services at all scales.

2. Objectives of the Consultancy

The objectives of the assignment is to conduct needs assessment and gap analysis, map gender inequalities, and develop the capacity of individual women and women-based organizations to improve their decision-making capacity on access to and control of water and climate information and services at all levels.

Specific Objectives

1. Conduct needs assessment and gap analysis for individual agency in decision making targeting women in vulnerable and marginalized groups
2. Map and analyze current gender inequalities in access to and use of climate information services including early warning systems in urban and rural settings
3. Facilitate training program for enhancing the decision-making power among women at national level for enhanced choices and access to water and climate information services

3. Scope of Consultancy

The scope of services in this consultancy shall comprise the following:

- a. Conduct needs assessment and gap analysis for individual agency in decision making targeting women in vulnerable and marginalized groups based on the gender consideration*

To achieve this task, the consultant is expected to;

- i. Develop criteria to identify agencies and institutions (women-based) to enhance capacity building, decision-making, power and choices in accessing water and climate related services. The criteria will be shared with partners i.e. the client, Ministry of Water and Environment (MWE) and Uganda Water Partnership (UWP) among others. This process will provide an opportunity to refine the criteria based on the ingredients to achieve this objective.
- ii. Conduct an assessment, identify and analyze the main stakeholder capacity gaps (individual agency in decision making targeting women in vulnerable and marginalized

groups), main gender related capacity weaknesses and challenges (individual, community/organizational/ societal), and highlight the key capacity deficiencies (e.g. financial and physical asset deficiencies in the target groups). The consultant will identify the priorities as well as the current capacity development opportunities. In this regard, the consultant will analyse the capacity strengths and weaknesses across all stakeholders/targeted audience.

- iii. Provide recommendations for the most effective modes of capacity development to meet the identified gender needs for transforming structurally embedded unequal power relations in water security and climate resilience
 - iv. Develop user friendly approach to increase agency and decision-making power for gender equality
 - v. The consultant will facilitate a stakeholder workshop to validate the needs assessment report and review the approaches for enhancing agency and decision-making power.
- b. Map and analyse current gender inequalities in access to and use of climate information services including early warning systems in urban and rural settings.*

Under this Task, the consultant is expected to;

- i. Document the utilized existing climate information services and early warning systems by women and men in the urban and rural settings.
 - ii. Map and analyze gender inequalities in access to and use of climate information services, document the benefits and challenges with respect to women in vulnerable and marginalized groups.
 - iii. Assess the gender-based differences in access and use of climate information services and make recommendations for more equal gender responsive services targeting both men and women.
 - iv. Provide technical support to women organisations and networks on use and access climate information systems for early warning and disaster preparedness through training and other easy to learn and adopt techniques.
 - v. Support development of informational and educational materials in relation to access climate information systems for early warning and disaster preparedness with gender consideration
- c. Facilitate training program for enhancing the decision-making power among women at national level for enhanced choices and access to water and climate information and services.*

Under this Task, the consultant is expected to;

- i. Develop a training module to improve decision-making power among women
- ii. Develop a brochure with tailored message to improve the decision making power of women

- iii. Conduct trainings at the national level that improve decision-making power among women for enhanced choices and access to water
- iv. Submit a detailed training report which should include summary of results achieved (and clearly state if the training would significantly lead to attitudinal change with clear examples)

4. Expected Deliverables and Timelines

- Inception report- highlighting a detailed work plan and timelines, detailed methodology (with tools) and report format to be submitted within 5 working days from the commencement of the assignment.
- Capacity needs assessment and gap analysis report with clear approaches to increase agency and decision-making power for gender equality
- A report on current gender inequalities in access to and use of climate information services including early warning systems in urban and rural settings.
- A training module and brochure to improve decision-making power among women
- Detailed training report with all the ingredients highlighted in the scope of work i.e. achievements in agency and decision-making power for gender equality and support to women organisations and networks.

5. Reporting arrangements (Supervision and Collaboration)

The consultant will report to the GWPEA Programme Manager, collaborate with the AIP WACDEP-G Gender Advisor and with overall guidance of GWPEA Regional Coordinator.

6. Time Schedule

The total duration of the assignment will be undertaken in timeframe of two and half months (2½) months, from the date of commencement. The consultant will propose the actual days for the assignment.

All the deliverables, including annexes, notes and reports should be submitted to the client in English.

Upon receipt of the deliverables and related reports, they will be reviewed and approved by MWE and GWPEA.

7. Required experience and qualifications

The Consultant should fulfill the following requirements:

- The consultant should have minimum qualification with Master's degree in development studies, gender studies, social sciences, or related field with a bias in water and environment sector
- An understanding of gender inequality and understanding of the institutional and policy environment around water security, climate resilience building and gender equality in the country and in the region

- At least 7 years of experience in conducting and implementing capacity assessments and development initiatives /experience in facilitating training/meetings/event on confidence building and advocacy in areas of gender Transformative approaches.
- At least five years of working experience in the region and/or in the country preferably Uganda in gender equality and the field of climate change, water and natural resources is an advantage
- Excellent analytical and writing skills and very good organisational and task management skills, demonstrated teamwork skills and ability to work independently
- Fluency in English language is a must, another regional language is an advantage.
- Experience of collaborating and/or working with government institutions and agencies
- Ability to work with a diverse group of people, both independently and as part of a team

Note: The remuneration under the contract for this consultancy service will be subject to a Withholding Tax deduction as required by the laws of Botswana where the GWPSA NPC is registered.

Submission of application

Individual consultants meeting all the above requirements are invited to submit their CV's and Cover Letters, specifying their interest and availability for the task, and clearly highlighting how the assignment will be undertaken to deliver the outputs. The applications must be sent to gwpsaprourement@gwp.org no later than Close of Business: 29th March 2021 South African Time, with mention of *AIP-WACDEP-G "CAPACITY BUILDING FOR ENHANCING THE WOMEN'S DECISION-MAKING POWER, CHOICES IN ACCESS TO WATER AND CLIMATE INFORMATION AND SERVICES"* in the email subject.