



Supporting Livelihoods & Saving Wildlife

Term of Reference to Conduct a Study on Barriers to Women's Participation in Natural Resource Decision-making Processes

The 1992 Convention on Biological Diversity (CBD) recognizes women's "vital role in the conservation and sustainable use of biological diversity" and affirms the need for the "full participation of women at all levels of decision and policy-making and implementation for biological diversity conservation" (Preamble). The UN *Sustainable Development Goal 5a* calls for 'reforms to give women equal rights to...natural resources...' In Cameroon, women and young girls dominate the workforce, cultivate land and collect firewood and NTFPs for subsistence and/or basic income but their interests and capabilities are not yet central to the NR decision-making process. Their low participation in NR decision making process compromise progress towards gender equality in Cameroon as articulated in the national gender policy, yet their participation is key to unlock their immense talents, ideas, and contributions. Their low participation is mostly rooted in social and cultural norms that dictate gender roles and divisions of labour. In the context of the Sida-funded '*Leading the Change: Civil Society, Rights and Environment Project* CAD and WWF seek the services of a consultant to study and propose measures to remove practical barriers to women's participation in NR decision-making processes.

2. Goal of assignment

The goal of this assignment is to promote the participation of women in NR decision-making processes around protected areas in Cameroon.

The objectives to accomplish the above goal are as follows:

- Identify barriers to women's participation in NR decision making processes,
- Propose measures to remove practical barriers to women's participation in NR decision making processes

3. Methodology

The consultant is expected to propose a methodology appropriate for the assignment including but not limited to the following:

- Identification of key natural resources of interest to women, regulatory institutional frameworks and decision-making processes;
- Conduct a stakeholder analysis on natural resources of high interest to women
- Conduct a stakeholder consultation of relevant stakeholders
- Review of national legal and policies to identify opportunities for enhancing women's participation in natural resources decision-making processes;
- Identify best practices in enhancing women's participation in NR decision-making processes.

The study should focus on a sample of at least six (6) representative protected areas in the South West, South and East Regions of Cameroon.

4. Deliverables

The deliverables of the assignment are:

- ✓ Inception report including a detailed plan of action with a detailed framework of activities, methodology to be applied, schedule etc.;
- ✓ A report on barriers to women participation in NR decision-making processes;
- ✓ Report and action plan on practical measures to remove practical barriers to women's participation in NR decision making processes;
- ✓ A project proposal to agreed donors with a central theme on promoting women participation in NR decision making processes;
- ✓ Full contact of people consulted during the study;
- ✓ High resolution photographs and other relevant documents procured or produced under this contract, in digital and/or hard copy as appropriate.

The data and information presented in the report should be appropriately disaggregated. The report is expected to be in English. CAD and partners will formally approve the inception report before the consultant engages the field phase of the assignment.

6. Profile of Consultant

It is foreseen that the assignment will be carried out by an experienced consultant with the following qualifications and experience:

- ✓ Extensive experience in mainstreaming gender in NRM and biodiversity conservation;
- ✓ At least a Bachelor's degree in Women and Gender Studies, Development/Economic studies or other related disciplines;
- ✓ Excellent analytical capabilities, documentation and presentation skills
- ✓ Excellent facilitation and reporting skills.
- ✓ Fluency in English and French

Any deviation in the methodology, scope or budget from that accepted in the consultant's contract must be approved in writing by CAD before such change takes effect.

7. Timeframe for the assignment

The assignment will start immediately after signature of the contract and all outputs and deliverables are expected on or before 30 November 2018.

8. Offer of Service

The technical and financial offer should include the following:

- A brief statement on the understanding of the Terms of Reference and areas of improvement;
- A clear statement describing why the consultant is a suitable candidate;
- Outputs of at least two similar assignments;

- A brief (2 pages maximum) curriculum vitae of consultant, highlighting experiences relevant for this assignment;
- A clear methodology/procedure for implementing the assignment including mention of the reports to deliver;
- A work plan that provides a breakdown and a logical sequencing of activities, including timeframe;
- A detailed budget (consultancy fees, travel costs, subsistence allowances, activity costs, etc.), including rates (hourly and/or man days).

Bids should be submitted by email to communityactionfordevelopment@yahoo.com with subject of the email: *Special call for tender – Women’s Barrier in Decision Making*