



TERMS OF REFERENCE (TOR) CONSULTANCY TO CONDUCT A GENDER AUDIT OF TTWCA

Summary of the Terms of Reference.

TTWCA is seeking a consultant to conduct a gender audit.

Background

IFAW (International Fund for Animal Welfare) is a global non-profit helping animals, and people thrive together with a presence in 40 countries worldwide. The IFAW Eastern Africa office is based in Nairobi. IFAW addresses the needs of animals and people across many critical habitats by protecting wildlife from poachers, landscape conservation, and rehabilitating rescued animals. IFAW partners with local communities, governments, nongovernmental organizations, and businesses to achieve its mission.

The Taita Taveta Wildlife Conservancies Association (TTWCA) is a regional membership organization established in 2013 to unify and coordinate community-led conservation efforts by Taita Taveta ranches and conservancies for the benefit of the people and biodiversity. TTWCA is based in Taita Taveta County, Kenya, within the wider Tsavo Landscape.

TTWCA currently brings together 35 community ranches, 9 of which are registered as wildlife conservancies spread across over 4,046 km² of wildlife dispersal areas surrounding the Tsavo East and Tsavo West National Parks. This area represents 24% of the total Taita Taveta County land area. This area is an important landscape that also includes wildlife dispersal areas and migratory corridors connecting the Tsavo National Park in Kenya and Mkomazi National Park in Tanzania.

Project Description

IFAW is implementing a USAID-funded project "Sustainable Management of Tsavo and Amboseli landscapes" in Southern Kenya. The project is implemented in the Tsavo Conservation Area and Greater Amboseli Ecosystem. The project aims to strengthen local institutions' ability to develop a coordinated management approach with their members to enhance local stewardship, improved benefit sharing, and the sustainable management of wildlife and biodiversity within the Tsavo Conservation Area and Greater Amboseli Ecosystem. This will be achieved through the following outcomes:

- ❖ Improved governance of Tsavo and Amboseli landscapes.

- ❖ Reduced threats and improved biodiversity conservation.
- ❖ Increased partnerships for landscape-level economic growth and sustainability.
- ❖ Increased community and ecosystem resilience.

Key Activities

Several key activities have been designed and will be implemented in line with the outcome areas stipulated above. Under result area one the project focuses on strengthening the capacity of local community-based organizations & conservancies through technical, organizational, governance, administrative & management support for enhanced biodiversity conservation. That is through gender inclusion and equity.

The organization's approach recognizes the diverse gender and cultural norms across the communities we work with while harnessing women's participation and knowledge to improve their livelihoods and ensure biodiversity conservation. The strategies are detailed in the gender strategy which is the guide for gender mainstreaming. In addition, TTWCA aims to foster a safe, participatory, and inclusive environment for women and men to consider, discuss and determine, gender inclusion and conservation mechanisms. It is in this regard that TTWCA seeks to conduct a gender audit.

The Gender Audit will consist of two components:

Internal Gender Audit

The internal dimension of the Gender Audit will evaluate to what extent TTWCA fosters gender equity internally within the organization by:

- ❖ Assessing the relative progress made in gender mainstreaming.
- ❖ Evaluating the institutionalization of gender equity within TTWCA, including in policies, governance structures, recruitment processes, workplace relationships, budgets, and communications.

External Gender Audit

The external component of the Gender Audit will evaluate to what extent our policies and activities foster the inclusion of, and benefits for, women, men, and other gender groups involved in TTWCA's programs. This process will assess the extent to which TTWCA has mainstreamed gender in its programming and membership and identify what gender gaps are at our membership and what are the hindrances to gender mainstreaming within our membership.

Further, the audit will:

- ❖ Help the organization reflect on how it can further embed gender equity in both the internal organizational structures and policies as well as with memberships and partners.
- ❖ Assess the extent to which gender equity is put into practice in the work with the community and our membership.
- ❖ Promote organizational learning on mainstreaming gender practically and effectively.
- ❖ Point out gaps in our approach to gender.
- ❖ Offer suggestions to enhance the collective capacity of TTWCA to examine its activities from a gender perspective.

Objectives of the assignment

- ❖ To develop a participatory gender audit methodology to assess whether internal practices and related support systems for gender mainstreaming are effective.
- ❖ To develop gender indicators and establish a baseline to measure the state of gender equity and gender mainstreaming within our membership.
- ❖ To conduct consultations through interviews, focus group discussions, self-assessments, surveys, or other channels with TTWCA's staff, board members, and our membership to:
 - Assess the relative progress made in gender mainstreaming.
 - Assess the level of resources allocated and spent on gender mainstreaming and gender activities.
 - Explore to what extent gender equality is mainstreamed in the organizations' policy objectives, priorities, and its members.
 - Assess to what extent policy intentions are carried out in specific initiatives.

- Assess gender sensitivity in the use of language and communications products.
- Examine the extent to which human resources policies are gender-sensitive
- Measure progress in implementing action plans on gender mainstreaming and recommend revisions as needed.
- To analyze how gender is mainstreamed in the implementation phase of the policies, programs, and initiatives, using existing information.
- To identify and share information on mechanisms, practices, and attitudes that have made a positive contribution to mainstreaming gender in an organization.
- To identify critical gaps and challenges in gender mainstreaming.
- To recommend ways of addressing these gaps and challenges towards making gender equity more consistent throughout TTWCA's work
- To share and discuss the main findings with TTWCA.

Expected deliverables

The consultant(s) will be expected to submit the following deliverables for the assignment:

- ❖ An inception report with a clear assessment procedure
- ❖ A Report detailing:
 - The findings of the Landscape's Gender Audit.
 - Recommendations on how TTWCA can cascade gender actions to its members more consistently throughout the organization for improvements and concrete actions for follow-up.
 - A clear gender action plan for TTWCA.

Qualifications/Experience

- ❖ Advanced degree in community development, social studies, project management, natural resources management, or any other relevant field.
- ❖ Experience advising other NGOs in gender equity practices.
- ❖ Understanding of a rights-based approach.
- ❖ Alignment with TTWCA's core values and understanding of the conservation

model.

- ❖ Understanding of National and international Gender policies
- ❖ Understanding an intersectional approach to gender that makes space for diverse views, values, and experiences.
- ❖ Participatory research experience.
- ❖ Excellent interpersonal skills.

Application Procedure.

Interested candidates should send their technical and financial proposals (not exceeding 15 pages). The proposal should include CVs, company profile, relevant tax compliance documents, two recent references, and their availability to suppliere@ifaw.org and jobs@ttwcakenya.com with the subject as 'CONSULTANCY FOR GENDER AUDIT FOR TTWCA' not later than CoB Friday, 14th June 2024

