



Consultancy to conduct research on gender-based challenges and opportunities in small scale fisheries in the Tanga-Pemba Seascape area.

Introduction

The Western Indian Ocean Marine Science Association (WIOMSA) operates in 10 countries in the Western Indian Ocean (WIO). WIOMSA's mission is to advance regional cooperation in all aspects of coastal and marine sciences and management and sustainable development in the WIO and promoting interdisciplinary and multidisciplinary approaches. In advancing science, the Association continues to foster research excellence by promoting growth and updating the regional research agenda, supporting improvements in research quality, and proving knowledge that will accelerate the attainment of Sustainable Develop Goals.

WIOMSA is co-implementing a 12-month pilot project called “**Towards a Blue Future in the Tanga-Pemba Seascape Initiative**”, together with the IUCN Eastern and Southern Africa Regional Office (ESARO) through funding from the Irish Embassy in Dar es Salaam-Tanzania. This project builds on more than four decades of operations in Tanzania, working with many partners and stakeholders to implement a large and diverse portfolio of conservation projects including management of protected areas, forest ecosystems, coastal and marine resources, aquatic ecosystems, and building climate change resilience. A program approach is adopted to implement this initiative. It builds on the IUCN Eastern and Southern Africa's [Blue Resilience Framework](#), composed of 3 key pillars: *Blue Planet*, *Blue People* and *Blue Partnerships*.

Project Goal

Unlock and support the development of a blue economy while contributing to long-term effective, equitable, and inclusive conservation of coastal and marine biodiversity and ecosystem services in the Tanga-Pemba seascape. Ideally, this aims to support the establishment and operationalization of a regenerative and productive seascape in the Tanga-Pemba marine area.

Project Expected Outcomes

The project has four expected outcomes:

1. Locally relevant governance frameworks strengthened at the seascape level
2. Improved knowledge and awareness among key stakeholders in Tanga-Pemba Seascape and the Western Indian Ocean regional
3. Improved livelihoods and socio-economic status in the Tanga-Pemba Seascape
4. Enhanced advocacy in blue economy and conservation of coastal & marine resources and ecosystem services in the Tanga-Pemba seascape.

Project Expected Outputs

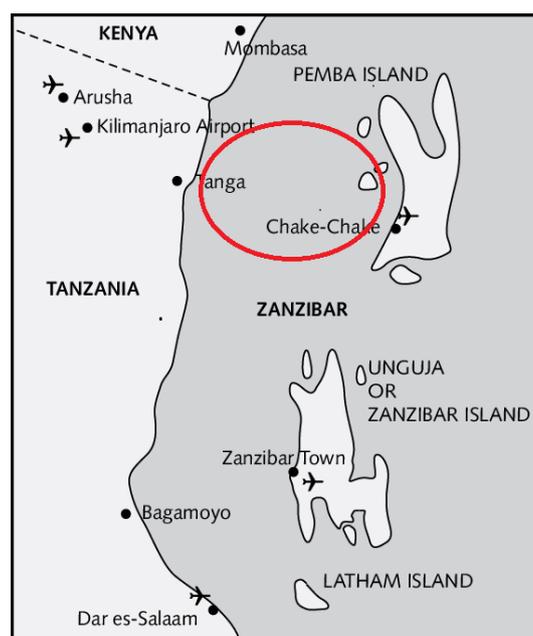
To achieve the expected project outcomes, this initiative operates under four main components, namely (i) Governance, (ii) Knowledge, (iii) Action and (iv) Advocacy.

- (i) **Governance component:** An enhanced locally relevant multi-stakeholder governance framework is developed and promoted to support equity and effectiveness in the decision-making, management and benefit sharing in the Tanga-Pemba Seascape
- (ii) **Knowledge component:** Relevant knowledge and awareness products are developed and disseminated among local communities, civil society, private sector, and governments in the Tanga-Pemba Seascape and at the Western Indian Ocean regional level.
- (iii) **Action component:** Sustainable and resilient blue livelihoods are promoted, catalyzed and supported in the Tanga-Pemba Seascape to efficiently conserve its blue natural capital and unlock its socio-economic development potential.
- (iv) **Advocacy component:** National and/or sub-national blue economy development strategies are strengthened through evidence-based advocacy efforts.

Scope of work

Research has shown that men and women experience the fisheries sector differently. In many cases, fisheries related activities are dominated by men. In many fishing communities, women are often left out of community consultation and decision-making processes and therefore have less say over how extractive revenues are spent and are less likely to know about grievance procedures. In the small fisheries sector in the Tanga-Pemba region, women are present and active, with some estimates suggesting women comprise at least a third of all fisheries workforce. However, women’s roles within small scale fisheries (SSF) tend to be the most marginal tasks, like fish vendors and women’s involvement is often greater where the commodity is of lower value. Women are undervalued and underrepresented stakeholders in fisheries management and development. Gender discrimination directly affects women, but it also has a significant impact on the fisheries sector through productivity losses, inefficiencies, and lost opportunities for female entrepreneurship and innovation.

This consultancy will focus on the Tanga-Pemba seascape area which is the ocean area from north of Pangani River to the boundary with Kenya, to the western part of Pemba Island (red circle in Figure 1).



CONSULTANCY SERVICE DESCRIPTION

This consultancy aims to undertake a gender assessment and develop a plan of action to promote gender equality in small-scale fisheries (SSF) and management of marine and coastal ecosystems in the Tanga-Pemba Seascape Area.

The specific **objectives and outputs** are:

Gender Assessment

- a) To document the gender situation on the policy, legal, institutional frameworks, and strategies for the in SSF in the Tanga-Pemba Seascape Area.
- b) To identify opportunities and risks of promoting gender integration in the Tanga-Pemba Seascape Area small-scale fisheries and management of marine and coastal ecosystems
- c) Identify the key barriers limiting gender socio-economic transformation within the Seascape Area and their implications.

Gender Action Plan

To develop a plan of action to address the gender challenges, detailing:

- a) Approaches towards address gender socio-economic issues identified in the gender assessment.
- b) Define approaches that strengthen women's participation in the SSF, including post-harvest activities (processing and marketing) and aquaculture.
- c) Approaches for capacity building, knowledge management and transfer to enhance gender equality and women empowerment.
- d) Gender – sensitive monitoring and evaluation indicators that will be integrated into the overall programme Monitoring & Evaluation framework.

The Consultant will work with the WIOMSA and IUCN to conduct a gender assessment as part of the larger project goal outlined above.

Key Deliverables include:

- a) GENDER ASSESSMENT REPORT
A comprehensive **gender situational analysis report** (in soft copy) addressing the scope highlighted in objectives and output above.
- b) GENDER ACTION PLAN
- c) POWER POINT PRESENTATIONS FOR DEBRIEFING MEETINGS AND FOR USE IN ADVOCACY EVENTS

List of outputs and schedule for their delivery

- i. Inception proposal/report
 - Develop a common understanding on the assignment and on the methodology.
 - Clarify to the extent possible some of the issues and questions to be raised with stakeholders.
 - Develop a timeline which shows the evaluation phases (data collection, data analysis, and reporting) with their key deliverables.
 - Select local level stakeholders to be consulted.
 - Conduct a thorough literature assessment, including as far as possible the most up to date research on the subject.

- Specify all assistance needed to undertake the consultancy.
- ii. Literature review report for baseline information
 - Analysis of the legal framework – overview. This will include the national legislations and regulations, the regional and international legal frameworks.
 - Assessment of institutional arrangements for SSF.
 - Review of existing gender mainstreaming arrangements.
 - Gender Action Plan.
 - iii. Field stakeholder consultations at National and Local (site-specific) level
 - iv. Write up of first draft.
 - v. Preparation and submission of final report
 - Validation half-a-day workshop.
 - Final reports amendment based on feedback from validation.

Assignment duration

This assignment is expected to take no more than **8 weeks** to complete.

The consultant will provide a detailed time schedule for the task and cost for the delivery of the outputs. The schedule will be agreed upon by the two parties (Consultant and client) during the presentation of the Inception Report.

Qualification and experience of the firm/consultant (s)

The consultant (s) to undertake this consultancy is expected to have the following qualification and experience.

- A post graduate degree in gender, development studies or social sciences
- Extensive training in and understanding of gender and development issues.
- Extensive experience in research and analytical work in gender equality and women's economic empowerment
- Familiarity with relevant national level gender instruments in Tanzania
- Experience in undertaking similar work both amongst the coastal communities and at both local and national level
- Strong analytical and presentation skills
- Proven track record and ability to liaise with different groups at different levels including policy makers, grass-root women's organizations, beach management units, field workers and technical experts amongst others.
- Knowledge of participatory approaches and tools
- Understanding the coastal environment of Tanzania

Schedule of Payments

The payment schedule is outlined in the table below:

Deliverables	Estimated duration to complete	Payment structure
Submission and presentation of the inception report	Within 1 week after signing contract	40%
Submission and presentation of final report	Within 8 weeks after signing contract	60%

5. Management arrangement for the consultancy

WIOMSA will be the Focal Point for this consultancy and will oversee overall coordination, including facilitating the logistical needs of the consultant (s).

6. How to apply

Interested consultant(s) are requested to submit their technical proposal (with work plan) and financial proposals demonstrating their ability to deliver on this assignment based on their qualifications and experience. Profiles of the team members demonstrating their academic and professional qualifications and experiences in similar work profiles of the team members are to be included too. The methodology to be used should be clearly explained.

Applications should be sent electronically (email) to secretary@wiomsa.org and a copy to deidre@wiomsa.org; email subject line < Gender Analysis in Tanga-Pemba Seascape>. The application should be received no later than 20th March 2023
Any need for clarifications on the Terms of Reference should be directed deidre@wiomsa.org