



Terms of Reference

DEVELOPMENT AND VALIDATION OF CCARDESA GENDER POLICY

JULY 2023

A. BACKGROUND

The Centre for Coordination of Agricultural Research and Development for Southern Africa (CCARDESA) is a SADC subsidiary mandated by Members States to coordinate regional cooperation in agricultural research and development and is implementing the Comprehensive Africa Agriculture Development Programme EX Pillar 4 (CAADP-XP4) Programme on Gender. The CAADP-XP4 Programme is financed through the International Fund for Agricultural Development (IFAD) for a period of four (4) years, 2019-2024.

The CAADP-XP4 programme supports a science-led and climate-relevant agricultural transformation in Africa. It aims at strengthening the capacities of CCARDESA to deliver on their Agricultural Research for Development (AR4D) mandate and to support African countries collectively implementing relevant programmes of the Comprehensive Africa Agriculture Development Programme (CAADP) through inclusive regional and international partnerships, production and exchange of climate-relevant agricultural knowledge; effective communication, monitoring and evaluation; promotion of systemic and effective use of science, knowledge and innovation; and representation of the Sub Regional and National Organizations at Continental level. The programme builds the capacity of women-led and youth-led organisations to participate in strategic events and global climate issues. This entails enhancing partnerships among the multi-stakeholders across sectors and strengthening capacities of the implementing countries on gender strengthening/capacity to realise the programme's outputs.

Women, youth and social inclusion is one of the key thematic areas in the CCARDESA Long-term Strategy and Medium-term Operational Plan in recognition of the importance of these issues in making research and development efforts to bear the desirable impacts. Women and youth make up the majority of the SADC population. The youth in particular make up the largest segment of the regional population and are the most affected by high unemployment and economic exclusion. Women, youth and other social disadvantaged groups are the most affected by the negative impacts of climate change. To address the challenges brought by climate change, CCARDESA and other regional partners are implementing initiatives aimed at promoting climate-smart agriculture in the region. However, out of 242 CSA initiatives implemented in the SADC region, that CCARDESA reviewed only 28.1% of them had incorporated a gender equality and social inclusion (GESI) lens (CCARDESA, 2021¹). Furthermore, women remain under-represented in decision making roles and the R&D workforce. While CCARDESA, has programmes which have elements of gender mainstreaming, the organisation lacks an over-arching policy to guide a systematic gender mainstreaming across its interventions.

B. JUSTIFICATION

The need for a comprehensive gender policy is evident, as the gender gap in food insecurity has drastically widened due to the COVID-19 pandemic, with women being more food insecure than men across all regions. Moreover, a significant gender disparity exists in access to financial services, with women in developing economies lagging behind. CCARDESA's role under the CAADP-XP4 programme to support

¹ Climate Smart Agriculture (CSA) Initiatives in Southern Africa (2021)

women and youth in agribusiness requires a clear gender policy to achieve impactful results.

One of the roles of the CAADP-XP4 programme is to strengthen and support women and youth in agribusiness for improved livelihood and increased income. CCARDESA cannot do this effectively without having a gender policy to outline how CCARDESA manages the gender aspects in its interventions and operations to achieve maximum and impactful results. To address this gap, CCARDESA seeks to engage an experienced **Gender Consultant** to support the development of a gender policy.

C. OBJECTIVES OF THE ASSIGNMENT

This consultancy aims to develop a CCARDESA Gender Policy and facilitate its validation through a regional workshop. The assignment includes undertaking the following tasks;

- Conduct a review of existing CAADP-XP4 institutions' gender policies, regional and global gender frameworks as well as
- review of the CCARDESA strategic documents, annual reports and key flagship programmes to identify opportunities and gaps to aid the formulation of robust organisational policy
- Facilitate virtual consultations with stakeholders.
- Develop a comprehensive CCARDESA gender policy and action plan with a monitoring framework suitable for a research and development organisation.
- Liaise with CCARDESA Gender Focal Persons for policy validation.
- develop a policy brief or any other knowledge and communication product based on the developed gender policy.
- Prepare a workshop summary report encapsulating the consultation process, alignment to organisational and regional strategies, key issues, intervention strategies and decisions in the execution of the assignment.

D. WORKSHOP APPROACH

The process will include facilitating a policy validation workshop of key relevant stakeholders to encourage dialogue and networking through interactive sessions involving presentations and group discussions. CCARDESA will convene and provide necessary materials for the workshop.

E. QUALIFICATIONS AND WORK EXPERIENCE OF THE CONSULTANTS

- At least a PhD in Social Sciences, Gender Studies, or any related field.
- Minimum of 10 years of experience developing gender policies and strategies.
- Demonstrated ability to work both independently and in teams.
- Experience working with international organisations in Southern Africa or any comparable Sub Regional Organisations.
- Minimum of 5 years experience facilitating collaborative workshops for large regional organisations.
- Excellent analytical, writing, and communication skills.
- Experience working in multicultural environments.
- Fluency in English;

- Working knowledge of other SADC languages is a plus.

F. DELIVERABLES

- An Inception report.
- A draft Comprehensive CCARDESA Gender policy.
- A policy brief based on the developed gender policy
- Facilitation of the Gender Policy Validation during a regional workshop.
- Final gender policy incorporating comments/suggestions from CCARDESA and validation workshop
- A Validation Report of no less than 10 pages.

G. DURATION

The Consultant will devote a period not exceeding 17 working days to draft the CCARDESA gender policy and prepare, facilitate the workshop and compile a workshop report.

H. Duty Station

The Consultant will work remotely. CCARDESA will facilitate the travel to and from the Gender Policy validation venue. The validation will be a face-to-face workshop of relevant stakeholders, including women and youth drawn from SADC Member states and partner organisations held at a venue approved by CCARDESA.

I. REPORTING

In line with the deliverables, the following is expected:

- i) Present the draft policy to CCARDESA before taking it for stakeholder validation
- ii) The Consultant will lead the debrief session with CCARDESA at the end of each day of the workshop
- iii) The Consultant will submit the workshop report (max 15 pages including Annexes)