



TERMS OF REFERENCE FOR CONSULTANCY SERVICES

CONDUCT A COMPREHENSIVE GENDER ANALYSIS IN AGROECOLOGY SECTOR

1. Introduction to PELUM Kenya

PELUM Kenya is a member of the greater Participatory Ecological Land Use Management (PELUM) Association in East, Central and Southern Africa. It is a membership networking organization founded in 1995 which promotes people-driven development towards sustainable land use management. The organization facilitates learning, networking and advocacy on sustainable natural resource management for improved livelihoods. Membership which is drawn from Non-Governmental Organizations, Faith Based Organizations, Community Based organizations and Civil Societies currently stands at 56 organizations. The network has been organized into four (4) networking zones where members in each zone work closely to promote networking and jointly influence policies within their counties of operation.

PELUM Kenya envisions self-organized communities that are able to make choices towards improved quality of life that is socially, economically and ecologically sustainable. The association endeavors to build the capacity of the member organizations and partners in Kenya to empower the local communities through participatory methodologies in ecological land use management and sustainable development.

For PELUM Kenya programme to effectively achieve their desired objectives, project interventions should account for gender differences in how resources are used and managed, women's roles as primary land and resource manager, differing conservation incentives faced by women and men, and other gender-related issues.

Background to the assignment

The mandate of PELUM Kenya is to mobilize, organize and inform Civil Society Organizations and individuals about agroecology. In an effort to fulfil this mandate, PELUM-Kenya promotes an integrated development approach to ecological land use and management among the small holder and pastoralist communities in Kenya through three strategies of Research, Information Management & Marketing; Campaign, Advocacy & Lobbying; and Capacity Enhancement and Networking. Currently, the network's focus is guided by current 5-year Strategic Plan for the period 2021-2025, based on five Strategic Directions of Advocacy and policy influencing, Change Adaptation, Agro-enterprise Development, Natural Resource Management, Gender

and youth Networking and Collaboration, and Monitoring, Evaluation and Learning. For more information about PELUM Kenya see www.pelum.net.

About Promoting Ecological Land Use Management, *elum*, and Networking for Livelihood Improvement, Phase 4 (PENELI IV) Programme

The PENELI IV Programme is a 5-year programme which commenced in July 2021 and runs through to December 2026. The overall goal of PENELI IV is to contribute towards resilient livelihoods through sustainable agricultural and environmental practices among small holder farmers and pastoralist. The objective areas are:

- a) To strengthen PELUM Kenya network to advocate for intergration of agroecology in policy as an effective stragety for food security and resilience building
- b) To enhance agroenterprise initiatives among small holder farmers and pastoralist for increased household incomes and adoption of agroecological practices
- c) To enhance resilience of small holder farmres and pastoralist on efects of climate change and environmental degradation and
- d) The governance management and operations of PELUM network institutions fuctioning and delivering services effectively.

2. The purpose of gender analysis in agroecology

In agriculture, women and men exhibit distinct differences in their perspectives and priorities concerning access to land, inputs, environmental quality, natural resource use, credits and access to energy services. This gender gap means that when it comes to developing and adopting agroecological practices, men, women and youth are not starting at the same point. To succeed, agroecological practices depend on institutional and behavioral changes that are not possible to achieve without first analyzing the social and gender issues influencing policies, projects, and other interventions aimed at achieving agroecology. A growing body of evidence demonstrates that more equal gender relations within households and communities lead to better agricultural and development outcomes, including increases in farm productivity and improvements in family nutrition.

There is now an international consensus that the design and implementation of agroecological projects must consider gender-specific differences in the capacity to respond to food insecurity, environmental conservation, agro-entrepreneurship and adaptation and mitigation of climate change.

Owing to the centrality of gender equity in PENELI IV programming ethos in general and to agroecology, a gender analysis needs to be conducted in the project areas. Focus of the gender analysis will be on the following Core Areas of Inquiry:

- Gender Roles, Responsibilities and Time Use.
- Household Patterns of Power and Decision-Making.
- Access to and Control over Assets and Resources.
- Meaningful Participation in Public Decision-Making.
- Existing policies provision and institutional frameworks in regard to agroecology sector.

3. Objective of the assignment

The overall objective of the consultancy will be to undertake a comprehensive gender analysis in agroecology in order to effectively mainstream gender into the PENELI IV programme and in the design and formulation of the projects by PELUM Kenya secretariat and MOs. The consultant will also be expected to advice PELUM Kenya network on potential funding for gender and youth projects and initiatives.

4. Scope of work

The gender analysis in agroecology process will be led by an external consultant in close coordination with the programme officer in charge of advocacy, and the program team. The consultant will coordinate and collaborate with PELUM Kenya members and other relevant stakeholders for this purpose. The consultant team will be responsible for undertaking following tasks:

- a) Review relevant PELUM Kenya documents on the gaps and opportunities for gender mainstreaming.
- b) Conduct a detailed gender analysis in agroecology, particularly emphasizing gender issues in the area and region of intervention (e.g., gender division of labor, access to a control of resources and technologies, women's, men's and youth needs and preferences, and opportunities for and constraints on women's and youth participation, participation in decision making).
- c) Assess and identify potential gender-differentiated impacts of PENELI IV.

- d) Collect sex and age-disaggregated baseline data that could be used to monitor potential gender impacts.
- e) Map government agencies, NGOs, community-based organizations, and women's associations or groups whose work focuses on gender and the specific area of intervention that can be utilized during project preparation and implementation.
- f) Develop a framework for mainstreaming gender in agroecology.
- g) Develop a framework for inclusion of youth in agroecology.
- h) Develop the plan of action for gender mainstreaming that is mirroring the project's log frame and include the development of gender specific project components, gender responsive targets and indicators, timelines, assigned responsibilities, and implementation arrangements.
- i) Develop a monitoring plan of key gender indicators for each of the PENELI IV outcomes.

5. Methods and Tools

The following methods can be used to complete the above-mentioned tasks and fulfil the purpose as defined by this ToR.

- Desk review of the relevant documents.
- Literature review of existing work in the sector and best practices to gender mainstreaming.
- Conduct consultative meetings/interview with relevant stakeholders like potential CSOs, experts, PELUM Kenya members organizations, farmers and pastoralist.
- Conduct a gender mainstreaming workshop with PELUM Kenya members, farmers and pastoralist
- Provide a comprehensive gender analysis of agroecological sector with clear recommendations for action.
- Presentation of final gender analysis report.

6. Key qualification, experience and skills of the consultant

The candidate should possess the following skills and competencies:

-Have a postgraduate university degree in Social sciences, Natural resource management Sciences, Gender Studies, development studies, Law or other relevant discipline, preferably with a specialization in gender and project cycle management.

- A minimum of 5 years practical experience in the field of gender equality and gender mainstreaming

- Demonstrated experience of having undertaken similar work in the past. Indicate at least three similar assignments done in the past as part of the team members profiles

- Formal training in gender analysis and gender planning and demonstrated expertise in mainstreaming gender in agriculture and natural resources related projects and programmes, especially in specific area of intervention;

- Knowledge of gender mainstreaming strategies, audits, policy analyses, and gender-lens investing.

- Thorough understanding of the gender context in Kenya, and experience working with government institutions and international or non-governmental organizations supporting gender and development work in the specific area of intervention;

- Familiarity with gender analysis tools and methodologies in the specific area of intervention;

- Strong communication skills, and ability to liaise with various stakeholders, including government officials.

7. The Duration of the task completion

The assignment is estimated to be completed within October 30th, 2021.

8. Key deliverables

The consultant will work closely with PELUM Kenya advocacy committee, programme team and member Organisations. All deliverables will be submitted to PELUM Kenya Programme Officer Advocacy and Communication and Advocacy Committee, on date as mutually agreed during the inception meeting. The reports will be reviewed by advocacy committee and program team. All draft documents will be submitted as soft copies.

The consultant should submit following key deliverables,

- **Inception report:** Outlining details of activities with proposed methodology and timeline/ delivery dates
- **Schedule of workshop** and session plan
- **Draft report (including the raw data in a usable format)** for feedback and comments

- **A final report**

9. Procedure for submission of expression of interest

Interested consultants should submit below mentioned documents by 5 pm on 4th October, 2021, to pelumkenya@pelum.net , mary@pelum.net copied to manei@pelum.net and kahuho@pelum.net

- i) (An application letter) and contact information for three work- related referees
- ii) A technical and financial proposal

Applications not including all of the above information will not be reviewed. Only short-listed candidates will be contacted.