



## FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS

### Terms of Reference for PSA.NAT

<b>Job Title:</b>	Gender Specialist in Fisheries and Coastal Zone		
<b>Division/Department:</b>	FLJAM		
<b>Programme/Project Number:</b>	GCP/BZE/002/GCR - Enhancing adaptation planning and increasing climate resilience in the coastal zone and fisheries sector of Belize.		
<b>Duty Station:</b>	Belize		
<b>Expected Start Date of Assignment:</b>	<b>Duration:</b> 50 days (WAE) @ 320/day up to September 30, 2022 16-05-22		
<b>Reports to: Name:</b>	Crispim Moreira	<b>Title:</b>	FAO Representative for Jamaica, Bahamas, and Belize

#### BACKGROUND AND OBJECTIVE TO BE ACHIEVED

Belize, a small island developing state is particularly vulnerable to the impacts of climate change owing to its low coastal region (below high tide mark), the rapid economic development in the coastal region and population increase. The fisheries and coastal zones sectors of Belize, which contribute significantly to the national economy, in regard to food security and in providing valuable tourism opportunities, are threatened especially to sea level rise and storm surge as well as rising sea surface temperatures.

The Government of Belize, in its NDC, identified coastal and marine resources and fisheries and aquaculture as priority sectors requiring increased resilience and reduced vulnerability; however, the following barriers were identified:

- Need for increased capacity building, education, and awareness around adaptation planning and at various levels including community level
- Insufficient technological capacity to undertake effective research on climate modelling and risks
- Research and monitoring for high-quality scientific information including climate data
- Need for enhanced coordination in implementation of legislation and policy
- Lack of Finance to implement adaptation activities

The Government of Belize is undertaking a Green Climate Fund (GCF) readiness project entitled, "Enhancing adaptation planning and increasing climate resilience in the coastal zone and fisheries sector of Belize." This project aims to set the stage for a more large-scale action to be taken to address climate change adaptation in the fisheries and coastal zone sectors of Belize. This readiness project seeks to increase the resilience of the coastal zone and fisheries sector through improved climate data and information gathering, monitoring and dissemination, assessments of impacts of climate change on select communities, mainstreaming of climate change considerations into the relevant plans and policies and strengthening of coastal and fisheries communities and organizations communication network for appropriate climate response.

The activities under this readiness will provide important baseline information to build coastal resilience and improve adaptive capacity for fishing communities.

Data gathered through the readiness project will be vital to develop the climate rationale for fisheries and coastal zone projects for the GCF and overall climate change projects. The data gathered will illustrate the high vulnerability of the fisheries sector and coastal zone area in Belize and the need to increase resilience to ensure the viability of the fishing industry and the livelihoods, well-being, and safety of the stakeholders.

The project is seeking a Gender Specialist in Fisheries and Coastal Zone to conduct a gender analysis, develop a gender mainstreaming strategy, action plan, M & E framework and support the development and review of the fisheries sector and coastal areas of Belize vulnerability and livelihood assessment.

#### GENERAL DESCRIPTION OF TASK(S), QUALIFICATION, EXPERIENCE AND KEY PERFORMANCE INDICATORS

##### Specific duties of the consultant include:

##### 1. Conduct a gender analysis which should:

- Identify and analyse gender issues relevant to the Fisheries and Coastal Zone programme.
- Take a qualitative and quantitative measurement methodology approach to assess the social impact of activities.
- Undertake an intersectional approach, recognizing the way in which gender inequalities overlap with those based on ethnicity, age, territory, and other relevant factors.
- Interview some key actors in this value chain to identify the main gender gaps and the women's roles and work conditions in it.
- Report the findings of country programme gender diagnostics or undertake projects specific analysis.

- Present the issues, gaps and problems that should be addressed by gender responsive programme or projects interventions.

## 2. Develop a gender strategy and action plan

- Operationalize the constraints and opportunities for women and men identified during the gender analysis towards fully integrating them into the Fisheries Department and Coastal Zone Management Authority and Institute Programme.

The gender strategy and action plan should include:

- (i) Gender-responsive actions that address and strengthen the voice and agency of vulnerable women and men in climate action, propelling equal participation of both women and men.
- (ii) Gender performance indicators and sex-disaggregated targets that can be incorporated into a results framework. The indicators and targets should be qualitative and quantitative.
- (iii) Presentation of gender-responsive development impacts.
- (iv) Capacity development on gender and climate change.
- (v) Budgetary requirement for it to be implemented within the planning and budgetary framework of the Ministry of Blue Economy and Civil Aviation, Coastal Zone Management Authority and Institute, the Fisheries Department and the Project Management Unit.

- Validate the gender strategy and action plan with 2-1-day consultation with 30 relevant stakeholders, including women, men and gender advocates and women's civil society organizations, local and national authorities. Inclusive of short training in the fundamental principles.

## 3. Develop a gender sensitive M&E framework

- By applying gender-responsive approaches and gender-sensitive qualitative and quantitative data.
- Proposing a set of indicators, baselines, targets progress towards the strategy and action plan proposed. This should encompass both qualitative and quantitative indicators, baseline, and targets.
- Reporting on gender outcomes for future project identification and development which should influence national climate change plans.
- Provide strategies to make them more gender responsive.

## 4. Assist with the development and review of the vulnerability and livelihood assessment for 3 selected coastal fishing communities in the fisheries sector and coastal areas of Belize. Complement the data and narrative of the bottom-up information to enable the development of holistic and gender-sensitive vulnerability and livelihood assessments.

- Ensure the integration of gender equality in the methodology and tools used for the vulnerability and livelihood assessment for the fisheries sector and coastal areas of Belize. Ensure that the tools to evaluate impacts, vulnerability, and adaptation to climate change is gender responsive.
- Attend to at least 2 consultations of the vulnerability and livelihood assessment. To ensure the participatory processes with a wide cross section of stakeholders with due consideration to gender-inclusiveness.
- Prepare a power point presentation outlining gender dimensions in the vulnerability and livelihood assessment for the fisheries sector and coastal areas of Belize in English language.
- Desktop reviews of vulnerability and livelihood assessment reports.
- Ensure the inclusion of gender in The Climate Change Vulnerability Assessment steps below, as per the framework recommended but not limited to using other vulnerabilities approach frameworks.
  1. Assessing, analysing and addressing the major risks affecting communities using a participatory process that allows stakeholders to identify their own vulnerabilities, priorities and what they can do to address these issues.
  2. Assessing current vulnerability
  4. Assessing future vulnerability
    - Ensure the inclusion of gender in The Climate Change Livelihood Assessment steps below:
      1. Assessment of the status (current) of coastal livelihoods of fishing communities in the study area.
      2. Analysed findings against environmental data for the area to identify threats and opportunities for sustainable use. Analysing how people thrive and survive: sustainable coastal livelihoods framework.
      3. Documented experiences and lessons learned from the region on implementing livelihood focused interventions (past and current).
      4. Identified interventions for short term and medium terms that contribute to livelihood enhancement.
      5. Recommendation for COVID 19 recovery for local communities.

## Qualifications and experience

1. Advanced degree in Social Science, International Development/Relations, or a similar field from recognized and reputable institutions.
2. Minimum of 5 years of working experience in an area relevant to gender project correlated with marine and coastal resources research, environment, in public policy/planning, working on gender in relation to climate change.
3. At least 3 years of experience in undertaking gender analysis or design relevant criteria and gender strategy and adaptation, and sustainable development issues.
4. At least 5 years of experience in demonstrable knowledge of collecting and analysing impact of climate change and/or key vulnerability & adaptation assessment methodologies.
5. At least 1 years of demonstrated experience working in gender mainstreaming in Belize or similar contexts, or working with government institutions, civil societies, academic institutions, private sectors.
6. At least 1 year of experience in the facilitation of consultation and workshops desired
7. Excellent command of English, written and oral.

<b>KEY PERFORMANCE INDICATORS</b>	
Expected Outputs:	Required Completion Date:
1. Inception report presented with work plan, summary of exercise including methodology and tools to be used for the gender responsive engagement strategy and action plan for the Fisheries Department and Coastal Zone Management Authority and Institute for the identification and adaptation needs for priorities suited for the Fisheries and Coastal Zone of Belize.	10 days after signing contract
2. PPT presentation for the relevant stakeholders outlining gender dimensions in the vulnerability and livelihood assessment.	
3. Gender analysis report. (Deliverable 3.1.2b) – first draft	20 days after signing contract
4. Gender strategy and action plan. - first draft	30 days after signing contract
5. Validate the gender strategy and action plan. Facilitate 2 -1-day consultation with relevant stakeholders (30 persons). Inclusive of a short training on the fundamental principles with a power point presentation in English language and consultation/training materials to assist the validation process.	35 days after signing contract
6. Develop a gender sensitive M&E framework from a gender perspective.	40 days after signing contract
7. Final gender strategy and action plan reports. (Deliverable 3.1.2a)	45 days after signing contract
8. Attend to at least 2 consultations of the vulnerability and livelihood assessment.	35 days withing consultancy
9. Assist with the development and review of the vulnerability and livelihood assessment for 3 selected coastal fishing communities in the fisheries sector and coastal areas of Belize. Complement the data and narrative of the bottom-up information to enable the development of holistic and gender-sensitive vulnerability and livelihood assessments.	40 days within consultancy
10. End of assignment report	3 days before the end of the consultancy

- Below is link to project document:  
<https://www.greenclimate.fund/sites/default/files/document/enhancing-adaptation-planning-and-increasing-climate-resilience-coastal-zone-and-fisheries-sector.pdf>
- Interested candidates meeting the required qualifications are invited to send their application to Jeffy.Gomez@fao.org before 30 April 2022.