

Terms of Reference (ToR)

GENDER CONSULTANT FOR IMPROVING GENDER ACTIVITIES and Partner CAPACITY for an ongoing MAP Project "Strengthening multi-stakeholder partnership platforms in Cambodia to promote sustainable value chains for natural rubber"

1. Background

Welthungerhilfe (WHH), a leading German development and humanitarian NGO and a member of the Alliance 2015 consortium of European NGOs. Since its involvement 2003 in Cambodia, the organization's extensive experience in collaborating with rural communities.

Welthungerhilfe (WHH) is currently supporting the development of a programme to strengthen and improve the rubber production system by interacting with the different actors in the market and to develop mechanisms involving the qualitative improvement of production systems, the improvement of rubber production assets, a production system more compatible with today's environmental needs. In this perspective, WHH supports the development of MAP (Multi Actor Partnership) in collaboration with two local partners, WWF CAMBODIA and CamboDHRRA with a project entitled "Strengthening multi-stakeholder partnership platforms in Cambodia to promote sustainable value chains for natural rubber".

As a result of a series of evaluations and analyses conducted earlier, which outlined the characteristics of the current project, some aspects require specific capacitive input, specifically related to the gender dimension and to strengthen the technical capabilities of the partners. In Monduliri province, which is home to ethnic minorities, only 30% of women can read and write, and even those who can read and write rarely go beyond primary education. Although women and men generally agree on their equal rights, men are generally not aware of gender issues when it comes to decision-making at the community level. In the mid-term evaluation of the first phase of the MSP (Multi-Stakeholders Partnership), it was emphasised that the dimensions of gender and inclusion need to be taken more into account in MSP processes.

As a result of the above considerations, WHH would like to strengthen the capacities of its MAP programme partners in gender analysis and gender-sensitive programming, so as to improve the implementation of its current 'Strengthening multi-stakeholder partnership platforms in Cambodia to promote sustainable natural rubber value chains' programme; we are therefore looking for a consultant to lead this process. The expected duration of the consultancy is 30 working days, to be completed by 30 April 2024.

2. Purpose and Task of the Consultancy

Tasks to be completed:

1). The gender consultant will screen, analyze, evaluate and report the capacities of the local partners (WWF Cambodia and CAMBODHRRRA) in terms of gender and diversity policies, analyze the internal capacity to integrate policies into action and identify potential gap.

2). The consultant will analyse, evaluate and report the gender and diversity condition in the rubber production and marketing sector, specifically in the provinces of Monduliri, Ratanakiri, Kampong Cham and Tboung Khmum highlighting areas of criticism and divergence from the following reference treaties and policies:

- Universal Declaration of Human Rights (UDHR): The UDHR, adopted by the UN General Assembly in 1948.
- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Beijing Declaration and Platform for Action: This document emerged from the Fourth World Conference on Women held in Beijing in 1995. It outlines a comprehensive roadmap for advancing women's rights and gender equality.
- Sustainable Development Goals (SDGs): Goal 5 of the SDGs specifically focuses on achieving gender equality and empowering all women and girls.
- UNDP's Social and Environmental Standards: The UN Development Programme (UNDP) has social and environmental standards that include a commitment to promoting gender equality, non-discrimination, and the inclusion of vulnerable and marginalized groups.
- BMZ Action plan for the inclusion of person with disabilities
- BMZ strategy on feminist development policy
- EU Gender Action Plan (GAP) III
- OECD: Gender markers
- ILO Declaration on Fundamental Principles and Rights at work
- Gender Action Learning System (GALS)

3). The consultant would review key gender analysis tools already in use within WHH. Once the evaluations (partners and communities – point 1 and 2) have been carried out, the consultant will draw up an operational intervention plan that will be used as a guiding tool for our partners to address gender gaps in the Cambodian rubber production market.

The plan will be accompanied by a training session addressed to WWF CAMBODIA and CAMBODHRRRA in which will be explained:

- main international reference guidelines on Gender and Inclusion
- national (Cambodian) guidelines on Gender and Inclusion
- Gender transformative principles
- Prevention of Gender-Based Violence
- Results of the specific analysis carried out on rubber producing communities
- Illustration of potentially effective actions in reducing the gender gap.

3. Documents for consultation (to be shared when the consultant begins work)

- Relevant sections of the project proposal – notably those on gender aspects of the project
- Existing WHH Gender documents/tools
- "Women's Empowerment in Agriculture Index" (WEAI)
- Any other documents as mentioned above.

4. Timeframe of Consultancy

NB: this is a draft timeframe and the schedule for individual tasks can be adjusted depending on discussions between WHH and the consultant. **Estimated end date for completing the assignment: April 30th 2024.**

Task	<i>Estimated days</i>
Briefing / Kick-off Meeting	1
Preparation Phase (review of documents; initial problem analysis)	2-3
Discussions with 2 local partners (WWF CAMBODIA and CamboDHRRA) and analysis of internal documents, structure, policies and knowledge on Gender and Diversity	3
Communities analysis: interview, assessment, data collection	7-10
Development of Gender and diversity guiding tools for partner	5
Preliminary discussion with WHH project management team on first draft of Gender and diversity evaluation in Cambodian rubber sector and tools developed	2
Training for partners on Gender and Diversity and presentation of gender road map	4
Delivery of Final Versions of country analysis /recommendations & of gender analysis tools and Partner Feedback	1
Total Duration	25-30

5. Results / Outputs of the Consultancy

The consultancy results is expected to provide a thorough and insightful analysis of gender and diversity dynamics within the Cambodian rubber production and marketing sector. Conducted by a seasoned gender consultant, the assessment encompasses evaluations of local partners, WWF Cambodia and CamboDHRRA, as well as an in-depth analysis of the gender conditions in the specified provinces.

The consultant will rigorously screen, analyse, and report on the capacities of WWF Cambodia and CamboDHRRA concerning gender and diversity policies. This evaluation will offer a

comprehensive view of the partners' strengths and areas for improvement in integrating these policies into their operational frameworks. It serves as a valuable resource to enhance the partners' effectiveness in promoting gender equality.

A critical aspect of the consultancy involved an extensive analysis of the gender and diversity conditions within the rubber production and marketing sector across Mondulakiri, Ratanakiri, Kampong Cham, and Tboung Khmum provinces. The consultant referred to key international treaties and policies, providing a benchmark against which to measure the industry's alignment with established guidelines. This analysis identifies areas for improvement and offers strategic insights for fostering a more inclusive sector.

Building on the evaluations, the consultant reviewed existing gender analysis tools within WHH. This step ensures the integration of best practices and aligns the operational intervention plan with proven methodologies. The outcome will be a robust operational intervention plan that serves as a guiding tool for local partners to effectively address gender gaps in the Cambodian rubber production market. The operational intervention plan, a tangible output of the consultancy, will equip WWF CAMBODIA and CamboDHRRRA with actionable strategies. It addresses specific areas for improvement identified in the evaluations and the sectoral analysis. Accompanied by a targeted training session, the plan will cover international and national guidelines, gender transformative principles, prevention of gender-based violence, and tailored actions to reduce the gender gap in rubber-producing communities.

The consultancy results offer a comprehensive foundation for strategic planning and decision-making. The operational intervention plan, combined with the tailored training session, will empower our partners with the knowledge and tools necessary to drive positive change within the Cambodian rubber production and marketing sector. This consultancy underscores our commitment to fostering inclusivity and gender equality in collaboration with our local partners.

6. Lines of Communication:

The consultant will report to Marco Di Cecco (marco.dicecco@welthungerhilfe.de), Sonya Hahm (sonya.hahm@welthungerhilfe.de) and Mike Bratzke (mike.bratzke@welthungerhilfe.de), the Coordinators of the Project.

The consultant will however, conduct calls with project focal points and other team members/local NGO partners in the country.

7. Proposed Consultancy Budget

We have a budget of approximately 10,000 euros for this consultancy – though this may vary depending on the final decision regarding the scope of work agreed upon between the successful consultant and WHH.

8. Profile of the Consultant

WHH is looking for a consultant with extensive experience and understanding of gender programming in the development/humanitarian sectors. **Cambodian national**, fluent in English, with proven experience in organising gender and diversity inclusion training, familiar with the rural context in which the analysis will be conducted,

The ability to design or customise gender analysis tools, and guide country teams on how to use them, would be essential.

Additional characteristics:

- Advanced university degree (masters or equivalent) in international development and/or humanitarian assistance, agriculture, nutrition, or other required field.
- Minimum 5 years of relevant working experience in the field of international development and humanitarian assistance/ or other required field.
- Strong writing skills
- Ability to work efficiently and effectively with project members in various locations.
- Relevant language skills – Native Cambodian and English fluency is essential.

9. Application & Deadline

Interested candidates should send their offer using e-tender system: <https://www.welthungerhilfe.org/tenders>. Instructions are available at: [Welthungerhilfe Quick Guide.pdf \(eu-supply.com\)](#)

Proposed content of the expected offer:

- Cover letter detailing the firm's/individual's suitability for the assignment and current contact information.
- Brief technical and financial proposal, including CV(s) of key person(s) to be involved at any stage.

Due to the urgent need of the consultancy only short-listed consultants will be contacted.

For more information, please marco.dicecco@welthungerhilfe.de no later than February 29th, 2024.