



Mainstreaming Gender in Agricultural Research and Development Programs

Terms of Reference (ToR) for the Learning Workshop

1. Introduction

The West and Central African Council for Agricultural Research and Development (CORAF/WECARD) is one of the four Sub Regional Organizations of the Forum for Agricultural Research in Africa (FARA). Its vision is “*A sustainable reduction of poverty and food insecurity in West and Central Africa through increased agriculture-led economic growth and improvements in key aspects of the agricultural research system*”. CORAF/WECARD is currently composed of National Agricultural Research Systems of 22 member states in West and Central Africa (WCA).

The Project Completion Report (PCR) of the Project on ‘*Strengthening Capacity for Agricultural Research and Development in Africa (SCARDA)*’ concludes that despite some challenges, SCARDA has been successful in strengthening the NARIs capacity to undertake quality research through MSc degree training. Skills to tackle the challenges at the NARS have also started to be upgraded. **Gender mainstreaming in agriculture programs** during SCARDA implementation has been a major challenge and in the CORAF region, only 5-13% women benefited from either the management skills development and or the strengthening of NARI technical competence. The acknowledgement of women’s central role in agriculture and in preserving the environment should entail the strengthening of institutions working in this area in order to equip them to adequately integrate gender equality in programs at every level.

In recognition of this and in line with the CORAF process of developing a gender policy, and because the FIs already initiated activities on gender, we propose to host a tool based sub-regional workshop on gender mainstreaming in agriculture programs. This activity which requires bilingual translation and interpretation of the tools and the workshop process itself to be held in the Gambia, will create a platform for the CORAF gender policy at the four NARI FI countries of Mali, Congo, Ghana and Gambia. This should increase the awareness of NARS to be more responsive to gender mainstreaming in agriculture programs and activities.

2. Objective

To strengthen the participants’ skills to mainstream gender equality in their agricultural research and development programs, institutions and policies and specifically;

- (i) Participants to understand the basic elements of gender mainstreaming approach and strategies
- (ii) Gain practical skills on measuring organizational capacities to address and mainstream gender issues in their work and their organizations.

- (iii) Identify areas of strength and achievements, innovative policies and practices and continuing challenges as a basis for affirmative gender action planning in their respective institutions

3. Expected Results

- (i) basic elements of gender mainstreaming approach and strategies are understood by trainees
- (ii) trainees practical skills to measure organizational capacities to address and mainstream gender issues in their respective organizations and or institutions and work are strengthened
- (iii) trainees' skills to identify areas of strength and achievements, innovative policies and practices for affirmative gender action planning in their respective institutions are enhanced

4. Process

A gender and diversity perspective is important in agricultural research and development if for women and the disadvantaged including those affected by HIV and AIDS and other pandemic diseases, are to be translated into productivity gains. This involves strengthening capacity among participating institutions for planning processes that identify and respond to the different constraints, needs and priorities of different gender groups.

Understanding that patterns of change in gender relations in the context of rural livelihoods is of critical importance in agricultural research and development, especially in the framing of research and development agendas and influencing research priorities; in selecting methods, approaches and collaborative partners for implementation, and in assessment of the impact of new technologies and best-practice, knowledge, and innovation on women and the vulnerable; the 5-day tool based workshop to be held in the Gambia, will involve 28 participants from CRAL/DGRST in Congo Brazzaville; IER in Mali, CRI/CSIR in Ghana, NARI in the Gambia and CORAF Secretariat.

The plenary and group work sessions will equip participants on:

- (i) Gender mainstreaming strategies; and
- (ii) Gender & Diversity analysis principles and tools

5. Terms of Reference (ToR) for the Trainers

- The regional gender specialist trainer must team-up with a national gender specialist trainer to deliver the training to participants
- The regional gender specialist trainer must interact and agree with the national gender specialist, course modules to be delivered so that at least, host country participants can have the opportunity of follow-up interactions and support from the national trainer when required
- Both trainers must agree on training materials to be used and the regional trainer should submit the materials to CORAF one month before the beginning of the training for translation
- In as much as possible, the training should be put emphasis on practical skills development of participant through group work, exercises, roles plays, etc.
- At the minimum, participants should be have a very good understanding on the application of one gender responsive tool for use in agriculture programs and initiatives
- The regional consultant must submit to CORAF, at most, a 20-page workshop report within 2-weeks of the end of the training.

6. Profile of trainers

The trainers' team should be composed of two (2) people. A regional gender specialists/trainer, the pedagogical responsible, who was selected through a CORAF process, will be supported by a local counterpart in Gambia to be selected by NARI of the Gambia based on their procedures. Both should fulfill the following conditions:

- Be a University graduate (at least MSc degree)
- At least ten (10) years professional experience of whose at least three (03) years in training Gender & Diversity analysis principles and tools and in gender mainstreaming strategies.
- Have a good knowledge of the West & Central Africa sub-region.
- Ability to give a class in English or in French.

7. Venue and date

The regional training workshop which will be organized in Banjul by CORAF Secretariat in collaboration with the NARI of the Gambia, will be held from 06 to 10 of December 2010

8. Application file of trainers

Applicants are requested to submit:

1. A detailed Curriculum Vitae with the various professional experience in gender analysis and in gender & diversity analysis principles and tools teaching for each member of the team;
2. Global technical and financial proposals for the provision of services. The technical proposal should clearly set out the content of the proposed modules and work plan.

9. Method of Selection

The Consultant will be selected based on the mode of « selection of individual consultant » in accordance with procedures defined in the guidelines « Selection and Employment of Consultants by World Bank Borrowers, published by the Bank in May 2004, revised in October 2006 and May 2010 www.worldbank.org/wbsite/externa/projects/procurement