

## CALL FOR EXPRESSION OF INTEREST

### Recruitment of an individual Consultant for the development of the ProPAD Gender Strategy

Opening date: August 3, 2020

Closing date: August 10, 2020

**CEI No. 07-2020 - RELAUNCH**

The government of Chad and CORAF signed an agreement for the implementation of the Project to “Strengthening Climate Resilience and Sustainable Agricultural Productivity (ProPAD) in Chad”. Chad covers 1,284,000 sq. kilometers and has 11,175,915 inhabitants including 49.3% men and 50.7% women—Ref. GCPH 2, 2019. The majority of the population (78%) accounts for rural populations mainly living from agriculture, animal husbandry, fishing, petty trade and handicrafts. This part of the population is the poorest and most exposed to food insecurity. Although women and girls represent half of the Chadian population, they face inequalities in accessing health care, education, and the labor market.

In agriculture, both women and youth represent the labor force for cash and food crops. However, women and youth do not benefit equally from the income of harvest produce. Agricultural productivity among women remains low due to their limited access to agricultural productive resources (land, inputs, agricultural equipment, training and loans).

Chad has ratified international conventions on gender equality and adopted laws at the national level to promote gender equity and equality, which is fundamental to sustainable development. Despite a legislative framework favorable to women's rights, gender-based inequalities remain significant in Chad. Ignorance of the texts, their poor application and the coexistence of customary and religious rights limit the effectiveness of the principle of equality enshrined in the Constitution and the ratified international conventions or treaties. Added to this are certain traditional and religious practices that contradict the regulatory provisions.

To address the challenges, CORAF Executive Secretariat intends to recruit an individual Consultant to develop a Gender Strategy for ProPAD.

The assignments to be carried out as well as other information relating to the mission are detailed in the Terms of Reference in appendix.

The Executive Director of CORAF invites candidates with the sought qualifications as indicated in the Terms of Reference to express their interests in this call.

Applicants interested in this advert must provide information indicating that they are qualified to perform such services (CV, references relating to the execution of similar contracts, publications, experience in a similar field, etc.).

The Consultant will be selected in accordance with the procedures defined in the guidelines: "Selection and employment of consultants under IBRD loans and IDA credits and grants by World Bank borrowers".

Interested consultants can obtain additional information from the CORAF Executive Secretariat through emailing to Dr Mariame MAIGA, [m.maiga@coraf.org](mailto:m.maiga@coraf.org).

Applicants interested in this call can send a letter of motivation along with a detailed CV with three referees, by email to the CORAF Executive Secretariat at [procurement@coraf.org](mailto:procurement@coraf.org) no later than August 10, 2020. 5:00 p.m. GMT.

**Dr Abdou TENKOUANO**  
**Executive Director**



**REPUBLIC OF CHAD**

**MINISTRY OF PRODUCTION, IRRIGATION AND AGRICULTURAL  
EQUIPMENT**

**GENERAL DIRECTORATE**

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**PROJECT FOR STRENGTHENING CLIMATE RESILIENCE AND SUSTAINABLE  
AGRICULTURAL PRODUCTIVITY (ProPAD)**

**TERMS OF REFERENCE FOR THE DEVELOPMENT OF A GENDER STRATEGY  
2020-2023 FOR ProPAD**

August 2020

## **I. BACKGROUND AND JUSTIFICATION**

A landlocked country in Central Africa, Chad is characterized by a hot continental climate with a highly variable annual rainfall and is significantly prone to drought. Chad covers 1,284,000 sq. kilometers and has 11,175,915 inhabitants including 49.3% men and 50.7% women—Ref. GCPH 2, 2019. The majority of the population (78%) accounts for rural populations mainly living from agriculture, animal husbandry, fishing, petty trade and handicrafts. This part of the population is the poorest and most exposed to food insecurity. Although women and girls represent half of the Chadian population, they face inequalities for accessing to health care, education, and the labor market.

In agriculture, both women and youth represent the labor force for cash and food crops, from sowing to harvest. However, women and youth do not benefit equally from the income of harvest. Agricultural productivity among women remains low due to their limited access to means of production (land, inputs, agricultural equipment, training and loans).

Chad has ratified international conventions or treaties on gender equality and adopted laws at the national level to promote gender equity and equality, which is fundamental to sustainable development. Despite a legislative framework favorable to women's rights, gender-based inequalities remain significant in Chad. Ignorance of the texts, their poor application and the coexistence of customary and religious rights limit the effectiveness of the principle of equality enshrined in the Constitution and the ratified international conventions or treaties. Added to this are certain traditional and religious practices that contradict the regulatory provisions.

To address the challenges which jeopardize the socio-economic empowerment of women and other disadvantaged groups in Chad, it is necessary to develop the ProPAD Gender Strategy for facilitating access to agricultural research and development resources, opportunities and products for socially-marginalized and vulnerable groups such as women, youth, the elderly, and people living with disabilities, during the implementation of the project.

A Subsidiary Agreement has been signed between the Republic of Chad represented by the Ministry of Production, Irrigation and Agricultural Equipment, the Ministry of Economy and Development Planning and the West and Central African Council for Research and Agricultural Development (CORAF) under Donation Number D3020 dated June 19, 2018 for the implementation of ProPAD. It is in this context that these terms of reference are developed to conduct this study, with the coordination by CORAF.

## **2- OBJECTIVE OF THE STUDY**

### **2-1 GENERAL OBJECTIVE**

The objective of this study is to develop the ProPAD Gender Strategy and its action plan for implementation, as well as the budget required for each action.

### **2-2 SPECIFIC OBJECTIVES**

The specific objectives are:

- ✓ Identify challenges in terms of gender equity and equality in agriculture, in the project area;
- ✓ Identify strategic interventions to facilitate the integration of gender and social inclusion dimensions during the implementation of the project components;
- ✓ Identify and propose risk mitigation measures linked in the implementation of the project's gender strategy;
- ✓ Propose a gender responsive monitoring and evaluation to support the project gender strategy;
- ✓ Propose an operational strategy to facilitate the institutionalization of gender at ITRAD and in the ProPAD implementing agencies.

The study should consider best practices in gender mainstreaming in agricultural research and development project and program.

### **2-3 EXPECTED OUTPUTS**

- ✓ Challenges in terms of gender equity and equality in agriculture in the project area are identified;
- ✓ Strategic interventions to facilitate the integration of gender and social inclusion dimensions during the the implementation of the project components are identified;
- ✓ Risks in the implementation of ProPAD Gender Strategy are known, and mitigation measures proposed;
- ✓ A gender responsive monitoring and evaluation framework to support the project's gender strategy is proposed;
- ✓ An operational strategy to facilitate the institutionalization of gender at ITRAD as well as in the ProPAD implementing agencies is developed.

### **3 - MISSION AND KEY ASSIGNMENTS OF THE CONSULTANT**

The consultant shall carry out the following tasks:

- ✓ Collect primary and secondary data to develop a gender strategy which aims at facilitating the effective mainstreaming of gender and social inclusion dimensions in ProPAD;
- ✓ Analyze the obstacles, needs and expectations in access to agricultural research and development resources, opportunities and products for men and women beneficiaries of the project, particularly the most vulnerable (women, youth, elderly people, people living with disabilities...);
- ✓ Highlight the causes and impacts of gender inequalities in agricultural research and development sector, and propose actions for remedy;

- ✓ Propose an operational framework to facilitate the implementation of the gender strategy and the gender action plan of the project.

Under the supervision of CORAF, the Gender Specialist of ProPAD will assist the consultant in the entire process of developing the Gender Strategy, in particular with regard to data collection, the organization of venues for meetings and discussion groups and the organization of meetings to present the preliminary and final results.

#### **4 - STUDY METHODOLOGY**

- The consultant will work in close collaboration with CORAF Regional Gender and Social Development Advisor and the Gender Specialist of ProPAD;
- Submit the methodology that will be used to conduct this study, as well as the workplan and agenda that will be discussed and validated at the CORAF Executive Secretariat;
- Review the relevant project documents, Chad's National Gender Policy documents, the national agricultural research and development policy documents, as well as project documents and manuals on gender mainstreaming and social inclusion in agricultural research and development sector;
- ProPAD will make the following documents available to the Consultant: the project pre-evaluation report, activity reports, and any other document deemed necessary for this study.
- At the end of the mission, a wrap-up workshop will be organized for sharing with the ProPAD coordination team and partners, the preliminary results of the study. The objective of the workshop is to present and review the initial findings, validate the data collected and provide additional information as needed to finalize the report.
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#### **5 - PROFILE AND QUALIFICATIONS**

The consultant must have the following qualifications and experience:

- Hold a Master's degree in Social Sciences (sociology, psychology), economics, rural development, Law, or in a related field of studies, with a specialization on gender and development;
- Have at least 10-year professional experience in gender and agricultural research and development, and having worked in a national, regional or international agricultural research and development institution;
- Have knowledge of gender analysis, evaluation and institutionalization tools;
- Be familiar with qualitative and quantitative analysis tools;
- Be able to work under pressure, in a multicultural and multidisciplinary environment;
- Have excellent verbal and written communication skills;
- Have good computer skills (softwares for word processing, spreadsheets, database management etc.);

- Have a perfect command (written and oral) of the working language, i.e. French.

## **6 - EXPECTED DELIVERABLES**

- An inception report, one week after start of the mission. This report must indicate the methodological approach, and the agenda of the mission;
- A provisional report, after the end of data collection. The content of this report must be in line with the outputs/outcomes indicated above;
- A final report which takes into account the observations made by CORAF and the ProPAD Coordination Unit on the provisional report.

## **7 - DURATION OF THE MISSION**

The estimated duration of the mission is forty-five days, including thirty paid days. The start date is scheduled for the second half of August 2020, and submission of the final report by end of September 2020. The study covers the entire project area in Tchad.

## **8 - TERMS OF SELECTION OF THE CONSULTANT**

The Consultant will be selected in accordance with the procedures defined in the Guidelines: “Selection and employment of consultants under IBRD loans and IDA credits and grants by World Bank borrowers”.

## **9 - REMUNERATION**

The Consultant will be remunerated according to his level of expertise, professional experience and according to the CORAF remuneration policy for similar services. The terms of payment will be specified in the service contract, which will be signed between the Consultant and the Executive Director of CORAF.

## **10- EXPRESSION OF INTEREST / TERMS OF SUBMISSION**

The persons interested in this call can send a letter of motivation, along with a detailed CV with three referees by email to the CORAF Executive Secretariat at [procurement@coraf.org](mailto:procurement@coraf.org) no later than August 10, 2020. Only the selected candidate will be contacted.

## **11- CONFIDENTIALITY**

Throughout the duration of the study, the consultant is bound to uphold strict confidentiality vis-à-vis third parties, for any information regarding the said consultation (no reproduction/ dissemination of reports is permitted).