



## TERMS OF REFERENCE

### ASSESSMENT OF WOMEN AND YOUTH SOCIO-ECONOMIC STATUS FOR IMPROVED ECONOMIC WELLBEING AND POVERTY REDUCTION IN THE SEASCAPE AREA

#### 1. INTRODUCTION

As oceans and coastal areas all over the world are facing increasing pressures owing to climate change, pollution and competition as a result of globalization, women and youth feel the impacts of degraded coastal and marine ecosystems in different ways. Across societies, women and youth use and manage marine and coastal ecosystems differently and have specific knowledge, capabilities and needs related to coastal and marine resources. Historically, the work and contributions of women and youth groups have been routinely ignored or underestimated in coastal and marine research, management and policy, including, but not limited to, their important work in fisheries and aquaculture, in the processing and trading of marine products, in seaweed farming and other tourist growth, and in Endangered, Threatened and Protected Species (ETPs) as well as in mangroves and coral reef conservation initiatives.

Increasingly, collective calls for participative, integrated and sustainable approaches to marine and coastal science and management are met with calls for gender inclusiveness, mainstreaming and sensitivity across the environment and development agenda. Yet, even as policymakers, environmental managers and development practitioners are made aware of why gender mainstreaming is important in the integrated management of marine and coastal ecosystems, they lack the practical guidance and tools on how to do it.

WWF Tanzania (Seascope Programme) under the support of MACP4 Project (Margaret A. Cargill Philanthropies) is aware that for equitable, efficient and a truly sustainable development of coastal and marine environments it is important that women and youth have an equal place at the table for planning and implementing different activities that are linked to the ocean resources for sustainability. The project is aware that, Gender mainstreaming should be linked to management of marine resources and should be founded on valid knowledge and understanding of gender and power relations and how these are influenced by the specific ecological and socioeconomic context of the interventions. This will allow for prioritization of the most important gender actions and activities to decrease women and youth vulnerability within specific socioeconomic, environmental and policy contexts. The project wants to ensure that women and youth projects do not exacerbate existing gender-biased inequalities, and instead provide tangible paths to include them in promoting truly sustainable development within coastal marine environment. This assignment is calling for a gender expert and expert from the fields of livelihood in coastal and marine waters to undertake assessment for women and youth socioeconomic status for improved wellbeing in the seascope area. The study will focus on four districts of Mkuranga, Kilwa, Kibiti and Mafia Island.

#### 2. OBJECTIVE OF THE ASSIGNMENT

**The main objective:** Mainstreaming of women and youth into economic and livelihood projects for the integrated management of coastal and marine ecosystem to ensure projects do not encourage gender-biased inequalities.

#### 3. SPECIFIC OBJECTIVES

- (a) Identify and quantify the work and contribution of women and youth in fisheries, sea weed, tourism, other important livelihoods sources and conservation initiatives and provide evidence for future support and investment in them;
- (b) Identify and quantify women and youth contribution in household food security, their livelihood-dependency on ocean resources and their barriers in accessing them;
- (c) Access how social relations of production, access to resources, social cultural factors and power dynamics within household and villages have affected women and youth positively and negatively;
- (d) Identify context specific capacity training gaps and guidelines for women and youth in resource management, livelihood investments and sustainable resourced utilization;
- (e) Identify women and youth learning exchange in order to transform ideas and initiatives into sustainable enterprise;
- (f) Explore women and youth income seasonality and coping strategies with focus on innovative group and individual partnerships solutions and income diversification.

#### **4. EXPECTED RESULTS**

- (a) The Final report, with the following structure:
  - Title page
  - Table of content to three levels
  - List of annexes as appropriate
  - Table of tables, figures and pictures
  - Abbreviations and acronyms
  - Executive summary (1 to 2 pages)
  - Introduction
  - Main body divided into different sections.
  - Preferably the Context, Methodology, Key findings, Discussions, Lessons Learned for replication, Recommendations and Conclusion
  - Key findings based on each of the TORs and consultant experienced and knowledge
  - Discussions
  - Recommendations (each recommendation must be preceded by a conclusion, that refers to a discussion in the main body of the report)
  - Annexes as required including Terms of Reference, schedule of activity and People met.
- (b) The report should be produced using MS Word and will be available in electronic form, both in Word copy and all the elements together in a single file pdf format
- (c) All raw data in proper excel format
- (d) 40 good pictures with high resolutions taken during the field visits:  
Pictures must be taken in accordance with WWF rules and guidelines. User rights must be assigned to WWF TCO and should be submitted in electronic copies and should have a suitable resolution to be printed on A0 format.

#### **5. QUALIFICATIONS AND SKILLS**

Advanced written and verbal proficiency in English and Kiswahili and working knowledge of other experience:

- (a) Master's degree/PhD in Gender studies, Fisheries management, sociology, political science, natural resource governance, marketing economics and social-ecological studies;
- (b) At least 5 years' experience in working with coastal communities in Tanzania
- (c) Ability to organize and facilitate Focus Group Discussions (FDGs) and undertake content analysis and interpretation of results effectively;
- (d) Excellent analytical and research skills and strong interpersonal skills to work and deliver results independently and within a team;
- (e) Previous undertakings on gender and youth studies/practical activities with evidence is an added advantage;
- (f) Mastery of computer tools: Microsoft Word, SPSS, Excel and other as applicable
- (g) Experience working with international organization is an advantage

## **6. CONSULTANCY DURATION**

The time span for this activity will spread from **Aug – October 2022**

## **7. APPLICATION PROCEDURE**

WWF TCO invites applications from competent, qualified and experienced consultant(s) through the following address: Secretary, Procurement Committee; WWF Tanzania; Kiko Street, Off Mwai Kibaki Road Plot 252, Mikocheni, P. O. Box 63117, Dar es Salaam, Tanzania; Tel: +255 22 277 5346/277 2455/270 0077 Fax: +255 22 277 5535; website. [www.wwf.or.tz](http://www.wwf.or.tz)

All applicants should direct soft copy of **Technical and Financial applications** to the procurement: e-mail at [procurement@wwftz.org](mailto:procurement@wwftz.org) and or hard copy applications to the address indicated above. Deadline for submission is **Thursday 21<sup>st</sup> July, 2022 at 3pm.**

Interested applicants may get the detailed Terms of Reference (ToR) and specifications through the following websites: [https://www.wwf.or.tz/jobs\\_and\\_opportunities/jobs/](https://www.wwf.or.tz/jobs_and_opportunities/jobs/)

WWF TCO reserves the right to accept or reject any or all the applications. Late application shall not be accepted for evaluation irrespective of the circumstance. WWF has a principle of zero-tolerance to fraud and corruption, if you encounter such incident, report by sending an email to [fcci@wwftz.org](mailto:fcci@wwftz.org)