



Terms of Reference

Gender Expert

Mozambique, December 2020

Background

CARE International is a leading global humanitarian and development organization, working across 70+ countries to save lives, defeat poverty, and achieve social justice. We put gender equality at the heart of what we do, which has resulted in a central focus on Women's Economic Empowerment (WEE) programming— working with women in agricultural value chains, dignified work, financial inclusion, and entrepreneurship. CARE International UK hosts the team that drives CARE's global WEE strategy. They work closely with CARE's country offices, on programming, strategy, and learning.

Context

CARE International UK is working with various CARE country offices, to implement the Work and Opportunities for Women (WOW) Programme, which partners with the private sector and private sector initiatives to drive WEE in global supply chains. One such partner is the Better Cotton Initiative (BCI) - a global cotton certification body, who is seeking to increase recognition of female cotton farmers that supply sustainable cotton for global companies.

The WOW programme is working with BCI to address two challenges for women farmers and workers:

1. Only a small percentage of BCI's registered Farmers or Co-Farmers¹ are women – without being registered, there are limitations to the support that women can access (Co-farmer status gives women the opportunity to get shared farmer status with their husbands); and
2. Only a small number of women have access to and can benefit from BCI training (including for example on the BCI cotton sustainability standards) limiting their potential to improve.

The WOW programme is working on this with BCI in two contexts – Pakistan and Mozambique. Work has already started in Pakistan, where a scoping study has just been completed. Off the back of the study, a pilot programme of interventions are now being designed. The partnership is now ready to commence work in Mozambique, where a similar process will commence.

Mozambique Programming

There are three phases to the Mozambique programming, all of which will be implemented in partnership with BCI's national partner organisations, to reach female farmers in two provinces of Mozambique: Niassa (north west) and Nampula (north east):

Phase 1	Understand the challenges that women in Niassa and Nampula involved in the cotton supply chain face, via a scoping study. The research tools used for the afore mentioned scoping study in Pakistan will be adapted for the scoping study in Mozambique to support its efficiency and leverage lessons learned.	January – March 2021
Phase 2	Adapt the programme design to suit the Mozambique context in line with findings and recommendations from the scoping study. Again, where the interventions are currently being designed in Pakistan, an intensive design process will not be needed, but there will be an important step in adapting the design to be relevant to the Mozambique context, as per the scoping study findings.	April 2021
Phase 3	Implement a pilot programme from which we can extract lessons around potential for impact, prior to scaling in additional BCI geographies and contexts. Part of the pilot programme will be building the capacity of the BCI implementing partners to be better able to support female farmers in the value chain.	May 2021 onwards

We are looking to engage a Gender Expert, with experience working with cotton farmers in Mozambique - particularly women - who can be a focal technical person for this programme. This TOR is for Phase 1 only (see above), with subsequent TORs for the following phases.

Required Experience

The ideal candidate should have the following experience:

- ✦ At least 5 years working experience on gender, with a particular focus on working with male and female farmers (ideally cotton farmers) to change social norms;
- ✦ Demonstrated track record in research on gender in agricultural value chains, and gender norms for households and communities involved in farming. Experience in the cotton value chain in particular would be an advantage;
- ✦ Proven understanding of the gendered barriers female farmers face;
- ✦ Demonstrated track record of developing research reports, including developing robust recommendations that will inform and drive gender transformative programming. Experience designing and managing the implementation of such programming for cotton farming communities would be a benefit;
- ✦ An understanding of the pitfalls and strengths of various models and approaches used within the cotton value chain (e.g.: capacity building, trainings etc.) in relation to driving women’s economic empowerment, and what context specific strategies could be used to improve those models so as to ensure female cotton farmers can benefit; and
- ✦ Experience critiquing documents, tools, and trainings from a gender lens, and recommending how to shift them from being gender harmful/neutral to gender responsive/transformational. Experience in designing and conducting gender sensitization trainings would be a benefit.

Functional Competencies

The functional competencies include:

- ✦ Understanding of and/or background in Mozambique's gender norms (ideally in agricultural value chains, and in cotton in particular would be an advantage), with knowledge of best practices in gender programming;
- ✦ Proven ability to engage with agriculture communities in Mozambique; experience with cotton communities in particular will be an added advantage, as will experience working with organisations supporting cotton farmers;
- ✦ Understanding of the gender related challenges Mozambique's farmers, and particularly female farmers face in accessing better opportunities, visibility and trainings;
- ✦ Proven ability to conduct primary research safely and sensitively on issues related to gender norms, household gender dynamics, and social gender constructs;
- ✦ Analytical and problem-solving skills, including the ability to formulate recommendations and advise the CARE team and senior leadership, in turn informing development of relevant training models;
- ✦ Ability to convey complex technical ideas to a non-technical audience;
- ✦ Excellent organizational, presentation, communication and meeting facilitation skills;
- ✦ Understanding of how provision of appropriate trainings can fit within a holistic package of services to assist farmers (particularly female farmers) to enhance their skills to improve crop quality; and ✦ Demonstrated ability to work independently and with remote teams.

Corporate Competencies

The Gender Expert should be able to demonstrate:

- ✦ Well-developed interpersonal skills, including excellent networking skills to build and maintain professional relationships and community engagement. This will include communicating with national and international counterparts, and project participants;
- ✦ Project management skills with good attention to detail;
- ✦ Strong analytical, reporting and writing skills; and
- ✦ A pro-active, constructive attitude and receptive to feedback.

Language Requirements

Fluency in English and Portuguese is mandatory.

Key Responsibilities

The key responsibilities of the Gender Expert will include the following:

- ✦ Liaising with the Gender Lead, MEAL Lead, and Cotton Value Chain Expert at CARE Pakistan to understand the methodology, tools, and limitations of the Pakistan Scoping Study and factor lessons learned into the Mozambique Scoping Study design;
- ✦ Submit work plan with timelines after discussing specific tasks and responsibilities;
- ✦ Undertake a desk-based review of all training materials of BCI's 2x national partners to identify gender strengths and weaknesses in how they engage with male and female farmers, what they engage with them on, and a gendered analysis of the content;
- ✦ Produce a recommendations matrix for capacity building requirements of the BCI national partners, to strengthen their capacity to engage female cotton farmers;
- ✦ Provide technical gender input to the design of the Scoping Study, in close coordination with the project's Cotton Value Chain Expert (also being recruited) and BCI Mozambique;

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- ✦ Overall responsibility for ensuring that the scoping study is implemented in a gender sensitive way, taking into consideration the safety of participants, how to secure open and active participation of female interviewees, how questions are posed so as to secure accurate insights;
- ✦ Available throughout the timeframe of the scoping study being conducted for debriefs, and providing guidance where needed;
- ✦ Analysing the data and co-presenting the findings (virtually) to CARE and BCI with the Cotton Value Chain Expert; and
- ✦ Contributing to the write-up of a final Scoping Study Report with a focus on findings related to gender and associated recommendations.

Deliverables

The deliverables for the Gender Expert will be as follows:

- ✦ Submission of a workplan including timings following an initial briefing;
- ✦ Commenting on the scoping study research tools;
- ✦ Recommendations matrix for capacity building requirements of the BCI national partners
- ✦ Virtual presentation of initial study findings and recommendations to CARE and BCI; and
- ✦ Co-submission with the Cotton Value Chain Consultant of a research report and

recommendations. Please note: All deliverables are to be finalised after feedback and approval from CARE.

Qualifications

- ✦ Master's degree in Gender with a specialisation in gender and agriculture, or relevant degree.
- ✦ Ability to work (in person and virtually) with people of different languages and cultural backgrounds.
- ✦ Strong computer skills, particularly in the areas of spreadsheets and word processing; it would be advantageous to have an understanding of data analytics tools.
- ✦ Excellent written and spoken English for report writing and presentation of findings.

DISCLAIMER: CARE International is an equal opportunity employer. Female candidates are encouraged to apply for the position. CARE reserves the right to reject any or all applications, without assigning any reason.