# new-logo-in-sol-200

### **Terms of Reference for a National Gender Expert (5)**

To contribute to the development of a regional Study on gender trends and country-specific issues in fisheries and aquaculture in five [CACFish](http://www.fao.org/policy-support/mechanisms/mechanisms-details/en/c/420876/) Member countries in Europe and Central Asia (Armenia, Azerbaijan, Kyrgyz Republic, Tajikistan and Turkey)

*Hiring agency: “Innovative Solutions” Inc., Kyrgyz Republic*

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| **Location:** | Home-based (Armenia, Azerbaijan, Kyrgyz Republic, Tajikistan, and Turkey)  |
| **Duration:** | February 2021- December 2021 (with 30 days in total on WAE basis) |
| *“Innovative Solutions” Inc., a non-profit, non-commercial research organization based in bishkek, Kyrgyz Republic is commissioned by fao regional office for europe and central asia to conduct a regional study on gender issues in fishery value chains. for this purpose, the team is looking to recruit five national experts (one in each above country) to collaborate in this project.* Background:Fishery and aquaculture support rural livelihoods, contribute to nutrition and healthy diets, and are of a great importance to the national economies. In the fisheries sector, men and women engage in distinct and often complementary activities that are strongly influenced by the social, cultural and economic contexts they live in. Nevertheless, the contribution of women to the production sectors continues to be overlooked. Poor recognition of women's role and potential in national policy- and decision-making on fisheries and aquaculture, is in part, because “fishing” is often narrowly understood as an activity that is done solely by men, catching fish at sea, rivers, and lakes. In reality, both men and women are involved and contribute to fisheries - women and men have roles as fishers, fish and aquaculture farmers, processors, and traders, but often in different roles and stages in industrial and small-scale subsistence fisheries. This gender differentiated division of labour contributes to the sector’s productivity and generated income, and as such, is essential in combatting rural poverty. The Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security (2012) include a principle on gender equality aimed at ensuring equal tenure rights and access to fisheries. The Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (2015) guide states and other actors on how to make small-scale fisheries more sustainable and adopt specific measures to address discrimination against women, in particular for women fish workers and their organizations. FAO handbook “[Towards gender-equitable small-scale fisheries governance and development](http://www.fao.org/3/a-i7419e.pdf)” provides additional guidance for the implementation of the Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries. Research, management, and policies have traditionally focused on direct, formal, and paid fishing activities that are dominated by men, ignoring indirect, informal, unpaid, seasonal and low-paid activities, where women are concentrated. Men’s and women’s contributions to fisheries are not equally valued -- women’s contribution is not or poorly accounted in data collection, analysis, while in policy women continue being largely excluded from decision-making. Evidence generated internationally demonstrate that addressing gender inequalities and their underlying causes in fisheries and aquaculture positively affects the livelihoods of women, but also benefit food and nutrition security and income of families and communities, and ensure sustainable development. *CACFish*[The Central Asian and Caucasus Regional Fisheries and Aquaculture Commission (CACFish)](http://www.fao.org/policy-support/mechanisms/mechanisms-details/en/c/420876/) is a Regional Fisheries Management Organization (RFMO), established under the article XIV of the FAO Constitution. The Agreement on CACFish was approved at the Hundred and Thirty-Seventh Session of the FAO Council in 2009, and came into force on 3 December 2010. The CACFish area of competence covers the inland waters and areas within the territorial boundaries of the states in Central Asia, namely Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan, and the Caucasus, namely Armenia, Azerbaijan, Georgia and Turkey and, with respect to inland fisheries, other waters within the trans-boundary water basins bordering the territories of Central Asia and the Caucasus. The Commission currently has five members: **Armenia, Azerbaijan, Kyrgyz Republic, Tajikistan, and Turkey**. The objectives of the CACFish are to promote development, conservation, rational management and best utilization of living aquatic resources, as well as the sustainable development of aquaculture in Central Asia and the Caucasus.*Gender and fisheries in Europe and Central Asia (ECA) regions* The ECA region generally lacks reliable, flexible and secure data on fisheries and aquaculture to support decision-making and mainstream gender into the sector. Meanwhile, rapidly changing marketing situation for fish and fishery products and the growth of inequalities within fisheries and marketing chains also point to the need to address livelihood threats, which may have important implications to women and men in fisheries. At the same time, there are promising initiatives that address women’s role in fisheries. Through the FAO’s project in pilot areas of Kyrgyzstan, for example, an analysis of gender-based differences in aquaculture and fisheries allowed to assess women’s contributions to the value chain, identify underlying obstacles for their participation, and propose solutions. Ten associations of fish farmers, including women’s groups, were created, and more income generated through the sale of fish, fodder, feed and cereals for rural households. Better understanding of women's and men's roles, priorities and needs and addressing them in formulating and implementing policies and programmes will contribute to greater productivity, more rational management and better utilization of living aquatic resources in the development of fisheries and aquaculture sectors in ECA regions. *“Innovative Solutions” Inc., Kyrgyz Republic* To gain and improve knowledge on mentioned above, FAO Regional Office for Europe and Central Asia has signed a Letter of Agreement (LOA) with “Innovative Solutions” Inc., a registered non-governmental organization in the Kyrgyz Republic. **Objectives of this Terms of Reference** This Terms of Reference aims at recruiting one gender expert for each of the five CACFish member countries: Armenia, Azerbaijan, Kyrgyz Republic, Tajikistan and Turkey to collect findings and develop synthesis report on the basis of the desk review and field research conducted by five (5) national gender experts based in their respective countries. The work will be coordinated by a Team leader/Senior Researcher of “Innovative Solutions” Inc. The team will work closely through regular meetings, workshops and other means. **Scope of work**1. Collect relevant evidence and data, analyze it and provide an analytical overview of gender trends and country-specific issues in fisheries and aquaculture in five CACFish member countries of Europe and Central Asia region, namely Armenia, Azerbaijan, Kyrgyz Republic, Tajikistan, and Turkey;
2. Map the roles of women and men in fishery/aquaculture value chains; and
3. Determine gaps and potentials of the sector from a gender perspective at different levels.

**General Description of task(s) and objectives to be achieved:**Under the general supervision and collaboration with the Team leader/Senior Researcher, and oversight of the responsible FAO Fishery Officer and the FAO REU gender team, the national gender expert will contribute to the Study by the following objectives: * Maintain regular contacts with the Team leader/Senior Researcher, and participate in the workshops/meetings organized by the Team leader/Senior Researcher *(as per the work plan)*;
* Contribute to the elaboration of the detailed work plan and methodology, ensuring that country specific context is taken into account;
* Based on the approved methodology and the work plan:
1. conduct a comprehensive desk study of available evidence that would help to depict a gender and fishery picture. This will include a literature review, and assessment and analysis of available data from national statistical agencies and other sources in their respective countries;
2. develop a short summary of the desk study;
3. present desk review findings at the Team’s internal workshop;
* Based on the approved methodology and the work plan and by identifying key informants:
1. collect field data;
2. process and analyze field data;
3. produce accumulated country reports following the approved template;
4. present research findings at the Team’s internal workshop;
5. organize and conduct national validation meetings with key relevant stakeholders in their identified countries;
6. submit a final national research report with integrated feedback per identified country*;*
* Support organization and participate in the Regional validation workshop of the Study with CACFish representatives and the relevant stakeholders and FAO relevant;
* Provide the final national report with comments from the validation meeting and Team leader/Senior Researcher addressed and submit all the information gathered as required by methodology

*COVID- 19 specific measures:** Any travel related to field missions will be conducted according to the current national situation affected by the global pandemic. If restrictions continue, virtual platforms and means for data gathering will be used.
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| **Minimum requirements:*** An advanced university degree in gender studies, social sciences, or similar areas.
* At least 5 years of profound experience in similar research projects.
* Profound knowledge and/or experience in the area of gender and development, with focus on natural resource management, agriculture, food systems, nutrition, and rural development.
* Proven record of analytical reports and publications.
* Professional level of knowledge of national language of respective country and of English.
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| **Expected Outputs:**1. Participation/contribution in the internal team workshops
2. Contribution to the work plan and the methodology is provided
3. Desk review and field research report are submitted
4. The national validation workshop is organized and conducted
5. Support to organization and participation in the Regional validation workshop is provided
6. The final national report with comments from the validation meeting and Team leader/Senior Researcher addressed and submit all the information gathered as required by methodology is submitted
 | **Required Completion Date:**1. As per the work plan
2. March 20th, 2021
3. August 1st, 2021
4. August 10th, 2021
5. September 30th, 2021
6. October 10th, 2021
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***Interested applicants should submit their CV’s and filled financial proposal (Annex 1) to the following email address:****office@in-sol.org* ***no later than February 08, 2021.***

***Please indicate the position “****National Gender Expert****” in the subject line of the email.***

**ANNEX 1**

**FINANCIAL PROPOSAL**

1. **Total amount of the proposal\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**(USD)
2. **Breakdown of Cost by Components:**

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| --- | --- | --- | --- | --- |
| **Cost Components** | **Unit of measurement** | **Quantity** | **Unit Cost** (USD) | **Total cost** |
| 1. **Personnel Costs**
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| Professional Fees |  |  |  |  |
| Communications |  |  |  |  |
| Others (pls. specify) |  |  |  |  |
|   |  |  |  |  |
| 1. **TravelExpenses**
 |  |  |  |  |
| Land Transportation |  |  |  |  |
| Round Trip Airfares |  |  |  |  |
| Terminal Expenses |  |  |  |  |
| Living Allowance/ Per diem |  |  |  |  |
| Others (pls. specify) |  |  |  |  |
|  |  |  |  |  |
|  **Accommodation** |  |  |  |  |
|  |  |  |  |  |
| **Total**  |  |  |  |  |