

## **TERMS OF REFERENCE**

### **FOR A GENDER CONSULTANT TO CONDUCT A STUDY ON GENDER DYNAMICS IN COMBATING WILDLIFE CRIME IN UGANDA**

#### **Background**

Wildlife Conservation Society (WCS) is currently implementing a USAID funded project titled “USAID/Uganda Combating Wildlife Crime Activity”. Under this activity, WCS and its partners are focused on strengthening Ugandan CWC actors’ capacity to detect, deter and prosecute wildlife crime by working directly with security and law enforcement agencies, USAID implementing partners working on related issues, private sector companies, and communities living adjacent to protected areas. Women and youth play a pivotal role and can immensely contribute to efforts to counter socioeconomic inequalities that fuel Illegal Wildlife Trade. The purpose of this consultancy is to carry out a mini study on gender dynamics in combating wildlife crime in Uganda.

#### **Scope of work**

The consultant will be required to carry out the following tasks;

1. Conduct study on gender dynamics in institutions combating wildlife crime in Uganda specifically members of the National Wildlife Crime Coordination Task force (NWCCTF). This will involve documenting:
  - the challenges faced by women and men in field of wildlife law enforcement
  - roles of different genders (men, women, youth, etc.) in abating wildlife crime at national level as well as community level.
  - how gender issues are incorporated or taken into consideration in the different institutions involved in wildlife law enforcement
  - Influence of gender on leadership in law enforcement

The assignment is expected to involve desk research/literature review, online interviews, as well as traveling to a selected national park and CWC Activity sites for primary data collection and interviews with relevant stakeholders.

#### **Timeframe**

The consultancy is expected to be carried out over a period of no more than **15 days**. These days are inclusive of preparation, data collection and report writing. Assignment completion date is **15<sup>th</sup> October 2021**.

#### **Qualifications and experience**

The consultant must have the following experience and skills to be able to perform the tasks of the TOR:

- ✓ A minimum of a Master’s degree in Gender Studies, Social Sciences, Anthropology or a related field.
- ✓ Minimum of eight years’ experience conducting gender studies and analyses and implementing gender or gender components within programs, including developing gender monitoring plans and or strategies.

- ✓ Exceptional computer skills (specifically in MS Excel, MS Word, Adobe and online applications) and familiar with modern data collection tools such as Kobo Collect.
- ✓ Demonstrated ability to write high quality, methodologically sound, analytical papers in English.

### **Deliverables**

The key deliverables of this consultancy will be:

1. A final detailed inception report outlining the consultant's understanding of the assignment and the approach to be employed. The inception report will be discussed prior to the commencement of the assignment in an inception meeting.
2. A draft report. This will be subject to a validation process in form of a workshop convened by WCS. The consultant will be responsible for facilitating at this workshop.
3. A final report
4. Raw data collected from interviews, FGDs and other data collection tools.

### **Specification of Input**

All costs deemed necessary to deliver the scope of work described in the Terms of Reference have to be covered by the consultant in the financial offer. The financial proposal should have a clear breakdown of expenses which include; consultant fee, stationery, travel and accommodation expenses, etc.

### **How to Apply**

Interested parties can send their technical & financial proposals and one-page resume to Email: [wcsuganda@wcs.org](mailto:wcsuganda@wcs.org) and copy to [skamugisha@wcs.org](mailto:skamugisha@wcs.org) by **Friday September 10, 2021**. The email subject should be "CWC Gender Study"