



**RECRUITMENT OF A SOCIAL AND GENDER INCLUSION  
CONSULTANT (ENVIRONMENT AND NATURAL RESOURCES  
MANAGEMENT PROJECT)**

**MILLENNIUM CHALLENGE ACCOUNT – MALAWI (MCA – MALAWI)**

**BACKGROUND INFORMATION**

The Government of Malawi established the Millennium Challenge Account-Malawi (MCA-Malawi) to oversee, manage and implement multiple projects aimed at stimulating economic growth and reducing poverty in Malawi. These projects are funded by the Millennium Challenge Corporation (MCC), a U.S. government agency focused on assisting countries dedicated to good governance, economic freedom, and investments in people. Countries that meet MCC's rigorous selection criteria and propose an economically sound program that specifically addresses the country's key growth constraints may enter into a Millennium Challenge Compact with MCC.

In April 2011, MCC agreed to a \$350.7 million Compact, which entered into force on September 20, 2013 and is now in the third year of implementation. The Compact aims to revitalize Malawi's power sector by upgrading electricity infrastructure and improving the performance of key institutions responsible for the electrical power sector. The program is intended to reduce outages and system losses, improve efficiency of hydropower generation, improve service delivery to electricity consumers, and create an enabling environment for private sector investment and expansion of electrification.

Social and Gender Inclusion is an integral part of the Compact. Under the stewardship of the Social and Gender Inclusion Director, MCA-Malawi is implementing a Social and Gender Integration Plan (SGIP) for the duration of the Compact. The SGIP is aimed at contributing to the goal of poverty reduction through economic growth by facilitating effective integration of social and gender perspectives in all the stages and components of the Compact. This includes ensuring that the integration of social and gender considerations permeates institutional mechanisms and the three

projects that are at the centre of the Compact, namely: Infrastructure Development Project (IDP), Environment and Natural Resources Management Project (ENRMP) and Power Sector Reform Project (PSRP). The SGIP meets the requirements of the MCC Gender Policy, 2011, which provides guidance to partner countries regarding their responsibilities for integrating gender into all stages of Compact development and implementation. It is also consistent with MCC Gender Integration Guidelines, 2011, which offer specific operational guidance on social and gender integration in the Compact development and implementation phases.

**It is within this context that MCA – Malawi would like to recruit a full time Individual consultant to support the functions of the Social and Gender Inclusion Directorate in relation to the ENRM Project. The consultant will work hand in hand with the Environment and Natural Resources Management Project team which includes the Grants Specialist since the work in question straddles both the SGA and ENRMP Directorates.**

## **ABOUT THE ENVIRONMENT AND NATURAL RESOURCES MANAGEMENT PROJECT**

(MCA-Malawi) is supporting the Malawi Government in implementing a three-year support project that aims to mitigate poor land use practices, extensive tree felling coupled with bushfires in the Upper and Middle Shire in order to reduce deforestation, land degradation and soil erosion. These problems have led to serious siltation and aquatic weeds infestation resulting into poor hydroelectric power generation and regular disruptions of electric power supply and thereby negatively affecting the economic development activities in Malawi. The Environmental and Natural Resource Management Project will mitigate these growing problems by implementing better environmental and natural resource management in upstream areas in a socially and gender responsive way.

MCA-Malawi is achieving this goal through the Environment and Natural Resources Management (ENRM) and Social and Gender Enhancement Fund (SGEF) project (ENRM-SGEF project) which is being implemented through 11 partners/grantees in the Upper and Middle Shire River basin. Specifically, these grantees are: The Hunger Project (THP); Foundation for Irrigation and Sustainable Development (FISD); Self Help Africa (SHA); Catholic Commission for Justice and Peace (CCJP); Circle for Integrated Community Development (CICOD); Concern Universal (CU); Training Support for Partners (TSP); Shire Consortium – WE Effect (WE), Catholic Development Commission (CADECOM), and Sustainable Socio-Economic Development Initiative (OSSEDI); Women’s Legal Resource Centre (WOLREC), Assemblies of God – Care (AG Care); and Action Aid Malawi (AAM). The Annex contains a summary of the respective interventions.

The specific areas of focus of the ENRM-SGEF project include:

- Working with Non-Governmental Organisations (NGOs), Civil Society Organisations (CSOs), private sector, among others, to initiate or expand their efforts in addressing the ENRM challenges with the aim of curbing soil erosion, sedimentation and aquatic weed infestation problems in the Upper and Middle Shire River basin;
- Supporting interventions that will address social and gender disparities in the Upper and Middle Shire River basin and improve participation of both men and women in the implementation of ENRM activities.

The key priority areas of ENRM SGEF include:

- Community engagement to improve joint decision-making, women’s and men’s empowerment and sustainable management of natural resources through proven participatory methodologies.
- Developing community-based tools for improved and equitable land management.
- Leadership training for women and training local leaders to support and champion gender equality goals in ENRM.
- Functional Literacy
- Economic empowerment of women and men through business skills, marketing and/or other approaches.

## **REPORTING RELATIONSHIP**

Based at MCA – Malawi’s offices in Lilongwe, the Consultant will be reporting to MCA – Malawi’s Social and Gender Inclusion Director

## **JOB PURPOSE:**

The Consultant will be providing support to the Social and Gender Inclusion Director in addressing Social and Gender inclusion related concerns in MCA- Malawi’s Environment and Natural Resources Management Project.

## **CONSULTANCY DURATION**

Based on 20 consultancy days per month, the Consultant will be engaged for an initial period of one year, renewable upon satisfactory performance.

## **THE CONSULTANT’S RESPONSIBILITIES**

1. **Support the SGI Director and the ENRM Directorate to ensure that the partners that are involved in the ENRM Project are achieving the objectives of the ENRM-SGEF project through social and gender integration as follows:**
  - a) Providing technical backstopping support to partners (especially the social and gender inclusion officers; M&E and project staff) to ensure that there is quality implementation of community level activities, including building the capacity of grantees who are having challenges in implementing meaningful gender transformative activities.
  - b) Closely monitoring each partner with regards to the implementation of the key priority areas of the ENRM-SGEF and of their annual work plans.
  - c) Monitoring and documenting the achievement of the ENRM\_SGEF project’s key performance indicators, including by having regard to the social and gender components of interventions related to: conservation agriculture, lead farmers, community level actions points and on-going dialogues for change, action plans for facilitating envisaged changes,

functional literacy and numeracy training (REFLECT), women's leadership trainings, women's participation in leadership positions (women's business and marketing trainings), women in emerging business, marketing opportunities for women, women's control of their land and decision making regarding land use, capacity building of local leaders, and action by authorities and leaders to support and promote women's rights and to resolve land conflicts.

- d) Monitoring the implementation of REFLECT activities, and how they are integrating the key priority areas of ENRM-SGEF.
- e) Conducting regular site visits to communities and/or organizations that are implementing ENRM-SGEF projects, including for purposes of interacting and receiving feedback from community members and beneficiaries.
- f) Producing monitoring reports with observations and recommendations on how to improve program delivery and/or areas where grantees require capacity building support.
- g) Ensuring that partners are collecting both qualitative and quantitative sex disaggregated data in all aspects of their ENRM-SGEF interventions.
- h) Supporting MCA- Malawi's monitoring and evaluation staff in conducting internal assessments and analysis of the achievement of the ENRM-SGEF outputs and to ensure that ENRMP related gender-responsive indicators are included and that data collection and reporting is disaggregated by sex and income.
- i) Collaborating with the Social and Gender Assessment Director and the Monitoring, Evaluation and Economics Directorate to provide input in evaluation design and review of monitoring and evaluation reports in order to ensure adequate integration of gender and social considerations.
- j) Ensuring that challenges, lessons and recommendations of periodic evaluations of the project are being addressed by each partner/grantee.
- k) Coordinating and attending joint partner review meetings and related meetings.
- l) Systematically documenting key results, lessons, successes and best practices of the ENRM\_SGEF projects on an on-going basis, and collaborating with the Communications and Outreach Directorate in repackaging the information into a variety of media formats.
- m) Being involved in the process of establishing a trust that can support ENRM\_SGEF post compact in order to ensure that issues of social and gender inclusion are well considered in the trust.
- n) Bringing to the immediate attention of the Social and Gender Assessment Director any concerns regarding grantee performance.
- o) Contributing to consultants' Terms of Reference and contract deliverables and the review of reports relating the ENRMP.
- p) Supporting the budget and activity planning process, tracking and reporting on resources invested in gender and social inclusion implementation with regards to the ENRM component.

## **2. Support the SGA Director in discharging the following overall tasks:**

- a) Supporting the Social and Gender Assessment Director (SGA Director) in continued capacity building of MCA – Malawi staff and continued awareness raising on social and gender integration issues especially as they relate to the ENRMP implementation.
- b) Supporting capacity building tasks as they relate to gender and social inclusion with energy agencies including ESCOM, MERA and the Ministry of Natural Resources, Energy and Mining.
- c) Ensuring that throughout project implementation, monitoring and evaluation and close out of Compact, the concerns of women and disadvantaged populations are taken into account and adequately addressed and integrated.
- d) Supporting the SGA Director with the weekly, monthly and quarterly performance reports ensuring that gender and social integration are fully addressed.
- e) Support Compact Closure process including the documentation of best practices and lessons learned in the integration of social inclusion and gender concerns in the Compact.

## **REMUNERATION**

The consultant will be paid a monthly all-inclusive lump-sum payment for services rendered based on time sheet and deliverables earmarked for each month.

## **QUALIFICATIONS**

A postgraduate degree in social sciences or any related discipline (anthropology, sociology, women's studies, public policy, community development, etc.)

## **COMPETENCIES/ATTRIBUTES**

- At least ten (10) years of experience in Social and Gender inclusion and gender related issues in an international development context, with demonstrated expertise in social and gender analysis and practical integration in projects.
- At least 5 years of demonstrated experience with project management including the management of budget, team relations, timelines and risk management.
- Effective leadership with high level of organizational skills, strong negotiating skills, ability to prioritize activities and tasks, meet deadlines and work in a fast pace environment mandatory.
- Demonstrated experience working closely with communities, civil society, NGOs/CBOs, local and national government, private sector, and other relevant stakeholders.
- Demonstrated experience in developing TORs, and managing consultants, including ensuring high quality deliverables prior to approval of payments.
- Familiarity with environment and natural resource management issues is highly desirable.
- Experience supporting the integration of gender and social requirements in NGO projects is highly desirable.

- Ability to interact constructively with technical experts from an array of fields including policy and regulatory reform, agriculture, environment, economics, monitoring and evaluation etc.
- Excellent written and verbal communication skills in English including strong public speaking and presentation skills required.
- Knowledge of Chichewa and Yao languages will be an added advantage.

The job advertisement can also be accessed on the following website: [www.mca-m.gov.mw](http://www.mca-m.gov.mw)

Interested individuals are requested to submit a detailed application (including qualifications, copies of certificates, CVs, and names and contact phone numbers of three referees/ organizations preferably two of whom/which they have reported to or have consulted for in their recent/current job(s)/consultancy work and an expected consultancy monthly remuneration to the following address:

**The Human Resources Manager  
Millennium Challenge Account-Malawi,  
P.O. Box 31513,  
Lilongwe 3  
Email: [hrmcam@mca-m.gov.mw](mailto:hrmcam@mca-m.gov.mw)**

**The expected remuneration should be submitted in a separate envelope clearly marked with the particulars of the applicant consultant.**

Closing date for receiving applications is 23<sup>rd</sup> November 2016

## ANNEX- SUMMARY OF SOCIAL AND GENDER INCLUSION ENRM\_SGEF INTERVENTIONS PER GRANTEE

**Grantee:** THE HUNGER PROJECT (THP)

**Project Title:** *Growth through environment and electricity (Titukuke ndi Chilengedwe ndi Magetsi*

- REFLECT circles established and operational
- Lead farmers equipped with facilitation skills and support their colleagues
- VNRMCs capacity strengthened
- VSL groups established and operational
- Promote women participation in decision making processes through trainings of women
- Empowerment Trainer of Trainers.
- Initiate and promote community gender and women empowerment dialogue sessions (establish dialogue circle groups)
- Conduct '16 days of activism against gender based violence' open days
- Sensitize and educate leaders of the community on social and gender issues (train 45 local leaders - GVH, VH, TA, Councilors)

**Grantee:** FOUNDATION FOR IRRIGATION AND SUSTAINABLE DEVELOPMENT (FISD)

**Project Title:** *Integrated Approaches to Natural Resources Management and Conservation for Sustainable Hydro-Power (INA-CoSH) Project*

- Advocate for environmental protection by-laws, regulations and policies (gender, land, water) at local level
- Procure and distribute local goats to female headed households
- Procure and distribute local chickens to female headed households
- Training women groups in target communities in production and marketing of energy saving stoves – *Chitetezo Mbaula*.
- Training men and women in the target communities to produce and market briquettes (recycling of waste)

**Grantee:** ACTIONAID MALAWI

**Project Title:** *Invigorating gender inclusive environment and natural resource management*

- To empower women living in poverty in Middle Shire River to demand gender-inclusive sustainable management of natural resources and gender-equitable access to and control over the benefits from natural resources
  - Establish Reflection-Action Circles (RACs).
  - Develop, disseminate and distribute IEC materials to women in Reflection-Action Circles
  - Formation of Women Reflection Action Circles Cooperatives
  - Conduct leadership trainings for women
  - Develop mentorship programs for women in ENRM
- To enhance political support from men allied groups and duty bearers in eradicating social-cultural barriers to effective gender-responsive sustainable management of natural resource.
  - Training men and local leaders on women's leadership and roles
- To enhance political support from men allied groups and duty bearers in eradicating social-cultural barriers to effective gender-responsive sustainable management of natural resource.
  - Gender-inclusive ENRM training for men, traditional authorities and allied groups federated in Reflection Action circles.

- Establish men for gender equality groups
- Disseminate and distribute IEC materials
- Identify male goodwill ambassadors to advocate for gender equality in Environment and natural resource management.
- Community sensitization meetings on gender- inclusive natural resource governance. The meetings will target all VDCs
- Document and share best practices and actions made by men and key political figures in communities to promote gender equitable natural resource governance
- Support communities on how to use score cards to monitor compliance on gender related laws and ENRM policies.

**Grantee:** SELF HELP AFRICA (SHA)

**Project Title:** *Shire Basin sustainable natural resources management social enhancement project*

- Conduct a participatory livelihoods, vulnerability and environmental and ecosystem services
- Build the capacity of women and men to fully participate in decision making
- Build capacity of communities gender champions
- Build capacity of communities on social gender and inclusion issues
- Train public authorities in land administration issues
- Facilitate development of community based tools (identify tools)
- Train REFLECT trainers (REFLECT circle)
- Formulate adult literacy education committees to manage REFLECT
- Training of village meetings learning circles on management of adult REFLECT programmes
- Facilitate the production of adult literacy manual – target
- Mobilize farmers into VSL groups clubs
- Train farmers in business development and management
- Value addition and marketing
- Link farmers to existing markets

**Grantee:** ASSEMBLIES OF GOD CARE

**Project Title:** *Enhancing livelihoods and resilience of households in Lingamasa catchment area of Upper Shire Basin*

- Improved socio and economic empowerment of women
- Sensitizing and capacity building of community leaders on social and gender issues
- Training women in value chains and improving access to market –
- Training women in adult literacy
- Facilitating formation of Village Savings and Loan (VS&L) groups

**Grantee:** CATHOLIC COMMISSION FOR JUSTICE AND PEACE- MANGOCHI DIOCESE

**Project Title:** *Empowering of communities in Lingamasa for power generation*

- To engage men and women in joint decision making to ensure sustainable management of natural resources in Lingamasa impact area.
  - Conduct awareness campaigns on involvement of women in decision making
  - Conduct sensitization meetings with men and women in behavioural change activities toward decision making
  - Train men and women on household planning and budgeting to enhance economic sustainability
- To capacitate women in leadership
  - Training of women in leadership

- Lobbying men and local leaders to accommodate women in decision making
- To economically empower women through business and marketing skills.
  - Train women in business and marketing skills
  - Conduct interface meetings with men on managing family resources.
  - Training women group members on livestock production
  - Support women groups with livestock (goats and chickens)
- Improve literacy levels among members of the community.
  - Conduct sensitization meeting on adult literacy structures establishment

**Grantee:** CIRCLE FOR INTEGRATED COMMUNITY DEVELOPMENT (CICOD)  
**Project Title:** *Environment and natural resources management fund and social and gender enhancement fund small grant facility*

- Men and women, traditional authorities and leaders engaged in equitable management of land and natural resources
- Community training in gender and development
- Female Leaders training in Women and Natural Resources Management
  - Participatory project planning and mapping by women and men
  - Adult Functional Literacy and Numeracy
  - Leadership training

**Grantee:** CONCERN UNIVERSAL (CU)  
**Project Title:** *Improving catchment and natural resource management for sustainable livelihoods*

- Women and men in the catchment community more effectively and equitably participate in local environmental and natural resource decision-making and policy implementation:
  - Raise awareness of rights and responsibilities
  - Women and men have increased agricultural and natural resource-based incomes and improved productivity through promotion of sustainable agricultural and natural resource practices and market opportunities
- Women have the knowledge, skills, and power to effectively participate in and influence decision-making at the community and household-level around decisions on land and other assets
  - Assessment of women’s roles / challenges in NRM
  - Sensitize local leaders on gender relations
  - Community discussions on gender (REFLECT action circle meeting)
  - Support regular women conversation groups
  - Leadership training for women

**Grantee:** SHIRE CONSORTIUM – COMPRISING OF WE EFFECT, CATHOLIC DEVELOPMENT COMMISSION (CADECOM), AND SUSTAINABLE SOCIO-ECONOMIC DEVELOPMENT INITIATIVE (OSSEDI)

**Project Title:** *Smallholder improvement of Shire river ecosystem (Shire) project*

- Lobby Traditional leaders to institute local policies on ENRM and Gender issues
- Engage women and men from the Shire Basin Communities and their traditional leaders in the sustainable and equitable management of land and other natural resources in their areas.
- Improved Community Engagement in joint decision-making, women’s and men’s empowerment and sustainable management of natural resources.
  - Conduct community awareness meetings on women empowerment
  - Training of men as Change Agents in Women’s Empowerment
  - Conduct theatre for development to promote understanding of SGEF

- Improved/enhanced capacity of women to fully participate in meetings, decision making processes and to effectively advocate for change on issues concerning their livelihoods and rights.
  - Support formation of Gender Action Forums (GAF) to promote ENRM activities and increase women participation
  - Establishment of REFLECT circles to discuss and address ENRM issues
  - Training of REFLECT Circle Facilitators on ENRM and Gender issues
  - Training of women and youth in leadership position and assertiveness skills
  - Lobby for women and youth inclusion in leadership positions in local institutions
  - Support community GBV committees to lobby for women inclusion in NRM interventions
- To reduce gender inequalities in the access to productive resources and control of the same.
- Improved capacity of men and the local leadership in a manner that promotes changes in their leadership and management of gender dynamics of local committees for men's greater understanding of the roles women can play in improving the lives of their families and communities
  - Training of traditional leaders in women empowerment agenda
  - Conducting Roundtable discussions and awareness meetings to motivate men to champion women empowerment
  - Increased women's and men's economic knowledge, opportunities, business and marketing skills.
  - Opening and enrolment of Functional Adult Literacy classes
  - Promote and support Group and Savings and Loans Associations

**Grantee:** WOMEN'S LEGAL RESOURCES CENTRE (WOLREC)

**Project Title:** *Promoting the socio-economic status of women to achieve sustainable environment and natural resource management in Balaka and Ntcheu districts*

- Improved gender sensitive land and natural resources management systems at community level
- Establishment of REFLECT Circles - REFLECT Circles discuss various problems such as lack of participation of women in decision making processes, environmental degradation and gender inequalities
- Training of women in leadership - Women were trained in leadership so that they effectively participate in decision making processes on land and natural resources management issues
- Gender equality norms adopted by community members
- Establishment of men's groups to champion gender equality
- Training of traditional leaders in human rights and gender as they are custodians of cultural and traditional norms that perpetuate women's subordinate position in society
- Establishment of REFLECT classes
- Training and Review meetings for REFLECT facilitators
- Training of VSL management committees
- Training in business management and marketing for women and men (micro business e.g. tomato selling, *mandasi*, vegetables)
- Improved economic status of women and men in the impact areas
- Identification and Training of village agents to manage VSLs. trainings in VSLs, Business management, Market research among others, so as to provide timely technical support to the VSLs
- Video documentation of case studies

**Grantee:** TRAINING SUPPORT FOR PARTNERS (TSP)

**Project Title:** *Strengthening community participation in sustainable land and forest management in the Middle Shire River Basin*

- Advocacy and lobbying.- organize training sessions for women and local leaders in community based advocacy and lobbying
- Facilitate interface meeting - This meeting seeks to bring together relevant Government officials, NGOs, DCs so that TSP is working in coordination with others in ENRM and Gender interventions
- Conduct one powerful local campaign to lobby for women participation in ENRM decision making processes
- Adult Functional Literacy and Numeracy - training of facilitators
- Capacity to generate income from alternative sources and to sustainably utilize the natural resources enhanced among clan members in the Upper Rivirivi River sub-catchment of by June 2018
- Organize training sessions for women FBEs groups in leadership and group dynamics and business management
- Train women/men groups in VSLs
- Formal and informal environmental education promoted
- Train women and men in ENRM using REFLECT approach