

TRANSFORMATIVE LAND INVESTMENT PROJECT
TERMS OF REFERENCE
ASSESSMENT OF GENDER EQUALITY AND SOCIAL INCLUSION IN LAND BASED
INVESTMENT OPERATIONS IN MOZAMBIQUE

Summary Assignment Information:

Project Name and SP nr:	Transformative Land Investment (TLI)
Assignment Name:	Consultancy
Advertisement launch date	20 th September 2024
Deadline for submission of proposal	26 th September 2024
Start Date:	8 th October 2024
End Date:	13 th December, 2024
Duration (estimated):	It is expected that the consultancy will take a total of 1 month and a week to wrap up.
Location of Assignment:	Mozambique
Reports To:	Global GESI Advisor (CIFOR-ICRAF) and Multi-country Project Manager, GESI supported by national GESI advisors in Ghana, Ethiopia and Mozambique with overall technical support from GESI Global Advisor (SNV)
Additional Comments:	The three countries' report will be reviewed, and recommendations collated by one of three consultants.

Overall Project Background (max 200 words)

At SNV, we envision a world where, across every society, all people live with dignity and have equitable opportunities to thrive sustainably. We apply our strong foundations and technical expertise within and across three inter-related sectors of agri-food, energy, and water, which are critical to enabling people to lead dignified lives and thrive. Within and across these sectors, we work on three core themes: Gender Equality and Social Inclusion (GESI), climate adaptation and mitigation, and strong institutions and effective governance. Across these sectors and themes, we also focus on impact driven finance, digitalisation, systems change, and youth.

Global principles for responsible land-based investments such as the Voluntary Guidelines on Responsible Governance of Tenure (VGGT), and the Responsible Agriculture Investments (RAI) have been developed and accepted as relevant guide in the implementation of land-based investments, they have not fully addressed the risks and challenges land-based investments bring. Working with over 100 agribusinesses, the Centre for International Forestry Research (CIFOR) generated valuable insights into the type of business models and conditions that enable investors to better reconcile social, environmental, and economic interests. It, among others, found that while many investors are highly committed to innovating toward more impactful business models, most are confronted by large internal resource and capacity gaps. Only investors that succeed in closing this gap by forging cross-sector partnerships with government, civil society, research organizations and/or other agribusinesses are generally able to effectively create shared value.

In view of the above challenges, SNV has joined up with CIFOR, ICRAF, LEI, and RECOFTC, to constitute a consortium that is implementing the Transformative Land-based Investment (TLI) project. The project seeks to address investors' need for independent technical backstopping, partnership identification, development and brokering of support. United by common vision, yet each bringing unique skills and expertise, with a distinct collaborative advantage, mixing technical, developmental, public policy and value chain development expertise. The first phase of the TLI program (2022–2025) is supported by Swiss Development Cooperation.

Noting that tradition and culture shape land tenure system and largely influence the norms around the application of laws and global principles, the TLI Project Team seeks to assess the Gender Equality and Social Inclusion dimensions of Land Based Investments in agriculture and forestry in Ghana. The outcome of the GESI assessment will guide the TLI project team in mainstreaming GESI considerations in the implementation of the project and more specifically, in supporting selected LBIs to enhance GESI perspectives in their models. The TLI team in Ghana is seeking the services of suitably qualified consultant to conduct the above stated assignment.

The consultant will act as the Multi-country consultant based in Ghana to be supported by 2 national GESI consultants in Ethiopia and Mozambique. The consultant must demonstrate the ability to hire and oversee local enumerating teams for the purposes of primary data collection and analysis.

Consultancy Objective (max 300 words):

The purpose of the SNV-led multi-Country GESI analysis is to Conduct a GESI needs assessment with selected LBIs to ascertain and analyze GESI issues within land investment operations, with a minimum of 5 land-based investors each in Ghana, Ethiopia and Mozambique. The TLI project responds to Swiss Development Cooperation's (SDC) commitment to a sustainable food system transition, as outlined in its *Global Program for Food Security*. This Program recognizes that such as transition demands an integrated, holistic approach that requires action across all four sustainable food system components, namely (1) *enhanced global governance*; (2) *agroecological production*; (3) *inclusive agricultural and food market systems*; and (4) *healthy diets and nutrition*. It is important that the assignment is understood within this context. The specific tasks of the assignment are outlined below:

1. Assess context specific gender and social gaps, roles, culture, and norms that LBIs must take into consideration in their business operations, corporate social responsibility and other activities to ensure that interventions are equitable and aim for sustainable impact for all beneficiaries and value actors regardless of age, gender, socioeconomic level, ethnic/religious status, migration status, disability as well as other social determinants,
2. Ascertain the major challenges limiting the participation of specific groups (including women and youth, migrants and smallholder farmers, etc.) in the adoption of innovations, technologies, practices related to transformative land investment as well as their participation in national and local land governance.
3. Conduct in-depth review of key national level LBI regulatory documents and analyze gaps and opportunities they present for addressing gender and social exclusion factors in LBI implementation in Ghana, Ethiopia and Mozambique.
4. Provide practical recommendations and a strategy/action plan document for LBIs to enhance their GESI-responsive operations that target staff and partners.
5. Provide guidance, review country reports and consolidating the GESI report recommendations, for all three countries.

Activity Details:

Task	Task Detail	Target audience	Expected # participants	Expected Results	Suggested Time Allocated
Onboarding/orientation meeting with SNV team	The consultant will have physical and virtual meetings with relevant team members and partner on the planned consultancy, security briefings, expectations etc.	GESI technical team, Operations team, security focal person, partner staff.	GESI technical team, Operations team, security team, partner staff	Understanding of SNV procedure, Standard Operating Protocols and familiarization with team.	First week after signing of contract.
Develop Inception Report	The inception report will detail the research methodology with description of survey tool, work plan, timeline, budget, and research tools for mixed method data collection data based on the selected LBIs. The report will explain the consultant's approach to working with SNV's local	Ghana, Ethiopia and Mozambique	Ghana, Ethiopia and Mozambique	Inception report	One week

	staff and partners and target communities.				
Conduct literature Review/analysis .	Consult with staff, review existing project documents, reports from relevant projects, studies, policies, and literature on GESI to gain understanding of project Theory of Change (ToR), objectives and expected outcome. It also aims to identify gaps in information and focus the data collection plans. Through the literature review and in consultation with the project team, the consultant will identify LBIs, marginalized groups (women and youth) and individuals who work with the LBIs or are in the host communities civil society. organizations (CSOs), and organizations of persons with disabilities (OPDs), as well as local government officials, and community members.	Relevant project documents	Relevant project documents	Literature review completed	One week
Recruitment/selection of data collectors	The consultant will outsource the data collection to local organizations/individuals in the targeted countries who understand the local context and nuances.	Academia, individuals in Ghana, Ethiopia and Mozambique	Academia, individuals in Ghana, Ethiopia and Mozambique	Contracts with local firms/organizations/CSO/individuals completed.	Two weeks
Training of data collectors	The training is to familiarize the research team with the research methodology, tools, ethics of research and GESI	Research team (male, female, youth, and other marginalized groups)	Research team (male, female, youth, and other marginalized groups)	Research team have knowledge of research methodology, tools, research ethics.	2 days
Oversee quantitative and qualitative data collect from primary sources	The research team will collect data in host communities of identified LBIs using relevant local	Community, government stakeholders, farmers, traditional and	Community, government stakeholders, farmers, traditional and	Data collection completed	Four weeks

	languages. Applying a mixed methods approach for field research, which will be informed by the initial literature review. The field research will include semi-structured key informant interviews (KIIs) and focus group discussions taking into considerations gender norms and cultural sensitivity. Data collection tools will be tailored to each country context/province as appropriate. Data collected from various stakeholders will cover the GESI domains.	religious leaders	religious leaders		
Data cleaning and analysis workshop	The consultant in collaboration with research team will clean the data, review the interview notes and identify key themes. Analyse and interpret the data and draw conclusions around the main research questions. and write the analysis findings.	Research team, partners	Research team, partners	Data analysis completed	One week
Conduct data validation workshop	The activity will present findings to relevant stakeholders for validation	Government institutions, CSOs, Community, government stakeholders, farmers, traditional and religious leaders	Government institutions, CSOs, Community, government stakeholders, farmers, traditional and religious leaders	Validation workshop completed	One day
Drafting of final GESI analysis report using SNV's reporting template and updated GESI strategy	Final report incorporating stakeholders and partners feedback during validation workshop				One week

Expected Deliverables:

Deliverables	Context of Deliverable	Due by
Inception report with a research methodology and approach	Electronic Microsoft word document with detailed methodology, detailed work plan and timeline. Report should be maximum of 10 pages	10 th October 2024
Research report of publishable quality that addresses gaps in the current knowledge base of GESI and land-based investments.	Report must not exceed 20 pages in length (without including the executive summary, appendices, lists of key informants, etc.). Font is Times New Roman; font size is 12 and 1.5 single spacing. The report should include infographics, tables etc, etc.).	End November 2024
Project-level GESI Toolkits/Strategy	The strategy outlines the objectives, guiding principles, actions, and mechanisms to promote gender equality and social inclusion within the TLI program. It will provide practical and context specific recommendations for LBIs in monitoring the strategy. Document must not exceed 10 pages.	End November 2024

Selection Criteria:

Technical	Score
Advance degree in Land Economy and governance, natural resource management, sociology, anthropology Forestry, Gender equality and any related course with at least 10 years of demonstrable experience working in a multi-cultural context especially in the Sahel region or Ph.D. in sociology, anthropology, or other related topic with at least 5 years of demonstrable experience working in a multi-cultural context especially in the Sahel region.	10
Experience with gender equality and social inclusion analysis or related work in Africa, the Sahel region and the Southern Africa region.	15
Experience in Natural resources/landscape management, local governance and community development in rural areas.	15
Experience in rigorous data collection and GESI analysis (qualitative and quantitative methods)	15
Good understanding of Mozambique's land sector and customary land governance systems and ability to follow a strict time frame.	15
Strong evidence of experience using the Women's Empowerment in Agriculture Index (WEAI) domains of analysis is an asset.	20
Demonstrable ability to hire and oversee local organisations, data collection services and enumerators in the country.	10
Fluency in Portuguese and English and other Mozambican languages	15

Financial	Score
Financial proposal including fee and list of key persons who are part of the delivery team should reflect Value for Money ¹ .	15

Key persons and team roles to play in the project:

No.	Key Persons and Full Name	The role they play in the project
1.	Country GESI Advisors	The National GESI Advisors will provide support to consultant at the country level including overseeing field implementation and coordination. The teams will also review deliverables to ensure nuanced findings and data conformities.
2.	Global GESI Advisor	The Global GESI Advisor will provide strategic and high-level technical support and guidance to the team throughout the process, including review of deliverables.

¹ The financial proposal and study approach will be subject to review and evaluation at SNV's discretion.

3.	Multi-Country Project Manager	Provide oversight on the GESI analysis including and ensuring effective and efficient process and resources.
4.	Multi-country Finance and Operations	Oversee budget spending and provide operational support to the team, recruitment and compliance.

Associated Costs:

The consultant will submit a financial report with detailed associated cost of the assignment.

Payment Terms:

Deliverable	% of Payment
1. Inception report with a research methodology and approach	20
2. Completion of fieldwork	40
3. Research report of publishable quality that addresses gaps in the current knowledge base of GESI and land-based investments.	20
4. Final submission of GESI strategy/toolkits with raw data collected	20

Application/Proposal Requirements

The consultant/firm should prepare both Technical and Financial proposal. The financial report should be in **Euro** and include daily cost of research team including Local NGOs or CSOs to be consulted, travel and logistics, and all related research costs. It should also state budget justification for each budget line item, explaining why the expense is necessary and how the cost was estimated. Financial proposal should also reflect value for money.

The narrative proposal should include the methodology, detailed workplan, risks and mitigation measures to address potential challenges foreseen during the activity, sustainability plan that explains how the findings of the GESI analysis will be used to inform and sustain future GESI initiatives and how GESI principles will be embedded into the organizational culture and practices. CVs of the research teams should be included in the proposal annex. Applicant should submit samples of similar work previously conducted.

Shortlisted consultant would be invited to discuss their proposals in more detail and would be selected based on SNV's selection process. SNV can decide to accept the whole, or part of any proposal.

Proposals should be sent to "Mozambique Tender Proposals mozbid@snv.org" **not later than September 20, 2024.**

Additional Considerations:

- This TOR will be subject to the following blanket policies that guide all SNV's consultancies:
 - Ethical Standards
 - Security
 - ICT

Selection Criteria

GESI

Technical	Score
Advance degree in Land Economy and governance, natural resource management, sociology, anthropology Forestry, Gender equality and any related course with at least 10 years of demonstrable experience working in a multi-cultural context especially in the Sahel region or Ph.D. in sociology, anthropology, or other related topic with at least 5 years of demonstrable experience working in a multi-cultural context especially in the Sahel region.	10
Experience with gender equality and social inclusion analysis or related work in Africa and the Southern region.	10
Experience in Natural resources/landscape management, local governance and community development in rural areas.	10
Experience in rigorous data collection and GESI analysis (qualitative and quantitative methods)	15
Good understanding of Mozambique's land sector and customary land governance systems and ability to follow a strict time frame.	10
Strong evidence of experience using the Women's Empowerment in Agriculture Index (WEAI) domains of analysis is an asset.	10
Demonstrable ability to hire and oversee local organisations, data collection services and enumerators in Mozambique.	10
Fluency in Portuguese and English	10
	85

Financial	Score
Financial proposal including fee and list of key persons who are part of the delivery team should reflect Value for Money ¹ .	15
	15
Technical + Financial	100

¹ The financial proposal and study approach will be subject to review and evaluation at SNV's discretion.