



Consultant (individual) to carry out a gender analysis, and develop a gender strategy and year one action plan for BioInnovate Africa

Terms of Reference

1. Background

BioInnovate Africa is a regional science and innovation-driven initiative that is supported by the Swedish International Development Cooperation Agency (Sida) and implemented by the International Centre of Insect Physiology and Ecology (*icipe*) in Nairobi, Kenya. The initiative supports scientists in Eastern Africa to link biological based research ideas, inventions, and technologies to business and the market. Scientists work collaboratively in a regional context, and involve interdisciplinary teams from academia, industry, and government to co-develop solutions that address the region's development priorities. While funding biological based innovation projects remains the core activity of BioInnovate Africa, the initiative also supports development of policies and strategies that foster a sustainable bioeconomy in Eastern Africa. The beneficiaries of BioInnovate Africa are scientists and researchers working in universities, research institutes, private sector companies as well as smallholder farmers and communities in Burundi, Ethiopia, Democratic Republic of the Congo (DRC), Kenya, Rwanda, South Sudan, Tanzania, and Uganda.

Sida and *icipe* signed a five-year agreement on 21 March 2022 to implement BioInnovate Africa phase III. Phase III builds on the successes of phase II, with the aim of building capacity of Eastern African scientists to move innovative biologically based research ideas, inventions, and technologies closer to market and deployment for societal use. Value addition to biological materials, including converting biological waste into economically useful substances, and conserving biodiversity are the main activities of the programme. These activities foster the development of a sustainable bioeconomy in Eastern Africa, a growth pathway that is inclusive, reduces carbon emissions and biodiversity loss, and enables the region to adapt to climate change.

The *icipe* intends to hire an individual consultant to carry out a gender analysis of BioInnovate Africa, and based on the analysis, develop a gender strategy and action plan for BioInnovate Africa phase III.

2. Objective

The general objective of the assignment is to establish a mechanism for integrating gender considerations in all activities of BioInnovate Africa.

The specific objectives are to:

- a. carry out a gender analysis.

- b. develop a gender strategy and year one gender action plan.

3. Scope

The assignment shall be limited to BioInnovate Africa programme. The consideration of gender issues should also be made in the context of BioInnovate Africa participating countries, which include namely: Burundi, Ethiopia, DRC, Kenya, Rwanda, South Sudan, Tanzania, and Uganda.

4. Methodology

The assignment will be mostly desk review of the BioInnovate Africa Phase III programme document and implementation manual. Other documents will include relevant reports of activities in BioInnovate Africa phase II, and gender strategies/policies of *icipe* or related special programmes at *icipe*. The consultant is expected to review these reports with a gender lens. Where necessary, the consultant may also carry out interviews with BioInnovate Africa Programme Management Staff, senior management of *icipe*, and selected previous beneficiaries of BioInnovate Africa. The consultant is encouraged to refer to other current gender studies done within the region.

5. Deliverables¹/Duration

The expected deliverables of the assignment are indicated in Table 1. The assignment is expected to take no more than 40 person days, spread within a period not exceeding six months.

Table 1: Expected Deliverables

	Deliverable	Duration
1	Inception Report (not more than 10 pages)	7 days after contract signature
2	Draft gender analysis report	60 days after approval of the inception report
3	Final gender analysis report (not more than 20 pages, including references)	14 days after receiving feedback on the draft report
4	Draft gender strategy and year one action plan	60 days after approval of gender analysis report
5	Final gender strategy and year one action plan (not more than 15 pages)	14 days after receiving feedback on the draft gender strategy and year one action plan

¹ This assignment is expected to be completed by August/September 2022 at the latest.

6. Resources

The consultant shall be provided with BioInnovate Africa phase III program documents (and relevant phase II reports) as input to the assignment. Specifically, the following information (but not limited to) shall be provided to the consultant:

- a. BioInnovate Africa phase III proposal.
- b. BioInnovate Africa implementation manual.
- c. Sida and *icipe* gender policies and guidelines.
- d. BioInnovate Africa Phase II external review report.
- e. Final Report of BioInnovate Africa phase II.

7. Qualifications/Experience

7.1 Qualification

The individual consultant should be well qualified with a Masters' degree in gender related areas. A PhD in a gender related field will be an added advantage.

7.2 Experience

The consultant should have:

- a. at least five years' experience post qualification.
- b. a demonstrated experience in the research, innovation, or development field.
- c. experience in carrying out gender analyses and strategy development.
- d. experience with the multicultural and gender context of Eastern Africa.

8. Consultant's proposal

The consultant is expected to submit an expression of interest or proposal, which describes the following:

- a. Motivation for the carrying out the assignment.
- b. Context and understanding of the assignment.
- c. Proposed approach to the assignment.
- d. Proposed outlines of the gender analysis report, gender strategy and gender action plan.
- e. Timeline for carrying out the report.

9. Selection criteria

The selection criteria used will be based on the qualification and experience of the consultant and quality of the Consultant's proposal.

10. Payment terms

As indicated above the assignment is expected to take a maximum of 40 person days. The costs of travel and communication, where necessary, will be met by BioInnovate Africa. Subject to the provisions of this assignment, the consultant shall be paid per deliverable (inclusive of any extra costs such as travel and logistical expenses) as follows;

- a. On signing the contract and submission of an inception report – 30%
- b. On submission of final gender analysis report – 40%
- c. On submission of final gender strategy and year one action plan – 30%.