



WWF GUIANAS

**TERMS OF REFERENCE - SCOPE OF WORK
FOR SHORT-TERM TECHNICAL ASSISTANCE**

**CONDUCT AN EQUIVALENCE GAP ANALYSIS FOR
INDIGENOUS PEOPLES AND GENDER**

Project:

**PROMOTING INTEGRATED OCEAN AND PARTICIPATORY GOVERNANCE IN
GUYANA AND SURINAME: THE EASTERN GATE TO THE CARIBBEAN”**

EuropeAid/150699/DH/ACT/Multi-7

Deadline for Application: 15 January 2018

A. OBJECTIVE

Execution of an equivalence gap analysis to allow marginalized groups, Indigenous peoples (IPs) and women, to fully and effectively engage in the process of Integrated and Participatory Ocean Governance and Marine Spatial Planning. To obtain adequate and precise information on the actual discrepancies and how to best mitigate these discrepancies between the existing project approach and the ideal practical approach towards IPs laid down by the VIDS & VSG Community Engagement Strategie voor de Overheid (versie 1.1. – maart 2016). Identically for gender inclusiveness, the actual discrepancies between the project's approach and an ideal approach to obtain gender inclusiveness should be established to mitigate these discrepancies.

B. BACKGROUND

The project: “*Promoting Integrated and Participatory Ocean Governance in Guyana and Suriname: the Eastern Gate to the Caribbean*” commenced in early 2017 and was officially launched in July 2017. This four year project is funded by the EU and covers the coastal and marine areas of Suriname and Guyana. The project is implemented through a partnership between WWF Guianas, Green Heritage Fund Suriname (GHFS), Guyana's Protected Areas Commission (PAC) and Nature Conservation Division (NCD) of the Suriname Forest Service ('s Lands Bosbeheer). The project aims to significantly enhance the governance and protection of marine and coastal resources of Guyana and Suriname through collaborative processes with all ocean stakeholders, improved knowledge of the coastal and marine environment, enhanced capacity of key stakeholders and informed marine spatial management. It will contribute to substantial progress towards achieving Aichi targets 4, 6, 10, 11 and 14 under the Convention of Biological Diversity (CBD).

The project area covers a wide geographical area with diverse habitats and which supports important fisheries, major nursery grounds, spawning grounds, a rich diversity of marine species, cultural heritage sites, and is of both regional and global significance. Whilst key threats are recognized there are significant data gaps, and gaps in policy and monitoring, which hamper efforts to sustainably manage the marine environment, and coordinate sustainable activities in the marine environment. This project will address these critical information gaps by developing comprehensive and visually appealing ~~spatial~~ data, placing engagement of key marine stakeholders at its heart, and facilitating a participatory approach to marine decision making regarding marine protection and management.

The United Nations Declaration on Indigenous Peoples (UNDRIP) was adopted in the United Nations General Assembly of September 13th 2017 with 144 members, including Suriname and Guyana, voting in favour of the declaration. The declaration is a commitment by its adoptees to establish legal norms that affirm and promote the inherent human rights of indigenous peoples to self-determination and equality, and individual and collective rights over traditional lands. The UNDRIP emphasizes recognition and respect for the inherent rights of indigenous peoples which derive from their political, economic and social structures and from their cultures, spiritual traditions, histories and philosophies, especially their rights to their lands, territories and resources. Furthermore, the UNDRIP affirms the conviction that control by indigenous peoples over developments affecting them and their lands, territories and resources will enable them to maintain and strengthen their institutions, cultures and traditions, and to promote their development in accordance with their aspirations and needs. Lastly, the UNDRIP maintains that respect for indigenous knowledge, cultures and traditional practices contributes to sustainable and equitable development and proper management of the environment.

A significant percentage of the coastal population is heavily reliant on fisheries for livelihood needs and protein supply. FAO references indicate there are approximately 4420 fishers and 1400 processing plant workers in Suriname (FAO 2008). In Suriname almost 30% percent of the fishing licenses are owned by women (personal communication fisheries department). Small scale processing plants are often owned by women. Furthermore, one of the 5 fishers co-operatives formally established in May 2017 is from the indigenous community of Galibi. The Equivalence Gap analysis for Indigenous Peoples and Gender will screen for the impacts on IPs and women to ensure that stakeholders from marginalized groups are enabled to participate actively, fully and fairly, and with an understanding of the different motivations, stakes, and constraints of an action/process. This analysis must be conducted with full respect for the unique identity, culture, dignity, livelihood systems, and human rights of both marginalized groups. Furthermore, an equivalence gap analysis for IPs and gender should allow implementers to take measures to ensure that the project outputs do not directly or indirectly result in adverse impacts on women and on the dignity, human rights, livelihood system or culture of IPs. Within the action, acceptable compromises (win/wins) and the mitigation of adverse impacts on the social economic conditions and the distribution of resources and benefits of IPs and women can be achieved through the equivalence gap analysis and its identification of the stakes, concerns, needs, motivations, and constraints of both marginalized groups.

In Suriname, this action targets:

- Indigenous communities of Galibi, Christiaan kondre and Langaman kondre
- The women within the coastal fishing communities of Suriname:
 - Galibi: Christiaan kondre & Langaman kondre
 - Commewijne: Nieuw Amsterdam, Braamspunt, Johanna Margaretha
 - Paramaribo: Weg naar Zee, communities represented by the fisheries cooperative of Paramaribo & Commewijne
 - Boskamp
 - Coronie: Totness & Burnside
 - Nieuw Nickerie
- Five legally established fisheries co-operatives: 1) Boskamp; 2) Coronie; 3) Galibi; 4) Nickerie; 5) Paramaribo & Commewijne.”?

C. TASKS

a) General Task:

Conduct an Equivalence Gap analysis for Indigenous Peoples and Gender in relevance to the EU- WWF project: *Promoting Integrated and Participatory Ocean Governance in Guyana and Suriname: the Eastern Gate to the Caribbean.*

b) Specific Tasks for the consultant:

1. Produce a detailed work plan for the exercise of conducting an Equivalence Gap analysis for Indigenous Peoples and Gender
2. Establish contact and engage with target groups.
3. Conduct field visits, stakeholder meetings or hearings at selected sites.
4. Conduct research to define and describe the status of target groups with regards to their ability to participate fully and fairly in the process of Integrated and Participatory Ocean Governance and Marine Spatial Planning.

5. Provide an accurate understanding of the actual discrepancies between the existing project approach and an ideal practical approach, or approaches, towards the defined marginalized groups, and how to best mitigate these discrepancies.
6. Conduct an impact assessment of the existing policies and policies proposed by the analysis, and provide mitigation measures for undesirable impacts, identified by the analysis, on the defined marginalized groups.
7. Provide insights into the successful participation and engagement of Indigenous peoples and women amongst the stakeholders within this project, from the perspective of these marginalized groups.

D. APPROACH

The assignment will preferably be carried out by a consultancy team to meet the diverse challenges for this analysis. The consultants should mutually arrange the planning and division of the work.

E. REPORTING AND DELIVERABLES

- The assignment should preferably start no later than February 2018 and should be finalized before the end of April 2018
- A work plan stipulating the target groups, the proposed work procedure and implementation of the specific tasks for the consultant.
- Evidence of engaging the different target groups (for example notes of meetings, questionnaires, participant list etc.)
- A Midterm progress report.
- A final Equivalence Gap Analysis report for Indigenous Peoples.
- A final Equivalence Gap Analysis report for Gender.

F. QUALIFICATIONS

Main qualifications for consultant(s):

1. University degree in conservation, social or environmental science.
2. At least 5 years' experience in community engagement, stakeholder consultation and IP and Gender in Latin America and Caribbean regions.
3. Excellent networking, facilitation, leadership, and communication skills.
4. Experience in working with marginalized groups, communities and Indigenous Peoples.
5. Understanding of the social, economic and cultural issues pertaining to conservation, and environmental protection in the Guianas is preferred.
6. Good writing and interpersonal skills.
7. Fluency in Dutch and English, and Sranan Tongo is preferred.

G. REMUNERATION

Payment will be made in two installments (related to the reporting schedule):

- Advance upon contract signing (expenses)

- After submission and approval of the final report (fee and settlement of expenses)

G. BUDGET

Template budget in Euro or US\$

ITEMS	UNITS	UNIT/COSTS	TOTAL COSTS
FEES			

Total Fees			
EXPENSES			

Total expenses
TOTAL

H. ELIGIBILITY

This assignment takes place as part of an EU funded project, Applicants need demonstrate that they are legally established in an eligible country as per the rules on participation in procurement procedures and grants of the European Development Fund:

<https://webgate.ec.europa.eu/europeaid/prospect/internal/noauth/externalDocumentDownload.htm?id=104074&lang=en> .

APPLICATION DEADLINE AND PROCEDURES

Please send your application by **15 January 2018**. Applications should include: a cover letter, CV (s) of expert (s) / consultant (s), a proposal for completing tasks and deliverables including a description of the methodological/conceptual approach to carry out the assignment, a workplan and a budget breakdown.