



# **Rapid Readiness Support for Resilient Recovery in the Kingdom of Tonga**

## **Terms of Reference**

### **Local Specialist on Gender Equity and Social Inclusion (GESI)**

**Assignment:** Gender Equity and Social Inclusion (GESI) Specialist

**Employer:** Ministry of Fisheries

**Location:** Nuku'alofa

**Duration:** 6 months

**Expected Start Date:** August 2022

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#### **Background**

The Ministry of Fisheries (MoF) is responsible for ensuring sustainable management of fisheries resources. The Ministry leads the activities of five divisions: i) Fisheries Management, ii) Fisheries Science, iii) Fisheries Compliance, iv) Corporate Services, and v) Project Management, each of which is led by a Head of Division.

The Ministry of Fisheries in close collaboration with the Ministry of Finance as the Delivery Partner of this Rapid Readiness Support funded by the Green Climate Fund (GCF), and the Department of Climate Change under the Ministry of Meteorology, Energy, Information, Disaster Management, Environment, Climate Change and Communication (MEIDECC) as the National Designated Authority, will conduct a pre-feasibility study and develop a concept note for a Climate resilient coastal fisheries and Aquaculture project in the Kingdom of Tonga.

A key activity for the Ministry is the delivery of the Tonga National Fisheries Sector Plan (TNFSP, [www.tongafish.gov.to](http://www.tongafish.gov.to)). The plan outlines Tonga's objectives for sustainable and climate resilient exploitation of fisheries and aquaculture resources. The TNFSP is linked to this Readiness Programme by providing a strategic plan for the contribution of the fisheries sector to Tonga's sustainable economic development, a long-term plan to maximize the sustainable contribution of the fisheries sector to food security and economic growth.

Through the GCF Resilient Recovery Rapid Readiness Support programme, a pre-feasibility study and GCF concept note will be developed, focusing on strengthening the resilience of the fisheries and aquaculture sector to impacts of climate change. These will be developed based on the initial findings from a draft concept note submitted to GCF in 2020. The project will further expand Tonga's portfolio of GCF projects with a specific aim of supporting climate-resilient economic recovery within the fisheries sector in response to the COVID-19 pandemic.

## **1. Objectives of the Assignment**

The Gender and Social Inclusion (GESI) Specialist will be responsible in facilitating community consultations for developing the pre-feasibility study on Gender Analysis of the fisheries sector and providing relevant inputs to strengthen the GCF concept note.

## **2. Scope of Services**

The GESI Specialist will carry out the following tasks:

- Facilitate community consultations to identify GESI analysis of access and management to coastal fisheries including SMAs and MPAs.
- Collaborate with the international consultant/professional firm in developing the pre-feasibility study and the revision of the GCF concept note.
- Assist and support the programme manager in preparing reports for the CEO of Fisheries and the NDA office.
- Organize internal discussions with the Ministry of Fisheries and relevant stakeholders to validate findings for the pre-feasibility study report.
- Carry out any other duties relevant to the development of the concept note and also to undertake any other responsibilities assigned by the CEO for Fisheries.

## **3. Planning and Reporting**

The consultant will contribute to the project's success by planning and managing all tasks in his/her scope of service.

The Consultant will report directly to the Programme Manager and the CEO for the Ministry of Fisheries and will also work closely with the NDA supporting office (Department of Climate Change, MEIDECC), Ministry of Finance, Regional Entity (SPC) and GCF focal point.

## **4. Key deliverables**

**Deliverable 1:** Carry out community consultations and prepare barrier assessment of gender equality involvement and social inclusion in decision-making regarding coastal fisheries management and access coastal fisheries management and access

**Output 1:** Report of findings (barrier assessment) from community consultations presented for feedback/validation

**Deliverable 2:** Conduct Desk review and analysis of GESI approaches to the management of and access to coastal fisheries incl. SMAs and MPAs.

**Output 2:** Gender Equality and Social Inclusion Analysis Report plus a Gender Action Plan with Recommendations

**Deliverable 3:** Incorporate recommendations into the pre-feasibility study and the review of the climate-resilient coastal fisheries and aquaculture concept note before submission.

**Output 3:** Pre-feasibility study Report on GESI component of the project concept note presented for feedback and endorsement

### **5. Contract duration and Salary scale**

- a) The contract will be completed within a maximum of 30 working days, over a period of 6 months from the agreed Activity commencement date.
- b) Extensions of time may be negotiated with the Client due to circumstances beyond the control of the Ministry or the consultant.
- c) Activity performance will be monitored on a monthly basis.
- d) Salary scale is between TOP\$10,000-\$20,000

### **6. Qualification and Experiences**

The Consultant is expected to possess the following qualifications, experience and skills:

- a) Qualifications:
  - Postgraduate Degree or higher particularly in Gender/Women's studies, Human Rights, Law or any degree relevant to fisheries science, marine biology, aquaculture fisheries, environmental science, or other equivalent qualifications from an accredited tertiary institution.
- b) Experience:
  - At least 4 years of relevant professional experience in gender, women studies or human rights and law/policy to inform decision-making.
  - Understanding of current Pacific Islands coastal fisheries management and climate change, science issues, and experience of working with gender issues relating to fisheries
  - Experience with donor-funded projects, especially projects involving regional organizations, and international organizations such as the World Bank, Asian Development Bank, and GCF would be an added advantage.

### **7. Skills & Knowledge:**

- Strong critical thinking, data visualization, problem solving, strong ethics, personal organizational skills, and ability to manage own workload.
- Good communication and interpersonal skills with the ability to make presentations to a broad range of audiences both in English and Tongan.
- Good writing skills with the ability to prepare accurate reports; fluency (oral and written) in English.
- Demonstrated high integrity and accountability.
- Ability to design, plan and facilitate workshops and other trainings.

## **8. Inquiries**

Inquiries should be made through email to Ms. Saane Lolo, Deputy CEO of the Aid Management and Resilience Development Division, Ministry of Finance at [slolo@finance.gov.to](mailto:slolo@finance.gov.to)

Endorse by,

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*Salesi Pongi*

Acting Deputy CEO

Aid Management and Resilient Development Division