

## TERMS OF REFERENCE

<b>Project Name:</b>	ZANZIBAR ENERGY SECTOR TRANSFORMATION & ACCESS PROJECT
<b>COUNTRY:</b>	UNITED REPUBLIC OF TANZANIA
<b>Title:</b>	Individual Consultant – Gender Specialist for ZECO IU
<b>CREDIT No:</b>	68970-TZ
<b>CTF LOAN No:</b>	TF0B5747-TZ
<b>CTF GRANT No:</b>	TF0B5660-TZ
<b>REFERENCE No:</b>	TZ-ZECO-281459-CS-INDV

### **Background:**

The United Republic of Tanzania, through the Ministry of Water, Energy and Minerals (MoWEM) of Zanzibar, is implementing the Zanzibar Energy Sector Transformation and Access Project (ZESTA) with financing from the World Bank. The project development objective (PDO) is to expand access to reliable and efficient electricity services and to scale up renewable energy generation in Zanzibar. The Ministry of Water and Energy and Minerals (MoWEM), the Zanzibar Utilities Regulatory Authority (ZURA), and the vertically integrated utility, Zanzibar Electricity Corporation (ZECO) are the main actors in the power sector. The Department for Energy and Minerals (DoEM) within MoWEM is responsible for overall sector coordination, planning, and policy. The ministry through the DoEM is responsible for supervising the implementation of the energy policy and overseeing the functioning of ZECO and appointing its Board of Directors. ZECO is a vertically integrated utility that is fully owned by the RGoZ through the MoWEM. Its responsibilities include generation, transmission and distribution, supply and the sale of electricity on both Unguja and Pemba. The ZECO Act (2006) gives the utility the mandate to sign Power Purchase Agreements (PPAs) with any public authority or independent power producer (IPP) for the bulk purchase of electricity.

The project will be implemented over a period of six years and will comprise of three components:

#### *Component 1: Renewable Energy and Storage Infrastructure Development*

This component will support development of Zanzibar island's first grid-scale solar PV generation plant and battery storage infrastructure. The investment will improve security of supply in Unguja and help to meet the growing electricity demand in the near term, while paving the way for future scale-up of renewable energy, power generation including through private sector participation.

### *Component 2: Grid Modernization and Access Scale-up*

This will include construction of the first 132kV high voltage transmission backbone infrastructure to meet the growing power demand, evacuate power from the proposed solar PV power plant and improve power supply quality and reliability across Unguja. In addition, the project will finance investments for distribution network strengthening and electricity access scale-up.

### *Component 3: Sector Institutional Strengthening and Project Implementation Support*

This component will support project implementation, sector institutional strengthening, and design and implementation of key planning, strategy, and regulatory frameworks, including those on energy efficiency and gender.

The project is implemented by Zanzibar Electricity Corporation (ZECO) and the Ministry of Water, Energy and Minerals (MoWEM) of Zanzibar. ZECO will implement Component 1, Component 2, and relevant parts of Component 3, while MoWEM will implement the bulk of Component 3. ZECO and MoWEM will each establish dedicated Project Implementation Units headed by a Project Manager and Project Coordinator, respectively, and supported by staff with requisite technical, fiduciary, and social and environmental safeguards skills.

The project also provides a unique opportunity to close the gender gap in Zanzibar energy sector guided by the national and institutional commitments. The Ministries responsible for Labor and gender are fully engaged to provide structural support towards gender equality initiatives in the energy sector (eg. implementation of affirmative action and introducing quota system during recruitment and promotion) as well as through creating institutional enabling environment for women employee's retention (Eg. Reviewing internal policies, developing gender equality policy and developing institutional GBV prevention and response legal framework). It will have also targeted women employees capacity development program through internship programs for women in STEM (in partnership with higher institutes) and tailor-made short term trainings.

### **Gender issue in Zanzibar**

The Constitution of Zanzibar, 1984 (and its various amendments) guarantees the protection of fundamental rights and individual freedoms of all citizens. Zanzibar Energy Policy 2009 promotes the balanced participation of men and women in the energy sector. Zanzibar Oil and Gas (Upstream) Policy (2016) promotes the use of alternative energy sources [gas] for cooking in order to reduce the burden women face in fetching fuel wood or cooking using unhealthy stoves. The Ministry of Health, Social welfare elderly, gender and Children (MHSGC)) developed a gender equality policy in

2016 to be implemented in all sectors in Zanzibar. The policy recognizes the need for equal and full participation of men and women at all levels of the society and decision-making processes. The Policy reaffirmed that Zanzibar's commitment to achieve gender equality between women and men, girls and boys, along with binding commitments of RAGS on this issue, as shown in several documents, conventions and resolutions. These include Convention on the Elimination of All Forms of Discrimination against Women (1979); Convention on the Rights of the Child (1989); UN Conference on the Environment and Development (1992); Fourth World Conference on Women held in Beijing (1995); The African Charter on Human and People's Rights (1981); SADC Declaration on Gender and Development (1997).

According to the Tanzania Population and Housing Census 2012 (TPHC), women in Zanzibar comprise more than 51 percent of the population, with 31.1 percent of households headed by females. The size of female headed households is higher (with nine members on average), compared with the male headed (with only four members). Ranges between administrative regions are 8 to 9 members to women headed and 3 to 4 for men. The average household size of female headed household was 8.6 compared to that of male headed households at 3.6. Large household sizes are associated with poverty. Women also have limited access to productive resources and less control over the proceeds of their labor, since men tend to carry out most of the marketing activities. Men earn three times more income than women do, in both urban and rural areas. Majority of women are found in the informal subsistence economy and face structural challenges, the including lacks of organizational capacity and limited coverage of social protection and labor legislation.

Women in Zanzibar constitute 74% of the labor force in agro-enterprises and predominant in offshore fisheries. Women's effort to increase productivity is gravely hampered by illiteracy; Census 2012 indicates that literacy rate of Age 15 and above is more literate to males (88.3%) than females (80.7%). Also, inadequate and inappropriate technology, inadequate extension services, inadequate capital, and poor access of information as well as social and cultural factors that make women seen as men's subordinates.

Zanzibar<sup>1</sup> presents a substantial income gender gap, the ratio of women's income to men's is around 40 percent. This gap is partially explained by women's lower access to productive jobs, less assets, and slightly lower education levels than men, all of which partly contribute to a gender income gap. However, even if women had similar productive characteristics as men, they would have continued to receive significantly lower incomes. The World Bank Poverty Assessment report for Zanzibar estimates that

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<sup>1</sup> World Bank, Zanzibar Poverty Assessment (2017).

<http://documents.worldbank.org/curated/en/778051509021699937/pdf/120689-WP-P164456-PUBLIC-11-3-17-25-10-2017-20-15-5-ZanzibarPovertyAssessment.pdf>

79 percent of the average gender income gap corresponds to so-called discrimination effects (those do not explain by differences in endowments).

A study on electrification in Zanzibar<sup>2</sup> highlighted that lack of female inclusion in the decision-making process of projects expanding access to electricity services resulted in lower priority for sites where electrification benefited them, including clinics, village mills and street lighting. In comparison, those frequented by males, like mosques and the fish market where were connected. Electrification can contribute to gender empowerment; however, this potential can be constrained by participation and gendered legal rights.<sup>3</sup>

Zanzibar has a five-year **National Plan of Action to End Violence Against Women and Children** (NPAVAWC 2017/18 – 2021/22), has been developed by consolidating eight different action plans addressing violence against women and children to create a single comprehensive, National Plan of Action to eradicate violence against women and children in the country. Violence against women and children is a daily reality for a number of women and children. Hence, addressing it is a central development goal in its own right and is key to achieving other development outcomes for women, their families, communities and the nation. Violence prevents our economy from attaining its full economic potential as it is diverting resources from their optimal use and it has a significant negative impact on attaining development goals.

The NPA-VAWC emphasizes the actions needed for both preventing and responding to violence and recognizes that investing in violence prevention initiatives has a positive impact on inclusive growth. Thus, strengthening the impact of the diverse investments being made by the government, development partners and stakeholders on the lives of women, children, family and subsequently on communities and Tanzania as a whole is of paramount importance.

### **Scope of Work**

The gender specialist will be responsible to lead, coordinate and provide technical support including systemic capacity development support for gender responsible staff, selected department/unit heads to ensure effective implementation of ZESTA's gender work plan.

The gender specialist is expected to be based in Zanzibar full time for the duration of the contract period.

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<sup>2</sup> Harold Wilhite; 2017; Gender Implications of Energy Use and Energy Access. <https://www.gov.uk/dfid-research-outputs/gender-implications-of-energy-use-and-energy-access>

## **Key Expected Deliverables from the Gender Specialist**

- 1. Review of key project documents:** review the Zanzibar Energy Sector Gender Gap Assessment (GGA) report, ZESTA's five-year gender work plan, the gender component of ZESTA PAD and other project level and policy documents that are relevant to gender issues in the electricity sector;

### **1. Specific Tasks to be Performed**

The consulting services ("the Services") include but not limited to;

- a) Review of key project documents:** review the Zanzibar Energy Sector Gender Gap Assessment (GGA) report, ZESTA's five-year gender work plan, the gender component of ZESTA PAD and other project level and policy documents that are relevant to gender issues in the electricity sector.
- b) Lead institutional capacity development for gender equality:** based on the gender work plan, the gender specialist is expected to lead, provide technical support and ensure effective implementation of all in-service and pre-service capacity development training and capacity building work plan under the ZESTA project in ZECO. The gender specialist will lead capacity needs assessment to identify the capacity needs of all target groups (eg. gender focal persons, female employees/leaders, management team, etc.) support delivery of different tailored and need based capacity building programs (training (face to face/online), mentorship program, and coaching).
- c) Lead and support Women's Employment Program:** In line with the gender work program, support the implementation of the women employment program in Zanzibar energy sector towards reaching the targets of ZESTA and increased participation of women, especially women in STEM.
- d) Create partnership and liaison with partners:** as part of implementing ZESTA's six-year gender work plan and to strengthen the efforts of Zanzibar energy sector in reaching its target of women participation by the end of ZESTA.

- e) Support on budget reporting, utilization and procurement for gender related activities: In line with the gender work plan; the gender specialist will support budget reporting and monitoring including tracking utilization of ZECO
- f) Monitoring, Evaluation and Reporting and Budget Planning: Work in collaboration with responsible departments in ZECO to establish gender responsive M&E and reporting system in ZECO and ensure that gender aspects are adequately integrated into M&E and reporting for project activities.
- g) Lead and support revision/development of institutional policies and procedures: work closely with HR department and review ZECO HR policy/manual to ensure gender responsiveness; lead development or revision of ZECO gender equality policy and institutional GBV prevention and response legal framework (eg. GBV prevention and response policy; code of conduct and grievance redressing mechanism).

## **2. Deliverables**

- a) A gender analytical report that highlights the key factors to be considered in ensuring that gender is effectively mainstreamed in ZECO
- b) To establish gender responsive M&E and reporting system in ZECO and ensure that gender aspects are adequately integrated into M&E and reporting for project activities.
- c) Support budget reporting and monitoring including tracking utilization of ZECO Budget.
- d) Implementing ZESTA's five-year gender work plan and to strengthen the efforts of Zanzibar energy sector in reaching its target of women participation by the end of ZESTA.
- e) Support the implementation of the women employment program in Zanzibar energy sector towards reaching the targets of ZESTA and increased participation of women, especially women in STEM.

- f) Capacity needs assessment to identify the capacity needs of all target groups (eg. gender focal persons, female employees/leaders, management team, etc.) support delivery of different tailored and need based capacity building programs (training (face to face/online), mentorship program, and coaching).
- g) Review the Zanzibar Energy Sector Gender Gap Assessment (GGA) report, ZESTA's five-year gender work plan, the gender component of ZESTA PAD and other project level and policy documents that are relevant to gender issues in the electricity sector.
- h) Gender responsive HR policy/manual; GBV prevention and response policy, code of conduct and grievance redressing mechanism.
- i) A final comprehensive report outlining the key gender strategies and issues integrated into the programme proposal.

## **2. Qualification**

- a) Minimum Bachelor's Degree in Gender and Development, Social Development or related Social Science fields with a minimum of 6 years' relevant experience in Gender issues.
- b) Experience in gender equality policy formulation, development of capacity development programs on gender sensitivity training, women's employment and gender-based violence is desired;
- c) Relevant experience in providing high level technical support, program design and advisory support for gender equality interventions in energy and infrastructure sector (or similar sectors) in the sub-Saharan Africa region;
- d) Ability to lead the revision of workplace policies like human resource policies and procedures, training and development guidelines etc. to ensure gender integration is required;
- e) In-depth experience working directly with project teams and interacting with governments/public sector entities on gender and social issues;
- f) Proven ability to plan, develop, coordinate and monitor programs and various activities from content (research, writing and presentation) to administrative aspects (budgets etc.).

- g) Experience in budgeting preparation and systematic tracking of budget implementation is a key
- h) Proven experience of developing gender indicators, monitoring and evaluation system for projects and programs is required;
- i) Excellent in speaking and Writing in English and Swahili Language

### **3. Duration of Assignment**

The assignment shall be on full-term basis for a period of two (2) years, subject to a probation period of six (6) months and satisfactory performance. The contract may be extended subject to satisfactory performance and depending on need and the consultant should obtain his/her own insurance during the contract period.

### **4. Duty Station**

The Gender Specialist will be based at the ZECO-IU in Zanzibar.