



**Consultancy Contract**  
**Request for Written Proposal**

Reference: Consultancy to Organize and Manage Gender Specific Deliverables

Date: September 18, 2024

Request: to submit written proposal for a work assignment with WildAid

WildAid is inviting written proposals from individual consultants for the assignment as described in the Terms of Reference (see attachment A); your written proposal should comprise of:

- (a) an up-to-date personal curriculum vitae
- (b) a motivation letter indicating how your qualifications and experience make you suitable for the assignment;
- (c) a proposal outlining approach to the deliverables, including designing specific targeted activities, methodology, workplan, budget plan, and proposed agenda.

This position is funded for the duration of the principal regional project (2 years), with possible renewal pending additional funding.

**How To Apply** To apply, please send your complete proposal as defined above to [jobs@wildaid.org](mailto:jobs@wildaid.org). Proposals will be considered on a rolling basis until the role is filled.

The successful applicant must meet the requirements of WildAid's background screening process.

**Equal Opportunity Employer**

WildAid is committed to being inclusive and is proud to be an equal opportunity employer. We will consider all applications and applicants.

## 1 Project Summary

The Eastern Tropical Pacific (ETP) is a rich and diverse marine ecosystem. It facilitates the reproduction, migration, and distribution of important species such as tuna, sharks, sea turtles, whales, and marine birds. The region boasts an Ecologically and Biologically Significant Area designated by the parties to the Convention on Biological Diversity, and four UNESCO marine World Heritage Sites including Galapagos Archipelago in Ecuador, Cocos Island in Costa Rica, Coiba Island in Panama, and Malpelo Island in Colombia. The ETP faces several threats that impact its marine biodiversity, including illegal, unreported, and unregulated fishing (IUUF). A 2010 assessment found that inadequate coordination between authorities; limited funding, equipment, and technologies to detect and intercept offenders; unclear and overlapping responsibilities between different institutions; unclear or incomplete enforcement policy frameworks; and inadequate preparation for effective legal cases were challenges to reducing threats from IUUF in the ETP. To address these issues and support effective marine conservation in the ETP, WildAid is collaborating with multiple institutions and NGOs in the region to enhance protections and enforce effective measures in MPAs and adjacent waters in the ETP.

Our Project related to this RFP aims to bolster national and regional monitoring, control, and surveillance (MCS), coordination and cooperation, and the roles of women in law enforcement and sustainable resources use, thus increasing marine enforcement capacity and achieving greater conservation outcomes for the ETP's ecosystems and the communities that depend on them. Over the next two years (2024-2026), we are going to take actions that will improve the protection and sustainable use of marine natural resources to conserve biodiversity and support coastal communities, including women, in Ecuador, Costa Rica, Colombia, Peru, Mexico and Panama. An essential aspect of this Project is its commitment to advancing gender equality related to Maritime Law Enforcement (MLE). The Project plans to integrate gender perspectives and emphasize the inclusion of women in various aspects for both resource users (or rights-holders) and the state actors who have legal obligations to respect, protect, and fulfill human rights (duty-bearers).

### 1.1 Gender-based Analysis

The involvement of women in addressing challenges related to marine biodiversity loss is essential. Unfortunately, in Latin America, despite making up a significant portion of the maritime sector workforce and playing a key role as marine resource users, women are often underrepresented in leadership, governance and enforcement roles. While women represent

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50% of the artisanal fisheries' workforce, their role is not often recognized. Their labor is seldom compensated and seasonal, thus precarious, while their contribution is underpaid and undervalued, which jeopardizes the sustainability of fisheries. This Project will work with women in coastal communities where artisanal fishing is a major activity to increase their knowledge of marine biodiversity protection laws.

Women in the MLE community also face barriers related to gender stereotypes, physical requirements, a lack of representation, and cultural prejudices. Female officers' advancement opportunities are influenced by social, economic, and political structures. The absence of gender data in the enforcement sector, however, limits the development of effective gender-sensitive policies and programs. One first step will be indeed collecting gender disaggregated data where we lack them, in target countries such as Colombia and Panama.

The Project will support women's empowerment through, targeted activities such as the inclusion of gender content in all training programs in the target countries, including leadership-oriented training for female enforcement officers. This will help improve their skills and enhance their self-confidence to take on leadership roles. It will also assist in improving their working conditions and opportunities for advancement.

Women working in maritime law enforcement are a focus of the Project. It will provide dedicated resources for outreach to women in the MLE community to better support their integration and empowerment in the male dominated field. Working with partners trained in outreach, and ideally those experienced with outreach to women, we will gather information from female officers in the Target Countries to assess needs and opportunities for increasing the capacity and capability of women in MLE, and bring that information into the other components of the Project.

## 1.1.2 Gender Equality Outcomes

This Project will work with women in coastal communities where artisanal fishing is a major activity to increase their knowledge of marine biodiversity protection laws. The Project has two outcomes to help advance gender equality, both of which involve education programs, informed by a situation analysis, to increase knowledge. The first outcome targets women in coastal communities where artisanal fishing is a major Activity.

<p>Outcome: Increased knowledge and awareness of marine biodiversity protection laws in coastal communities of Ecuador and Costa Rica, with a special emphasis on increasing the knowledge of women</p>
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With the time and resources available for this Project, WildAid will focus on selected coastal communities in Ecuador and Costa Rica, where it has partnerships and capacity on the ground for implementation. Through outreach and communication programs, or other targeted activities,

WildAid will raise the awareness of marine protection laws amongst community members. The programs will be designed to target the female audience in these communities, although we want all members of the community to have access to information.

Where indigenous women are part of the fishing community, they will receive the same information. From our existing knowledge of the communities in Ecuador, where WildAid Ecuador has been implementing community education programs for years, Indigenous People are a small portion of the population, and the equivalent of ancestral lands does not exist for fishing grounds. The focus will instead be on Historical Users, who may include people of all ethnicities in the community.

The decision to focus on increasing knowledge of women in coastal fishing communities reflects their importance in the artisanal fishing industry and in the family and community, as well as the available research that demonstrates the potential reduction of IUUF that could result from involving women in monitoring and reporting activities.

The second outcome focuses on women in professional maritime law enforcement.

**Outcome: Increased integration and empowerment of women in the MLE community to protect marine biodiversity of the Target Countries, Mexico and Peru.**

For this outcome, WildAid will give special attention to gender in all of the proposed training programs (involving all 6 countries), as well as meetings and events. Where indigenous women are law enforcement professionals, they will receive the same information as non-indigenous women.

The aim is not to increase the number of women working in law enforcement during the two-year Project. WildAid must first understand what their needs are and how they can be addressed through this program. With better understanding, the

Organization can design training programs and procure equipment specifically for women, for example. Over time, as law enforcement becomes a more desirable job for women, more women may choose to enter or remain in the profession.

The Project is also expected to increase the understanding of men in the law enforcement field as we draw attention to gender inequalities when calling out and addressing womens' needs.