

Terms of Reference

for expert input to a scoping study/ assessment report on
**“The intersectional dimension of gender-sensitive drought
management in East Africa”**

The consultancy provides technical input for the ‘research for development study project’
“Enhancing Resilience to extreme drought events in East Africa (INTERVENE)”
conducted by the Lake Victoria Basin Commission (LVBC) and the International Institute for
Applied Systems Analysis (IIASA)

Compiled by:
IIASA's Water Security Group and the LVBC



Context and background

Water is critical to leveraging development opportunities. Because climate change will increase the frequency and intensity of droughts in East Africa, which could hamper economic growth and cause negative social and environmental impacts, measures are urgently needed to address drought vulnerabilities. For effective drought management, it is necessary to develop strategies, knowledge, skills, and technologies, which strengthen adaptive capacity. While flood coping strategies have been developed for several regions in East Africa, less attention has been paid to drought preparedness.

Drought is a multi-faceted challenge and can range from effects of longer than usual dry spells to extreme multi-year droughts. It manifests itself through natural and social aspects, and it is foremost the social dimension that can turn a drought into a disaster. Women are important holders of knowledge and skills for drought-related adaptation and risk reduction, especially in Sub-Saharan Africa (SSA), due to their significant contribution to agricultural production and their responsibilities for drinking water, sanitation and hygiene (WASH). A gender-sensitive response to drought will therefore increase the resilience of local societies. The Austrian Development Cooperation provides funding for the 'research for development' project *Resilience to extreme drought events in East Africa (INTERVENE)*.

The INTERVENE project aims to support the EAC region gain a better understanding of the impacts of droughts on water resources and related socioeconomic activities (drinking water supply, agriculture incl irrigation, hydropower, etc.) and to identify adaptation pathways to enhance the resilience of the human-natural water system to droughts. This will contribute to sustainable socioeconomic development in East Africa that is resilient and prepared for future droughts including extreme droughts. To advance local preparedness for droughts, INTERVENE project will co-develop drought preparedness and response strategy and action plan(s).

Building resilience to drought hazards requires targeted, people-centred approaches and response strategies dependent on people's social backgrounds. Diversity analysis, especially the intersectional nature of gender, is a key project objective. Drought response strategies must therefore consider the impacts of intersectional inequalities of social groups, especially women, on food and water resulting from social disparities such as income, education, disability, or age.

The project is operationalized by the following three interconnected output areas (OA):

- OA1: Raising awareness of gender aspects of drought resilience
- OA2: Drought preparedness and response strategy & action plans
- OA3: Improving drought resilience capacity to inform policy and practice

[INTERVENE](#) is a 3-year project and started in December 2024. It is implemented by the 'Water Security Group ([WAT](#))' of the International Institute for Applied Systems Analysis ([IIASA](#)) in partnership with the Lake Victoria Basin Commission ([LVBC](#)), an intergovernmental organization of the East African Community (EAC).

Objective of the assignment

Purpose: The consultancy will provide a stock-taking of the current drought preparedness in countries of the East African Community (EAC). This will be achieved by a stock-taking analysis of

- i) current drought policies, planning, preparedness and management, including gender-sensitive aspects and
- ii) identification and documentation of existing experience and knowledge in coping with drought.

Objectives: The main goal of the consultancy is to identify gaps and opportunities to strengthen drought preparedness, planning and management in the EAC. The information compiled will provide key input to the ongoing INTERVENE activities.

Users: The primary users of the stock-taking analysis are the implementing INTERVENE project partners. The consultancy assessment will provide i) input for the assessment report on “The intersectional dimension of gender-sensitive drought management in East Africa”; and ii) guidance on local needs for the project’s hydro-economic modelling framework. Secondary users are policymakers and program designers of East African organisations that engage in resilience building and transboundary water management, and more importantly, the policy and decision-making actors and stakeholders including the ‘Regional Policy Steering Committee’ (RPSC) and ‘Sectoral Council of Ministers on Lake Victoria Basin’ (LVB-SECOM) and the respective governance units of LVBC and the East African Community (EAC).

Description of the assignment

Mandate: The Consultants/Experts will compile key information on the current state of a country’s preparedness to drought. Each EAC member country will have a national expert/consultant who will be assigned to deal with one country of the EAC (Burundi, DR Congo, Kenya, Rwanda, Somalia, South Sudan, United Republic of Tanzania, Uganda).

The assessment in each country will include:

- The prevailing /current policies and institutional framework for drought resilience
- The extent of gender-relevance in prevailing drought related policies, response strategies and actions
- Scoping of historic response strategies to drought

Approach: The assessment will employ multiple methods including desktop review of relevant documents and interviews, the latter responding to a given drought survey questionnaire. Each consultant will propose an EAC country of her/his preference and expertise.

Responsibility and tasks: Under the responsibility of the contractual partner, and its lead coordinators for this project, Sylvia Tramberend (IIASA) and Paul Kariuki (LVBC), consultants will undertake the following tasks:

1. Review and get acquainted with the drought questionnaire prepared by the contractual partner. Reflect on the drought questionnaire and, if necessary, propose adaptations, especially related to the section on gender.
2. Attend a briefing meeting to introduce the assignment with the lead coordinators of the assignment.

3. Provide a list of 5-6 relevant stakeholders connected to management and planning of droughts and a justification for the selection. Discuss and agree on the stakeholder list with the LVBC who will connect to their INTERVENE drought country focal point.
4. Complete the questionnaire provided using a mixture of desktop review, expert criteria and at least 5-6 Key Informant interviews with relevant stakeholders.
5. Provide a complete reference list of sources used for undertaking the assignment and completing the questionnaire.
6. Write a country summary report based on the questionnaire following a template provided by the contractual partner (maximum 12 pages, excluding References and potential Annexes, if necessary).
7. Present key findings in a virtual seminar where all country experts will present (10 minutes presentation for each country, followed by a brief question & answer session).
8. Contribute to the assessment report on “The intersectional dimension of gender-sensitive drought management in East Africa” led by the coordinator, by reviewing and completing the main findings of the individual country assignments.
9. Attend monthly coordination meetings with the lead coordinator.
10. Attend the INTERVENE Stakeholder Workshop (first quarter 2026) and/or the Drought Resilience Symposium (second quarter 2027) convened by the LVBC (ideally physical but virtual is possible in exceptional cases).

Qualifications and competences: A university degree with at least 3 years’ experience working on sustainable water and land resources management, climate change adaptation, and gender considerations in resilience assessments. Excellent command of English language for reporting.

Assignment Duration and Remuneration

Timing: The assessment will start from attribution of the contract. Tasks 1-3 must be completed within 3 month, Tasks 4-9 must be completed within one year after contract signature. Task 10 depends on the INTERVENE schedule.

Budget estimate: For guidance purposes, the maximum budget allocation to this assignment is fixed at € 5,000 (five thousand Euro) per country (all included).

Payment schedule: 20% upon completion of Task 1 and 2; 60% upon submission of the completed drought questionnaire (Tasks 3-7 completed); The remaining 20% will be paid upon the completion of the assignment with the review and contribution to the above-mentioned assessment report.

Management arrangements

The coordination of the sub-contract is the responsibility of IIASA, the INTERVENE coordinator. The prime contact point is the INTERVENE team leader Sylvia Tramberend (trambers@iiasa.ac.at). All necessary background information and relevant documents will be provided by IIASA. All interview arrangements will be the responsibility of the contracted expert supported by IIASA and the LVBC.

Specifications for the submissions of offers

Applicants need to

- i) Complete the online form [here](#) (personal details and a brief statement on the experience in resilience planning in land and water resources and a motivation to work on drought resilience in the EAC country of their expertise/choice)
- ii) Submit the requested qualifications proven by a CV and other relevant documents (by email)
- iii) Submit a financial offer which shows at least personnel and miscellaneous cost (in Euros) (by email)

The proposal shall be submitted as soon as possible but latest on **15 October 2025**.

Please send the proposal by email to Sylvia Tramberend (trambers@iiasa.ac.at), and in cc to Sam Knights (knights@iiasa.ac.at) and Paul Kariuki (kariuki@lvbcom.org).

Please put in the Subject of the email: INTERVENE Local Expert – Country Name chosen (e.g., “INTERVENE Local Expert – BURUNDI”).

If applicable and supported by their expertise, one expert may choose up to two countries.