



World Organisation for Animal Health

Founded as OIE

Call for Expression of Interest

Title	Study on Gender in Animal Health Emergencies
Internal reference	PRD/CFEOI2022/4
Type of contract	Consultancy contract
Location	Home-based
Starting date	15 September 2022
Expected working days	112 days maximum
Expected duration	Until 6 April 2023 (~ 7 months)
CFEOI launching date	8 August 2022
Submission deadline	5 September 2022



1. CONTEXT

1.1 BACKGROUND

The World Organisation for Animal Health (WOAH) whose statutory name is “Office International des Epizooties”, was created on the 25th of January 1924. Its headquarters is based in Paris. It comprises 182 Member and is present on all continents through 13 Representations or Bureaus in total.

WOAH is an intergovernmental organisation subject to public international law. It is responsible for improving animal health worldwide. The standards it develops for the trade of live animals and products of animal origin are recognized by the World Trade Organization as reference international sanitary rules ([Home - WOAH - World Organisation for Animal Health](#)).

The “Building Resilience against Agro-Terrorism and Agro-Crime” project, launched in October 2018, is being jointly implemented by WOAH, FAO and INTERPOL with financial support from the Weapons Threat Reduction Programme of Global Affairs Canada. The objective of the project is to strengthen multi-sectoral capacity to manage animal health emergencies by fostering cooperation at regional and international level and building capacity through training and exercising. The project focuses on emergencies which result from agro-terrorism or agro-crime, whilst aiming to build resilience against all types of animal health emergencies.

The project includes an assessment phase which aims to provide an up-to-date evidence base and a training and exercising phase to build capacity in selected regions and at international level. It also incorporates coordination and communication to build links between stakeholders and communicate learnings.

1.2 PURPOSE

The purpose of this consultancy is to produce a paper on Gender in Animal Health Emergencies to help WOAH and its Members build an evidence base on this topic and raise awareness on the importance of incorporating gender perspectives into emergency management. It should also situate this topic within an overview of the role of gender in the animal health domain, more broadly.

While existing research has explored gender and the role of women and girls in humanitarian crises and emergency response, as well as women in the security sector, relatively little research has been done on the role of women in animal health emergencies specifically.

Many barriers exist to equal participation of men and women, whether as decision-makers during emergencies, responders to security threats, or as beneficiaries of emergency response and preparedness initiatives related to animal health. Animal health emergencies, including agro-terrorism and agro-crime events, will presumably have different effects on different populations.

Additionally, representation of women in government and in implementing roles, in both the Veterinary Services¹ and the security sector (including defence and law enforcement sectors), varies widely between countries.

Given the complex dynamics of gender in the livestock production sector and food systems, the gendered make-up of veterinary and veterinary paraprofessional training (with the majority of veterinary graduates in many countries being female, for example), gender differences in the veterinary profession, and challenges to women's participation in government and in law enforcement, the topic warrants further exploration to better understand where barriers and gaps to equal participation exist and how

¹ *Veterinary Services* means the governmental and non-governmental organisations that implement animal health and welfare measures and other standards and recommendations in the Terrestrial Code and the OIE Aquatic Animal Health Code in the territory. The Veterinary Services are under the overall control and direction of the *Veterinary Authority*. Private sector organisations, veterinarians, veterinary paraprofessionals or aquatic animal health professionals are normally accredited or approved by the Veterinary Authority to deliver the delegated functions.



international organisations and governments can better plan emergency preparedness and response to support gender equitable outcomes for both women and men.

The paper should make links to the UN Sustainable Development Goal (SDG) 5 on Gender equality and the Sendai Framework (Priority 4). It should consider the [WOAH Guidelines on disaster management and risk reduction](#) which advocate for an all-hazards approach and for the integration of Veterinary Services into broader resilience systems that promote both the health and welfare of animals.

2. DUTIES AND RESPONSIBILITIES

2.1 OBJECTIVES OF THE ASSIGNMENT AND SCOPE OF WORK

Through the commissioning of this paper, WOAHA aims to increase knowledge and awareness of gender nuances in emergency preparedness and specifically on the role and needs of women in animal health emergencies, in order to better plan for and respond to threats. The paper should aim to answer the following research questions²:

- What are the current trends, and what are the barriers to gender equality in the animal health sector in general, and more specifically in animal health emergency management?
- How does this vary between regions and countries? What are the influential factors?
- What practices can be put into place to support gender equitable outcomes in the animal health sector, and in animal health emergencies more specifically?

The Consultant(s) will also be asked to review existing guidance of WOAHA to look at how gender can be better integrated as well as assist WOAHA in reviewing an emergency management project proposal to look for ways to integrate gender equality and awareness into activities in a meaningful and fit-for-purpose way.

This will be done through the production of an academic paper or a series of case studies, to be produced by a researcher or university/team of researchers. Appropriate methodology to explore this topic should be outlined in the proposal submitted to WOAHA. At this time, WOAHA has limited information/data available on the topic; the Consultant(s) will be responsible for sourcing their data as needed for the project. The WOAHA could facilitate contact with certain contacts as possible.

The report should build on multi-disciplinary research and lessons learned from gender studies done in the health and security sectors. The report will be a desk-based literature review and will shed light on barriers to participation and propose approaches to reduce these barriers, taking inspiration from recommendations made in other sectors and tailoring them to the animal health domain. It should also offer suggestions on how countries can incorporate gender analysis in their emergency planning and better allocate investments to support gender equitable outcomes for beneficiaries of emergency response programs.

This should also identify other research gaps and areas for WOAHA and other stakeholders working on these issues to conduct further analysis.

The Consultant(s) will be invited to present their findings at relevant conferences such as WOAHA's Global Conference on Emergency Management in April 2023. The aim of this session will be to sensitize stakeholders (primarily coming from the Veterinary and Law Enforcement Sectors) to the importance of gender in emergency management.

² The Consultant(s) may refine these questions or propose other relevant questions, in consultation with OIE.



2.2 BUDGET

Bidders are invited to propose the financial offer they deem most economically appropriate.

The financial offer (firm tranche) must not exceed : EUR 80 000

For the conditional tranche WOAHA will notify the service provider as needed to perform the conditional services within the limit of the total amount of EUR 19 500

2.3 EXPECTED OUTPUTS AND DELIVERABLES

2.2.1. Firm tranche

No	Deliverable	Deadline (prov.)
1	Proposed study methodology & workplan submitted	30 September 2022
2	Outline for "Gender in Animal Health Emergencies" paper submitted	31 October 2022
3	Draft paper on "Gender in Animal Health Emergencies" paper	15 December 2022
4	Final paper "Gender in Animal Health Emergencies" paper	15 January 2023
5	Short article/synthesis for potential publication in peer reviewed journal	31 January 2023
6	Presentation to Project Oversight Committee (Zoom) (either preliminary results/progress, or final study, TBD in consultation WOAHA and Consultant(s))	TBD
7	Presentation at Global Conference	3-5 April 2023

2.2.2. Conditional tranche

Should time and budget permit, the scope of work may be extended to support other communications-related outputs related to this work (e.g. presentation at other conferences; development of WOAHA communications tools.)

However, the implementation of this conditional tranche of work will depend on a discretionary decision by WOAHA which will be notified to the Consultant(s) under conditions set out in the Contract.

The consultant should complete the financial offer (annex 2) with a daily rate.

Depending on the number of working days agreed by WOAHA and the Consultant, WOAHA will send to the consultant a purchase order.

3. QUALIFICATIONS AND EXPERIENCE

The minimum requirements for this consultancy include:

- Master's degree in relevant field (e.g. Gender Studies, Global Health, Political Science, International Relations, etc.) with prior research experience.
- Interest in research methodology and data analysis, and experience working with quantitative and qualitative data.
- Research experience in public health, veterinary public health or related field
- Ability to work independently with minimal supervision.



- Demonstrated commitment to diversity and cultural sensitivity.
- Fluency in written or spoken English. Other languages would be an asset.

The assignment may be undertaken by an individual consultant or by a group of consultants (e.g. a university; consortium).

4. WORK ARRANGEMENTS

4.1 ORGANISATION OF THE WORK

This is a home-based assignment. The Consultant(s) will report to the Preparedness and Resilience Department. The Consultant(s) will be invited to present their findings at the WOAH Global Conference on Emergency Management, tentatively scheduled for March 2023.

4.2 PAYMENT SCHEDULE

Payments will be issued by WOAH upon validation of the deliverables and upon receipt of an invoice:

- 1st tranche : 40% of total budget upon delivery of study outline
- 2nd tranche: 30% of total budget upon delivery of draft paper
- 3rd tranche: 30% of total budget upon delivery of final paper

Any missions or travel foreseen, apart from the Global Conference, should be included in the budget proposal. Include an estimate for the air/train travel as well as per diems.

WOAH will cover the costs of participation (travel + WOAH per diems) of the Consultant(s) to the Global Conference.

5. STRUCTURE OF THE RESPONSE

Interested bidder(s) are invited to submit an Expression of Interest (EOI) including the following:

- CV
- Cover letter (1-page maximum)
- Proposed methodology (2 pages maximum)
- Consultancy budget (including daily rate + estimated travel costs)
- Annex 1 "Financial offer" duly completed and signed;
- Annex 2 "Declaration of integrity" duly completed and signed;

6. EVALUATION OF PROPOSALS AND AWARD OF THE CONTRACT

WOAH will proceed to an evaluation of all final proposals according to the criteria described below:

- Criteria 1: Technical criteria (70%)
 - Expertise (30%)
 - Demonstrated understanding of the context (30%)
 - Relevance and quality of the proposed methodology (40%)
- Criteria 2 : Financial criteria (30%)
 - Global cost (100%)



7. RESPONSE PROCEDURE

WOAH places high value on a multicultural and positive work environment and seeks gender and geographical balance in its international Consultants. WOAH welcomes proposals of all qualified candidates, irrespective of their ethnic origin, gender, opinions or beliefs.

If you are interested in this call for expression of interest, please complete your bids online by clicking on the link below.

[APPLY HERE](#)

WOAH, as a data controller, will process the personal data you provide in the bidder for the purposes of identifying a suitable Consultant, to support its work.

The data collected will be processed internally for the aforementioned purposes and for the resulting administrative acts, it shall be kept for the duration of the contract with you and in an intermediate archive for a duration of 10 years during the audit period.

You have rights to access and rectify your personal data, as well as to request erasure and obtain data portability under certain circumstances.

To exercise these rights or If you have any questions about the processing of your data, you can contact our data protection officer at dpo@oie.int. For more information check our Privacy Policy: <https://www.woah.org/en/privacy-policy>.

Should you have any questions, please contact: d.donachie@woah.org

To comply with disclosure requirements and enhance transparency, WOAH shall publish on its website the following information about the Contract which shall be concluded with the awarded contractor: (i) the nature of the contract (ii) year of award (iii) name and locality of the Consultant; (iv) the title, purpose of the Consultant; and (v) the amount of this Agreement. WOAH will not release or publish information that could reasonably be considered confidential or proprietary.

8. ANNEXES

Annex 1: The financial offer to be returned dully completed and signed

Annex 2: The declaration of integrity to be returned dully completed and signed