

# Terms of Reference: Gender Consultants

## 1 Introduction

Camco is a climate and impact fund manager, leading the transition to a prosperous net zero future in emerging markets. Camco has a strong focus on fostering renewable energy generation in Africa and currently manages:

- The Renewable Energy Performance Platform (REPP), which is a debt and equity fund that supports small-scale renewable energy projects in Africa, and
- REPP 2, a newly formed fund that will make debt investments in small-scale renewable energy projects in Africa.

Gender disparities persist across key sectors, including energy access, where women often bear disproportionate burdens due to a lack of modern energy solutions. Limited access to electricity affects women's ability to pursue education, generate income and participate in decision-making processes. There are three main entry points for addressing gender equity in terms of energy infrastructure:

1. Increasing women's access to electricity.
2. Increasing the participation of women in decision-making and in the energy sector workforce.
3. Mitigating adverse impacts related to energy infrastructure projects that disproportionately affect women and other vulnerable groups, such as loss of land, environmental degradation, labour and community safety, involuntary resettlement, and gender-based violence and harassment (GBVH).

To address these issues, REPP 2 has committed to increasing gender-responsive investments by allocating a minimum of 30% of funding to companies that align with the 2X Challenge Gender Lens Investing (2X GLI) criteria. Additionally, REPP 2 works with investees to integrate gender equality perspectives into renewable energy initiatives, including developing a Gender Action Plan (GAP) to ensure investees' commitments to gender equality translate into actionable measures at both corporate and project levels.

The REPP 2 Technical Assistance Facility (REPP 2 TAF) supports the scaling of Africa's small and medium-scale distributed renewable energy sector by working with developers and investors to overcome the many challenges of successful project design and implementation. The REPP 2 TAF offers a comprehensive and adaptable support package that prioritises the long-term sustainability of technical assistance outcomes.

To support the effective implementation of GAPs and gender-related services, the REPP 2 TAF will pre-qualify a pool of gender consultants ("Consultants") under a Framework Agreement. The Consultants may be required through a call-off process to submit proposals to either develop GAPs or review investees' existing GAPs and/or Environmental and Social Management Systems (ESMS) gender responsiveness, as needed. Final service contracts will be signed between the Consultant(s) and the investee(s), with funding provided by the TAF.

This Terms of Reference (ToR) outlines the expectations for the Consultants to ensure that our investees can effectively integrate a gender perspective into the design, implementation, monitoring and assessment of their projects.

For more information on the type of companies and projects that REPP 2 supports please refer to this [eligibility checklist](#).

## 2 Objectives

- The Consultant will develop and/or review investees' GAPs and/or ESMSs, ensuring alignment with Camco's Diversity Toolkit, REPP 2's GAP and overall gender mainstreaming objectives.
- The Consultant will also provide guidance and collaborate with REPP 2 investees to ensure the established actions are ambitious, yet achievable, and are embedded within the companies' operations.

## 3 Scope of works

The general scope of work will entail reviewing investees' GAPs and/or developing a GAP with investees, in alignment with our Diversity Toolkit, GAP and other gender-related considerations within Camco's Environmental and Social Management Framework (ESMF). Consultants may submit proposals for the full scope of work or for specific components, including GAP development, review of an existing GAP, or review of the ESMS with a focus on gender considerations.

Specifically, this work will entail:

### **GAP development**

- Conducting a gender analysis of the investee company, project, its operational context and sectoral gender challenges.
- Developing corporate and project-level GAPs with gender-specific performance indicators and targets.
- Ensuring alignment with Camco's Diversity Toolkit, REPP 2's GAP and applicable sections of Camco's ESMF.
- Ensuring alignment with international gender equality frameworks such as 2X GLI, IFC Performance Standards and SDG 5 on gender equality.
- Designing gender-responsive stakeholder engagement strategies and incorporating inclusive consultations and grievance mechanisms as part of the GAP.
- Establishing capacity-building/training programmes to enhance gender awareness and mainstreaming within investee companies.
- Developing monitoring and evaluation frameworks to track progress on gender equality objectives.

### **Reviewing an existing GAP**

- Assessing the investee company's existing GAP to determine strengths, gaps and areas for improvement against Camco's Diversity Toolkit and ESMF.
- Evaluating the effectiveness of gender indicators, targets and implementation roadmaps.
- Assessing stakeholder engagement strategies for gender inclusivity and responsiveness.
- Reviewing the integration of gender considerations in the ESMS and alignment with relevant gender frameworks, where relevant.
- Providing recommendations for improving gender-disaggregated data collection, reporting and impact measurement.

## Review of ESMS with gender considerations

- Integrating gender considerations into investees' ESMSs and project designs, where relevant.
- Reviewing the gender-responsiveness of stakeholder engagement strategies, incorporating inclusive consultations and grievance mechanisms.

## 4 Reference frameworks

The Consultant will ensure that the GAP aligns with internationally recognised standards and frameworks. The reference frameworks to be reviewed will include, but not be limited to, the following:

- 2X GLI Criteria
- [Camco's Diversity Toolkit](#)
- [REPP 2 GAP](#)
- [Camco's ESMF](#) – particularly sections related to gender issues (1.5, 2.5, 2.6, 3.5.7, 7.5, 10 and 11)
- IFC Performance Standards and Guidance - particularly those related to gender equality and stakeholder engagement
- Camco's Environmental and Social Safeguarding Policy

## 5 Deliverables

The required deliverables for different assignments will include some or all the following, depending on the needs of the potential investment/investee:

### GAP development

- Gender baseline assessment reports for investee companies.
- Comprehensive corporate and project-level GAPs with implementation roadmaps.
- Gender-responsive stakeholder engagement and consultation frameworks.
- Training materials, schedules and facilitation of gender mainstreaming workshops.
- Monitoring and evaluation (M&E) frameworks with gender-disaggregated performance indicators.
- Final version of the GAP.

### GAP review

- GAP assessment reports outlining key findings, strengths and areas for improvement.
- Revised GAPs incorporating recommended modifications and enhancements.
- Updated stakeholder engagement strategies ensuring inclusivity and gender sensitivity.
- Strengthened monitoring and reporting frameworks for tracking gender-related progress.
- Training materials and guidance for investee companies to enhance gender mainstreaming.
- Final GAP.

### Gender responsiveness of ESMS

- GAP assessment reports outlining key findings, strengths and areas for improvement.
- Report recommending enhancements and improvement of gender initiatives within the ESMS.

## 6 Reporting and coordination

The Consultant will work closely with the investee companies and report to the REPP 2 Impact Team.

## 7 Technical proposal

The proposal should include, but not be limited to, the following:

- Description of the bidder's corporate profile and relevant experience in relation to the engagement, specifically in relation to gender and the standards and frameworks listed above in section 4
- The methodology and approach demonstrating the Consultant's ability to carry out typical assignments to be called-off under the Framework Agreement.
- Human resourcing for the engagement, including biographies of key team members to perform the work.
- Summary of key matters bidders expect to consider during the process or other areas not cited in the scope of work that bidders feel is critical to adequately undertake the work.
- Financial proposal: Indicative costing (in USD) incorporating variable rates (e.g. hourly rates by seniority of personnel), out-of-pocket expenses, fee cap and main assumptions. Include separate costings for all the three deliverables noting that this may vary based on the scope of specific assignments.
- Acknowledgement of and willingness to comply with the relevant standards, frameworks, platform and documents provided.

## 8 Expertise

The selected Consultant will need to provide evidence of the following expertise:

- Extensive experience working with small and medium-scale distributed renewable energy companies, including off-grid technologies (mini-grids), productive use of energy (PUE) and independent power producers (IPPs), and gender equity initiatives.
- Minimum of five years of experience in gender mainstreaming in renewable energy or infrastructure projects.
- Proven experience in developing and implementing GAPs.
- Familiarity with international gender equality frameworks, such as the 2X GLI and IFC Performance Standards.
- Strong analytical, training and facilitation skills.
- Experience in renewable energy and infrastructure projects in Africa is a plus.

Proposals should be sent to [rfp@camco.energy](mailto:rfp@camco.energy) by 26 March 2025.