



National
Oceanography
Centre



UN DESA



Pacific
Community
Communauté
du Pacifique



CALL FOR PROPOSAL FOR ONE OR TWO CONSULTANTS TO UNDERTAKE GENDER-MAPPING AND IDENTIFICATION OF CRITICAL BARRIERS TO THE PARTICIPATION OF WOMEN FROM LDCS, LLDCS AND SIDS IN DEEP-SEA RESEARCH DISCIPLINES AND ACTIVITIES, AND ACCESS TO LEADERSHIP POSITIONS

1. The International Seabed Authority (ISA) is an autonomous international organization established under the United Nations Convention on the Law of the Sea of 10 December 1982 (UNCLOS) and the Agreement relating to the Implementation of Part XI of the United Nations Convention on the Law of the Sea (the 1994 Agreement). ISA is the organization through which States Parties to UNCLOS organize and control all mineral-resources-related activities in the Area for the benefit of mankind as a whole.
2. Among its responsibilities, ISA has the duty to promote and encourage the conduct of marine scientific research in the Area, disseminate the results, and facilitate the participation of developing States in deep-sea exploration and research programmes.¹
3. Furthermore, ISA has the duty to encourage the design and implementation of appropriate programmes for the benefit of developing States with a view to strengthen their research capabilities, training their personnel in the techniques and applications of research and fostering the employment of their qualified personnel in research in the Area.
4. Although numerous initiatives have been adopted and implemented at global, regional and national levels to create new opportunities for women in non-traditional as well as emerging sectors, the participation of women scientists from developing countries in deep-sea research (DSR) and deep-sea related science still remains low. This is notably the case because of a general lack of financial resources to access the deep-sea, insufficient academic training in deep-sea related disciplines etc. Therefore, more efforts are needed globally to achieve gender equity in ocean science, and particularly in Least Developed Countries (LDCs), Landlocked Developing Countries (LLDCs) and Small Island Developing States (SIDS).
5. Cognizant of these challenges, the International Seabed Authority (ISA) is committed to contribute to women empowerment and leadership through the enhancement of their role and

¹ <https://www.isa.org/jm/marine-scientific-research>

participation in deep-sea scientific research ([#OceanAction15467](#)). Through the “Women in Deep Sea Research” (WIDSR)² project, together with the Office of the High Representative for the Least Developed Countries), Landlocked Developing Countries and Small Islands States of the United Nations (UN-OHRLLS), ISA is committed to address the critical challenges faced by women scientists from developing States in actively participating and accessing opportunities for careers and leadership roles in DSR with a view of contributing to strengthening the resource base of such countries in highly technical areas of knowledge.

6. Women are still underrepresented in ocean science, especially in the highly technical categories. For example, ocean observation and ocean technology areas are still dominated by men (75% of the researchers). Participation of women in ocean science varies widely among nations, ranging from 7% (Democratic Republic of the Congo) to 72% (Ireland). The global average stands at 37% (Global Ocean Science Report, 2020³). In addition to the general lower representation, another critical challenge is the significant lack of parity in female representation in leadership positions in science. However, no specific data exist yet to fully appreciate the situation as it relates to deep-sea research related disciplines. The so-called “leaky pipeline” of continuous drop-out of women at consecutive career stages in STI, particularly in marine STI due to a range of complex and often invisible barriers, eventually leads to a visibly disproportionate representation of women at leadership and decision-making levels. This is particularly true for women scientists from developing States, specifically from LDCs, LLDCs and SIDS, with their own unique challenges being observed and to be further identified through this project. Such challenges and barriers will need to be further analyzed and understood, include social and cultural barriers surrounding the fact that women scientists may have to spend some time on board research vessels which in some cases, could conflict with social norms and religious beliefs. In light of this, this project will specifically aim at providing an overview and analysis of all potential issues, challenges and barriers faced by women scientists from developing States as a first step to understand, analyze and discuss the low participation and career advancement of female researchers in deep-sea research.

7. Some of the factors that could explain such a limited participation include limited resources and lack of awareness, as well as, in the case of LLDCs, limited access to the sea. It is also the case that women who wish to engage in marine scientific research face real and substantial challenges that are specific to their gender.

8. The ISA is seeking one or two international Consultants⁴ with requisite experience in gender data collection and analysis and/or with a good knowledge and understanding of the marine science research sector/deep-sea research or related fields to prepare a review report in line with the Terms of Reference of work in the two annexes to the present call and invites proposals to be submitted via email to eosg@isa.org.jm not later than **12 July 2021**.

9. Proposals should not exceed 1,500 words and reflect a clear methodology on the deliverables for the study as well as proposed costs. Proposal should also thoroughly and sufficiently demonstrate the competence and expertise of the applicant to meet the requirements contained in the annexes. All proposals will be reviewed by a committee and the outcome will be communicated to applicants using the contact details provided.

² <https://www.isa.org.jm/vc/enhancing-role-women-msr/WIDSR-project>

³ See IOC-UNESCO, [Global Ocean Science Report](#), 2020

⁴ Under ISBA/ST/AI/2003/01, ISA can recruit both companies (Institutional consultant) or individuals (Independent consultant).

Terms of Reference

Consultancy to undertake gender-mapping and identification of critical barriers to the participation of women from Least Developed Countries (LDCs), Landlocked Developing States (LLDCs) and Small Island Developing States (SIDS) in deep-sea related research disciplines and activities and access to leadership positions

(Work Stream 1 – Data collection)

I. Background

1. Investment in science, technology and innovation (STI) is essential to address global challenges such as poverty eradication, economic and social development and the protection of the environment. STI also contributes to the implementation of international law, in particular the United Nations Convention on the Law of the Sea and the achievement of the goals and targets of the 2030 Agenda for Sustainable Development.
2. The vital role of women in science and in achieving global development objectives is well established. However, despite numerous initiatives being adopted and implemented at global, regional and national levels to create new opportunities for women in emerging sectors, women in marine scientific research continue to remain underrepresented especially, in highly technical categories such as deep-sea related research disciplines. This is further noticeable in developing countries and in particular, in least developed countries (LDCs), landlocked developing countries (LLDCs) and small island developing States (SIDS).
3. Cognizant of these challenges, ISA registered a voluntary commitment at the 2017 UN Ocean Conference ([#OceanAction15467](#)) to contribute to women empowerment and leadership through the enhancement of their role and participation in deep-sea scientific research. Through the “Women in Deep Sea Research” (WIDSR) project⁵ and together with the United Nations Office of the High Representative for the LDCs, LLDCs and SIDS (UN-OHRLS), ISA is committed to address the critical challenges faced by women from developing States in actively participating and accessing opportunities for careers and leadership roles in deep-sea research with a view of contributing to strengthening the resource base of such countries in highly technical areas of knowledge.
4. Building on the priorities identified in the Strategic Plan⁶ and in the High-Level Action Plan⁷ of ISA for 2019-2023, the actions areas identified in the UN Roadmap for Accelerated Implementation of the Vienna Programme of Action⁸ and more recently in the ISA Action Plan

⁵ See <https://www.isa.org.jm/vc/enhancing-role-women-msr/WIDSR-project>

⁶ See [ISBA/24/A/10](#)

⁷ See [ISBA/25/A/15](#)

⁸ See [UN Roadmap for Accelerated Implementation of the Vienna Programme of Action](#)

in support of the UN Decade of Ocean Science for Sustainable Development⁹, the WIDSR project aims at mobilizing efforts across four areas of action – policy development, capacity development, sustainability and partnerships and communication and outreach. The main project beneficiaries will be women from developing States willing to engage in the path of becoming marine scientists or who have already graduated from university/graduate programmes in an early stage of their career. Developing States, particularly LDCs, LLDCs and SIDS will also benefit from increased national assets of human resources in science and technology through an increased number of women scientists. Policymakers and decision-makers of governments, scientific organizations, mining and marine industry will also benefit from this initiative.

5. The first activity to be undertaken under the WIDSR project is intended to improve the availability of data and information for better understanding and analysis of gender specific barriers and solutions. To that end, the ISA Secretariat, as lead implementing agency of the WIDSR project, wishes to recruit one or two international consultants (Workstream 1 – data collection and Workstream 2 - cross cutting analysis) to undertake a mapping of gender in deep-sea related research disciplines and related careers focusing on women from LDCs, LLDCs and SIDS and identify critical barriers preventing their participation and access to leadership positions.

II. Objective

6. The objective of this consultancy (Workstream 1) is to quantitatively assess the representation of women from LDCs, LLDCs and SIDS in deep-sea related research disciplines and related careers and identify critical barriers preventing their participation and access to leadership positions. The results of the findings will help enable the first ever database on women qualified in deep-sea related research disciplines and working in deep-sea related careers. This will significantly contribute to improving the availability and reliability of information for better understanding and analysis of gender specific barriers and solutions.

III. Duties and responsibilities

Scope of Work

7. The consultant will collect data on the representation of women from for LDCs, LLDCs and SIDS in deep-sea related research disciplines and related careers and on the critical barriers preventing their participation and access to leadership positions.

Deliverables/outputs

8. The data collection should include but not be limited to the following elements:
 - (i) **Gender mapping in deep-sea research related disciplines and related careers** in different sectors such as academia, industry and government through collection and analysis of gender-disaggregated data. This should include a minimum of five case studies from different countries per category (LDCs, LLDCs and SIDS). Work under this activity will be carried out in accordance with the guidance provided by the ISA Secretariat.
 - (ii) **Identification of critical barriers** faced by women from entering, participating and accessing leadership roles in deep-sea research related disciplines and related

⁹ See [ISBA/26/A/17](#)

careers. This element should include a minimum of 5 case studies from different countries per category (LDCs, LLDCs and SIDS). Work under this activity will be carried out in accordance with the guidance provided by the ISA Secretariat.

(iii) **A compendium of data** on:

- a. the current status of women from selected LDCs, LLDCs and SIDS chosen for the study per deep-sea research related disciplines and related careers disaggregated by age and seniority where available;
- b. income, gender pay gaps, employment, education levels, publication of scientific papers and contribution to scientific research programmes/activities and other indicators.

(iv) **Overview of relevant national/regional policies** that could be used to address one more of those forms of barriers (at least 3 short case studies for different countries per category).

(v) Based on the gender mapping and barrier analysis, **overview of gaps and challenges identified and recommendations** for enhancing the participation and leadership of women from LDCs, LLDCs and SIDS in deep-sea related research disciplines and related careers across different sectors.

9. Both secondary and primary data collection and analysis according to the methodology frameworks provided in Annex 1.

Timeline

10. The work will be undertaken based on the following anticipated timelines:

	Deliverable	Timeline (Day)
D1	Submission of an inception report including a draft report outline and workplan	7
D2	Submission and approval of the revised outline and workplan incorporating comments provided by ISA Secretariat and Advisory Committee	10
D3	Submission of interim results for literature review and gender mapping under task 8 (i) and (ii)	30
D4	Submission of final results under task 8(i) and (ii) incorporating comments provided by ISA Secretariat & Advisory Committee	45
D5	Submission of interim results under Task 8 (iii), (iv) and (v)	60
D6	Submission of final results under Task 8 (i) to (v) incorporating comments provided by ISA Secretariat & Advisory Committee	75

IV. Competencies

Functional competencies

- Extensive experience and knowledge on gender and policy;
- Experience in gender analysis and gender sensitive research design and gender sensitive data collection protocols is desirable;
- Good knowledge and understanding of the marine science research sector/deep-sea research is desirable;
- Strong analytical, reporting and writing abilities and skills;

- Strong interpersonal and communication skills;
- Openness to change and ability to receive/integrate feedback;
- Ability to work under pressure and tight deadlines;
- Outstanding communication, project management and organizational skills;
- Excellent presentation and facilitation skills;
- Positive, constructive attitude to work;
- Demonstrates integrity and ethical standards;
- Excellent written and oral communication skills in English is required. Excellent written and oral communication Spanish and/or French is highly desirable.

Key performance indicators

- Timely and quality research, analysis and technical support;
- Quality reports and other strategic documents drafted and submitted in a timely manner;
- Quality mapping of the key stakeholders undertaken with outline of priority areas of focus and contact information.

V. Required skills and experience

The selected Consultant(s) should have the following qualifications

Education

- Masters or equivalent in research-oriented social sciences, gender, sustainable development, science policy or related fields or is required;
- Extensive knowledge and experience with statistical data analysis; (examples of completed relevant studies to be mentioned in the application).

Experience

- Minimum 7 years of demonstrated experience working on science-policy/social development or related issues, particularly, experience in designing and conducting gender analysis, mapping and survey exercises etc;
- Substantial knowledge and regional, national and local level work experience on science and gender related policies in developing countries;
- Prior working experience in/on any LDC, LLDC or SIDS would be an asset
- Knowledge of marine /deep-sea scientific research sector or related fields is desirable.
- Familiarity with the UN systems and procedures and monitoring tools will be an asset;

VI. Modalities of work

11. The Consultant will report and receive guidance from the Senior Policy Officer who, after close consultation and cooperation with the relevant offices within the Secretariat and relevant partners will review and approve the deliverables/outputs.
12. All deliverables should be submitted in English.
13. The work shall be performed at the Consultant's home base; the Consultant will be required to meet remotely with ISA Secretariat staff on issues related to the deliverables. Where travel is deemed necessary, a round trip airline ticket (economy) as per prevailing ISA

policies on official travel and DSA at the prevailing ICSC rates established on the travel days would be provided to the Consultant.

The Secretariat will make reasonable and practical efforts to facilitate the production of timely, accurate and useful outcomes by promptly responding to the Consultant's queries and providing the necessary reference material as identified by the consultant where feasible.

Application

Application should be submitted no later than **15 July 2021** by sending CV and cover letter including the elements of proposal identified in the call above (paragraph 9) with "WIDSR subject - call for consultancy - Work Stream 1 - Data collection" in the subject of the email to eosg@isa.org.jm.

Terms of Reference

Consultancy to undertake gender-mapping and identification of critical barriers to the participation of women from Least Developed Countries (LDCs), Land Locked Developing States (LLDCs) and Small Island Developing States (SIDS) in deep-sea related research disciplines and activities and access to leadership positions

(Work Stream 2 – Cross cutting analysis)

VII. Background

14. Investment in science, technology and innovation (STI) is essential to address global challenges such as poverty eradication, economic and social development and the protection of the environment. STI also contributes to the implementation of international law, in particular the United Nations Convention on the Law of the Sea and the achievement of the goals and targets of the 2030 Agenda for Sustainable Development.
15. The vital role of women in science and in achieving global development objectives is well established. However, despite numerous initiatives being adopted and implemented at global, regional and national levels to create new opportunities for women in emerging sectors, women in marine scientific research continue to remain underrepresented especially, in highly technical categories such as deep-sea related research disciplines. This is further noticeable in developing countries and in particular, in least developed countries (LDCs), landlocked developing countries (LLDCs) and small island developing States (SIDS).
16. Cognizant of these challenges, ISA registered a voluntary commitment at the 2017 UN Ocean Conference ([#OceanAction15467](#)) to contribute to women empowerment and leadership through the enhancement of their role and participation in deep-sea scientific research. Through the “Women in Deep Sea Research” (WIDSR) project¹⁰ and together with the United Nations Office of the High Representative for the LDCs, LLDCs and SIDS (UN-OHRLS), ISA is committed to address the critical challenges faced by women from developing States in actively participating and accessing opportunities for careers and leadership roles in deep-sea research with a view of contributing to strengthening the resource base of such countries in highly technical areas of knowledge.
17. Building on the priorities identified in the Strategic Plan¹¹ and in the High-Level Action Plan¹² of ISA for 2019-2023, the actions areas identified in the UN Roadmap for Accelerated Implementation of the Vienna Programme of Action¹³ and more recently in the ISA Action

¹⁰ See <https://www.isa.org/im/vc/enhancing-role-women-msr/WIDSR-project>

¹¹ See [ISBA/24/A/10](#)

¹² See [ISBA/25/A/15](#)

¹³ See [UN Roadmap for Accelerated Implementation of the Vienna Programme of Action](#)

Plan in support of the UN Decade of Ocean Science for Sustainable Development¹⁴, the WIDSR project aims at mobilizing efforts across four areas of action – policy development, capacity development, sustainability and partnerships and communication and outreach. The main project beneficiaries will be women from developing States willing to engage in the path of becoming marine scientists or who have already graduated from university/graduate programmes in an early stage of their career. Developing States, particularly LDCs, LLDCs and SIDS will also benefit from increased national assets of human resources in science and technology through an increased number of women scientists. Policymakers and decision-makers of governments, scientific organizations, mining and marine industry will also benefit from this initiative.

18. The first activity to be undertaken under the WIDSR project is intended to improve the availability of data and information for better understanding and analysis of gender specific barriers and solutions. To that end, the ISA Secretariat, as lead implementing agency of the WIDSR project, wishes to recruit one or two international consultants (Workstream 1 – data collection and Workstream 2 - cross cutting analysis) to undertake a mapping of gender in deep-sea related research disciplines and related careers focusing on women from LDCs, LLDCs and SIDS and identify critical barriers preventing their participation and access to leadership positions.

VIII. Objective

19. The objective of this consultancy (Workstream 2) is to do a cross-cutting analysis and consolidation of the results produced under Workstream 1 of this call to produce reports on the representation of women from LDCs, LLDCs and SIDS in deep-sea related research disciplines and related careers and critical barriers preventing their participation and access to leadership positions.

IX. Duties and responsibilities

Scope of Work

20. The consultant will analyse and process the data collected under Workstream 1 and produce (i) a final report comprising the information for LDCs, LLDCs and SIDS a whole (ii) individual reports for LDCs, LLDCs and SIDS and (iii) associated information documents suggested by the ISA Secretariat on the representation of women from LDCs in deep-sea related research disciplines and related careers critical barriers preventing their participation and access to leadership positions.

Deliverables/outputs

21. The final report should be based on following tasks:

(vi) **Analysis and consolidation of the data** collected under Workstream 1 on Gender mapping in deep-sea research related disciplines and related careers in different sectors such as academia, industry and government through collection and analysis of gender-disaggregated data. This should include a minimum of five case studies from different countries per category (LDCs, LLDCs and SIDS). Work under this activity will be carried out in accordance with the guidance provided by the ISA Secretariat.

¹⁴ See [ISBA/26/A/17](#)

(vii) **Analysis and consolidation of the data** collected under Workstream 1 on Identification and analysis of critical barriers faced by women from LDCs in entering, participating and accessing leadership roles in deep-sea research related disciplines and related careers. This element should include a minimum of 5 case studies from different countries per category (LDCs, LLDCs and SIDS). Work under this activity will be carried out in accordance with the guidance provided by the ISA Secretariat.

22. The final report for LDCs, LLDCs and SIDS should include but not be limited to the following elements:

- (i) **A short literature review** on the role of women from in marine scientific research as well as the policy and regulatory environment in relating to the promotion of participation of women in marine scientific research;
- (ii) **Gender mapping** in deep-sea research related disciplines and related careers in different sectors such as academia, industry and government;
- (iii) **Critical barriers** faced by women from LDCs, LLDCs and SIDS in entering, participating and accessing leadership roles in deep-sea research related disciplines and related careers
- (iv) **Overview of relevant national/regional policies** that could be used to address one more of those forms of barriers (at least 3 short case studies for different countries per category).
- (v) **Overview of gaps and challenges identified and recommendations** for enhancing the participation and leadership of women in deep-sea related research disciplines and related careers across different sectors
- (vi) **Individual chapters/sup-reports on LDCs, LLDCs and SIDS** containing the elements described from in Paragraph 9(i) to 9(v).

23. The report should not exceed 20,000 words in length (approx.) and should include an executive summary and references, although supporting material may be provided in annexes. The report shall include the required number of cases studies and adequate graphical presentations.

Timeline

24. The work will be undertaken based on the following anticipated timelines:

	Deliverable	Timeline (Day)
D1	Submission of an inception report including a draft report outline and workplan	7
D2	Submission and approval of the revised outline and workplan incorporating comments provided by ISA Secretariat and Advisory Committee	10
D3	Submission of interim results for under task 8 (i) and (ii)	25
D4	Submission of final results under task 8(i) and (ii) incorporating comments provided by ISA Secretariat & Advisory Committee	35
D7	Submission draft final report under (9)	50
D8	Submission of final incorporating comments provided by ISA Secretariat and Advisory Committee	65

X. Competencies

Functional competencies

- Extensive experience and knowledge on gender and policy;
- Experience in gender analysis/gender sensitive research design and gender sensitive data collection protocols is desirable;
- Good knowledge and understanding of the marine science research sector/deep-sea research;
- Strong analytical, reporting and writing abilities and skills;
- Strong interpersonal and communication skills;
- Openness to change and ability to receive/integrate feedback;
- Ability to work under pressure and tight deadlines;
- Outstanding communication, project management and organizational skills;
- Excellent presentation and facilitation skills;
- Positive, constructive attitude to work;
- Demonstrates integrity and ethical standards;
- Excellent written and oral communication skills in English. Excellent written and oral communication in Spanish and/or French is highly desirable.

Key performance indicators

- Timely and quality research, analysis and technical support;
- Quality reports and other strategic documents drafted and submitted in a timely manner;
- Quality mapping of the key stakeholders undertaken with outline of priority areas of focus and contact information.

XI. Required skills and experience

The selected Consultant(s) should have the following qualifications

Education

- Masters or equivalent in research-oriented social sciences, gender, sustainable development, science policy or related fields or is required;
- Extensive knowledge and experience with statistical data analysis; (examples of completed relevant studies to be mentioned in the application).

Experience

- Minimum 7 years of demonstrated experience working on science-policy/social development or related issues, particularly, experience in designing and conducting gender analysis, mapping and survey exercises etc;
- Substantial knowledge and regional, national and local level work experience on science and gender related policies in developing countries;
- Substantial experience and proven record of publications and report work in related areas;
- Prior working experience in/on any LDC, LLDC or SIDS would be an asset
- Knowledge of marine /deep-sea scientific research sector or related fields is desirable.
- Familiarity with the UN systems and procedures and monitoring tools will be an asset;

XII. Modalities of work

25. The Consultant will report and receive guidance from the Senior Policy Officer who, after close consultation and cooperation with the relevant offices within the Secretariat and relevant partners will review and approve the deliverables/outputs.
26. All deliverables should be submitted in English.
27. The work shall be performed at the Consultant's home base; the Consultant will be required to meet remotely with ISA Secretariat staff on issues related to the deliverables. Where travel is deemed necessary, a round trip airline ticket (economy) as per prevailing ISA policies on official travel and DSA at the prevailing ICSC rates established on the travel days would be provided to the Consultant.

The Secretariat will make reasonable and practical efforts to facilitate the production of timely, accurate and useful outcomes by promptly responding to the Consultant's queries and providing the necessary reference material as identified by the consultant where feasible.

Application

Application should be submitted no later than **15 July 2021** by sending CV and cover letter including the elements of proposal identified in the call above (paragraph 9) with "WIDSR subject – call for consultancy - Work Stream 1 – Cross cutting analysis" to eosg@isa.org.jm.