

TERMS OF REFERENCE

Job title:	Gender Consultant to support the project “Promotion of climate change and disaster risk reduction solutions in the water and civil protection sectors for enhanced rural resilience”
Duty station:	Chisinau, Moldova
Reference to the project:	“Promotion of climate change and disaster risk reduction solutions in the water and civil protection sectors for enhanced rural resilience”
Contract type:	Individual Contract (IC)
Expected duration of the assignment:	May 2019 – May 2021, 90 days
Starting date:	May 2019

I. Background

Considering its economic structure and geographic features, Moldova is highly vulnerable to climate change and is exposed to disasters due to hydrometeorological phenomena and natural hazards. While drought and floods are among top hydro-meteorological hazards caused by extreme weather and climate events, due to the current and projected abnormal high temperatures leading to water scarcity, the incidence of forest fires is increasingly posing a threat to natural ecosystems, the agricultural system and human settlements.

Such high exposure is due to the country’s dependence on rain-fed agricultural production which is tied to climate, making it the most vulnerable of all economic sectors. This is primarily due to the shortage of water for agricultural needs and limited resources and capacities to plan and put in place water storage facilities for irrigation needs in rural communities of Moldova, especially, since climate projections show larger rainfall events in the future, which could supply such facilities.

Climate scenarios also indicate the country is strongly trending towards becoming more arid. Unfortunately, rural communities experience a capacity deficit in terms of fire prevention, preparedness and timely response, mainly due to the liquidation of over 400 equipped and capacitated firefighting units. It resulted in increased response time and lower awareness of fire risks by the rural population, subsequently leading to considerable increase in loss of life, property and affected ecosystems. It is widely accepted that rural women are disproportionately affected by fires due to them being mostly engaged in cooking in unsafe cook stoves and collection of firewood in ecosystems that might be at high risk of fires.

Against this background, the project aims to increase resilience and adaptive capacities of rural communities to climate change and disasters through improved water storage infrastructures and disasters risk reduction measures. The project is supporting implementation of climate-smart water management solutions for agriculture, flood management, fire prevention and expansion of community-based rescue/firefighting teams in rural communities of Moldova with the purpose of reducing the exposure and vulnerability of the rural communities to climate change and disaster risks. The project will be implemented over a period of 36 months and the activities are clustered around 2 major outputs intended to produce impact in 5 districts of Moldova, in the Central (Hincesti, Criuleni and Ungheni districts) and Southern (Leova and Cantemir) regions.

The expected **impact** of the project is: **improved resilience of rural communities’ livelihoods in the face of climate change**

The **overall project outcome** is **strengthened local policies, capacities and infrastructure, which enable climate and disaster resilient development at the community level.**

Projects outputs are as follows:

Output 1 - Adaptation interventions in the water sector for agricultural purposes and flood management demonstrated and local climate change related policy frameworks in place in a selected number of districts.

Output 2 - Community-level climate and disaster management capacities improved for risk reduction, prevention and timely response.

Under the 1st output, 2 major activities will be implemented: *1.1. Mainstream climate change adaptation and disaster risk management priorities into local development planning frameworks* with intention to widely involve various stakeholders ranging from the private sector to vulnerable groups (out of which 50% will be women) into policy development and decision-making over priorities that affect their well-being; and *1.2. Piloting of water storage infrastructures in 5 districts of the country to enhance adaptation to climate change in the water and agricultural sectors* by providing grants to at least 15 farmers, including women, to put in place climate-smart water systems, such as, for instance, water storage basins.

Under the 2nd output, 2 major activities will be implemented: *2.1 Establish community-based rescue and firefighting brigades in the most vulnerable and risk exposed districts of the country*, which are considered an instrument for resilient community development that will cover a radius of up to 10-20 km and a maximum intervention time of 15 minutes; and *2.2 Conduct capacity development for climate and disaster response local teams and raise awareness towards building a culture of safer living* in order to ensure that the performance of the climate and disaster response local teams in the target communities reaches its full capacity and that the local population have an enhanced understanding of the response patterns in case of disasters.

The benefits of the project will materialize through increased water availability for resilient livelihoods, reduced exposure to disaster and fire risks for 55 villages (approximately 58,714 people, including 39 300 women), where 990 households (2930 people) are identified as socially and economically vulnerable.

For the purpose of this project and the definition of the General Inspectorate for Emergency Situations (GIES), as vulnerable groups and individuals are defined people with diminished capacity to anticipate, cope with, resist and recover from the impact of a natural or man-made hazard. Those include: 1st Group – Persons who are alone and/or sick that are tied to bed and cared for by social assistants; 2nd Group – Poor families with many children and families without one or both parents; and, 3rd Group – Old persons with limited mobility.

II. Scope of work and expected outputs

The overall objective of the assignment is to ensure a gender responsive approach throughout the implementation of project activities to achieve better results in addressing gender equality barriers specifically related to: 1) Mainstreaming climate change adaptation and disaster risk management priorities into local development planning frameworks; 2) Piloting water storage infrastructures in 5 districts to enhance adaptation to climate change in the water and agriculture sectors; 3) Establishing community-based rescue and firefighting brigades in the most vulnerable and risk exposed districts of the country; and, 4) Building capacity of climate and disaster response local teams, and raise awareness towards building a culture of safer living.

The Individual Consultant will carry out gender analyses at different levels of project implementation and fact-based strategic guidance, mentoring and hands-on support for mainstreaming gender into the initiatives of the project.

The Consultant will work closely with the core project team, as well as with other project consultants involved in the preparation of the Environment Impact Assessment, Sustainability and Risk Management Plan, with those hired to mainstream climate change and disaster risks into local development planning and others supporting implementation of Output 2.

In order to achieve the stated objective, the Consultant will have the following responsibilities:

- Review the background information relevant to the project, such as, but not limited to, the project document, gender assessment, gender appraisal, UNDP Moldova Gender Strategy and Action Plan

etc. and propose a sound and feasible gender mainstreaming plan for the project; in preparing the plan the consultant will coordinate closely with the communication, community mobilization, environment and disaster risk reduction consultants.

- Provide strategic guidance, mentoring and hands-on support to the project team during the planning stage of the project, especially during preparation of the project communication and stakeholder engagement plan, community mobilization plan and design of the Call for Expression of Interest for farmers for establishment/rehabilitation of water storage infrastructures.
- Provide strategic guidance, mentoring and hands-on support to the project team throughout project implementation to ensure enhanced response of project activities to gender equality and equity barriers and the gender mainstreaming actions. At this stage, specific guidance and support might be required during preparation of the Environmental Impact Assessment (EIA) in terms of compliance with the Gender Equality and Women’s Empowerment Standards of the EIA, identification of the mitigation measures and public hearing on the EIA results.
- During the implementation stage of the project, provide strategic guidance and support to the project team and the company contracted to prepare gender-sensitive and climate resilient local development plans in 5 target districts of the project.
- Guide and support the project’s effort to mobilize women’s groups during consultation on establishment of the fire-fighting brigades in 5 pilot communities and during various events, including at the local level, promote engagement of women in rescue and fire protection system.
- Ensure that the national campaign on fire prevention and preparedness led by the General Inspectorate for Emergency Situations and supported by UNDP is gender responsive and that the capacity development and awareness raising activities in disaster prevention and response are inclusive of women and vulnerable groups, as defined in the project document.
- When required, review the documents and the training programmes/events developed during project implementation and provide comments and inputs through gender perspective to enhance gender responsive approach in all documents. When required, participate in the training programmes/events to promote gender equality and equity in the climate change and disaster risk reduction/civil protection sectors.
- Provide support to the project team to enhance the gender focus in the Project Logframe Matrix in line with the recommendations of the donor.
- Ensure compliance with all corporate rules and regulations of UNDP in the field of social and gender safeguards as well as national policy and regulatory framework on gender.
- Respond to requests for inputs from UNDP and beneficiary institutions with respect to the gender aspects of the Project.
- Prepare periodical reports on relevant activities and contribute to Project reporting on matters related to gender.
- Undertake any other related tasks requested on an ad hoc basis.

III. Deliverables and Timeframe

No.	Deliverables	Tentative timeframe/deadline
1.	Gender mainstreaming plan for the project developed.	May 2019
2.	Gender-related chapters/text provided for the communication, mobilization, etc. plans prepared by the Project during Inception Phase.	June-July 2019
3.	Guidance on gender-related compliance standards during development and approval of the Environment Impact Assessment provided, including response actions. Participation in public consultations for the approval of EIA ensured.	June-August2019
4.	Inclusion of gender-related content in 5 local development plans prepared with the support of the Project ensured.	November 2019-June 2020
5.	Gender-related approach incorporated in the national campaign on fire prevention and preparedness led by the General Inspectorate for Emergency Situations and supported by the Project.	Annually

6.	Gender-sensitive speeches, briefings, text provided during project awareness raising activities provided.	Annually
7.	Gender-related inputs to training programmes and other events organized by the project provided. Participation to such event, if required, ensured.	Periodically
8.	Gender focus of Project Logframe Matrix enhanced.	October 2019

All documentation related to the assignment will be in English and Romanian. Before submission of the deliverables, the consultant will discuss the draft documents with the parties involved (e.g. General Inspectorate for Emergency Situations, UNDP and other stakeholders) so that final products reflect their comments. UNDP is not required to provide any physical facility for the work of the IC. However, depending to the availability of physical facilities (e.g. working space, printer, telephone lines, internet connection etc.) and at the discretion of the UNDP such facilities may be provided at the disposal of the IC.

This is a part-time consultancy. The timeframe for the work of consultant is planned for May 2019 – May 2021.

Management Arrangements: The consultant will work under the guidance of CC and DRR Project Manager.

Financial arrangements: Payments will be disbursed in several instalments, upon submission and approval of deliverables, and certification by UNDP Moldova Project Manager that the services have been satisfactorily performed.

IV. Qualifications and skills required:

I. Academic Qualifications:

- University degree in social sciences, human rights, psychology with expertise in gender studies and/or relevant.

II. Experience and knowledge:

- At least 5 years of progressively responsible professional experience working on gender responsive programming in development programs/projects.
- At least 5 years of experience combining formal expertise on gender mainstreaming and gender equality with experience of applying these concretely to specific programmes, plans, policies and business processes.
- Strong skills in gender assessment and mainstreaming, policy development and analysis.
- At least 5 years of experience in conducting needs/capacity assessment and in providing gender training to various target groups.
- Ability to communicate ideas in a manner conducive to their practical application.
- Comfortable working as part of a team to add value to collective results.
- Experience of working and collaborating with the CPAs, LPAs and UN is an asset.

III. Competencies:

- Excellent written communication skills, with analytic capacity and ability to synthesize project outputs and relevant findings for the preparation of analytical documents.
- Capacity to build strong relationships with beneficiaries, to focus on impact and result and to respond positively to feedback.

IV. Personal qualities:

- Proven commitment to the core values of the United Nations, in particular, for differences of culture, gender, religion, ethnicity, nationality, language, age, HIV status, disability, and sexual orientation, or other status.

The UNDP Moldova is committed to workforce diversity. Women, persons with disabilities, Roma and other ethnic or religious minorities, persons living with HIV, as well as refugees and other non-citizens legally entitled to work in the Republic of Moldova, are particularly encouraged to apply.

V. Documents to be included when submitting the proposals:

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

1. Proposal:
 - Providing a brief information on each of the above qualifications, item by item and a brief methodology on how they will approach and conduct the work.
2. Financial proposal (in USD), specifying a fee per day and total requested amount including all related costs, e.g. fees, per diems, travel costs, phone calls etc.
3. CV with at least 3 names for a reference check.
4. Offeror's letter to UNDP confirming interest and availability for the individual contractor (IC) assignment.