

## **Terms of Reference**

**National or International consultants:** International

**Description of the assignment (Title of consultancy):** Gender Specialist

**Project Title:** Land degradation neutrality of mountain landscapes in Lebanon - 00102643

**Period of assignment/services:** 6 working days spread over the month of December 2017 (home-based).

### **1. Background**

Current land management practices in Lebanon are not sustainable as they continue to erode the country's natural resource base (soil, water, green cover, and landscape). While traditional practices such as terracing, controlled grazing and forest management have helped protect the land, modern practices have significantly altered the natural and social make-up of the land including perceptions of natural resources. Population growth, the continued loss of arable land and biodiversity, concerns about food security and the expanding infrastructure due to population growth and urban sprawl are major factors impacting land resources and the natural environment. Land degradation has been flagged as a serious environmental problem in Lebanon, resulting in losses estimated at US\$132 million yearly. This is bound to be an underestimate due to the incomplete data, and damages and associated costs of environmental degradation are certainly higher. Unsustainable growth is having a heavy toll on Lebanon's natural resources with losses in forest cover, biodiversity and natural ecosystems, degradation of rangeland and desertification.

UNDP Lebanon in partnership with the Ministry of Environment is preparing a project proposal to be submitted to the Global Environmental Facility (GEF) which aims to work towards land degradation neutrality – restoring degraded land and preventing new degradation. The project plan is to survey and identify degraded land in mountain lands and high country environments of the North Lebanon and Mount Lebanon governorates and analyse the losses associated with this degradation in terms of lost agricultural productivity, deforestation and other loss of vegetation, loss of biodiversity habitats, reduction in environmental quality for ecotourism and outdoor recreation, reduced ecosystem services and ultimately unsustainable land use and impacts on society and communities. The project will assess why the baseline scenario is not working as it should and seek technical and institutional remedies which will be applied at a pilot scale to real-life impacts and problems.

### **2. Scope of work, responsibilities and description of the proposed analytical work**

This consultancy is one of a number being set up by UNDP to formulate the project document and related documentation leading to project implementation. The Objective of this consultancy is to review the project document including indicators, activities and approaches to ensure gender considerations are mainstreamed as needed and to draft the project's Gender Mainstreaming Plan.

Under the leadership of the Team Leader and the overall guidance of the Head of the Energy and Environment Portfolio in the UNDP Lebanon Country Office, and in collaboration with other members of the Project Preparation Team and the UNDP Gender Focal Point, the Gender Specialist will advise on mainstreaming gender considerations into the project document

More specifically, the Gender Specialist will carry out the following tasks:

**TASK 1.** Review the gender indicators and activities that can be undertaken within the proposed structure of the project (as in the Draft Project Document) and advise on possible additional indicators. Comment on the first draft of Section 3.4: Mainstreaming gender and assist with finalising it.

**TASK 2.** Draft the project's Gender Mainstreaming Plan (ProDoc Annex 13)

### **3. Expected Outputs and deliverables**

The key deliverables of the Gender Specialist will be:

- Drafting the Gender Mainstreaming Plan including narrative text and matrix format based on gender disaggregated data, indicators, and budget, per component/output.
- Review and provide advice on the gender indicators and activities of the draft project document.

### **4. Proposed methodology**

Information and data will be gathered through the main activities, namely:

- Review (desk study) of all relevant documents and websites identified by the Specialist.
- Consultations with relevant project team members including the international team leader, UNDP programme and the national consultants.

### **5. Duration of work**

The assignment will be **6 working days** in December 2017. Specific milestones and time targets for the deliverables listed below will be as planned by the Team Leader and agreed to by the Specialist.

### **6. Duty station**

Homebased assignment

### **7. Requirements for experience and qualifications**

#### I. Academic Qualifications:

- Advanced university degree (Master or above) in social science, social policy, gender studies, or closely related field is required.

#### II. Years of Experience:

- Relevant experience of not less than 5 years in Adequate knowledge and/or experience of regional and local gender issues.
- Experience in gender mainstreaming and analysis.

### III. Technical Experience:

- Familiarity with UNDP, its rules and regulations and its operational procedures.
- Experience with GEF project design, implementation or evaluation.

### IV. Competencies:

- Ability to function successfully as a member of a multi-disciplinary team, contributing from area of expertise and cooperating on common activities.
- Ability to accept responsibility for area of specialization and take initiatives without supervision, but with the judgment of knowing when to ask for advice.
- Excellent English and Arabic language writing and speaking skills.
- Access to efficient electronic communication.

## **8. Scope of Price Proposal and Schedule of Payments**

The contract will cover the amount payable for fees and foreseeable expenses. Contract payments will be based on agreed deliverables and made subject to the deliverables being acceptable to the Team Leader and UNDP. Payment will be made in the following manner:

Lump Sum as per the below:

<b>Task</b>	<b>Payment</b>	<b>Deliverables</b>	<b>Potential Dates</b>
1	100%	Satisfactory Gender Analysis and Gender Mainstreaming Plan.	One month after contract signature