

# Terms of Reference

## I. POSITION INFORMATION

Services/Work	Description:	<b>Gender and Social Inclusion study on REDD+ Implementation Programme</b>
Project/Program Title:		REDD+ Investment Program
Duty Station:		Addis Ababa
Type of the Contract:		<b>National Consultant</b>
Duration:		50 days
Expected Start Date:		Immediately after concluding the contract agreement

## II. ORGANISATIONAL CONTEXT AND BACKGROUND

### 1.0 Introduction

To achieve its national CRGE targets and supporting the global efforts of mitigating the adverse effects of climate change, Ethiopia has become one of REDD+ implementing countries. A REDD+ Investment Plan (RIP) has been prepared by the Environment Forest and Climate Change Commission (EFCCC) in close collaboration with UNDP with funding obtained from the government of Norway. The program is implemented through a coordinated effort of the Environment Forest and Climate Change Commission and the Ministry of Finance and Economic Cooperation (MoFEC), with their region, zone and woreda level offices and with technical assistance from UNDP through the Forest Sector Transformation Unit. The RIP has three main components Afforestation and Restoration (AR); Drivers of Deforestation and Forest Degradation (DD) and the Forest Sector Transformation Unit (FSTU). The Forest Sector Transformation Unit (FSTU) has been established to support a sector transformation that would be required to achieve the ambitious targets set out in the CRGE, NFSDP and GTP II goals. The FSTU has the role and responsibility to developing rigorous project execution capabilities FSTU would like to take the initiative to enhance the project interventions effectiveness and sustainability through programme capacity building. Under this initiative, FSTU will work closely with the two-project teams (i.e. AR and DD) to identify opportunities and gaps where additional investments in capacity building will drive transformational changes in the forest sector to produce sustainable results. The AR and DD teams within the Environment Forest and Climate Change Commission (EFCCC), are responsible the day to day implementation for the project activities together with the regional and Woreda implementing stakeholders. Strengthened capacity to effectively perform these key functions is of critical importance to the EFCCC. Over the year, the staffing level of the projects have considerably increased. Currently the project covers 110 woredas, where a total of 244 national, regional and woreda level staffs are implementing the project in five regions of the country (i.e. Amhara, Tigray, Oromia, SNNPR and Gambella). Under the international and national framework conditions, gender and social inclusion are critical aspects to promote inclusive, fair, equitable engagement and benefits of different social groups in the REDD+ and sustainable forest management strategies.

As a result, to promote and strengthen gender and social inclusive strategy, FSTU in partnership with concerned stakeholders would like to conduct gender and social inclusive study in the RIP (DD, AR and livelihood) implementation sites. The assignment encompasses an assessment of gender and social inclusion in the REDD+ Investment Plan activities. This should identify barriers, challenges and gaps; analyze and develop strategies and action plans on gender and social inclusion. A plan should be developed in conjunction with RIP Staff to develop a gender and social inclusion action plan, focusing on

the priority interventions that can be undertaken. Proposals for affirmative action and development of gender-based enterprise models should be undertaken.

#### **Gender and Social Inclusion Study:**

The overall objective of this assignment is to conduct a comprehensive study and analysis on gender and social inclusion aspects in the context of REDD+ activities, and livelihood interventions, afforestation and participatory forest management implementation. The assignment will carry out an assessment and study on gender and social inclusions current situation/status, gaps, challenges, barriers, needs of social inclusions with respect to DD, AR and livelihood interventions; assess policy and enabling conditions on gender and social inclusions. The study will give due emphasis on women, poor, youth and disadvantaged target groups during the assessment and study. The consultant will carry out analysis, develop mitigation strategies and measures to ensures gender and social inclusions on the REDD + program planning and implementation process. Moreover, the consultant will develop comprehensive social inclusion plan and make recommendations on development of gender-based enterprise models. Therefore, for this assignment, the consultant will give due emphasis and focus on the following main thematic activities and areas:

##### **RIP-DD: Deforestation and Forest Degradation Areas**

- To conduct a study on the status/level of gender and social inclusions (participation and engagement of different social groups such as women, poor, youth and disadvantage) groups on RIP programme (DD/natural resources management actions) at all stages (planning, implementation and benefit sharing); gender roles on sustainable forest management and REDD+ strategy
- To assess driving factors, challenges and gaps that hinder the engagement of women, poor and disadvantaged groups on the RIP /DD program;
- To evaluated piloted interventions in PFM and Afforestation / Restoration with respect to social inclusion (membership, institutional management, leadership, emerging REDD+ issues e.g. MRV, BSM and implementation process) and analyses lessons and gaps for future interventions.

To propose mitigation strategies and actions to be taken in order to enhance social inclusions on the whole aspects from planning, implementation and benefit sharing process

##### **RIP-Afforestation and reforestation areas**

- To undertake a study on gender and social inclusion and gender aspects status/levels of engagement (consultation, planning, implementation, ownership, benefit sharing and so on) on the RIP - A/R programme in the implementation sites
- To assess and identify driving factors for social exclusion/ barriers of social inclusion especially women, youth, poor and disadvantaged groups on the (A/R) afforestation and reforestation programmed
- To assess community interests and needs of women, poor, youth and disadvantage social groups in the A/R programmes including potential activities and preferences
- To propose mitigation strategies and actions to be taken to enhance social inclusions on the whole aspects from planning, implementation and benefit sharing process -

##### **Gender-based Livelihood interventions**

The study will be conduct or investigate how livelihood intervention activities are addressing gender and social inclusion issues especially women, men, girls, boys and disadvantaged social groups ( disabled, poor, culturally marginalized...) during planning and implantation process such as on consultation, need assessment, livelihood activities and so on.

- To assess limitations and gaps on livelihood intervention's in terms of gender and social inclusion activities in the RIP- DD & AR implementation areas; extent of livelihood actions is responsive to women, poor and disadvantaged social groups, how far forest-based livelihood activities are inclusive and gender sensitive
- To identify main livelihood potentials and options in the DD and AR interventions especially for women and poor social groups
- To propose mitigation measures to address social inclusion in the context of RIP programme in DD, AR and LH

#### **Policy and enabling conditions on gender and social inclusions**

- To review and assess social inclusion and gender policies and frameworks at federal, regional and sub-regional levels in the context of Sustainable Forest Management (SFM) and RIP implementation; responsiveness of laws and regulation on gender and social inclusiveness; good initiatives, lessons and practices
- To identify main policy and framework limitations and challenges to promote social inclusion and gender especially women, poor, youth and disadvantaged groups in RIP programmes (DD, AR and LH)
- To propose recommendations and mitigation measures to improve policy and enabling framework for gender and social inclusions for FSTU /EFCCC

#### **Develop Comprehensive Strategic and Social Inclusion Action Plans**

Based on the social inclusion and gender study findings, the consultant will analyze and develop comprehensive strategic and action plan documents for FSTU/EFCCC to address observed gaps, enhance social inclusion and develop scalable enterprise models. The documents will comprise the development of gender and social inclusions intervention plans on RIP (DD, AR and LH) and develop women-based enterprise models, which will be scaled up to different implementation regions.

#### **Scope of Study**

The consultant will conduct gender and social inclusion studies in the REDD+ Implementation Programme (RIP) areas, which are Deforestation & Forest Degradation (DD) and Afforestation & reforestation(A/R) implementation areas. Therefore, the assignment will give due considerations the following representative intervention sites during the study, the study will be undertaken in a represented sample of the DD, AR and Livelihood sites, it is not expected that it covers all the woreda.

- **RIP-DD:** Gender and social inclusion study will be conducted in the natural forests management and REDD+ (DD) implementation areas particularly in the Southwest and Southeast forest blocks. The RIP-DD implementation regions are Oromia, SNNPR and Gambella Regions, which have been 54 implementation woredas. Therefore, gender and social inclusion study and proposed strategic action plans will take into consideration these implementation areas.
- **RIP-AR:** gender and social inclusion study will be carried out in the RIP- afforestation and reforestation selected implementation areas. There are 54 woredas selected for A/R implementation within four regional states namely Amhara, Tigray, Oromia and SNNPR regional states. Therefore, gender and social inclusion study and strategic and action plans will be focused on these intervention sites.
- **Livelihood:** Livelihood interventions' gender and social inclusion study is the other important aspects that needs to be conducted in the RIP programme as specified on the above subheadings. Livelihood activities are being implemented in both DD and AR implementation sites and it has been a cross cutting activities for both programmes. Thus, it will be conducted with and within DD & AR sites.
- **Policy and enabling frameworks:** Assess and analyze policy and enabling framework conditions for gender and social inclusions (women, poor, youth and disadvantaged social groups) is crucial in order to enhance and strengthen social inclusions in the context of RIP and SFM implementation. Therefore,

consultant will assess and review policy and enabling frameworks at national and sub national levels on gender and social inclusions in the context of REDD+ and SFM strategy and actions.

- **Stakeholders:** National and sub-national forestry administrations, relevant GO and NGO institutions will be that main stakeholders for this study. Most importantly local communities especially women, poor, youth and disadvantaged groups are the key target groups for the study and give significant attentions during the process.

## II. Methodology

The assignment will deploy the following methodologies and instruments:

- **Desk review:** the consultant will conduct desk review and consult national and international study documents regarding social inclusions, gender, safeguard instruments, REDD+ and PFM/sustainable forest management, forest-based livelihood interventions, benefit sharing and other relevant documents
- **Consultative meetings:** Consult various stakeholders (GOs and NGOs) regarding REDD+, PFM, A/R and LH interventions and assess how do gender, poor and disadvantaged social groups are addressed and engaged on the planning and implementation process
- **Forest Group Discussion and interview:** the consultant will carry out participatory focus group discussion and interview the target group especially women, poor and disadvantage social groups in the study areas during the process.
- **Gender analysis:** The consultant will deploy GA instrument in order to assess gender situations in the development intervention sites especially on REDD+, AR and livelihood development activities. This includes rights, roles, access, opportunities
- **Social Inclusion assessment tool** =the consultant will assess how social inclusion can be addressed ( identify who is excluded, how and why they are excluded, suggest social promotion and inclusion means ) in REDD program
- **Field observations:** the consultant will use field observation during the study to substantiate assessment and analysis on gender and social inclusion during the study
- **Additional instruments and tools:** A selected consultant can suggest additional instruments that might be important during the process that would be helpful for the study, however, it must be agreed with the client before its application.

## IV. Deliverables

- **Deliverable 1 - Inception report:** the consultant should submit an inception report that shows how the assignment will be execute, which includes detail methodologies, technical, instruments and procedures, outputs, timeline, target groups and other necessary inputs to carry out the assignment.
- **Deliverable 2 – Gender Assessment Report** The consultant will deliver one reports focused on gender and social inclusion this should cover DD and AR intervention sites
- **Deliverable 3 - Gender Inclusion Strategy and Women-based enterprise models:** The consult will develop and submit comprehensive gender and social inclusion strategy and action plan document based on the DD and AR study findings. The consultant will develop and submit women focused enterprise models in both DD and AR intervention sites, which will be upscaled to the other implementation sites.

## V. Payment Schedule

Installment Period	Deliverables /documents to be delivered	Approval should be obtained	Parentage of payment
1 <sup>st</sup> Installment	Upon submission and approval of Inception report	UNDP/ EFCCC	20%
2 <sup>nd</sup> installment	Following the sub mission and approval of the 1 <sup>st</sup> draft assessment report and workshop minutes	UNDP/ EFCCC	40%
3 <sup>rd</sup> Installment	Following sub mission and approval of the final assessment report	UNDP/EFCCC	40%

## VI. Selection criteria

Criteria	100%
Educational relevance: close fit to post	10
Understanding the scope of work and organization of the proposal	25
Experience of similar assignment	25
Previous work experience in UNDP	10
<b>Total Technical Competence</b>	70
<b>Financial (Lower Offer/ Offer*100)</b>	30

## VII. Qualifications and Expertise

### Functional Competencies

- Good facilitation and communication skills;
- Ability to plan, prioritize and deliver a variety of tasks on time;
- Be a team player and be able to work with national consultants and counterparts;
- Ability to provide constructive coaching and feedback for others;
- Ability to liaise with a variety of stakeholders and partners, including government, civil society, international organizations and partner organizations;
- Ability to work in culturally diverse environments and handle sensitive issues with diplomacy and tact;
- Ability to plan for and produce quality results in meeting established goals.

### Corporate Competencies

- Demonstrates integrity by modelling the UN's values and ethical standards;
- Promotes the vision, mission, and strategic goals of UNDP;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Treats all people fairly without favoritism;

## **Required Skills and Experience**

### **Academic Qualifications**

Postgraduate degree (at least Master's degree) in forestry, natural resources management, gender studies, social science, development studies or another related field.

### **Professional Experience**

- At least 10 years of experience in working with gender and social inclusion assessments or other relevant fields;
- Experience in participatory forestry management, livelihood and natural resource program;
- Strong understanding of Ethiopian social inclusion issues and policies;
- Proven record in gender and social inclusion assessment, a minimum of 10 years' progressive experience in natural resource economics and management or a related field;

### **Language Requirements**

- Excellent written and verbal communication skills in English.

## **VIII. Logistic arrangement and reporting**

The consultant will work under the direct supervision of the Social Inclusion Advisor of the Forest Sector Transformation Unit, with technical inputs and supports from the Director and Deputy Director, and in coordination with the coordinators of the AR and DD components of the REDD+ Investment Program. In ensuring the quality of the work undertaken, an inception meeting will be held between the technical committee assigned for this task (comprised of staff from FSTU, AR and DD components) and the consultant to agree on expectation, scope of the work, and a specific workplan on the basis of an inception report.

Regular briefing will be provided to the Supervisor as well as the DD and AR coordinators to update on the progress as well as to discuss any issues which requires decisions/guidance from the three units. Prior to the consultant concluding the work, a de-brief meeting will be held to discuss any further issues which requires further follow-up.

**Workshop related costs will be covered by UNDP.**