



*Empowered lives.
Resilient nations.*

Terms of References

Country: Jordan

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| Post Title: | Gender Specialist |
| Starting Date: | Immediately |
| Duration: | 4 months (30 working days) |
| Location: | Amman – Jordan |
| Project: | UNDP Climate Promise: Enhancing NDCs by 2020 |

Introduction

UNDP Jordan's 2018-2022 country programme seeks to support national efforts in reaching a solution pathway that achieves the goal of a more inclusive and resilient nation which can effectively address the development challenges it is faced with, through its five programme pillars. Among these pillars is the Environment, Climate Change and DRR Portfolio that assist the country to integrate environmental concerns into national and sectoral plans and strategies; secure resources; and implement programmes that advance inclusive, sustainable development, and strengthen livelihoods.

The Environment, Climate Change and DRR Portfolio's support for environmental management and nationally owned sustainable development pathways including the mainstreaming of environmental management into the national and local development processes, undertaking actions to mitigate climate change and adapt to its impacts. In this regard, UNDP has provided support to Jordan to revise and enhance its Nationally Determined Contributions (NDCs) by 2020, and to prepare the 4th National Communication Report & the 2nd Biennial Updated Report (BUR) to the UNFCCC. The support is expected to accelerate climate actions and lead to more climate-resilient development. To do so, UNDP recognizes that the climate action measures should systematically address gender inequalities, adopt an inclusive dual approach of both gender-responsive mitigation and adaptation measures.

The National Context

Although Jordan has achieved gender equality at certain levels of education and health there is still a long way to go before gender equality is achieved in sectors such as economic and political participation, natural resources planning and management. The latter is very crucial in view of the complexity of the country's environmental challenges. Overexploitation of the already scarce natural resources and the sharp increase of population (as a result of the Syrian refugees' influxes) expose the country to significant vulnerability, which is further exacerbated by the adverse impacts of climate change represented in the fluctuation of the precipitation trends, heat waves and the increase of drought frequencies and severity, let alone the vulnerability of the provisioning services of the natural ecosystems such as, *inert alia*, flood mitigation, soil conservation, nutrient cycling, pollination, provision of water, which in turn may trigger climate displacement and pose further socio-economic stressors on the country.

Based on casual observations, it can be assumed that the impacts of environmental degradation on women and men in Jordan are different. Women, especially those living in rural and semi urban areas, are highly reliant on the natural resources for their living, which in situation of scarcity becomes more controlled by men of stronger political, economic and social standing. Jordan recognizes that there is an urgent need to undertake thorough and

in-depth gender analysis to define the gender disparities in the national environmental management system, whilst applying practical measures to fill the gap and achieve gender equality in all environment-related sectoral policies/programs and plans.

At policy level, Jordan has included gender equality to many supreme policies and strategies related to environment and climate change management, for instance the gender-responsive National Climate Change Policy (2013-2020), which aims at building the adaptive capacity of Jordan's communities and institutions to the adverse impacts of climate change, and optimizing mitigation opportunities. The national climate change policy provides general guidance on how to mainstream gender equality in the climate change-related strategies and programs, whilst calls for practical tools and compiled information to facilitate the gender integration in climate action. Moreover, Jordan has also included goals to bridge gender inequality as part of the Jordan 2025 vision, the Sustainable Development Goals (SDGs), the Third National Communication Report on Climate Change to the UNFCCC.

Although few environment and climate change-related sectors include gender-lens, other related sectors lack any kind of gender considerations.

Scope & Objective

The preparation of the 4th national communication and the 2nd Biennial updated reports to the UNFCCC were commenced in 2019 by the Ministry of Environment. The three-year GEF-funded, UNDP-supported project seeks to deliver global environmental benefits related to climate change through deepening the understanding of GHG emissions, sinks and its potential impacts, it is expected to contribute to strengthen the linkage of the national environmental management system with the global environment and enhance the national capacities to address and report on climate change effects. The project is designed to assist Jordan in the efforts of integrating climate change consideration into the national and development policies. The 4NC & 2nd BUR project implementation coincided with further support from UNDP-RBAS Climate Promise to the Ministry of Environment to update the Nationally Determined Contributions (NDCs). However, the Climate Promise initiative in Jordan is expected to demonstrate how NDCs ambitions contribute to the achievement of Sustainable Development Goal.

As gender equality is one of the major guiding principles in the process of national communications and NDCs revision to accelerate sustainable, inclusive and equitable country-driven climate action, UNDP seeks to recruit a gender specialist to provide the NDCs & 4NC projects' team with technical backstopping and practical guidance on how to include gender considerations into the climate change-related sectors. The consultant is expected to undertake thorough analysis to provide the NDCs revision and 4th NC preparation with information required to include gender perspectives in the climate change mitigation and adaptation. The analysis shall identify the barriers and constraints that hinder gender responsiveness, and the opportunities to achieve gender equality in climate action.

Tasks and Responsibilities

The gender specialist is expected to perform the following tasks and responsibilities:

1. Review -to the extent possible- the climate change related policies, communication reports, legal and institutional arrangements, relevant sectoral development plans to provide a rationale baseline of gender equality and responsiveness;
2. Carry out discussion meetings and consultations with the two projects' partners and priority stakeholders to validate the findings of the desktop review and outline the baseline barriers, constraints and opportunities of gender mainstreaming into the climate change related sectoral development strategies/programmes;
3. Prepare a synthesis report that details the findings of the desktop review, consultation meetings, and the proposed methodology of the gender analysis;
4. Undertake a thorough participatory gender analysis to:
 - Measure the level of gender "awareness" and "sensitivity" among the primary stakeholders of the national environmental management system, with focus on the climate change thematic areas;
 - Define the role, needs, benefits of women and men in the climate change mitigation and adaption measures of energy, water, agriculture, biodiversity and waste management sectors;
 - Based on the previous, assess the gaps of gender equality in each sector;
 - Define the underlying causes of gender inequalities in each sector;

- Any relevant component that may be necessary to advance the gender equality in each targeted climate change-related sector.
- 5. Define the opportunities and values that gender equality may bring to the climate action and the climate-related sustainable development goals;
- 6. Propose a gender mainstreaming priority list for each climate change-related sector, the priority list should be clustered into policy, regulatory and technical measures;
- 7. Define the required capacities and resources to support gender mainstreaming in the climate change programmes of action;
- 8. Propose the gender mainstreaming action plan in the climate change-related policies, strategies and plans;
- 9. Prepare 2-3 pages conceptual note to operationalize the action plan;
- 10. Deliver one day validation workshop on the findings on the gender analysis, the priority list and the gender mainstreaming action plan.

Expected Outputs & Deliverables Timeframe

The expected duration of this consultancy is **four months** consisting of approximately (30 working days), during which, the consultant is expected to submit the following deliverables.

| | Deliverable | Duration/Deadline |
|---|---|----------------------------------|
| 1 | Workplan detailing the activities and timeframe of the assignment | 1 week from signing the contract |
| 2 | Synthesis report details the findings of the desktop review, consultations and the proposed gender analysis methodology | 1 month |
| 3 | Final report of the gender analysis and the gender mainstreaming priority list | 3 months from the commencement |
| 4 | The gender mainstreaming action plan, one conceptual note to operationalize the action plan | 4 months from the commencement |

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| | and conducting validation workshop on the findings of gender analysis | |
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Required Qualifications

- Education: Advanced degree or minimum 10 years of working experience in social science, environment, development and climate change context, working on policy issues of gender inequality and climate change is preferable.
- Demonstrated knowledge and experience on different gender responsive tools and approaches and applying them effectively at institutional and project levels.
- Strong understanding of the gender context in Jordan.
- Good experience with government institutions, international or NGOs supporting gender equality.

Skills and Competencies

- Excellent technical and analytical writing skills.
- Proven communication and facilitation skills with varied stakeholders and audiences.
- Strong written and oral communication skills (in both English and Arabic languages).


Compensation and special conditions

All payments are subject to deliverable approval by UNDP. Payments are transferred in the following manner:

- The 1st payment (15 % of the total) is cleared upon the submission and approval of (Deliverable 1).
- The 2nd payment (15 % of total) after submission and approval of (Deliverable 2).
- The 3^d payment (40% of total) after submission and approval of (Deliverable 3)
- The 4th payment (30% of total) after submission and approval of (Deliverable 4)

Management Arrangement

The gender specialist is expected to work under the direct supervision of the Projects Coordination Specialist at the Environment, Climate Change & DRR Portfolio, and in close coordination with the gender team of UNDP, Ministry of Environment and other concerned projects’ partners.

| UNDP Signature | IC Signature |
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