

UNDP Belarus	
TOR for Consultant on Gender Issues	
Title:	Consultant on Gender Issues
Type of contract:	Consultant/ Individual Contractor/ National
Remuneration:	Lump sum
Office/Project:	Initiation Plan (IP) #00116465 “Reducing barriers to promote electric mobility in the Republic of Belarus through the introduction of ultra-fast charging stations”.
Duty station:	Home-based. The consultant should have no restrictions for part-time work or limitations regarding multiple employment. The contractor will have to arrange his/her workplace, logistics and equipment.
Contract Duration:	1 March 2021 – 31 March 2021 (approximately 10 working days)
Work and payment terms:	<p>Lump sum contract:</p> <ul style="list-style-type: none"> <li>• 70% of the contract amount will be paid upon satisfactory completion of Deliverable 1, confirmed by the respective UNDP Belarus Programme Officer and the Regional Technical Adviser from the UNDP Istanbul Regional Hub (IRH);</li> <li>• The remaining 30% of the contract amount will be paid upon satisfactory completion of Deliverable 2 confirmed by the respective UNDP Belarus Programme Officer and Regional Technical Adviser from the UNDP IRH.</li> </ul> <p>Deliverables:</p> <ul style="list-style-type: none"> <li>- Deliverable 1. By 6 March 2021– (i) Draft report on the gender analysis in English examining the different needs, roles, access to and control over resources of women and men impacted by the project within the local context shall be prepared; (ii) draft project results framework in English with the findings of the gender analysis incorporated; (iii) draft gender strategy for the project shall be prepared; and (iv) the UNDP Social and Environmental Screening Procedure in English with gender related aspects integrated shall be prepared.</li> <li>- Deliverable 2. By 12 March 2021 – Final document package, including CEO Endorsement Request Document, UNDP Project Document with the gender issues addressed and clearly identifiable submitted to UNDP Belarus.</li> </ul>
Qualifications	<ul style="list-style-type: none"> <li>- Bachelor’s Degree in social sciences, or related area of studies. Advanced university degree is an advantage.</li> <li>- At least 2 years of experience in gender mainstreaming;</li> <li>- Experience in working with governments and civil societies on gender related topics;</li> <li>- Previous working experience in gender related to data collection and processing (i.e. through mail/e-mail questionnaire, phone calls, peer-to-peer);</li> <li>- Experience in international project proposal writing and implementation will be an asset;</li> <li>- Prior working experience with UN is an asset;</li> </ul>

Competencies:	<ul style="list-style-type: none"> <li>- Solid knowledge of application of gender equality standards/approaches confirmed by at least 2 publications (journals, newspapers, social media or web resources);</li> <li>- Fluent English confirmed by diploma, certificate or other relevant documents.</li> </ul>
Direct supervisor:	UNDP Programme Officer

**General background information on the context of the engagement:**

The United Nations Development Programme (UNDP), acting as an implementing agency of the Global Environment Facility (GEF), is providing assistance to the Republic of Belarus in the preparation of the GEF Project “Reducing barriers to promote electric mobility in the Republic of Belarus through the introduction of ultra-fast charging stations” (eVehicles project).

The eVehicles project aims to remove barriers to the e-vehicle market in Belarus by removing barriers to help make e-vehicles more accessible to the population by changes to legislation, regulations, and policy, by pilot investments to stimulating the necessary infrastructure investments in the charging network leading to direct greenhouse gas emission reductions of 28,000 tonnes of CO<sub>2</sub>e over the lifetime of the investments and indirect greenhouse gas emission reductions of 115,000 tonnes of CO<sub>2</sub>e.

The project will achieve its stated objectives through three components:

Component 1: – Component 1 of the project will involve Government and Municipal Regulations Change including a new national policy on sustainable transport that includes promotion of eMobility. Also, an introduction of a quota (5% or less) for municipal companies’ e-vehicle fleets and free parking for and use of bus lanes for e-Vehicles. Under the first component there will also be gap analysis of all existing legislation on sustainable transport as it related to promoting electric mobility with a view to introducing new regulations and/or policies as appropriate. A feasibility study for a rebate scheme (working with car dealers) will also be carried out under component 1.

Component 2: – Component 2 of the project will consist of designing and implementing pilot demonstration projects. These pilot demonstration project will involve a study of the existing network and creation of a strategy to enhance the charging infrastructure network according to the latest international standards with deployment of several superfast charging stations in highly visible and critical locations (touristic, main highways etc...) using the available technical assistance funding to assist with procurement, delivery and installation according to international best practice. The strategy should also identify future fast-charging locations to be deployed with co-financing from Belarus-Neft or other strategic partners identified during the creation of the superfast charging network strategy.

Component 3: – Component 3 of this project aims to build capacity and raise awareness about eMobility through disseminating the results of Component 1 & 2 with a PR strategy that involves sourcing of co-financing from car dealers (first and/or second hand) that are willing to sell eVehicles and assist in the PR and awareness raising campaign. A project website will also be developed under component 3. As part of the awareness raising and capacity building, Component 3 will hold a National Workshop that promotes eVehicle use and develops and disseminate a “lesson’s learned” document that can be used for other countries/regions wishing to develop their eVehicle markets. Further awareness of the project will be raised through creation of an app and/or website for users to view charging stations and also calculate savings/costs of charging daily/weekly/monthly and yearly vs petrol/diesel vehicles. In addition, the project will produce a short video to highlight the results from the demonstration projects.

This project fits within GEF’s focal area of Climate Change, specifically GEF-7 Programming Directions for Climate Change Focal Area Investments and Associated Programming. There is an existing programme dealing with electric mobility which has indicated as its first Objective: “promote innovation and technology transfer for sustainable energy breakthroughs”. The project’s financing for a pilot of super-fast charging stations is one of 4 entry points highlighted within the innovative technology area (electric drive technologies and electric mobility)

and follows with the GEF established track-record of providing funding to demonstration projects that would otherwise not be within the reach of environmental finance due to market immaturity in this area.

**Scope of the assignment:**

The Consultant on Gender Issues (hereinafter – Consultant) will act as an advisor and technical resource person with respect to integrating gender into the Project design until its submission of the Full sized GEF CEO Endorsement documents to the GEF for final approval. The Consultant reports directly to the Lead National Expert for PPG Coordination and Stakeholder Engagement and works under the overall guidance of the UNDP Belarus Country Office, in close coordination with the Ministry of Natural Resources and Environmental Protection of Belarus (MNREP) and is informed by the guidance from the UNDP/GEF Regional Technical Advisor/Specialist on Climate Change in the IRH. The national consultant will work in close cooperation with the relevant local Belarusian agencies (ministries, research institutions, NGOs) and other stakeholders relevant for the subject-matter of the project, and will support the creation of conditions conducive to strengthening the national ownership of the project.

Specifically, the Consultant will perform the following tasks:

- Review the available documentation on the project, including the project PIF, draft CEO Endorsement Document and UNDP Project Document.
- Develop a participatory gender analysis examining the different needs, roles, access to and control over resources of women and men impacted by the project within the local context; collect gender responsive baseline data relevant to project planning and monitoring; identify the share of female and male direct beneficiaries;
- Draft a gender strategy for the project and ensure that gender considerations are mainstreamed into all relevant components of the project document. The strategy should include a gender action plan with indicators, targets and time bound outputs to advance women's empowerment and promote gender equality. The proposed gender related targets, activities and outputs should be realistic and achievable within the project implementation period;
- Conduct consultations with the key stakeholders including women organizations on the gender issues related to the project and collect the stakeholders feedback. Incorporate the comments, if appropriate, into the project RF and gender strategy;
- Provide inputs to the UNDP Social and Environmental Screening Procedure including assessing potential negative impacts of the project on gender equality and specific activities to mitigate and/or minimize them;
- Assist the project development team in identifying and developing partnerships with local women's NGOs/CSOs and relevant national stakeholders;
- Provide specific recommendations for capacity building scope related to the communication and gender aspects of the project;
- Advise the international and national consultants and the UNDP National Project Officer to ensure that stakeholders consultations with relevant public (and private) authorities and civil society organizations related to the gender aspects take place;
- Provide advice for the design of an appropriate stakeholder involvement strategy related to the gender aspects taking into account the national particularities.

**Sequence of work, terms and conditions for provision of services**

The Specialist reports directly to the Lead National Expert for PPG Coordination and Stakeholder Engagement.

The assignment will be a home-based work with no travel envisaged. In case travels will be required, it should be discussed and agreed with the Lead National Expert for PPG Coordination and Stakeholder Engagement and the respective UNDP Belarus Programme Officer. If authorized, travel related expenses will be covered additionally to the Consultant's contract amount.

The Consultant will be recruited by UNDP Belarus Country Office through a selective process. Once hired, the consultant will get in touch with the Lead National Expert for PPG Coordination and Stakeholder Engagement

and International GEF Project Development Specialist - PPG Team Leader to establish email communication with him/her, as well as with the key local consultants selected by the UNDP Belarus. The Consultant should be in regular communication with the expert team to discuss what information is to be gathered by the local team, and in what format, by when, translation needs, and when it will be finally made available to the international consultant.

- Deliverable 1. By 6 March 2021– (i) Draft report on the gender analysis in English examining the different needs, roles, access to and control over resources of women and men impacted by the project within the local context shall be prepared; (ii) draft project results framework in English with the findings of the gender analysis incorporated; (iii) draft gender strategy for the project shall be prepared; and (iv) the UNDP Social and Environmental Screening Procedure in English with gender related aspects integrated shall be prepared.
- Deliverable 2. By 12 March 2021 – Final document package, including CEO Endorsement Request Document, UNDP Project Document with the gender issues addressed and clearly identifiable submitted to UNDP Belarus.

Signature of Supervisor: UNDP Programme Officer

Signature of Subscriber: