

## **Terms of Reference**

### **Individual contractor**

#### **1. Assignment information**

<b>Assignment Title:</b>	International Consultant-Gender Deep-Dive for Cambodia Common Country Analysis 2021
<b>Organization</b>	Resident Coordinator Office in Cambodia
<b>Post level</b>	Specialist
<b>Contract Type</b>	Individual Contractor (IC)
<b>Cluster/Project:</b>	RCO Project
<b>Duty Station:</b>	Home based. No travel to the field required.
<b>Contract Duration:</b>	40 Days. 1 October 2021 – 30 December 2021

#### **2. Background and project description**

Across every sphere, from health to the economy, security to social protection, the impacts of COVID-19 are exacerbated for women and girls simply by virtue of their sex. Compounded economic impacts are felt especially by women and girls who are generally earning less, saving less, and holding insecure jobs or living close to poverty. In Cambodia, industries dominated by women and girls, such as garment and tourism sectors have been hardest hit. Women make up almost 90 per cent of the estimated 750,000 garment factory workers in Cambodia. Many more women and girls are in informal work than men and are the first to lose their jobs. The health of women generally is adversely impacted through the reallocation of resources and priorities, including sexual and reproductive health services. Unpaid care work has increased, with children out-of-school, heightened care needs of older persons and overwhelmed health services. In Cambodia, studies show that women carry the burden of such needs<sup>1</sup>. As the COVID-19 pandemic deepens economic and social stress coupled with restricted movement and social isolation measures, gender-based violence is increasing globally. In Cambodia, an estimated 1 in 5 women report having experienced physical and/or sexual violence by an intimate partner in their lifetime. More data is needed to understand the full impact of COVID-19 on women and girls.

Amid the ongoing pandemic, more than ever, the UN is in dire need for sound analysis. The UN Common Country Analysis (CCA) will play an important role in providing an evidence-base for realigning our priorities to be fit for purpose. The new generation of CCA responds to the urgency of the 2030 Agenda by delivering integrated, forward-looking and evidence-based joint analysis of the context for sustainable development in a country. It is essential that the CCA includes a strong, evidence and human rights-based focus on population and groups who are left behind or at risk of being left behind, why this is the case, who is now doing something about this and where there are shortfalls.

The current CCA has been completed in June 2021. In order to support the Royal Government of Cambodia achieve inclusive, equitable, and sustainable recovery, the CCA identified key strategic priorities; 1. strengthening pandemic health response and vaccination; 2. elevating human capital development; 3. green growth, and digital economy; underpinned by over-arching commitment to gender-transformative recovery from the pandemic and promoting and protecting human rights. However, it has not yet included

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<sup>1</sup> <https://data.unwomen.org/publications/unlocking-lockdown-gendered-effects-covid-19-achieving-sdgs-asia-and-pacific>

a thorough gender analysis on how to support the gender-transformative recovery from the pandemic. There is a need to improve consistent gender analysis across CCA chapters, support the generation of gender data across sectors under the UN Cooperation Framework, and analyze in depth UN's comparative advantage specifically addressing gender inequality.

For this purpose, UN Cambodia is in need for a consultant to conduct **an analysis for a gender-sensitive socio-economic recovery from the COVID-19 pandemic.**

### **Objective of the assignment**

The objective of the CCA "gender deep-dive" is to outline how the UN can support the Royal Government of Cambodia build back better through integrating gender equality and women's empowerment lens in recovery plans, policies and programmes.

The CCA deep-dive on gender will provide a baseline for the next Cooperation Framework design. It will also help to inform possible pipeline proposal for a joint programme to address some of the gaps identified.

### **3. Scope of work**

The consultant is expected to conduct research, gather and analyze data from a gender perspective, and draft a report that includes the following:

- a) **Who** is left behind? Gather and include gender disaggregated data and statistics to analyze and respond to the COVID-19 impact on women and other genders more accurately. We need data including on differing rates of infection, differential economic impacts, differential care burden, and incidence of domestic violence and sexual abuse.
- b) **Why** are they left behind? Analysis to reveal root causes and structural barriers of social exclusion and gender inequality, which allows us to determine their needs and opportunities for better inclusion through our programming. Based on the data, are there any future trends or emerging risks?
- c) **What?** 1) Identify what the Royal Government of Cambodia priority actions to accelerate progress for SDG 5 and across the SDGs. How can gender be better integrated into the socio-economic response and pandemic recovery, as strategic catalysts, to promote inclusive, equitable, and gender-transformative recovery and longer-term sustainable development goals. 2) Identify the comparative advantages that the UN system has to provide support at the country level on the key development priorities emerging from the analysis itself.
- d) **How?** Provide recommendations on which targeted measures are needed, and how to measure and monitor progress. This section can include a part on partnerships with CSOs, development partners, and private sector.

The methodology will be co-designed with the consultant. It should include consultation with women organizations and or gender advocates, including young emerging gender advocates. The UN Gender Theme Group in Cambodia can support with data gathering and analysis. The CCA deep-dive should be no longer than 10 pages, including recommendations, but excluding appendix.

#### 4. Expected Deliverables and outputs

Deliverable No.	Expected Outputs	Estimated # days output	Timeframe/ Payment percentage	Review and Approvals Required
Deliverable #1	Timeline, workplan and methodology for the delivery of the work approved by the RC Office. Reviewing existing reports and data sources, identifying data gaps, and finding new data sources for the missing areas.	5 Days	20 %  6 October 2021	Reviewed by Special Assistant to the Resident Coordinator.
Deliverable #2	1st draft of the report in word document, describing gender analysis <sup>2</sup> on how to support the gender-transformative recovery from the pandemic.  Comments by the RCO and Gender Theme Group to be collected.	20 days	25 %  15 November 2021	
Deliverable #3	Developing questions & framework for consultation. Consultation with women organizations for new/updated information gathering and validating the findings of Deliverable #2.	7 days	25 %  30 November 2021	
Deliverable #4	Final draft of the report – The final draft report must include an executive summary with main findings and a section with recommendations on the way forward.  Visualization of the findings in an infographic.  Final review by the RCO and Gender Theme Group to be conducted.	8 days	30%  15 December 2021	
	<b>Total # days</b>	<b>40 days of work</b>		

#### 5. Management arrangement

Under the overall guidance of Resident Coordinator, the Special Assistant to the Resident Coordinator will be supervising the consultant and monitor and review his/her performance.

<sup>2</sup> The Analysis includes potential areas of partnership with CSOs, development partners, and private sector in collecting, measuring and monitoring data and progress.

6. **Duration: 28 days from** 1 October 2021 – 30 December 2021

7. **Location/Duty Station:** this engagement will home-based, virtual engagement.

**8. Minimum requirements for the individual contractor:**

<b>Education</b>	<ul style="list-style-type: none"> <li>• Master’s degree in the field of international development, gender studies, social science, sociology, or other related areas.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• A minimum of 5 years professional experience in programme management on gender equality and/or gender mainstreaming in other development areas.</li> <li>• Experience in research and publication-writing. Proven track records of publications, preferably analytical publications on development issues.</li> <li>• Additional experience on academic or scientific gender data analysis and research a plus.</li> <li>• Knowledge of gender equality and the empowerment of women in recovery plans, policies and programmes. In particular, root causes to discrimination.</li> <li>• Experience working on countries in Asia and the Pacific desirable.</li> <li>• Proven knowledge of working in/with international organizations.</li> </ul>
<b>Other competencies</b>	<ul style="list-style-type: none"> <li>• A proven ability to liaise and coordinate with a myriad of stakeholders and partners, including gender advocates, formal and informal young leadership network, civil society organization as well as university.</li> <li>• Knowledge of the social, cultural, and political context in South East Asia, including Cambodia and local issues of gender, women’s participation in private and public sphere, multiple challenges that women face to participate equally in emergent socioeconomic development.</li> <li>• Excellent timely delivery and time management</li> </ul>
<b>Language Requirement</b>	Excellent command over English.

**9. Technical Evaluation Criteria**

<b>Technical Evaluation Criteria</b>	<b>Obtainable Score</b>
Master’s degree in the field of international development, gender studies, social science, sociology, or other related areas.	10
A minimum of 5 years professional experience in programme management on gender equality and/or gender mainstreaming in other development areas.	40
Experience in research and publication-writing. Proven track records of publications, preferably analytical publications on development issues.	30
Knowledge of gender equality and the empowerment of women in recovery plans, policies and programmes. In particular, root causes to discrimination.	20
<b>Total Obtainable Score:</b>	<b>100</b>

**10. Payment milestones**

The consultant will be paid on a lump sum basis under the following installments.

<b>N</b>	<b>Outputs/Deliveries</b>	<b>Payment Schedule</b>	<b>Payment Amount</b>
1	Upon satisfactory completion of deliverable 1	6 October 2021	20%
2	Upon satisfactory completion of deliverable 2	15 November 2021	25%
3	Upon satisfactory completion of deliverable 3	30 November 2021	25%
4	Upon satisfactory completion of deliverable 4	15 December 2021	30%