

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) #00116466 “Conservation of Wetland Biodiversity and Sustainable Management of Freshwater Ecosystems in the Western Dvina/Daugava Transboundary River Basin”.
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:	15 October 2021 – 31 December 2021 (approximately 10 working days)
Work and payment terms:	Lump sum contract Payment will be made in one stage (100%) according to the financial proposal after acceptance of the work performed by the supervisor in accordance with the certificate of payment (Certification for Payment).
Qualifications	<ul style="list-style-type: none"> - Bachelor’s Degree in a relevant field, such as sociology, ecology, economics, gender studies, gender and development, environment, sustainable development or closely related area. - Minimum 5 years of demonstrable experience in the gender policy and/or mainstreaming; - Experience in carrying out participatory gender analysis; - Experience in collecting and formulating gender responsive indicators and sex-disaggregated data and preparing gender responsive project analysis; - Experience in developing gender action plans; - Working experience in gender related to data collection and processing (i.e. through mail/e-mail questionnaire, phone calls, peer-to-peer). - Experience in international project proposal writing and/or implementation will be an asset; - Prior working experience with UN is an asset.
Competencies:	<ul style="list-style-type: none"> - Working level of English confirmed by diploma, certificate or other relevant documents.
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 “Conservation of Wetland Biodiversity and Sustainable Management of Freshwater Ecosystems in the Western Dvina/Daugava Transboundary River Basin” (Western Dvina IP).

The proposed project is geographically focused on the Western Dvina/Daugava river basin. Within this transboundary freshwater basin, the project will support transboundary cooperation and promote mechanisms for the integrated management of the water resources. Improving the management of transboundary waters in the Western Dvina river basin will be based on the implementation of respective national-level management plans for the transboundary river basin, in Belarus and in Latvia. Simultaneously, the project will support further development, appraisal and adoption of the transboundary cooperation agreement between the two countries. The project will assist the two countries with preparation of a regional Strategic Action Programme (SAP), outlining the

key priorities and directions for joint management actions and transboundary cooperation in the basin for conservation and sustainable use of the shared transboundary resources, as a roadmap for the implementation of the transboundary cooperative agreement. The project will further accelerate the transformative processes in the Western Dvina basin in Belarus by pilot testing conjunctive management solutions offered through the national Western Dvina River Basin Management Plan and providing targeted incremental support to concrete activities aimed at restoring and protecting valuable freshwater ecosystems and ecosystem services.

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.

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.

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.

Deliverables

- The **gender analysis** prepared, its findings are meaningfully integrated into the project's strategy, theory of change and results framework;
- Support action points, including risk assessments, identified in the UNDP Social and Environmental Screening Procedure (SESP) at the PIF stage ("pre-screening") are fully implemented during the PPG and, as appropriate, assist with the update of the SESP in an iterative fashion throughout the PPG;
- **Gender Action Plan and Budget** prepared;
- Gender considerations fully mainstreamed into project CEO ER documents and Project Document.

Signature of Supervisor: UNDP Programme Officer

Signature of Subscriber: