



Ministry of Environment and Energy

Republic of Maldives

Gender Specialist – Individual National Consultant

TERMS OF REFERENCE

A. Project Title

Supporting Vulnerable Communities in Maldives to Manage Climate Change-Induced Water Shortages

B. Project Description/Context

The outer islands of the Maldives experiences drinking water shortages during the dry season. These shortages have had significant adverse human, environmental and social impacts on the outer island. The key problems pertaining to freshwater security relate to the increasingly variable rainfall patterns induced by climate change and sea-level rise induced salinity of groundwater. The Government faces constraints in responding to the challenge at hand without assistance, especially in the context of anticipated impacts of climate change.

In response to this climate challenge, the 5-year GCF funded project to “Support vulnerable communities in Maldives to manage climate change-induced water shortages” has the objective to deliver safe and secure freshwater to 105,000 people in the islands of Maldives in the face of climate change risks. This will be achieved by delivering the following results:

- a. Scaling up integrated water supply system to provide safe water to vulnerable households (at least 32,000 people, including 15,000 women);
- b. Decentralized and cost-effective dry season water supply system introduced benefiting 73,000 people across 7 Northern Atolls;
- c. Groundwater quality improved to secure freshwater reserves for long term resilience on 49 islands;

According to a survey conducted by World Health Organization during 2015, 73 percent of Maldivian women control the household budget, and over 95 percent of the respondents reported that women have a say on the expenditure of the household. Responsibilities for fetching water from public taps and wells is more or less evenly split between men and women, but with slightly more responsibility falling on women. This has two implications: First, piped water system will profoundly improve women’s and men’s lives by removing the challenges faced in collecting water from wells and taps and freeing time for education, children and other economic, social and cultural activities. This supports the investment proposal for a piped water supply as part of the IWRM solution. Second, women, who are largely responsible for bringing up children and would experience first-hand the impacts of ill health from polluted ground water supplies could be important agents for change to support a safe and affordable service delivery system and associated tariffs. Women are particularly affected due to their family roles in cooking, washing, bathing children and house cleaning. Complaints of skin

irritations and infections are also common¹. These issues have reduced the use of historically important groundwater as a potable water source in the islands, though it is still used for non-potable uses such as bathing, clothes washing and toilet flushing. The household surveys conducted for this investment will track the effects of the IWRM system on health and productivity. As such, the project directly contributes to SDG agenda in Maldives, more concretely will help achieve Goal 6 fully by ensuring availability and sustainable management of water and sanitation for all. The project will considerably contribute towards climate change goal 13 as well as the goal 5 on gender equality.

As water scarcity directly affects women by adding to their daily chores, it is important to identify women-specific water issues and the opportunities of women's empowerment through the solutions (e.g. stewarding groundwater, household level maintenance and promotion of water efficiency at a household level). The gender analysis undertaken at the onset and design of this project acts as an entry point for gender mainstreaming throughout implementation, and enabled:

- Engagement, development and input into the design of the project and the approach moving forward;
- Demonstration of the need for gender-disaggregated data and indicators to establish a baseline in which to measure improvements and identify areas of focus; and
- Establishment of recommendations to incorporate into the Gender Action Plan.

C. Objective of the consultancy

The Ministry of Environment and Energy is seeking to hire a Gender Specialist consultant, to implement the gender-related activities of the project and provide recommendations on incorporating gender-specific considerations in all aspects of the project, including implementation, monitoring and evaluation.

The main objectives of the consultancy are:

1. Review and provide recommendations and propose amendments on the initial Gender Action Plan and related documentation;
2. Promote gender equality and women's empowerment throughout all project interventions;
3. Integrate gender-specific implications into project implementation to ensure gender-responsive and transformative results, including;
 - Review of specific strategies to include/target Female-Headed Households (FHHs);
 - Analysing differing conversation incentives faced by women;
 - Identifying gaps in gender equality through the use of sex-disaggregated data;
 - Ensuring that advocacy and awareness is adjusted to most effectively reflect gender-specific differences, and that strategies used in the project take into account such differences.
4. Monitor the gender aspects of the project through the implementation of the Gender Action Plan
5. Empower women by promoting safe water management and decision making relating to water management at household level.
6. Report on the progress of the gender action plan through sex-disaggregated data.

¹ WHO, 2015

During project implementation, qualitative assessments will be conducted on the gender-specific benefits that can be directly associated to the project. Indicators to quantify the achievement of project objectives in relation to gender equality will include men and women who had access to affordable solutions, number of men and women employed from the jobs created by the project, training opportunities, knowledge management and information dissemination.

Duty Station: Home-based - Maldives

D. Expected Outputs and deliverables

The consultant will be responsible for the following deliverables;

1. Review and provide recommendations and propose amendments on the initial Gender Action Plan and related documentations;
2. Conduct workshop to validate the gender Action Plan and strategies;
3. Incorporate recommendations and update Gender Action Plan and Strategies;
4. Advice and support PMU in executing the Gender Action Plan, Strategies and gender related activities;
5. Prepare a detailed report with regard to female headed households, from the house hold surveys conducted in all targeted islands (surveys already completed);
6. Conduct field visits to the selected project islands to implement the Gender Action Plan to gather required information;
7. Formation of water committee and conduct training workshops in selected project islands targeted for women’s development committees;
8. Identify interventions to provide gender responsive and transformative results throughout project implementation, results and recommendations to reported in quarterly reports;
9. Liaise with Monitoring and Evaluation Officer to monitor the gender aspects of the project, including sex-disaggregated data, and prepare quarterly report based on the progress of the Gender Action Plan;
10. Conduct trainings, awareness and promote women participation on construction, operations, household level water management and community water sales program;
11. Technical writing of successful stories from the trainings/workshops conducted;

E. Duration

Duration of work is for one year and the assignment will commence on April 2018 and will end on March 2019.

The following table shows an indication of the timeline for the deliverables;

Deliverables/ Outputs	Estimated Duration to Complete
Review and provide recommendations based on each activity and propose amendments on the initial Gender Action Plan based on related documentations and baseline study.	4 th week from signing of the contract
Recommend the specific activities needed and actions required and prepare report to incorporate with M&E plan.	5 th week from signing of the contract

Finalize the revised action plan after stakeholder's discussions and meetings	6 th week from signing of the contract
Prepare a detailed report with regard to female headed households, from the house hold surveys conducted in all targeted islands	10 th Week from signing of the contract
Conduct trainings or workshops or field visits in selected project islands and prepare report after completion of the training or workshop or field visits with recommendations and follow-up actions.	7 Trips per year
Field Report for each filed trip with field data and media photo.	7 Trip Reports
Prepare quarterly report based on the progress of the Gender Action Plan and Strategies	By the end of each quarter (4 reports)
Final Report including percentage increase in women participation and the gender related changes occurred throughout the consultancy	By the end of the consultancy
Technical writing of successful stories from the trainings conducted	By the end of the consultancy

F. Qualification of the successful Individual Consultant

The Consultant is expected to fulfil the following criteria in terms of expertise and qualifications;

1. Master's Degree in Social Sciences or Education or related discipline with at least two years of experience **OR** Bachelor's degree in Social Science or Education or related discipline with at least 5 years of related experience;
2. 2-year experience in the area of gender issues;
3. Experience with participatory research techniques and focus group discussions;
4. Ability to work independently and with minimal supervision;
5. Experience with international organizations will be an added advantage;
6. Candidates should not be currently engaged in more than two assignments of more than 1 year duration with the Ministry of Energy and Environment
7. The successful candidate must be willing to travel to the islands. All travel and workshop expenses incurred by the consultant based on the travel plan agreed for the assignments, will be covered directly by the project.

G. Reporting and Payment

- All reports shall be submitted as stipulated in the deliverables and all reports will be submitted as drafts and upon review by the Project Management Unit, the Consultant shall revise the draft reports. Once, the revised reports are accepted by the PMU they will be termed as final reports by the consultancy.
- The consultant will work in close collaboration with GCF Project Management Unit, based in Ministry of Environment and Energy, in coming up with the deliverables. The consultant will administratively report to the Project Manager.

- All draft documents should be in Microsoft Word and all final documents in Adobe Acrobat format, and all documents should be free from access restrictions.
- All field data and photo/video shall be transferred to client and will be property of client.
- The payments shall be contingent upon the successful completion of the deliverables/milestones as outlined in the contract

H. Facilities to be provided by PMU

- The GCF PMU will provide necessary information and material available in MEE for fulfilment of tasks and will organize necessary meetings, trips and workshops. Meeting room will be provided by the client.

I. Criteria and Eligibility

1. Technical Expertise (70%)

- Master's Degree in Social Sciences or Education or related discipline with at least two years of experience **OR** Bachelor's degree in Social Science or Education or related discipline with at least 7 years of related experience (20%)
- 5 years experience in the area of gender/social issues (20%)
- Experience with participatory research techniques and focus group discussions (15%)
- Ability to work independently and with minimal supervision (5%)
- Experience with international organizations (5%)
- Interview (5%)

2. Financial Proposal (30%)

J. Required Documents and deadline for submitting proposals

Those wishing to be considered for this consultancy should submit their technical and financial proposals in a sealed envelope or by email to:

The Project Manager,
 Project Management Unit (PMU),
 Ministry of Environment and Energy,
 Green Building,
 Male'.
 bassam.rasheed@environment.gov.mv