

TERMS OF REFERENCE

Position	Local Gender Responsive Budgeting Consultant
Duration	Full time for two years and placed with MOF

Objective and Purpose of the Assignment

The Gender Responsive Budgeting (GRB) Consultant will support Ministry of Finance (MOF) to integrate gender equality and social inclusion (GESI) into results-based budgeting reforms; work with MOF and three focal ministries to introduce gender responsive budgeting in the three chosen sectors; and support MOF coordinate with focal sectors and generate interest across government agencies in GRB as part of the process of developing a national GRB strategy.

Background

The Government of Maldives's Strategic Action Plan 2019-2023 recognises the importance of addressing gender inequalities towards achieving long-term and sustainable development. The Strategic Action Plan seeks to improve gender equality as a governance concern by "increasing women's representation in decision-making, minimising sexual harassment, domestic violence, eliminating barriers for women to participate in economic activity including cultural barriers by promoting shared care work and household responsibilities."¹

The SGII project aligns with the intentions of the Strategic Action Plan and will support the government increase access to sustainable services that support gender equality by reducing women's unpaid care burden and minimising DV/GBV. The project takes a holistic and multidisciplinary approach to tackling gender inequalities in the Maldives through (i) improving the availability and use of quality gender equality and social inclusion (GESI) data and statistics, (ii) integrating gender responsive budgeting into government planning and budgeting processes, (iii) strengthening the capacity of the social service system for aged care, early child care and DV/GBV services, (iv) establishing partnerships with civil society organisations, local councils and Women Development Committees to support DV/GBV prevention, access to quality DV/GBV services and aged care, and (v) building three climate-resilient shelters for domestic and gender-based violence survivors.

The project executing agency is the Ministry of Finance (MOF). The lead government agency is MGFSS which is responsible for gender equality and the protection and promotion of the rights of vulnerable groups including women, children and the elderly. A project management unit has been established in MGFSS. MGFSS will oversee the overall supervision of the Project and coordination of other key implementing agencies such as the Ministry of National Planning, Housing and Infrastructure (MNPHI), MOF, Family Protection Authority (FPA) and Maldives Bureau of Statistics (MBS). The Project will include a small grants scheme to support partnerships on aged care and DV/GBV with civil society organisations, local councils and Women Development Committees.

¹ Government of Maldives. Strategic Action Plan 2019-2023, page 420.

Scope of Work

The GRB Consultant will work with and be based in the MOF. An international GRB Consultant will provide technical support to Output 2 and will work collaboratively and in coordination with the national GRB Consultant.

The national GRB Consultant will assist MOF integrate GESI into ongoing results-based budgeting reform processes. This will include developing the methodology for classifying program data by GESI criteria and undertaking related work. They will work with and support the capacity building of focal persons in MOF and the three focal ministries of MGFSS, Ministry of Tourism and Ministry of Education on GESI analysis and gender responsive planning and budgeting. The consultant will support MGFSS, Ministry of Tourism and Ministry of Education to undertake respective GESI sector analysis and pilot the introduction of gender responsive planning and budgeting. They will assist MOF coordinate with respective focal ministries and other stakeholders to apply new GESI classification of program budgeting and learn from GRB capacity building experience, GESI sector analysis in the three focal sectors, and use this learning as part of the process of developing a national GRB strategy. The consultant will support MOF establish and manage a GRB Technical Committee that leads and coordinates GRB across Government.

Expected Outputs and Tasks

This will include:

Ownership and capacity building of MOF to integrate GESI into budget reforms

- (i) Support the assessment of current Government GRB initiatives and identification of opportunities to strengthen and expand on them.
- (ii) Review the GESI criteria required for New Policy Initiatives and work with the International Consultant to advise MOF on how to strengthen the criteria.
- (iii) Support the capacity of planning and budget officers on how to apply new GESI budgeting classification and GESI criteria for New Policy Initiatives.
- (iv) Work with the International GRB Consultant to develop a methodology for GESI classification of program budget data including criteria for categorising budget codes by GESI categories, and then support MOF introduce the GESI classification.
- (v) Work with the International GRB Consultant to assess the scope and feasibility, and based on approval of MOF, to introduce whole of government gender equality performance and accountability measures, such as:
 - a Whole of government Key Performance Indicators (KPI) or Gender Results Framework for the advancement of gender equality and a system of monitoring financial allocations and progress
 - b Annual gender budget report.

Capacity building of MOF, MGFSS, Ministry of Tourism and Ministry of Education on GESI-based analysis and GRB

- (i) Develop and maintain good working relationships with Focal Persons and decision makers in the participating agencies.
- (ii) Work with the International GRB Consultant to assess GESI and GRB understanding and analytical skills of management and staff in the MOF, MGFSS, Ministry of Tourism and Ministry of Education.

- (iii) Support the International GRB Consultant to develop capacity building products on how to undertake GESI based analysis, the rationale for GRB and GRB approaches and tools; and deliver capacity building to Focal Persons in MOF, MGFSS, Ministry of Tourism and Ministry of Education.
- (iv) Provide support to Focal Persons in MOF, MGFSS, Ministry of Tourism and Ministry of Education to understand and undertake GESI based analysis and GRB for their agencies.
- (v) Provide support to the Focal Persons and focal ministries to undertake sector GESI based analysis and pilot gender responsive planning and budgeting tools and approaches.

Support learning from practice and development of a national GRB strategy

- (i) Participate in annual progress and learning workshops.
- (ii) Support MOF draft quarterly progress reports on GRB and output 2 implementation.
- (iii) Support MOF in establishing and managing a GRB Technical Committee including developing Terms of Reference.
- (iv) Support MOF convene workshops to share the experience of GRB in the three pilot ministries across government agencies.

Reporting

The consultant will be line managed and report to the Chief Financial Budget Executive in MOF and work closely with the MOF's Focal Person for GRB.

Duration of Assignment: two years full time.

Minimum Qualification Requirements

The consultant will have a minimum of 2 years of experience of working on budgeting, finance and data systems. Experience of working on gender equality or social development would be beneficial but is not essential. Educated to a minimum of Master's level is preferred. They will have strong verbal and written communication skills, be experienced in capacity building and working with government partners. Excellent Dhivehi and good English language skills are required.

Deliverables

Expected outputs to be delivered by the national GRB consultant:

- (i) Mapping of current GRB initiatives in Government
- (ii) GESI classification of program budget data
- (iii) Establishment of GRB Technical Committee
- (iv) Coordination and support of GRB Focal Persons in MOF, MGFSS, MOE and MOT
- (v) Assist in preparation of training materials and assist in roll-out of the GRB to the whole government
- (vi) Quarterly progress reports on Output 2

Remuneration

Negotiable.