

TERMS OF REFERENCE

Position	Gender Responsive Budgeting Consultant (International)
Duration	150 Working Days (During the project period)

Objective and Purpose of the Assignment

The International Gender Responsive Budgeting (GRB) Consultant will support the National GRB Consultant to strengthen the capacity of Ministry of Finance (MOF) to integrate gender equality and social inclusion (GESI) into results-based budgeting reforms; build the capacity of MOF and three focal ministries to introduce gender responsive budgeting in the three chosen sectors; and support MOF lead 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 gender responsive social 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, early childcare and DV/GBV services, (iv) establishing partnerships with civil society organisations, local councils and Women Development Committees to support DV/GBV prevention and access to quality DV/GBV services, 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 Ministry of Gender, Family and Social Services (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 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 International GRB Consultant will bring international experience of GRB to the project and be the lead technical specialist for Output 2. In addition to the international specialist, a local consultant will be based in MOF to support the work on gender responsive budgeting. They will be funded for two years by the project, and thereafter by MOF. The local consultant will be hired by the Project Management Unit.

The International GRB Consultant will work closely with the local consultant, who may have limited experience with gender responsive budgeting, and provide capacity building and technical support on GRB to them. The International GRB Consultant will guide and work with the local consultant to assess the capacity of stakeholders and determine how to approach ownership building and generate interest in GRB. They will identify international training materials that can be adapted for Maldives, share examples of GRB tools and approaches that have been introduced in other countries, evidence of the benefits of gender responsive planning and budgeting, and support the quality assurance of products.

Expected Outputs and Tasks

The International GRB Consultant will support and complement the capacity of the local consultant to undertake the full scope of work for Output 2:

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

- (i) 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, provide advice to MOF on how to strengthen the criteria, and build the capacity of planning and budget officers on how to apply the GESI criteria.
- (iii) Provide technical advice and support to MOF on the integration of gender equality and social inclusion of excluded and vulnerable populations (including people with disabilities) into the emerging results-based budgeting system.
- (iv) Provide technical advice on the feasibility and support MOF introduce whole of government gender equality performance and accountability measures, such as:
 - i. 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.
 - ii. Annual gender budget report.
- (v) Provide advice on the mapping and introduction of gender classification of program budget data and options for apportioning budget codes by gender and other areas of social inclusion.

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) Assess GESI and GRB understanding and analytical skills of management and staff in the MOF, MGFSS, Ministry of Tourism and Ministry of Education.
- (iii) 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. Capacity building tools and training may be adapted from existing UN Women or other agency products that are suitable for Maldives.
- (iv) Train and mentor Focal Persons in MOF, MGFSS, Ministry of Tourism and Ministry of Education to be Focal Persons on GESI based analysis and GRB for their agencies.
- (v) Provide on-demand advice on GESI based analysis and GRB to staff from MOF, MGFSS, Ministry of Tourism and Ministry of Education.
- (vi) Provide technical 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) Support MOF and focal ministries monitor progress on GESI based analysis and gender responsive planning and budgeting such as through annual ministry-specific progress and learning workshops, and annual joint progress review and learning workshops.
- (ii) Support MOF draft annual progress reports on GRB and output 2 implementation.
- (iii) Support MOF in establishing and managing a GRB Technical Committee including developing Terms of Reference and providing GESI based analysis and GRB awareness raising and capacity building of committee members.
- (iv) Support MOF convene workshops to share the experience of GRB in the three pilot ministries across government agencies.
- (v) Support MOF lead the process of convening and facilitating government agencies to develop a national GRB strategy.
- (vi) Provide ongoing technical advice to MOF on opportunities to strengthen the budget system to be GESI responsive and make adaptations to accommodate learning from GRB pilots.
- (vii) Produce briefing materials and advocacy products that support MOF foster political and technical commitment to GRB.
- (viii) Contribute as appropriate to the impact evaluation which is to be undertaken by an independent agency and input into related learning and advocacy products and events. The impact evaluation includes a baseline survey, mid-term evaluation and end line survey.

Reporting

The International GRB Consultant will be line managed and report to the Chief Financial Budget Executive in MoF and Project Management Unit in MGFSS.

Duration of Assignment: 150 days (intermittent during the project period).

Minimum Qualification Requirements

The consultant will have 10 years of experience of working on gender equality and at least 5 years of experience of working on gender responsive planning/budgeting/governance in low and middle-

income countries. They will have strong communication skills, experience in building capacity of government partners, and working as part of a diverse multidisciplinary team. Excellent English language skills are required.

Deliverables

Expected outputs of the International GRB Consultant are:

- (i) Assessment of current GRB initiatives in Government and technical advice and recommendations for integrating gender and social inclusion into the budget system.
- (ii) Production of accessible learning products on GESI based analysis and gender responsive planning and budgeting that can be integrated into MOF on-going training on program-based budgeting, and other relevant training.
- (iii) Assessment of GESI and GRB understanding and analytical skills in MOF, MGFSS, Ministry of Tourism and Ministry of Education.
- (iv) Customized training modules and materials on gender responsive planning and budgeting for MOF, MGFSS, Ministry of Tourism and Ministry of Education.
- (v) Technical support provided to MGFSS, MOT and MOE to introduce and use gender responsive planning and budgeting tools
- (vi) GRB advocacy products.
- (vii) Draft GRB national strategy.

Remuneration

Negotiable.