

**Gender, Climate Change and Disaster Risk Resilience Research Consultant (Pacific)**  
**Terms of Reference**

Title: Gender, Climate Change and Disaster Risk Resilience Research Consultant  
Type of Contract: Individual Contract (International Consultant)  
Duration: Maximum 50 Working Days  
Start Date: 1<sup>st</sup> November, 2014  
End date: 28<sup>th</sup> February, 2015

**Background:**

The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security. UN Women provides support to Member States' efforts and priorities in meeting their gender equality goals and for building effective partnerships with civil society and other relevant actors. Placing women's rights at the center of all its efforts, the UN Women leads and coordinates United Nations system efforts to ensure that commitments on gender equality are translated into action throughout the world. It provides strong and coherent leadership in support of Member States' priorities and efforts while building effective partnerships with civil society and other relevant actors.

UN Women recognises that the Pacific region is especially vulnerable to the impacts of disasters and climate change. According to World Risk Report 2014, Vanuatu, Tonga, Solomon Islands and Papua New Guinea make up the top 15 most at risk countries to natural hazards in the world<sup>1</sup>, with Vanuatu ranked as the most at risk in the world. Like other regions around the world, certain groups are likely to be more vulnerable and experience more severe consequences of climate change and disasters than others. Preliminary research and anecdotal evidence suggests that women and girls in the Pacific region are disproportionately affected by disaster and climate change impacts. In addition, there is insufficient evidence to show that Pacific women's views, priorities, and skills are being included in decision-making processes that shape the climate change and disaster risk reduction agenda. In this way the increasing frequency and severity of disasters as a result of climate change have the potential to not only have a significant threat to advancing gender equality and women's empowerment, but also achieving sustainable development in the whole region.

Despite the globally known vulnerabilities of women and girls to climate change and disaster impacts and also their capacities to contribute effectively to climate change adaptation and disaster risk

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<sup>1</sup> World Risk Report 2014: [http://www.worldriskreport.com/uploads/media/WorldRiskReport\\_2014\\_online-II\\_01.pdf](http://www.worldriskreport.com/uploads/media/WorldRiskReport_2014_online-II_01.pdf)

reduction, there has been little progress in increasing the resilience of women to these impacts. According to the ten year review of the progress made by the Pacific Region on HFA<sup>2</sup>, all national HFA progress reports recognise the importance of communities in disaster risk reduction. However, there is a lack of effective involvement of communities in planning and decision-making on disaster risk management. In particular, the role of women in DRR appears to be neglected even though women are more likely to be affected by disasters than men, and have a key role in promoting the resilience of their families and communities. At the same time, women have little or no say in decision-making on issues that have a major impact on disaster risk management. The HFA progress report for Asia-Pacific points out that there is poor representation and participation of women groups in DRR Forums. For example, the report indicates that only 2.4% of Asia-Pacific countries reported on the participation of women's organizations in national platforms.

Similarly sex and age disaggregated data, which is key in creating the evidence for addressing gender need and priorities in DRR and CC policy formulation, is lacking. The HFA report mentioned above also points out that gender disaggregated data was available only in 14% of the Asia-Pacific countries and many countries stated a total absence of gender disaggregated data. Furthermore, the tools that are used for assessing and understanding climatic and disaster risks and in a post disaster context do not include strong gender analysis. The HFA progress review also shows that gender aspects are included in only 33% of post-disaster needs assessment methodologies in the region.

In reference to the issues highlighted above, UN Women's programme, Increasing Community Resilience through the Empowerment of Women to Address Climate Change and Natural Hazards, IREACH, has been developed on the premise that climate change, gender equality and sustainable development are highly interrelated and is designed to ensure that Pacific women become full and equal partners in as well beneficiaries of all disaster risk reduction (DRR) and, climate change adaptation and mitigation efforts. UN Women aims to support DRR and CC<sup>3</sup> programmes that support the resilience of households and society by ensuring that these efforts also advance gender equality rather than the marginalisation of women. In order to better guide regional and national policy formulation and implementation on climate change and DRR, there is an urgent need to understand the nexus between disasters, climate change, and gender equality and women's empowerment.

### **Consultancy**

UN Women Fiji Multi Country Office seeks the services of a qualified international consultant to conduct research on the socio-economic impacts of climate change and disasters on women and their families in at least five Pacific Island Countries (PICTs) representing the three Pacific sub-regions (Polynesia, Micronesia and Melanesia).

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<sup>2</sup> UNISDR 2015: 10 Year Review on progress towards and contributions made by the Pacific Region to the Hyogo Framework for Action (HFA) from 2005-2015.

<sup>3</sup> Climate change programmes and measures refers to both climate change adaptation and mitigation.

### **Objectives and Purpose:**

The objective of the study is threefold:

- Provision of evidence-based information on the impacts of climate change and disasters on gender to UN Women and its partners that is credible, reliable, useful and owned by key climate change and disaster risk reduction actors in the Pacific Region.
- The study will provide policy recommendations on how gender equality and women's empowerment can be strengthened through climate change and disaster risk reduction policies, strategies and measures for the Pacific Region.
- Identification of entry point for UN Women to engage effectively in climate change and disaster risk reduction efforts in the Pacific region.

### **Management Arrangements:**

The assignment will be implemented under short-term consultancy arrangement with clearly identified number of work days, work plan and deliverables. The consultant will report directly to, and work under the technical guidance of the UN Women Regional Climate Change and Disaster Risk Reduction Policy Advisor. The duration of the consultancy will be 50 working days and start in 1 November 2014. The work will be completed no later than 28 February 2015.

### **Core tasks:**

1. Develop a work plan for the research consultancy;
2. Develop appropriate techniques and methodology for consulting government agencies, key development partners, CSOs and local governments, reviewing relevant documents, and the collection of data for the above objectives;
3. Establish a steering committee of key partners working on gender equality, disaster risk reduction and climate change, which will guide and oversee the progress of the research as well as act as the peer review;
4. Conduct a literature review of:
  - Existing information and evidence of general socio-economic impact of climate change and disaster impacts, and in particular the impacts on gender within the three regions of the Pacific;
  - Analysis of evidence of gender analysis in existing climate change and disaster risk assessments, including the usage of gender analysis in post-disaster needs assessments, and the collection and usage of sex and age disaggregated data (SADD);
  - Identification of evidence of how SADD and gender analysis has informed climate change and disaster risk reduction policy formulation;
  - Evidence of, and challenges in the active participation of women and women groups in climate change and disaster risk reduction dialogue, policy formation and implementation;
5. Based on information gaps identified above, and in collaboration with University of South Pacific (USP) and other partners, conduct research in at least 5 PICTs countries on the impacts of climate change and disasters on gender and the skills and capacities that women use in order to cope, respond and adapt to disasters and climate change;
6. Submit a research report with key policy recommendations on:

- How gender equality and women's empowerment can be strengthened through disaster risk reduction and climate change adaptation and mitigation across the region;
- How UN Women can use this information to effectively support national governments, NGOs and women in addressing these impacts.

**Deliverables:**

Description	Set Activities per Deliverable	Due Date
Work plan	- Outline travel and deliverable plan	7 November 2014
Methodology	- Outline how research will be undertaken and key indicators	10 November 2014
Desk Review sub-report	- Literature review	5 December 2014
Research Report (not exceeding 40 pages)	- Research highlighting the socio-economic impacts of climate change and disasters on men, women and their families; - Outline how gender analysis informed CC and DRR policy formulation and implementation; - Suggest policy recommendations	28 February 2015
Workshop	- Sharing of the research findings	28 February 2015

**Values / Guiding Principles:**

- Integrity: Demonstrate consistency in upholding and promoting the values of UN Women in actions and decisions, in line with the UN Code of Conduct;
- Professionalism: Demonstrate professional competence and expert knowledge of the pertinent substantive areas of work;
- Cultural sensitivity and valuing diversity: Demonstrate an appreciation of the multicultural nature of the organization and the diversity of its staff. Demonstrate an international outlook, appreciating difference in values and learning from cultural diversity.

**Core Competencies:**

- Ethics and Values: Demonstrate and safeguard ethics and integrity;
- Organizational awareness: Demonstrate corporate knowledge and sound judgement;
- Development and Innovation: Take charge of self-development and take initiative;
- Work in teams: Demonstrate ability to work in a multicultural, multi ethnic environment and to maintain effective working relations with people of different national and cultural backgrounds;
- Communicating and Information Sharing: Facilitate and encourage open communication and strive for effective communication;

- Self-management and Emotional Intelligence: Stay composed and positive even in difficult moments, handle tense situations with diplomacy and tact, and have a consistent behaviour towards others;
- Conflict management: Surface conflicts and address them proactively acknowledging different feelings and views and directing energy towards a mutually acceptable solution;
- Continuous Learning and Knowledge sharing: Encourage learning and sharing of knowledge;
- Appropriate and Transparent Decision Making: Demonstrate informed and transparent decision making.

### **Required Skills and Experience:**

#### **Education:**

- Minimum of Master level degree in one of the following areas:
  - Development Studies, or other disciplines related to climate change and disaster risk reduction;
  - Environmental Studies,
  - Gender Studies, Human rights or related field.
- Demonstrated knowledge of gender equality, women's rights, climate change and disaster risk resilience.

#### **Experience:**

- A minimum of 7 years of professional experience in international development work focused on climate change and disaster risk management and gender equality;
- Proven experience in addressing climate change impacts and disaster risk resilience with focus on women and/or vulnerable groups;
- Excellent research and analytical skills including proven capacity to undertake research at the regional and national levels;
- Demonstrated capacity to write clear and well-constructed reports in accordance with agreed terms of reference within specified time constraints; and
- Excellent communication, interpersonal and liaison skills with government, inter-governmental, civil society, academic, UN system and international and regional development partners.

#### **Language:**

- Written and oral proficiency in English is required;
- Knowledge of one of the other UN working languages is highly desirable

#### **Timeframes and Institutional Arrangements**

The consultant will be engaged for a maximum of 50 working days from 1<sup>st</sup> November 2014 to 28 February 2015. Interested individual consultants must submit the following documents/information to demonstrate their qualifications:-

1. Cover letter: (not more than 450 words) explaining why they are the most suitable for the work and a brief description of approach to work/methodology
2. Financial proposal: indicate fee/ amount per deliverable
3. Personal CV including past experience in similar projects and at least 3 references and signed P11 form.

**Financial Proposal:**

The contract is based on deliverables. Payments will be made upon receipt of the deliverable and duly signed by the Representative. The 50 days only stipulates the maximum time allotted and has no relevance to the determination of the fees, which is strictly based on deliverables.

**Equipment:**

The consultant will have to provide his/her own computer.

**Premises:**

The consultant can work from home but must complete travel to the PICTs identified for the study and the delivery of the workshop. UN Women will be responsible for any travel expenses related to the assignment as per the UN norm and practice.

***Interested applicants should send their applications to the following address:***

The Representative  
UN Women Fiji Multi country Office  
Level 3, Kadavu House  
Suva, Fiji

***Ref: UN Women IREACH Gender, Climate Change and Disaster Risk Resilience Research Consultant***

Or emailed to: [pacific.registry@unwomen.org](mailto:pacific.registry@unwomen.org)

Deadline of submission is **22 October 2014.**