

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

Title: Gender, Climate Change and Disaster Risk Resilience Research Consultant
Type of Contract: Individual Contract (International Consultant)
Duration: Maximum 45 Working Days
Start Date: 1st November, 2014
End date: 28th January, 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 Asia-Pacific region is especially vulnerable to the impacts of disasters and climate change. With regard to Asia; Philippines, Bangladesh, Cambodia, Timor-Leste and Brunei makes up the top 15 most at risk countries to natural hazards. Research conducted in the region suggests that women and girls are disproportionately affected by disaster and climate change impacts¹. However, there is insufficient evidence to show that women's views, priorities, and skills are being included in decision-making processes that shape the climate change (CC) and disaster risk reduction and recovery (DRRR) agenda.

Despite the known vulnerabilities of women and children to climate change and disasters and also their capacities to contribute effectively to CC adaptation and mitigation, and DRRR, there has been little progress in increasing the resilience of women to these impacts. According to the 2011-2013 progress review of Hyogo Framework for Action (HFA) for Asia-Pacific², all national HFA progress reports recognise the importance of communities in DRRR. However, there is a lack of effective involvement of communities in planning and decision-making on disaster risk management. In particular, the role of

¹ Neumayer and Plumper, 2007. The Gendered Nature of Natural Disasters: The Impact of Catastrophic Events on the Gender Gap in Life Expectancy, 1981-2002.

² UNISDR 2014: Hyogo Framework for Action in Asia and the Pacific 2011-2013.

women in DRRR 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 disaster risk reduction fora. 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 DRRR 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.

UN Women believes that climate change, gender equality and sustainable development are highly interrelated. It is therefore essential that CC and DRRR policies and measures are designed in a way that ensure that women become full and equal partners as well as beneficiaries. UN Women aims to support DRRR and CC programmes in Asia 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 CC and DRRR there is an urgent need to identify policy, institutional and financial capacities and gaps that need to be strengthened in order to enhance gender equality and women's empowerment.

Consultancy

UN Women Regional Office for Asia-Pacific seeks the services of a qualified international consultant to conduct a comprehensive study on the socio-economic impacts of climate change and disasters on women and their families in Asia and how gender related vulnerabilities and capacities are being addressed in regional and national climate change and disaster risk reduction policies and measures.

The objective of the study is three fold:

- (i) To provide a comprehensive overview of vulnerabilities and capacities of women and girls in addressing, responding and adapting to climatic impacts and disasters in Asia; and how these are being addressed in CC and DRRR policy and strategy formulation and implementation and monitoring, as well as institutional structures and financial resources to support gender equality in CC and DRRR;
- (ii) To provide and understanding of current participation on women and women groups in CC and DRRR dialogues, policy formulation and practice and gaps that need to be filled in order to strengthen their participation. This will include the provision of comparative data and examples of good gender mainstreaming practices and their implementation, and women's participation

in CC and DRRR. This information will also be used to develop other tools as the basis for advocacy and capacity building in CC DRRR;

- (iii) To provide insights and forward-looking recommendations to UN Women on how it can effectively engage its partners in strengthening gender equality and women's empowerment through CC and DRRR policies, strategies and measures for the 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 45 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. 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 across Asia;
 - Evidence of gender analysis in existing climate change and disaster risk assessments, including post-disaster needs assessments;
 - Identification of how gender analysis has informed climate change and disaster risk reduction policy formulation and action in the region;
 - Analysis of gender integration into climate change and DRR policy frameworks, strategies and practice including a review of the allocation of climate change and DRR financial resources and expenditure to support the inclusion of gender equality;
 - Analysis of the roles and capacities of national women's machineries and other relevant ministries with mandates to support gender mainstreaming, and CSOs to support the integration of gender equality in national and local CC and DRRR dialogue, policy formulation and action.
4. Based on information gaps identified above, conduct an in-depth analysis in at least three Asian countries on gaps in the policy, institutional and resource frameworks to support promotion of gender equality and women's empowerment in CC and DRRR; as well as the views of stakeholders regarding the type of policy or implementation that would be effective in closing these gaps;
5. Submit country case study report: implementation of gender equality and women's empowerment in support of climate change and disaster risk reduction;
6. Submit an overall 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;
 - Recommendations and best practices of gender mainstreaming and women's participation including good practice in CC and DRRR legislation and policy drafting, institutional structures, coordination and planning between sectors and involvement of civil society and communities;

- Recommendations for UN Women on how it can effectively support national governments, NGOs and in building the resilience of women and girls to climate change and disaster impacts.

Key Deliverables:

Description	Set Activities per Deliverable	Due Date
Work plan	<ul style="list-style-type: none"> - Outline travel and deliverables, timelines and schedules. 	7 November 2014
Methodology	<ul style="list-style-type: none"> - Outline how research will be undertaken and key indicators including methodologies for reviewing relevant data sources and consultations with key partners; draft of research instruments 	10 November 2014
Desk Review sub-report	<ul style="list-style-type: none"> - Based on the literature review 	10 December 2014
Country case study reports	<ul style="list-style-type: none"> - Based on country research studies 	30 January 2015
Submission of draft report	<ul style="list-style-type: none"> - Consolidation of desk review and country case studies with draft recommendations and submitted for review 	15 February 2015
Final Comprehensive Research Report (not exceeding 45 pages)	<ul style="list-style-type: none"> - Overview of vulnerabilities and capacities of women and girls to climate and disaster impacts; - Existing institutional arrangements, policy and financial frameworks, as well as gaps to support women's participation, gender analysis and mainstreaming; - Concrete recommendations on: <ul style="list-style-type: none"> ○ How gender equality and women's empowerment can be strengthened through CC and DRRR across the region; ○ How to replicate and upscale best practices of gender mainstreaming and women's participation; 	28 February 2015

	<ul style="list-style-type: none"> ○ How UN Women can effectively support its partners in building the resilience of women and girls to climate change and disaster impacts 	
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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 45 working days from 1st 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 45 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 countries 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.

Please submit application letter, P11, with proposed daily service rate with subject line **“Gender, Climate Change and Disaster Risk Resilience Research Consultant (Asia)”** to

hr.bangkok@unwomen.org and pacific.registry@unwomen.org. Deadline of submission is **22 October 2014.**