

Terms of references

Job Title: National Consultant for gender mainstreaming (biodiversity policy and planning documents)

Project Reference: Mainstreaming biodiversity conservation into Moldova territorial planning policies and land-use practices

Duration of Employment: June 2016 – December 2017

Contract type: Individual Contract

Expected workload: 50 working days

I. Background

The United Nations Development Programme (UNDP), acting as an implementing agency of the Global Environment Facility (GEF), is providing assistance to the Ministry of Environment of the Republic of Moldova in implementation of the GEF Medium Sized Project (MSP) “Mainstreaming Biodiversity Conservation into Moldova’s Territorial Planning Policies and Land-Use Practices” (BD mainstreaming project).

Despite the Government's reform efforts, the spatial/territorial planning framework is facing two types of barriers: (i) inadequate planning and enforcement framework and (ii) inadequate demonstrated experiences in spatial planning and biodiversity-compatible land management practices.

Against this background, the BD mainstreaming Project will be addressing the gaps in land planning and enforcement systems through development of relevant regulations, standards and legislation to accommodate biodiversity conservation objectives while the gap of limited coordination across sectors will be addressed by establishing a multi-stakeholder committee which will ensure a unified approach in the development, implementation and enforcement of land-use plans from the different ministries and departments. In addition, a monitoring system will be emplaced among the various regulatory agencies, assigning responsibilities based on comparative advantage, in order to evaluate acceptable limits of change in biodiversity-important areas. The gap of inadequate demonstrated experiences in spatial planning and biodiversity-compatible land management practices will be tackled through development and testing of biodiversity-compatible district spatial (land-use) plans in 2 districts of Moldova, relying on cross-sectoral working groups, GIS technologies for biodiversity mapping, identification of sites of conflict between biodiversity and human activities and others.

Overall, the objective of the project is to mainstream biodiversity conservation priorities into Moldova’s territorial planning policies and land-use practices through two components – the first will focus on modifying the land use planning and enforcement system so that it addresses biodiversity loss, and the second will demonstrate methods for conservation and sustainable use of biodiversity on communal lands outside PAs.

The BD mainstreaming project is implemented as part of a larger biodiversity programme, which includes also UNDP/EU Clima East Project “Sustainable management of pastures and community forests in Moldova’s first National Park Orhei to demonstrate climate change mitigation and adaptation benefits and dividends for local communities”.

II. Scope of work and responsibilities

The objective of the assignment is to apply a gender-sensitive approach, where women/men, as essential stakeholders, are fully considered and represented and that gender roles and dynamics, including constraints and capacities, are taken into account and proactively addressed during the implementation of Project's activities.

Fully and meaningfully integrate the concept of gender equality and women's/men's empowerment as cross-cutting issue into the project developed proposals for legislation amendments, land use planning documents and other project's deliverables.

- Amendments to biodiversity and land use related legislation (e.g., Law on Vegetal Kingdom, Law on Animal Kingdom, Law on land use planning, Land Code etc.)
- New Forest Code;
- Forest and Pasture management plans for 4 communities from Soroca and Stefan – Voda districts;
- District spatial plans for Soroca and Stefan – Voda districts;
- General Urbanistic Plans for Zastinca, Badiceni, Talmază and Copceac communities from Soroca and Stefan – Voda districts;
- Report on the economic valuation of biodiversity and ecosystem services in areas of high biodiversity or in critical areas Project's Communication Strategy;
- Study for development and implementation of the system of ecosystem services.
- Tourism Guidelines for Soroca and Stefan Voda districts

Expected tasks

He/she will be responsible for:

- Ensuring a gender-sensitive approach, entailing the participation of women/men and gender experts during the development of the:
 - Amendments to biodiversity and land use related legislation (e.g., Law on Vegetal Kingdom, Law on Animal Kingdom, Law on land use planning, Land Code etc.)
 - New Forest Code;
 - Forest and Pasture management plans for 4 communities from Soroca and Stefan – Voda districts;
 - District spatial plans for Soroca and Stefan – Voda districts;
 - General Urbanistic Plans for Zastinca, Badiceni, Talmază and Copceac communities from Soroca and Stefan – Voda districts;
 - Report on the economic valuation of biodiversity and ecosystem services in areas of high biodiversity or in critical areas
 - Project's Communication Strategy;
 - Study for development and implementation of the system of ecosystem services.
 - Tourism Guidelines for Soroca and Stefan Voda districts
- Provide recommendations on strengthening the gender dimensions of each reviewed documents. Recommendations should be based on identified gaps and highlighted the actions needed to be taken by each particular stakeholder.
- Engage in an intensive consultation process on gender mainstreaming with relevant stakeholders in Moldova at national, sectoral and local level:
 - a. Perform the review of the concepts and documents with the involvement of all relevant stakeholders;
 - b. Prepare and conduct meetings with stakeholders, specified in the plan for the assignment;
 - c. Address all comments received from the stakeholders in a precise and accurate manner and introduce necessary changes;
 - d. Ensure the coherence of all deliverables with the national legal framework.

- Facilitate a thematic training workshop on gender mainstreaming into the biodiversity conservation policy, regulations and documents.
- Development of a guidelines for gender mainstreaming into the land use plans (District spatial plans General Urbanistic Plans, Forest and Pasture management plans)
- Management of the assignment:
 - Prepare a detailed work schedule in the beginning of assignment;
 - Inform the project manager about potential changes of the initial planning in a timely manner;
 - Provide deliverables in time according to the work schedule;
 - Ensure the quality of deliverables, respecting the author rights of the used materials and correctness of the information presented;
 - By the end of assignment, prepare final report on accomplished work, lessons learned, and conclusions on the implementation of assignment.

• **DELIVERABLES, ESTIMATED WORKLOAD AND TIMEFRAME:**

The assignment should be carried out within a period of June 2016 – December 2017, not exceeding 50 working days.

	Deliverable	Deadline and workload
1	Elaborated detailed Work Plan for the assignment and consequent approval of UNDP.	June 20, 2016 1 working day
2	Recommendations on strengthening the gender dimensions of Project's Communication Strategy	July 15, 2016 3 working day
3	Recommendations on strengthening the gender dimensions of biodiversity and land use related legislation (e.g., Law on Vegetal Kingdom, Law on Animal Kingdom, Law on land use planning, Land Code etc.; Report on the economic valuation of biodiversity and ecosystem services in areas of high biodiversity or in critical areas; and Tourism Guidelines for Soroca and Stefan Voda districts.	September 30, 2016 12 working days
4	Recommendations on strengthening the gender dimensions of Forest and Pasture management plans for 4 communities from Soroca and Stefan – Voda districts	December 10, 2016 5 working days
5	Recommendations on strengthening the gender dimensions of the District spatial plans for Soroca and Stefan – Voda districts; and General Urbanistic Plans for Zastinca, Badiceni, Talmazza and Copceac communities from Soroca and Stefan – Voda districts;	March 31, 2017 10 working days
6	Recommendations on strengthening the gender dimensions of the New Forest Code; and Study for development and implementation of the system of ecosystem services.	June 30, 2017 5 working days
7	Guidelines for gender mainstreaming into the land use plans	November 30, 2017 10 working days
8	Thematic training workshop on gender mainstreaming into the biodiversity and land use planning processes	November 30, 2017 4 working days

Deliverables can be amended or specified for the purpose of the assignment.

Management Arrangements:

Consultant will work under the overall guidance of the BD mainstreaming/Clima East Project Manager, in coordination with the Ministry of Environment and other stakeholders. The Contractor will report to the UNDP BD mainstreaming/Clima East Project Manager.

Financial arrangements:

Payment will be disbursed in instalments upon submission and approval of the final documents as specified under 'Deliverables and Timeframe' section and certification by the Project Manager, and UNDP Portfolio Manager, that the services have been satisfactorily performed.

QUALIFICATIONS AND SKILLS REQUIRED

- Advanced university degree in social sciences, human rights, on women/gender-related fields;
- At least 5 years of progressively responsible professional experience in human rights, women/gender-related fields in Moldova;
- Excellent proven skills in analysis, negotiations and leadership and overall diplomatic skills;
- Good organizational, time management, facilitation and public presentation skills.
- Proven experience on preparation of written reports in an accurate and concise manner, and public presentation skills;
- Proven experience in gender mainstreaming into the policy documents;
- Proficiency in written and spoken Romanian and good command of Russian is required for this assignment. Knowledge of English will be an asset.
- Sound knowledge and experience of environment and biodiversity in Moldova would be an asset;
- Experience in similar positions in a UNDP and/or other international projects are a strong advantage.

The United Nations Development Programme in Moldova is committed to workforce diversity. Women, persons with disabilities, Roma and other ethnic or religious minorities, persons living with HIV, as well as refugees and other non-citizens legally entitled to work in the Republic of Moldova, are particularly encouraged to apply.