

Terms of Reference

i. Position information

Title: Independent advisor on Entrepreneurship and Employment Development for Ethnic Youth and Women Programme

ii. Background

Despite strong progress in advancing gender equity, women across the country are still less empowered than men, be it economically, politically or socially. In ethnic minority areas, a large portion of men went to cities for work. The left-over women have gradually become the main force driving social management and economic development of rural areas. Women are the primary custodians and practitioners of traditional culture and productions. They grasped typical cultural skills, such as embroidering, weaving and handicrafts producing, plantation, and some natural food product processing from natural resources. Supporting women to start or expand their own businesses, or explore employment opportunities, not only empowers women, but also reduces inequality and stimulates economic growth.

The program will build on the special cultural and natural environment of ethnic minority areas, to integrate the resources of both the private and public sectors, and strengthen the economic empowerment of women through supporting the entrepreneurship and employment in local handicrafts and rose plantation. The program will raise gender awareness in local governments and communities, advance employment skills and business knowledge of poor minority women, and improve minority women's ability to participate in socio-economic development.

UNDP is responsible for the overall achievement of program outcomes through enhancing effectiveness of program management, monitoring the program's progress and intended results, and coordinating its evaluation. UNDP will ensure the introduction of the most suitable international practices on women's entrepreneurship and youth development and support the capacity, piloting and public information dissemination of the Program.

The China International Center for Economic and Technical Exchanges (CICETE) is nominated by the MOFCOM to coordinate UNDP's programme assistance to China and serves as the Government's Implementing Partner. CICETE is responsible for ensuring program implementation is in compliance with UNDP NIM rules and regulations and support monitoring and evaluation throughout program implementation. CICETE is responsible for program delivery and insuring that program outputs are produced according to program objectives and related work plans.

Yunnan Youth Entrepreneurship and Employment Foundation (YYEEF) is responsible for local coordination of the program implementation, mobilization of government counterparts including Youth League systems from provincial to county level, and other relevant government departments,

as program participants to implement the Program. Set up the Program Management Office, designate Program Director, provide operational support and appoint focal point to oversee and coordinate local program implementation. It will also obtain the government support in financial, and/or in kind inputs for the Program.

The Jala Group, which puts a strong emphasis on Corporate Social Responsibility, will financially support this Program. In addition, it will take the rose plantation component as its corporate “fair trade” pilot, by specifying the variety and acreage of roses planted, setting prices of roses and purchasing roses planted.

The program will establish partnerships and collaborations with the Youth Leagues at provincial and country levels, in connection with social organizations, companies and academia to seek multi-faceted support from stakeholders.

The program aims to:

1. Create a sustainable poverty alleviation modality through supporting entrepreneurship and employment in cultural industries.
2. Build a sustainable development model of rural economy in minority regions explored through promoting characteristic agriculture industry and adopting concepts of fair trade.
3. Improve policy environment through policy researches.
4. Through program advocacy and publicity, raise the public awareness on sustainable development in minority regions, increase the pride of local youth in their own cultural identity, and favorable social environment created for the youth and women employment and entrepreneurship, as well as for sustainable development.

As the program is approaching the end, UNDP is working on program evaluating, the program seeks to recruit an independent advisor to lead related efforts.

iii. Objectives

An advisor will be hired to prepare a paper that achieves the following objectives

- Evaluation of the Entrepreneurship and Employment Development for Ethnic Youth and Women Programme
- Formulate a comprehensive report and put forward program proposal for next phase

iv. Scope of work and activities to be undertaken

As the program is approaching the end, an independent advisor is deemed necessary to provide

technical advice to the evaluation of the program. Representatives from UNDP, CICETE and YYEEF will provide support and accompany the mission throughout if necessary. More specifically, the advisor will:

- Evaluate the implementation of the program against the outcome indicators that were identified in the program documents, summarize achievements and lessons learnt and summarize key findings of program implementation;
- Based on key findings and recommendations of program, comprehensive analysis of the needs of the ethnic minority communities, as well as knowledge and best practices that UNDP can offer, formulate an evaluation report;
- Attend any program activities taking place at the time of the mission (conferences, Advisory Board meetings, program board meetings, field missions to pilot sites) and give informal presentations if required;
 - Travel to Beijing or pilot site(s) across China if necessary;
 - Debrief with CICETE, UNDP and other partners on initial conclusions and suggestions.

v. Duration of the assignment

10 working days including report writing time in June of 2019, 2 days home-based preparation before the field mission.

vi. Deliverables

- A comprehensive report on the overview of the program, including substantive comments on program achievements, lessons learnt and concrete recommendations.
- A program proposal, including a logic framework, results and resource framework and an overall work plan for the proposed cooperation between UNDP and further potential collaborators.

vii. Selection criteria

The candidate should have:

- Advanced degree in development studies, economics, sociology, anthropology, or other relevant discipline;
- Outstanding knowledge in promoting entrepreneurship and improving livelihood in ethnic minority communities, preferably China's ethnic minority communities, from a relevant context;
 - Excellent overall knowledge of China's ethnic minorities;
 - Excellent knowledge of China's economic, social and political context;
 - Experience in working in a consultancy capacity in ethnic minority programs;
 - Previous working experience in the UN, including solid knowledge of UN/UNDP policies, programming frameworks and procedures;

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- Ability to lead and contribute to strategic planning, results-based management, and reporting;
 - Ability to exercise creative thinking and initiative, while also promoting consultative processes and maintaining a catalytic approach;
 - Strong analytical, negotiation, communication, and networking skills;
 - Excellent drafting and communication skills;
 - Experience working on similar programs in China an asset.