

TERM OF REFERENCE

Key Qualifications (including category of consultant)	<p>Title of the post: National IC – Gender Evaluation Specialist</p> <p>Category of Consultant: Expert</p> <p>Duty Station: Home-based</p> <p>Qualification and Competencies:</p> <ul style="list-style-type: none"> • Education qualification: <u>Minimum Master's Degree in the field of social & political science or humanities or community development or natural resource / environmental management;</u> • Working experience: <ul style="list-style-type: none"> - Minimum 15 years of experience in gender mainstreaming, developing gender responsive policies plan, monitoring and evaluation related to gender. - Has experience in working with government, public sector and international organization regarding research and public service in the field of gender, women and children. - Has proven record or publication in designing and leading research and experience in using the theory of change evaluation approach, evaluating normative, policy and/or advocacy work. • Other Competencies (if applicable): <ul style="list-style-type: none"> - Understanding of the community development strategy and regulation in Indonesia; - Good knowledge on the developing training and leading focus group discussion related to gender; - Ability to synthesize evaluative information and to write clear, concise, and logical evaluation reports;
Contract Duration	46 working days within 3 months
Brief Description of the Assignment	<p><i>“UNDP partners with people at all levels of society to help build nations that can withstand crisis, and drive and sustain the kind of growth that improves the quality of life for everyone. On the ground in 177 countries and territories, UNDP offers global perspective and local insight to help empower lives and build resilient nations.</i></p> <p><i>UNDP Indonesia's mission is to be an agent for change in the human and social development of Indonesia. We aim to be a bridge between Indonesia and all donors as well as a trusted partner to all stakeholders. We work in four key areas of development: (i) Governance Reforms, (ii) Pro-Poor Policy Reforms, (iii) Conflict Prevention and Recovery, and (iv) Environment Management, with the overarching aim of reducing poverty in Indonesia. Besides the four priority areas, UNDP Indonesia is also engaged in a variety of cross-cutting initiatives focused on HIV/AIDS, gender equality, and information and technology for development.”</i></p>

	<p>In the above context, The Global Environment Facility – Global Opportunities for Long-term Development of Artisanal and Small-scale Gold Mining (ASGM) Sector (GEF-GOLD) is implementing: Integrated Sound Management of Mercury in Indonesia’s ASGM (ISMIA) project in partnership with UNDP and the Government of Indonesia to address the issues of Mercury in Artisanal and Small-scale Gold Mining (ASGM) in Indonesia. The objectives of the project is to reduce/eliminate mercury releases from the Indonesian Artisanal and Small-scale Gold Mining (ASGM) sector. UNDP places gender mainstreaming as one of important elements of GOLD ISMIA to ensure the project intervention will benefit equally to all people, men and women. The gender analysis and mapping study on the capacity and vulnerability of men and women’ roles at ASGM in six targeted location of GOLD ISMIA Project, the result found the occurrence of gender problems at ASGM and GOLD ISMIA will attempt to help to address it.</p> <p>In mining sector, gender perspective now has incorporated through the Minamata Convention on Mercury preamble notes awareness of, <i>"health concerns, especially in developing countries, resulting from exposure to mercury of vulnerable populations, especially women, children, and through them future generations"</i>. Furthermore, National Action Plans to address artisanal and small-scale gold mining are to include, <i>"Strategies to prevent the exposure of vulnerable populations, particularly children and women of childbearing age, especially pregnant women, to mercury used in artisanal and small-scale gold mining"</i>¹.</p> <p>Gender mainstreaming has been an essential element of the GOLD-ISMIA project as it aims at integrating gender equality concept into ASGM policies and promote equal and inclusive access to financial services and capacity building events. The field research on gender analysis and existing policy also has been conducted in the six (6) targeted districts under the project sites to identify the information from provincial/ local regulation. The six (6) project locations are:</p> <ol style="list-style-type: none"> 1. Kalirejo and Hargo Rejo Village, Kokap Sub-district, Kulonprogo District, Central Java 2. Logas and Logas Hilir Villages, sangingi Sub-district, Kuantan Sangingi District, Riau Province 3. Buwun Mas Village, Sekotong Sub-district, West Lombok District, West Nusa Tenggara 4. Hulawa Village, Sumalata Sub-district, North Gorontalo District, Gorontalo Province 5. Tetelu and Talawaan Villages, Dimembe Sub-district, North Minahasa District, North Sulawesi Province 6. Anggai and Airmangga Villages, Obi Sub-district, South Halmahera District, Maluku Province
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¹Minamata Convention on Mercury 2017

http://www.mercuryconvention.org/Portals/11/documents/Booklets/Minamata%20Convention%20on%20Mercury_booklet_English.pdf

	<p>This particular assignment will contribute to conduct a -midterm evaluation on the implementation of gender mainstreaming to achieve gender equality and sustainability through:</p> <ul style="list-style-type: none"> • Component 1. Strengthening institutions and the policy/regulatory framework for mercury-free ASGM. • Component 2. Establishing financing lending arrangements/revolving funds to provide loans to legalized ASGM miners/cooperatives, to enable miners to purchase mercury-free technologies. • Component 3. Increasing capacity for mercury-free ASGM through provision of technical assistance and technology transfer, by supporting mining communities in introducing BEP, BAT and socially and environmentally sound ASGM practices; supporting miners in their formalization processes leading to more sustainable income opportunities and safer working conditions; and, establishing/improving the route to market for mercury-free gold. These interventions will reduce the amount of mercury being released into the environment, and lead to sustained mercury reductions over the project's duration and beyond. • Component 4. Monitoring and evaluation, awareness raising, capturing and disseminating experiences, lessons-learned and best practices. <p>All the above listed project components are expected to contribute to achieving gender equality in ASGM communities and will support long-term sustainability of project results and the environment.</p> <p>The result of gender evaluation report will expected to provide clear, evidence-based analysis and practical, timely recommendations. That assist project implementers to contribute and strengthen the gender mainstreaming in the project implementation.</p> <p>This support contributes to the delivery of Output 4.2.8, targeting Gender Assessment of project impact.</p> <p>Under the supervision of the GOLD-ISMIA National Project Manager and Project Management Unit, the Consultant shall carry out the following scope of works:</p> <ul style="list-style-type: none"> • Planning stage: <ul style="list-style-type: none"> • Collecting, organizing and reviewing all relevant documents (project documents, project knowledge products, monitoring reports, and evaluation report.). • Inception phase: <ul style="list-style-type: none"> • Development of evaluation matrix
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	<ul style="list-style-type: none"> • Evaluation data collection tool design (interview and focus group guides, etc.) • Drafting and presentation of inception report PowerPoint presentation. • Drafting inception report, including creating data visualizations, tables and graphs and annexes. • Editing of final inception report including annexes, ensuring all feedback from the ERG and peer reviewers has been integrated and tracked for transparency. • Data collection& Analysis <ul style="list-style-type: none"> • Conduct online interviews and consultations by taking detailed notes. • Lead analyses and support others (in-depth gender impact analysis of each project project component during inception phase), including systematic document review and triangulation and potentially drafting 2-3 page case study report. • Conduct results mapping and analyse according to Gender work framework (systematize information reported on results; excel format and visualization) • Create data visualizations, tables and graphs as necessary. • Reporting phase: <ul style="list-style-type: none"> • A draft and presentation of the Preliminary Findings PowerPoint from planning stage and inception phase • A draft of the evaluation report (provide substantive input to findings, conclusions and recommendations) and annexes from data collection stage. • A final report including preparing annexes, ensuring all feedback from the Project Management and peer reviewers has been integrated and tracked for transparency.
Major Outputs for this Assignment	<p>The expected output is the <u>Gender Evaluation Report of GOLD-ISMIA Project</u> with the detailed deliverables, as follows:</p> <p>Deliverable I: Inception Report</p> <p>The consultant is expected to develop evaluation design and deliver appropriate evaluation methodology based on collecting, organizing and reviewing all relevant documents (project documents, project knowledge products, monitoring reports at planning stage). The report will include a detailed evaluation plan and following items:</p> <ol style="list-style-type: none"> a. Development of evaluation matrix b. Evaluation data collection tool design (interview and focus group guides, stakeholder mapping, etc.) c. Drafting and presentation of inception report d. Drafting inception report, including creating data visualizations, tables and graphs and annexes.

	<p>e. Editing of final inception report including annexes, ensuring all feedback from the GOLD-ISMIA PMU and peer reviewers has been integrated and tracked for transparency.</p> <p>Deliverable II: Data collection and analysis & First Draft of Evaluation report</p> <p>The consultant is expected to conduct data collection and develop a draft of the first draft of evaluation report. The first draft report covering the evaluation background, methodology, limitations, each project component chapter with findings, conclusions, lessons learned, and recommendations. The consultant works and report including:</p> <ul style="list-style-type: none"> • Conduct (online) interviews and consultations by taking detailed notes. • Lead analyses (in-depth gender impact analysis of each project component during inception phase), including systematic document review. • Conduct results mapping and analyse according to gender work framework (systematize information reported on results; excel format and visualization) • Create data visualizations, tables and graphs as necessary. <p>Deliverable III: Final Draft of Gender Evaluation Report</p> <p>The consultant is expected to develop final draft of gender evaluation report addressing comments and feedback from the GOLD-ISMIA PMU and relevant stakeholders, the report will include a concise Executive Summary and annexes detailing the methodological approach/analytical products developed during the course of the evaluation.</p>
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