



## **TERMS OF REFERENCE (TOR)**

### **Mainstreaming Gender Equality and Social Inclusion (GESI) in the project “Integrated Landscape Management to Secure Nepal’s Protected Areas and Critical Corridors**

#### **1. Background**

The Government of Nepal (GoN) has demonstrated a commitment to the landscape approach to conservation planning and management, after signing on to the landscape approach in 2000 under a Ministerial Decision. Three landscapes have been identified for Nepal with the transboundary Terai Arc Landscape (TAL) declared a priority conservation landscape in 2001. The first TAL Strategy covered the years 2004 to 2014 and achieved policy commitments for the landscape conservation approach, declaration of protected forests in some of the identified corridors, expansion and strengthening of the protected area network, and an increase in community awareness and capacity with institutional mechanisms. The TAL Strategy and Action Plan 2015-2025 was released in late 2015 by the Ministry of Forests and Environment (then Ministry of Forests and Soil Conservation), and includes an expansion of the northern TAL boundary to include the north-facing slopes of the Churia, adding an area of 1,511 km<sup>2</sup> to TAL. TAL-Nepal covers 24,710 km<sup>2</sup> across 18 districts. The TAL Strategy promotes a landscape level approach to conserve key species, sustain environmental flows, and maintain ecosystem services to support people and development in the Terai and Churia region. World Wildlife Fund (WWF) has been supporting the government to implement its TAL Strategy since 2000.

The GoN has established a national network of 20 protected areas since 1973, consisting of ten national parks, three wildlife reserves, six conservation areas and a hunting reserve. Out of the 20, six protected areas lie in the TAL area. This project therefore focuses on the landscape management approach in TAL area to secure the chain of protected areas and critical corridors. In response to the emerging threats in the TAL such as infrastructure development, the landscape approach ensures sustainable land use and management of buffer zones around PAs, and corridors that connect PAs, to deliver forest and land management, and conservation of globally significant large ranging mammals (tiger, rhino, elephant).



## **2. Rationale for GESI mainstreaming**

The Ministry of Forests and Environment (MoFE) and World Wildlife Fund is committed to mainstreaming gender equality and social inclusion (GESI), to ensure that women and men have equal access to, and control over, resources for development, benefits, and decision-making at all stages of development processes, projects, programs or policy. Mainstreaming of gender equality and social inclusion into preparation of this proposed project will comply with the Ministry's Forest Sector Gender and Social Inclusion Strategy (2007) and the Ministry of Finance's Gender Responsive Budget Auditing and Planning Directive (2012), and will be guided by WWF Nepal's Gender Responsive and Inclusive Conservation document (2015). Moreover, as the project is funded by Global Environment Facility (GEF)-6, the project strategies will be aligned with the GEF's Policy on Gender Equality (2017) that sets out the guiding principles and mandatory requirements for mainstreaming gender with a view to promoting Gender Equality and the Empowerment of Women and Girls in support of the GEF's mandate to achieve global environmental benefits.

## **3. Objectives**

The main objective of GESI mainstreaming is to develop an integrated action plan to promote equitable management of benefits such as the use of natural resources among all citizens as described in the Constitution of Nepal such as women, dalit, indigenous people, indigenous nationalities, Madhesi, Tharu, Muslim, oppressed class, Pichhada class, minorities, the marginalized, farmers, persons with disabilities etc. to encourage their participation throughout the project phase. The specific objectives are as follows:

- Collect data disaggregated by sex, age, caste/ethnicity, economic status in at least five domains of gender assessment – access to resources (revenues, employment, land, etc.); roles, responsibilities and utilization of time; norms, beliefs and perceptions; laws, policies, institutional practices; and decision-making processes.
- Identify constraints and opportunities for the full participation of women, poor, marginalized communities etc. into project activities in the context of federal structure of governance
- Identify economic activities of interest to women and marginalized/poor communities to stop environmentally unsustainable practices.
- Formulate recommendations to orient the implementation of a gender-responsive project.
- Reinforce knowledge and capacity in the implementation of a project that is sensitive and responsive to gender and social issues.



#### **4. Scope of Work**

The scope of the work has been outlined below but is not limited to following:

##### **4.1. Preparation for data collection**

- Literature review and desk study of existing GESI related policies, data and information, and preparation of data collection tools
- Partner identification and meetings
- Stakeholders Analysis

##### **4.2. Data collection in the project site**

Data collection sites should be representative of TAL (from Bagmati river in the east to Mahakali river in the west). The following methods can be used for data collection.

- Organize information sharing meetings with stakeholders of the project (local government, state government, local authorities, community leaders, etc.) to inform them of survey objectives, methodologies used, timeline for data collection and potential timeframe to share the results of the survey.
- Organize separate meetings with local government, state government, community-based organizations and local associations identified in the project area.
- Hold individual interviews or conduct focus group discussions with various age/ethnic-groups to gather further qualitative data about local gender dynamics and context of the project area.
- Proceed to conduct household interviews in the various pre-selected sites.
- Set up a meeting with local authorities and others to synthesize the data collection process and set a timeframe to disseminate survey results to the community and share recommendations.

##### **4.3. Data analyses**

- Data cleaning and coding; questions may be asked to interviewers at this point to fix discrepancies in the data
- Results compiled into graphs, figures, tables, etc. and data interpretation follows.

##### **4.4. Production of the survey report**

- A complete survey report is presented to Project Planning Committee (PPC) before finalizing it.
- The survey report is produced and shared with all relevant staff/stakeholders for comments, where a workshop on results sharing may be appropriate to collect comments before the final report is produced and distributed.



#### **4.5. Prepare GESI mainstreaming action plan**

- Based on the scenario of the project site and the kind of project activities that would be implemented, an action plan needs to be prepared that mainstreams GESI at various levels and conditions.

#### **4. Expected Outputs**

- A report detailing baseline data on the gender dynamics and the status of women and poor/marginalized communities in the context of the project and relating to conservation, which will constitute the project's base for a monitoring and evaluation plan for gender and social integration.
- A set of recommendations that can be incorporated into project design to ensure improvement of women and poor/marginalized communities' conditions in general and more specifically as it relates to conservation work and equitable access to and benefit from resources, in each targeted area of the project.
- A gender equality and social inclusion mainstreaming action plan based on survey results and recommendations, for the implementation of gender and social-responsive activities throughout the life of the project.
- Identification of a list of key gender/social inclusion-related indicators to be included in the project M&E plan, which include sex/caste/ethnicity/income status, disaggregated data wherever possible.
- The final report should be submitted in both English and Nepali Language.

#### **5. Timeframe**

2 months

#### **6. Consultant Skills and Experience**

The consultant should possess the following skills and experiences:

- At least 5 years of experience in conducting GESI analysis and/or evaluation, and socio-economic surveys with expertise in gender/social inclusion related work;
- Previous experience and good comprehension of the local context of TAL districts;
- Past GESI related work experience in natural resource management/conservation/forestry will be given priority

#### **7. Educational Background**

- At least Master's degree (Ph.D preferred) in Gender and/or Social Science or Natural Resource Management with a strong understanding of gender issues in this field.



## 8. Budget Limit

The consultant should submit a financial proposal that includes a detailed breakdown of the total budget in Nepali rupees. The proposed cost must include consultant remuneration, local travel cost, communication cost, meeting and other cost if any. The payment is subject to tax deduction as per prevailing government rules.

Payment will be made according to WWF Nepal norms. The maximum budget shall not exceed NRs. 750,000 /- (Including VAT) inclusive of consultancy fee and other expenses that may occur during the consultancy period.

## 9. Proposal Submission Details

Interested **VAT registered** individuals are requested to submit separate technical and financial proposals along with an application letter and CV electronically to **hr@wwfnepal.org** by **5:00pm** Nepal Standard Time, by Wednesday, **9th May 2018**. Please mention 'Application for GESI Consultant for GEF-6' in the email subject.

Other submission documents required:

1. Latest curriculum vitae/s of expert
2. Copy of Nepali Citizenship card
3. VAT registration certificate
4. Authorization letter from the current employer, if applicable