

Government of Nepal  
Ministry of Forests and Environment  
**Building a Resilient Churia Region in Nepal (BRCRN)**  
Project Management Unit (PMU)  
Babarmahal, Kathmandu

**Terms of References**

<b>Expertise: Gender and Safeguard Officers</b>	<b>Selection Type: Individual Consultant</b>
<b>Estimated Input Days: Six months for FY 2079/80 with the possibility of extension</b>	
<b>Total No: 2 Positions [one for PPMU Province I and one for PPMU Madhesh and Bagmati provinces.</b>	
<b>Programme/Project Number: GCP/NEP/076/GCF</b>	
<b>Duty Station: BRCRN, Provincial Project Management Units, Province I (Itahari Base), Province Madhesh and Bagmati (Bardibas Base) with frequent visits to the 11 project districts of Churia and Tarai region</b>	
<b>Duration: 6 months (with possibility of extension)</b>	
<b>Language: Language in fluency in oral and writing: English and Nepali and preferably local language</b>	
<b>Reports to: Provincial Project Coordinator (and National Project Director when required)</b>	

**I. General Description of task(s) and objectives to be achieved**

**A. Background**

The project “Building a Resilient Churia Region in Nepal” (BRCRN) is the first full-size GCF project in Nepal. The 24th board meeting of the Green Climate Fund (GCF) approved the project in November 2019. FAO, as the nominated Accredited Entity (AE) for the project, is responsible to the GCF for the implementation of the project and is also co-Executing Entity (EE) with the Ministry of Forests and Environment (MoFE) of the Government of Nepal (GoN). The BRCRN project will be implemented in 26 critical river systems in the Southeast region of Nepal, covering parts of Provinces I, Madhesh and Bagmati provinces. The project will link the Churia hills and upper Terai and promote widespread adoption of climate-resilient land-use practices, confront the challenges of deforestation and forest degradation, better maintain the forest ecosystem, and build resilience to climate-induced hazards.

MoFE establishes and hosts a Project Management Unit (PMU) at the federal level and will include three provincial-level support teams, Provincial Project Management Units (PPMUs) in each province. The PPMU units will implement the project with strong stakeholder engagement, including with all levels of government, Civil Society Organizations (CSOs), and Community-Based Organizations (CBOs).

The BRCRN project is expected to have far greater environmental and social benefits than adverse impacts. To ensure this, it was important to determine the level of E&S risk posed by this project. The Environmental and Social Management Framework (ESMF) is the planning tool to identify and manage negative environmental and social impacts of BRCRN and it can be used as a platform for stakeholder and project beneficiaries’ consultations. The ESMF has been prepared for this project in compliance with FAO’s Environmental and Social Management Guidelines and GCF’s interim Environmental and Social Safeguards (ESS). Meanwhile, The BRCRN project is developed Gender Action Plan to ensure gender aspects in project implementation, monitoring and evaluation. The Gender Action Plan indicated exclusively dedicated activity for the gender action plan and included activities in the project. These gender specific and integrated activities will help project to achieve gender responsive outcomes.

**B) Scope of Work**

The Gender and Safeguard Officers will be responsible to support PMU, FAO- TA, and PPMU to effective implementation of the Environmental and Social Management Plan (ESMP), Indigenous People Plan (IPP), Social Inclusion Management Plan (SIMP), and Gender Action Plan in the respective program implementation Provinces. This position to be based in Provincial Project Management Units (PPMU) at province level.

**C) Detailed Tasks and/or Expected Output,**

Under the overall supervision of the National Project Director and direct supervision of provincial project coordinator, the consultant shall undertake the following activities:

### **Task 1: Implementation and Monitoring of Safeguard, Gender and IPs Plan**

- Support implementation of environmental and social safeguard plan in coordination with PMU and FAO-TA that may have potential environmental and social risks;
- Support in updating the safeguard implementing guidelines to ensure that social risks and their mitigation options are included;
- Review and validate with activity plan in detail in the respective working area to ensure safeguard considerations and measures are incorporated;
- Support and monitor during the development of ESMP for 26 targeted river systems and facilitate in validation workshops and ensure participatory monitoring through involvement of communities, local stakeholders, indigenous people and civil society;
- Ensure stakeholder engagement (including FPIC and SIPP related measures) ensuring social inclusion in monitoring process;
- Monitor and provide safeguard advice and technical support to the other team members implementing the program activities as well as to the technical service providers during implementation and provide feedback to PMU;
- Screen the activities and assess (i) potential negative impacts on the IPs, Dalits and persons from excluded/ marginalized groups, and (ii) potential barriers that may inhibit them from participating in (and benefiting from) the activities;
- Developing risk mitigation measures to address potential negative impacts identified, as well as other measures to overcome barriers to exclusion and promote inclusion;
- Ensure effective monitoring of the implementation of IPP and SIMPs in collaboration with the M&E specialists and timely reporting according to FAO and GCF timelines.
- Coordinate with PPMU and local stakeholder to invite CSOs representing women (including indigenous women's groups and Dalit women's groups, among other) to participate on PPCC.
- Support to engagement of women and women's organization in identifying vulnerable areas, critical ecosystems and integration of women's issues in sub-river system level and also SNRM planning.
- Work together with PMU, FAO- TA to identification of Female beneficiaries who are working with existing SNRM projects and /or those who are integrated in introducing SNRM and DRR practices as 'Champions'.

### **Task 2: Capacity building on safeguards, Gender Equality and Social Inclusion for project personnel and partners at local level: PPMU other staffs and stakeholders**

- Support in providing training, onsite coaching on safeguard, gender and IPs to PPMU and municipality in collaboration with Safeguard, IP and Gender specialists;
- Support in capacity building on safeguard, gender and IPs to stakeholders and partners involved in delivering project activities;
- Build awareness on safeguard policy and support in integration in the program activities at province level.

### **Task 3: Implementation of Grievance Mechanism**

- Support National Project Director for the responses to grievances from CBOs members on safeguarding issues, especially IPs, Dalits and people from other excluded/ marginalized groups, to ensure they are properly addressed;
- Receiving the grievances or feedback through telephone/SMS, email, feedback/complaint box or other written or oral formats and responding it as per the requirements;
- Support Planning Officer (PMU) and M&E officer (FAO-TA) to compile and report the grievances/feedback data

### **Task 4: Documentation on good practices and learning on Safeguard, Gender and IPs**

- Support in mobilization of Local Resource Person (LRPs), extension workers, Eco clubs and Farmer Field School (FFS) for awareness on environment and social safeguard, gender and IPs at community level;

- Coordinate with provincial similar project for sharing, learning and adopting good practices in safeguards;
- Prepare project level good practices and learning from the respective working area

#### **D) Qualification and Experience of Consultant and the estimated time**

##### **D1) Minimum qualification and experience of consultant shall be**

- **Qualification:** Bachelor's degree in Environmental Science, Rural Development, Natural Resource Management, Forestry or other relevant fields. A higher degree in related field will get added value
- **Experience:** Shall have at least **two years** work experience after bachelor's degree in the related field. Preference will be provided for higher degree and experience.
- Specific experience in related field implies:
  - o Experience in environment and social safeguard, GESI management and reporting, Understanding of climate change, its impact, gender equality, social inclusion, indigenous peoples and natural resource management
  - o Relevant work experience in working with governments and/or international organizations especially in program implementation
  - o Proven experience on Gender research and monitoring especially on Grievance Redress Mechanism

##### **D2) Estimated Input Time/Days**

The consultant shall provide his/her service for **six months** in FY2079/080 with the possibility of extension. The consultant shall have to work onsite at the respective PPMU office or in the field as instructed by PPC. The payment of consultant shall be based on monthly basis not exceeding the estimated input days. H/she will receive the holidays as per the government's provisions and calendars.

##### **E) Time for commencement and completion of assignment by the consultant**

The expected date for the engagement of consultant for the above-mentioned service is tentatively from 15 January 2023 and up to July 2023 with possibility of extension. Extensions are subject to operational needs, consultant performance, and continued availability of funds.

##### **F) Details of the information, physical facilities and equipment to be provided by Public Entity to the consultant**

Client will provide the physical office space, internet connection, stationery and printing facility while working. The consultant him/her self shall arrange other requirement like transportation vehicle, laptops/computer and software etc.

##### **G) Details of the report, data, drawing and survey report etc. to be submitted by the consultant.**

The expected output and deliverable of the consultant shall be:

1. Support in Environmental and Social Screening checklist and monitoring ESMP at province level
2. Ensure implementation of Environmental and Social Safeguard plan-
3. Ensure and implement gender checklist and guidelines
4. Application of safeguard policy at provincial level
5. Reports of training events
6. Gender responsive data/information- sex disaggregated data and other gender related qualitative data, report, case and success stories
7. Grievances report on safeguarding
8. Monthly Timesheet of work performed

