

TERM OF REFERENCE

National Consultancy

Gender Mainstreaming in Climate Action:
Strengthening Poor Rural Women’s Adaptive Capacity and Resilience through
Livelihood Enhancement and Improved Access to WASH

I. Assignment Information

Assignment Title:	National Consultant on Gender Mainstreaming in Climate Action
Cluster/Project:	Ministry of Women’s Affairs of Cambodia
Location:	Phnom Penh, Cambodia
Type of Contract:	National Consultant
Language Required:	Khmer and English
Expected Duration:	29 working days between 08 June 2023 to 30 December 2024

II. Program Description

The Water, Sanitation and Hygiene (WASH) sector is affected in many different ways by weather and climate events such as variability, seasonality and extreme events, which translates into negative impacts on drinking water availability and quality, and also into negative performance of sanitation and hygiene services. These challenges are exasperated by an insufficient recognition and attention to gender concerns in related climate change adaptation responses. Limited capacities to mainstream gender into relevant climate change policy strategies and action plans that translate into gender responsive program implementations not only hampers efforts to strengthen local rural women’s adaptive capacity and resilience, but challenges their equal access to participation, decision-making and leadership, including in developing responses to the current gaps in access to WASH.

Within this context, Ministry of Women’s Affairs of Cambodia (MoWA) through Lanchang Mekong Cooperation’s (LMC) Special Fund of the Chinese Government will implement the Program on Mainstreaming Gender in Climate Action through strengthening poor rural women's adaptive capacity and resilience in Cambodia and Lao PDR. The program will also contribute to promote joint-cooperation, exchange and learning, and efficient sustainable program implementation with selected LMC countries (Cambodia, Lao PDR and Thailand) and China. The overall objective of the program is to enhance institutional coordination within government and promoting intra-LMC collaboration and partnerships with NGOs and private sectors for improving gender mainstreaming in climate action with a focus on strengthening poor rural women's adaptive capacity and resilience through livelihood enhancement and improved access to WASH.

Briefly about the program:

<https://drive.google.com/file/d/1s0WwJ7jF8bAfflvaSipssi54AlscRgOU/view?usp=sharing>

Within this program, MoWA is seeking a national consultant to support the ministry mainly facilitate and provide technical support to the process of preparation and implementation of the program within the ministries and with other program partners.

III. Objective of the Consultancy

The objective of the consultancy is to support MoWA Cambodia to implement the program Mainstreaming Gender in Climate Action: Strengthening Poor Rural Women's Adaptive Capacity and Resilience through Livelihood Enhancement and Improved Access to WASH.

IV. Duties and Responsibilities

The consultant will be selected to support and assist MOWA team mainly consist as below:

1. Program Events Management

- Draft the concept notes of the major event/workshops and trainings of the program
- Organize the program launching event and the preparatory of the project launching event
- Conduct series of training workshops with the program's countries and agencies
- Organize the partnership dialogues and exchange visits in Cambodia, Lao PDR and China
- Organize the workshops on midterm review and final evaluation of the program

2. Training Manual Development and Training Workshops

- Identify the topics and develop the capacity development training curriculum and manual on gender and climate change related to strengthening poor rural women's adaptive capacity and resilience
- Facilitate the training of the program to the implementation agencies and focal points from Cambodia, Lao PDR and Thailand
- Review the draft pilot projects in Cambodia and Lao PDR

3. M&E and Knowledge Management

- Develop tools and guidance/checklist for the program follow-up and M&E, and provide technical support to MoWA team for using these application tools
- Draft technical reports including the midterm and final reports of the program
- Document the program's knowledge products, reports and training manuals, and establish the sharing management system within the program implementation agencies, target countries and stakeholders.

4. Partnership arrangement and stakeholders' involvement

- Identify and develop the relevant stakeholders list and the proposed system and process for the partnership and stakeholders' engagement
- Develop the tools and criteria for the pilot project selection
- Draft and finalize the partnership agreement/contracts for the pilot project implementation

V. Institutional Arrangement

The consultant will be directly supervised by Director General of Gender Equality and Economic Development, MoWA as the program team led. S/he will also work closely with the MoWA program team. MoWA will approve on deliverables (to release the payment) based on confirmation of satisfactory outputs by the program director.

VI. Duty Station

The consultant will be based in MoWA and home base work in some part of activities.

VII. Minimum Qualifications

Education:	Master's degree in gender, social studies, development policy, law, political science, environment and/or climate change related areas
Experience:	<ul style="list-style-type: none">▪ Minimum 5 years of relevant professional experience in gender mainstreaming and project management.▪ Strong knowledge and experience in the promotion of gender equality and women's empowerment.▪ Strong knowledge and experience in project management and capacity development on gender equality and climate change.▪ Professional experience in international and/or national development organizations and in building capacities of Cambodian government staff.
Competencies:	<ul style="list-style-type: none">▪ Excellent facilitation and interpersonal skills and ability to work in and with teams.▪ Proven ability to set priorities and manage time effectively
Language Requirements:	Fluency in English and Khmer (written and spoken)

VIII. Proposal Submission

Please submit your cover letter, CV and Lump sum of consultancy to Mrs. Sav Kimsoeurn and Ms. Thoeun Sarkmarkna via emails: lmc.gcc.wash@gmail.com

More information can be reached through lmc.gcc.wash@gmail.com or 011 606 627 or 011 616 146

Closing Date: 30 May 2023 at 5:00 pm

All job applications are kept confidential.

Only selected candidates will be contacted to discuss about the working arrangement.