



GEF IW R2R/ RSTC-TC.2 WP.12

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Second Series Technical Consultation of the Regional Scientific and Technical Committee for the GEF Pacific Ridge to Reef Programme

Radisson Blu Resort, Denarau, Fiji 15th to 17th February 2021

Session 3 – Regionally-led Project Outcomes

Status of Gender Equity and Social Inclusion (GESI) Work for the Regional IW R2R Project

Summary

The paper provides brief account of experiences and the status of GESI work for the Regional IW R2R Project. Based on the MTR recommendation 18, SPC will conduct gender audits and assessments to all R2R knowledge products including guidelines, technical reports, integrated coastal management plans, integrated catchment management plans, manuals, and others. The RPCU will shortly commission a gender specialist to undertake the above tasks and the advertisement will go out on the market sometimes this week.

Recommendations

The Participants of the R2R Technical Consultation are invited to: -

- (i) Note the brief account of experiences and status of GESI work for the Regional IW R2R project;
- (ii) If appropriate, discuss the efficacy and acceptability of the ToRs to conduct gender audits and assessments as required by the MTR recommendation 18?
- (iii) Discuss possible lessons learned on past and current gender related work which have been carried out for the Regional IW/ STAR R2R projects?

Introduction

1. The MTR requires that the national demonstration plans and activities that are still currently being prepared should be gender-analysed to ensure on-site project management is gender-responsive in specific ways anchored on the objectives of these plans. The completed RapCAs and IDAs must be gender audited before they are incorporated in the SoC. The SoCs and Strategic Action Frameworks themselves must be gender- audited.
2. Moreover, the MTR also considers ideal that communications should be integrated into project activities (e.g., IDA-SOC, R2R mainstreaming plans etc.) from their very beginning and be used to identify target audiences, influence the nature of data collected and indicators being used and improve the understanding of how constraints to R2R uptake can be reduced to increase the impact of the project on policy.

Current Status of GESI work

3. SPC agreed to the MTR recommendation clarifying that it is taking account of gender sensitivity rather than gender responsiveness. The IW R2R regional project is a G-0 (gender equality markers) meaning– a gender sensitive (ensuring the ‘do no harm approach and does not reinforce gender inequalities’) and is factoring the roles of men and women in natural resource management.
4. The project has worked to satisfy these requirements by producing a Gender Strategy, several Action Plans, and Toolkits, and tracking participation of stakeholders by recording disaggregated data.
5. To reinforce the current practice of the project, SPC will also conduct gender audits and assessments of all R2R guidelines and manuals produced, as well other knowledge products.

Experiences & Opportunities

6. Gender mainstreaming had been included from the development, planning and review of both the IW and STAR R2R projects. Training on GESI had been conducted in several countries- while gender inclusion (GESI) had been a component of all Regional trainings, consultations, and meetings. Gender Strategies and Gender Action Plans guided the implementation of gender mainstreaming work.
7. There had been **gender responsive** approaches and implementation across all countries. Gender equality and social inclusion work had been progressed considering the cultural diversity in different Pacific Island countries.
8. **Stakeholder engagement** and consultation had been gender inclusive taking the views of all sectors of the communities into account. Generally, there had been an increase in tracking participation of stakeholders by recording disaggregated data. There had also been **sustained stakeholder engagement** underpinned by participatory and gender inclusion.
9. Gender mainstreaming and **community engagement** initiatives have been met with strong positive community responses. In Tonga, there data shows a demonstrable increase of about 60% in community engagement in both awareness raising and active engagement activities.
10. There has been development of processes for **women inclusion in decision making bodies** at community level, thus empowerment of women and increased role in disaster response and recovery (Fiji) and in other components of RTR in other countries.

11. **Gender inclusive activities** in the IW and STAR Projects in Samoa, Tuvalu and all other countries, showed **increased participation of women and women's group** in community consultations and project implementation. Gender work conducted in-countries following guidelines and **GESI lens** ensuring women, youth engagement at all levels of development and implementation of projects (Nauru). Projects have taken inclusive approaches and ensured equal opportunities are accorded to **men, women, youth children and elderly** to participate in planning, implementation and decision making (RMI and other countries).

12. **Lack of political commitment and local capacity** in mainstreaming gender resulted in slow achievement of outcomes and outputs- and in some cases no specific mention of gender mainstreaming. Specific monitoring or gender audits to assess gender mainstreaming, engagement will be needed to ensure gender gaps are addressed within the remaining project timeline and GESI work is sustained in the long term.

Next Steps:

13. This work was earmarked to have been underway as of September 30th 2020 but did not happen due to COVID-19 and numerous knowledge products like R2R guidelines, manuals, resource plans and others were not available to be gender audited and assessed. This is an important activity to the RPCU, RPCG, RSC, UNDP, FAO and UNEP.

14. RPCU will commission a gender specialist that will perform gender audit on all materials (knowledge products) produced by the Regional IW R2R project. The advertisement will go out this week and hope to get the Consultant started at least by around mid-February 2021. The details of ToR are attached to this paper.

Conclusion & Recommendations

15. The GEF Pacific R2R Programme 15 child projects will deliver many knowledge products. The Regional IW R2R project alone is currently targeting at producing over 100 publications, which resulted largely from its testing and demonstration works. In support of this participatory and socially inclusive approach, the RPCU will engage a Consultant to prepare a series of supporting guideline documents to direct R2R practitioners and project managers in how best to mainstream gender equality into natural resource management planning processes.

156. The Participants of the R2R Technical Consultation are invited to: -

- (i) Note the brief account of experiences and status of GESI work for the Regional IW R2R project;
- (ii) If appropriate, discuss the efficacy and acceptability of the ToRs to conduct gender audits and assessments as required by the MTR recommendation 18?
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ATTACHMENT 1.

Date: 11/02/2021

REQUEST FOR QUOTATION

SUBJECT: CONSULTANCY TO FACILITATE THE INTEGRATION OF GENDER MAINSTREAMING FOR THE REGIONAL INTERNATIONAL WATERS RIDGE TO REEF (IWR2R) PROJECT FUNDED BY GEF REGIONAL PACIFIC RIDGE TO REEF PROGRAM BEING IMPLEMENTED BY UNDP, UNE AND FAO.

The Pacific Community (SPC) would like to invite interested qualified bidders to submit quotations to facilitate the integration of gender mainstreaming within the R2R projects and guided by the R2R Gender Mainstreaming Strategy. The consultancy extends to the fourteen Pacific Islands countries funded by the GEF funded Regional Pacific Ridge to Reef Program implemented by UNDP, UNE and FAO based on the following:

1. Bidders are requested to submit a quotation to carry out specific tasks as outlined in the Terms of Reference (*Annex I*).
2. Queries or questions may be emailed to samasonis@spc.int.
3. SPC reserves the right at the time of award of contract to vary the quantity of services and goods specified in the RFQ without any change in price or other terms and conditions.
4. SPC reserves the right to accept or reject any Proposal and to annul the solicitation process and reject all Proposals at any time prior to award of contract, without thereby incurring any liability to the affected Bidder(s) or any obligation to inform the affected bidder(s) of the grounds for the Purchaser's action.
5. All prices quoted shall be in USD and be inclusive of all costs related to the support services to SPC and any applicable taxes.
6. This RFQ has been advertised regionally and quotations will be assessed based on both assessed abilities to achieve the outcomes, and cost.
7. Please email your quotation using the Technical Submission Form in *Annex II* and the Financial Submission Form in *Annex III* to samasonis@spc.int by **4 pm Fiji time on Friday, 19th February 2021.**

This letter is not to be construed in any way as an offer to contract with your organisation.

TERMS OF REFERENCE

A. Project Title: Gender and Social Inclusion Specialist to support integration of gender mainstreaming into the Ridge to Reef Project

B. Project Description

The GEF Pacific Ridge to Reef (R2R) International Waters Project is executed regionally by the Pacific Community (SPC), based in Suva Fiji. The IW R2R Project is part of the larger 5-year (2015-2020) GEF funded Regional Pacific Ridge to Reef Program being implemented by UNDP, UNE and FAO, and SPC across fourteen Pacific Islands countries: Cook Islands, Federated States of Micronesia, Fiji, Kiribati, Nauru, Niue, Palau, Papua New Guinea, Republic of the Marshall Islands, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu.

In bringing together countries that face similar threats to fresh and coastal water systems, the Project aims to test the mainstreaming of ridge to reef, climate resilient approaches to integrated land, water, forest, and coastal management in the PICs through strategic planning, capacity building and piloted local actions. The Project is implementing a variety of practical approaches to safeguarding water systems and coastal habitats in the fourteen participating countries. The aim is to engage and support national governments and local communities in building a knowledge base to better understand the cause-and-effect relationship of ‘whole-of-island’ environmental degradation, and to develop the skills and systems to better manage these impacts.

Additionally, regional project activities focus on strengthening scientific understanding of the current state of priority coastal areas and support the development and endorsement of national and regional strategic action frameworks for Integrated Coastal Management and/or Integrated Water Resource Management (ICM/IWRM). These strategic action frameworks aim to meet the regional need for the mainstreaming of ridge to reef approaches in national development planning. The Project will also support strengthened national coordination for ridge to reef integrated land, water, forest, and coastal management, including climate change adaptation.

Gender mainstreaming within the R2R Projects is guided by the R2R Gender Mainstreaming strategy so that the Project may have effective and appropriate mechanisms to support gender mainstreaming. Key outputs of this consultancy are specific to this document. This Strategy states that the R2R management approach is a process that promotes the coordinated development and management of water, land, forests, coasts and related resources in order to maximise economic and social welfare in an equitable manner without compromising the sustainability of vital ecosystems and the environment. Discussing and creating equity, not just in gender but across all societal groups, is a key aspect to successful R2R. Women play an important role in water, land and coastal management, and the work of the R2R is to recognise and integrate this into processes, planning and implementation.

A principal R2R activity is the development of two complementary analysis systems to identify priority areas for future R2R investments, and through stakeholder-led processes to identify critical interventions that will best suit the unique locations. This methodology, along with a “Community to Cabinet” approach, and integrated coordination across multiple government and non-government sectors forms the basis of the R2R approach of the Project.

In support of this participatory and socially inclusive approach, the Consultant will prepare a series of supporting guideline documents to direct R2R practitioners and project managers in how best to mainstream gender equality into natural resource management planning processes.

C. Scope of Work

The consultancy will cover the following:

1. Assess Natural Resource Management Plans (or similar) already developed under the project for attention to gender sensitivities and mainstreaming.
2. Develop recommendations for promoting gender equality principles and strengthening gender responsive planning within the R2R approach, in above documents
3. In consultation with the Pacific Community and based on recommendations above, develop guiding documents that will support R2R practitioners and project managers to integrate gender equality into key project processes and outputs such as Diagnostic Analysis and State of the Coast reports.
4. Facilitate an internal workshop with Pacific Community R2R to present and validate findings and recommendations and to familiarise staff with the proposed guiding processes.

D. Expected Outputs

The consultant is expected to produce:

1. A **synthesis report** of assessments of existing Natural Resource Management Plans (or similar) that summarises the results and recommendations for entry points for gender mainstreaming and strengthening of gender responsive planning within the R2R approach
2. A **guideline document** for practitioners and project managers that will explicitly identify the process of gender analysis of key environment issues and impacts, both during the diagnostic process and subsequent preparation of the Diagnostic Analysis Report, such that gender sensitive management responses can be crafted accordingly. This document should prepare such that it will integrate into the existing Diagnostic Analysis Process.
3. An **assessment framework** for interns to analyse national legal documents for their attention to best practice and regionally binding gender considerations.
4. A **guideline document** for practitioners and project managers that will explicitly identify the process of incorporating gender equality and mainstreaming principles into the development of State of the Coast Reports and any strategic action plans developed through the project or in tandem with partners.
5. **List of R2R products** that have gone through review process for gender sensitivities and mainstreaming, and responsive planning with the R2R approach
6. Internal **workshop report**

No.	Milestones/Outputs	Schedule (from signing)
1	Workplan/ Inception/ Synthesis report	Month 1
2	Guideline document for Diagnostic Analysis	Month 1
3	Assessment framework	Month 1-2
4	Guideline Document for SoC (and/or SAF) reports	Month 2
5	R2R knowledge products and reports reviewed for gender sensitivities and mainstreaming, responsive planning	Months 3-6
6	Internal workshop report	Month 5-6

E. Institutional Arrangements

The Contractor will be directly responsible and report to, the IW R2R Regional Project Coordinator. On a day to day and technical basis the Contractor will liaise with {insert name}. Progress reports are required at the end of each major milestone.

The consultant is required to collaborate with the Regional Project Coordinating Unit (RPCU) at SPC, Suva.

F. Duration of the Work

The expected duration of work is 80 days within 6 months. The target date of commencement is mid-February 2021.

G. Duty Station

The main duty station of the consultant will be at the consultant's discretion. Work can be completed at consultants' convenience however regular consultation with the RPCU is required for input into the review of R2R Project work and to facilitate any further information needed by the consultant.

H. Qualifications of the Successful Contractor

Interested consultants must have:

- Formal qualifications in Gender and Social Inclusion, Development Studies, Monitoring and Evaluation or similar
- A minimum of eight years relevant working experience in gender mainstreaming, gender analysis, gender statistics and policy work in PICTs
- Excellent analysis and report writing skills
- Excellent interpersonal skills and cultural sensitivity

I. Evaluation Criteria

Criteria	Weight
Degree in Gender, Social Inclusion, Development Studies, Monitoring and Evaluation or similar	20%
Experience in gender mainstreaming, gender analysis, gender statistics and policy work in PICTs	25%
Minimum of eight years relevant working experience in PICTs	15%
Excellent analysis and report writing skills	20%
Excellent interpersonal skills and cultural sensitivity	20%

J. Scope of Bid Price and Schedule of Payments

Contract price is lump sum payments of not more than **USD40,000** inclusive of tax based on milestones delivered by the Contractor as set out in the payment schedule below.

Tranche	Milestones/Outputs	Deadline (Date)	% Payment
1	Signing of contract	Mid-February 2021	0 (COVID requirement)
2	Delivery of output 1	End of February 2021	10

3	Delivery of output 2-3	April 2021	30
4	Delivery of 4	June 2021	30
5	Delivery of output 5-6	August 2021	30

Criteria	Response by Bidder
Part A: Background	
Name	
Physical Address	
Postal Address	
Telephone contact	
Email	
Two contacts of referees/references. Attach details as necessary	
Part B: Qualification (please provide CV)	
Tertiary Qualifications	
Post Graduate studies in the relevant field	
Membership of relevant professional body (if relevant)	
Part C: Knowledge and Experience	
Degree in Gender, Social Inclusion, Development Studies, Monitoring and Evaluation or similar	
Experience in gender mainstreaming, gender analysis, gender statistics and policy work in PICTs	
Minimum of eight years relevant working experience in gender mainstreaming, gender analysis, gender statistics and policy work in PICTs	
Excellent analysis and report writing skills	
Excellent interpersonal skills and cultural sensitivity	

ANNEX II

Technical Proposal Submission Form CONSULTANCY TO FACILITATE THE INTEGRATION OF GENDER MAINSTREAMING FOR THE REGIONAL INTERNATIONAL WATERS RIDGE TO REEF (IWR2R) PROJECT FUNDED BY GEF REGIONAL PACIFIC RIDGE TO REEF PROGRAM BEING IMPLEMENTED BY UNDP, UNE AND FAO.
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PART A – Background

CRITERIA	RESPONSE BY BIDDER
Name:	
Physical Address:	
Postal Address:	
Telephone Contact:	
Email:	
Two contacts of referees /references. Attach additional details as applicable.	

PART B – Qualifications

CRITERIA	RESPONSE BY BIDDER
It is essential that the appointee is a well-qualified professional with an undergraduate degree in monitoring, education, social sciences, humanities or a related field. Masters qualifications in monitoring and evaluation of social or educational programs or projects or related subjects beneficial.	

PART C – Knowledge / Experience /Proposed Approach

CRITERIA	RESPONSE BY BIDDER
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CRITERIA	RESPONSE BY BIDDER
Minimum 5 years of work experience in monitoring and(or) evaluation related field; experience working with SPC or other international/national organizations is beneficial;	
Excellent verbal and written communication skills in English	
Provide a short description (maximum 800 words) of 2 similar assignments relating to monitoring and evaluation in which you have been involved,	

ANNEX III

Financial Proposal Submission Form
CONSULTANCY TO FACILITATE THE INTEGRATION OF GENDER MAINSTREAMING FOR THE REGIONAL INTERNATIONAL WATERS RIDGE TO REEF (IWR2R) PROJECT FUNDED BY GEF REGIONAL PACIFIC RIDGE TO REEF PROGRAM BEING IMPLEMENTED BY UNDP, UNE AND FAO.

Part A: Declaration

1. The undersigned contractor proposes and agrees if this proposal is accepted, to enter into an agreement with the Owner, to commence and to complete all the work specified or indicated in the contract documents.

In submitting this proposal, contractor represents that; he/she has examined all the RFQ documents for the consultancy to facilitate the integration of gender mainstreaming for the Regional International Waters Ridge to Reef (IWR2R) Project funded by GEF Regional Pacific Ridge to Reef Program being implemented by UNDP, UNE and FAO.

2. Contractors agree to complete the services for the following price (VIP):

Particulars	Amount (USD)
Professional fees	
Management and operating costs.	
Total financial offer (inclusive of all taxes)	

Print name and sign

Date

Title_____

ANNEX IV

SPC GENERAL CONDITIONS OF CONTRACT FOR PROFESSIONAL SERVICES

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