



Ministry of Environment, Climate Change and Technology

Republic of Maldives

Date: 11th April 2023

Announcement Reference No: (IUL)438-HRU/438/2023/188

Terms of Reference

Project: Integrated, Sustainable and Low Emissions Transport in the Maldives

Position: Social and Gender Specialist

Location: Based at the Ministry of Environment, Climate Change and Technology (with travel to project islands across the country as required)

GEF Thematic Area: Low Emission Transport

Type of Contract: Individual Contract

Type of Consultancy: National

Estimated Starting Date: May 2023

Duration of Contract: 12 months (possibility of extending for 6 months)

Remuneration: MVR 22,770.00 per month

1. Introduction

The Government of Maldives has received funding from the Global Environment Facility (GEF) for the project “Integrated Sustainable and Low Emission Transport in the Maldives”. The Government intends to apply part of the proceeds towards hiring a Social and Gender Specialist of the Project.

The objective of the project is to promote an integrated, sustainable and low-emissions transport system and reduce GHG emissions and air pollution from the transport sector as well as address energy security by reducing fossil fuel imports. The project will result in an integrated urban and transport plan that leads to enhanced coordination among various government stakeholders and development of projects to enhance mobility for the residents with public and low emission transport infrastructure. The visibility of demonstration of the projects for e-buses and e-bike sharing schemes backed with the campaigns to create awareness of users, the benefits for sustainable low-emission transport options is expected to create a buy-in among policy makers and stakeholders to scale of investments in sustainable low emission transport options. The project will support development of measurable, reportable, and verifiable (MRV) system to measure emissions and reduction. This system will track and assess the benefits/ impacts of sustainable low-emissions transport options. This increased information and its tracking on use of sustainable low-emission transport will create greater awareness of benefits in policy makers and users to continuously integrate new and emerging sustainable and low-emission transport options. Information from

demonstration projects and tracking of information on use of sustainable low-emission transport will create greater awareness of benefits in policy makers and users.

The proposed project is structured across three components, which are necessary to address the barriers and facilitate the successful implementation of the baseline efforts to achieve an integrated, sustainable, and low-emissions transport system:

- Component 1: Institutionalization of integrated sustainable low-carbon transport and development of regulatory framework and policies
- Component 2: Short-term barrier removal and scaling-up investments through low-emission sustainable transport demonstrations
- Component 3: Preparing for scale-up, monitoring, awareness creation and replication of integrated sustainable low-emission transport

2. Responsibilities and detailed tasks:

The main role of Social and Gender Specialist is to conduct a scoping study, determine target groups and methods, facilitate development and coordinate implementation of project design elements that will maximize gender and social inclusion benefits in the identified subproject areas and will design and implement women-targeted and social inclusion interventions for the finalized outputs.

The outcome of the consultancy will lead to a gender and social inclusion action plan for gender and social inclusive planning, implementing and monitoring of project activities, a detailed analysis to support the mainstreaming of gender and social issues regarding public transport, particularly emphasizing on the issues in the sustainable low-emission transport development, identify potential measures and actions for inclusion in the Male' Region Transport Plan and E-mobility strategy. The specialist will recommend appropriate actions to strengthen gender equality and social inclusion in the implementation of demonstration project, mainstream gender in various training and sensitization program carried out under the Project.

The Social and Gender Specialist would be responsible for, but not limited to, the following activities

- 2.1 Ensure social and gender equality measures are adequately implemented in all projects administered by the PMU and ensure GEF policies are compiled.
- 2.2 Prepare Gender and Social Inclusion Action Plan for inclusive planning, implementing and monitoring of project activities.
- 2.3 Conduct a detailed analysis to support the mainstreaming of gender and social Inclusive issues, particularly emphasizing on the issues in the sustainable low-emission transport development.
- 2.4 Assess and identify potential measures and actions for inclusion in the Male' region transport plan and E-mobility strategy.
- 2.5 Identify and recommend appropriate actions to strengthen gender equality and social inclusion in the implementation of demonstration project.
- 2.6 Identify parties to conduct mainstreaming of gender and social inclusion in the related agencies of the project.
- 2.7 Mainstream gender in various training and sensitization program carried out under the project.
- 2.8 Mainstream gender and social inclusion and highlight these aspects, while developing training materials, manuals, documentation of case studies and lessons learnt.

- 2.9 Coordinate with the government departments, NGO and other stakeholders to promote interventions to address gender-based discrimination and social inclusion issues on transportation areas.
- 2.10 Assist GoM in ensuring social responsibilities of the project, such as compliance with the labour laws, prohibition of child labour and gender issues.
- 2.11 Ensure gender equality measures are adequately implemented.
- 2.12 Carry out other relevant tasks on request and agreement with the line manager.

The main outputs of Social and Gender Specialist will include but not be limited to the following;

1. Gender and Social Inclusion Action Plan for the Urban Transport Sector.
2. Identify gender and social inclusion aspects in the policies and plans developed under the project.
3. Develop training material for gender and social inclusion related elements for awareness campaign and capacity building workshops for the Urban Transport Sector.
4. Conduct Gender and Social Sensitivity Training for the key players in the transport sector.
5. Identify gender and social inclusion friendly elements to be included for the piloted project and scaling of the of the project.

3. Qualifications required:

The Social and Gender Specialist shall meet following qualifications, experience and competency:

Minimum qualification:

- A Bachelor's degree in a subject related to gender studies, social science, or related field with a minimum of 3 years of professional experience.
- or Master's degree in a subject related to gender studies, social science, or related field with at least 2 years of professional experience.

Other evaluated Qualifications/Skills:

- Very good inter-personal skills, including facilitation of meetings, and experience with networking.
- Experience in managing stakeholders at local and national level including, working with local institutions.
- Thorough understanding of the gender and social issues context in Maldives, and experience working with government institutions and international or non-governmental organizations supporting gender and social inclusion development work in specific area of intervention.
- Familiarity with gender analysis tools and methodologies in the specific area of intervention.
- Experience in conducting trainings or stakeholder consultation workshop is desirable.
- Experience in developing Gender and Social Inclusion Action Plans for donor funded projects.
- Proficiency in the use of computer software applications, especially MS Word and MS Excel and website software.
- Excellent language skills in Dhivehi and English (writing, speaking and reading)

4. Collaboration, Guidance and Supervision

The Social and Gender Specialist will be contracted by the Ministry of Environment, Climate Change and Technology and is fully accountable to the Ministry on the quality and timely delivery of his/her work under the contract. During the period of work, the Social and Gender Specialist will work under the guidance and supervision of the Project National Technical Coordinator, and will work closely with the Specialist in Marketing and Communications with Public Awareness and Advocacy Programs.

5. Duration of the Assignment

The Social and Gender Specialist will be hired for a period of 12 months, (with the possibility of extension for 6 months)

6. Remuneration

Remuneration will be at the rate of MVR 22,770.00 per month

7. Selection Criteria

The Social and Gender Specialist will be selected based on the following criteria. Only the candidates who meet the minimum qualification listed under section 3 will be selected for the interview.

Criteria	Weightage (%)	Documents Evaluated
Achieved minimum academic qualification and work experience	40	<i>Copies of Accredited Certificate and Letters of experience</i>
Additional Points for Master's Degree	10	<i>Copies of Accredited Certificate</i>
Experience with related works and similar fields	10	<i>Reference Letters of Experience</i>
Experience in working with a donor funded project that are concerned in a related field (5 points for each project)	10	<i>Reference Letters of experience</i>
Interview	30	<i>Interview</i>

8. Application

The applicants shall submit their applications along with the following documents:

- Letter of Expression of Interest (EOI)
- Detailed Curriculum Vitae
- Copies of Accredited certificates
- Letters of work experience
- Copy of National ID card

- Any other document that may support the application

9. Submission

Interested candidates may email their proposals on or before 1200hrs of 17th April 2023 to the following address.

Human Resource Department

hr@environment.gov.mv, islet@environment.gov.mv

Ministry of Environment, Climate Change and Technology

Green Building, Handhuvaree Hingun, Maafannu Male', 20392,

Republic of Maldives