

## TERM OF REFERENCES

### GENDER, EQUITY, AND HUMAN RIGHTS INTEGRATION CONSULTANT

Position Title:	Gender, Equity, and Human Rights Integration Consultant		
Job Type:	Part-Time, Limited Term (With End Date)	Job Location:	Jakarta, Indonesia
If Limited/Short Term, Select End Date:		New or Replacement Position:	New
Job Grade:	N/A	Anchor Manager:	Research, Data, and Innovation (RDI) Manager – Dean Y. Affandi
Job Category:	Data Analysis & Technical Research	Outcomes Manager:	Senior Climate Analyst – Cynthia Maharani
Dept/Program/Center:	Water Program	Add'l Jobvite Users:	
Other Info (Budget Code & percentage) & Comments:	Think Climate 50078- (100%)		
(Optional) Pre-Screening Questions:			

#### **Program Overview**

WRI Indonesia is a national entity (Yayasan) associated with the World Resources Institute (WRI), a global environmental research organization that turns big ideas into action at the nexus of environment, economic opportunity, and human well-being. WRI employs three approaches, namely: Count It, Change It, Scale It.

WRI works with various stakeholders in the natural resources sector to support policy and management that are both profitable and sustainable. WRI has worked with leaders in more than 50 countries for more than 30 years, with offices in the United States, Brazil, China, Europe, India, and Indonesia.

Launched in early 2014, WRI Indonesia builds on WRI's 10-year history in the country focusing on forests and land use governance and strengthens our impact on the ground. In the short-to-medium term, WRI Indonesia aims to expand its presence and portfolio to include climate, energy, as well as cities and transportation programs.

Indonesia is home to one of the largest tropical forests in the world; a rich and diverse ecosystem teeming with life. But deforestation and the conversion of these forests for agricultural purposes have made Indonesia one of the world's largest emitters of greenhouse gases and a significant contributor to climate change. With a largely coastal population whose livelihoods rely on the land and water, Indonesian is also particularly susceptible to the effects of climate change.

Despite the efforts of the Indonesian government in recent years, little progress has been made towards implementing policies to reduce land-based emissions. Reducing these emissions while also strengthening climate resilience through adaptation and mitigation requires politically relevant actions.

This initiative will respond to these complex challenges by supporting the efforts of local policy-research organizations—think tanks—to gather evidence. Urgent actions on climate change adaptation and mitigation are required. Indonesian emissions reduction approaches that are also aimed at strengthening resilience require politically relevant integration of environmental, economic, and social issues.

Gender, equity, and human-rights issue have been one of the core discussions in the development work. Having a direct implementation on the ground, WRI Indonesia realizes the importance of integrating gender, equity and human rights component into their projects design, implementation on the ground and lastly, integrating gender equity and social inclusion on WRI research.

In this light, WRI aims to seek a consultant position for gender integration specialist to support our gender equality and social inclusion across WRI program and research portfolio. Principle duties include developing technical resources (e.g. guidebook) to strengthen gender integration and social inclusion, conducting gender and social inclusion analyses and assessments, and designing and facilitating gender and social inclusion-related training for all staffs.

## Qualifications

### **Academic Qualifications**

- Master's Degree and minimum of 4 years of experience or PhD and minimum of 2 years of experience in the social sciences, international development, education, or a related field

### **Technical Qualifications**

- Strong experience in gender analysis, gender integration, and gender-based violence prevention and response with minimum 6 years of experiences.
- In-depth understanding of international development processes, actors, and cultures
- Demonstrated experience working with international development donors
- Ability to think strategically and integrate diverse information from varied sources
- Knowledgeable about gender equity and social inclusion indicators and strategies and tools for data collection and management, and monitoring, evaluation and reporting
- Experience in designing and facilitating different types of meetings and workshops using a variety of participatory, adult-learning methodologies and approaches
- Experience in developing and delivering gender equity and social inclusion training and other needed capacity/institutional building support to organization and stakeholders (government, local communities...)
- Ability to conceptualize, develop plan and monitoring system for projects and gender equity and social inclusion component
- Proven experience in developing modules on sustainable development issues e.g. gender studies, conflict negotiation?
- Familiarity with UN Social Safeguard requirements and gender equity and social inclusion actions preferable
- Demonstrable social and interpersonal skills with experience in facilitating discussions with different groups and management level (including C level personnel)
- Familiar with climate change mitigation and adaptation issues and measures particularly gender and social inclusion aspects
- Good interpersonal communication skills

## **Job Responsibilities, Deliverables, and Timeline**

	<b>Deliverables</b>	<b>Description</b>	<b>Submission date</b>
1	Develop a gender, social inclusion and human rights assessment report for Indonesia	Gender, equity, and human rights integration consultant to identify a gender-disaggregated performance targets and indicators for individual activities, and development and management of a comprehensive database to monitor indicators, impacts and results based on WRI Theory of Change and individual programs (if not projects).  Consultant also to contribute to gender analyses and other evaluations/assessments by reviewing WRI project documents, developing data collection instruments, conducting interviews, developing and analyzing surveys, conducting data analysis, and writing reports	Extended outlines: <i>(to be confirmed)</i>  The assessment draft report to be submitted by <i>(to be confirmed)</i> .
2	Develop <b>toolkits and/or case studies on gender and social inclusion integration and human rights</b>	Conduct research and draft technical resources (e.g., toolkits, case studies) that provide guidance on gender integration, inclusive development, male engagement, and gender-based violence prevention and response.	Technical resources finalized by <i>(to be confirmed)</i>

3	Deliver series of training on gender, social inclusion and human rights	<ol style="list-style-type: none"> <li>1. Design and facilitate face-to-face and virtual training on topics related to gender equality and inclusive development, using participatory, appreciative, and adult-learning approaches</li> <li>2. Together with WRI Indonesia staff develop modules/slide deck for training in project and engagement activity implementation of annual GESI training modules and on-the-job workshops highlighting</li> <li>3. Provide internal training for individual staff, management team and organization (WRI Indonesia as an organization) on gender equity and social inclusion, through training and mentoring of WRI gender inclusiveness module, through understanding of WRI as institution</li> </ol>	<p>Training module(s) and slide deck by <i>(to be confirmed)</i></p> <p>Series of training and report by <i>(to be confirmed)</i></p>
---	---	---	---

**Duration**

This position is expected to start immediately for a 6 (six) months contract period

**Terms of Payment**

This is a deliverable-based consultancy contract with terms of payment as follow:

No	Deliverables	M2	M3	M4	M5	M6
1	Gender, social inclusion human rights assessment report extended outlines	20%				
2	Final draft of gender, social inclusion and human rights assessment report for Indonesia		25%			
3	<b>Final draft of toolkits and/or case studies on gender and social inclusion integration and human rights</b>				35%	
4	Final report on training (include slide deck and modules)					20%

Note: Payment shall be made upon submission and approval of each deliverable and invoice and the detail of deliverables timeline will be determined further upon contract signing

**WRI Overview**

[World Resources Institute](#) (WRI) is an independent, nonprofit global research organization that turns big ideas into action at the nexus of environment, economic opportunity, and human well-being. We are working to address seven critical challenges that the world must overcome this decade in order to secure a sustainable future for people and the planet: climate change, energy, food, forests, water, sustainable cities, and the ocean.

We are passionate. We value our diversity of interests, skills, and backgrounds. We have a flexible work environment. And we share a common goal to catalyze change that will improve the lives of people. Our shared ideals are at the core of our approach. They include integrity, innovation, urgency, independence, and respect.

The foundation of our work is delivering high-quality research, data, maps and analysis to solve the world’s greatest environment and international development [challenges](#), and improve people’s lives. We work with leaders in government, business and civil society to drive ambitious action and create change on the ground. Equally important, we bring together partners to develop breakthrough ideas and scale-up solutions for far-reaching, enduring impact.

We have been growing rapidly: our staff has doubled in size over the past 5 years and our operating budget is now \$100 million. Founded in 1982, WRI has a global staff of 800+ people with work spanning 60 countries. We have offices in [Africa](#), [Brazil](#), [China](#), [Europe](#), [India](#), [Indonesia](#), [Mexico](#) and the [United States](#) as well as a growing presence in other countries and regions.

WRI is committed to advancing gender and social equity for human well-being in our mission and applies this principle to our organizational and programmatic practices.

WRI Indonesia is national entity (Yayasan) associated with the World Resources Institute (WRI), a global environmental research organization that turns big ideas into action at the nexus of environment, economic opportunity, and human well-being. WRI work with various stakeholders in the natural resources sector to support policy and management that are both profitable and sustainable. WRI work with leaders in more than 50 countries for more than 30 years, with offices in Brazil, China, Europe, India, Indonesia, Mexico, and the United States.

Launched in early 2014, WRI Indonesia builds on WRI's 10-year history in the country and strengthens our impact on the ground. In the short-to-medium term, WRI Indonesia aims to expand its presence and portfolio to include projects in the climate, energy, as well as city and transportation programs.

*The World Resources Institute (<http://www.wri.org>) is an environmental and development research and policy organization that creates solutions to protect the Earth and improve people's lives. As an Equal Opportunity Employer, it is WRI's policy to recruit, hire, and provide opportunities for advancement in all job classifications without regard to race, color, religion, sex, national origin, age, citizenship, marital status, sexual orientation, gender identity, parental status, protected veteran status, or disability. WRI's global agenda requires a staff that is diverse – with respect to race, gender, cultural, and international background. Diverse perspectives and experience enhance the way WRI selects and approaches issues, as well as the creativity and applicability of WRI's policy research and analysis. WRI, therefore, encourages applications from U.S. minorities, persons from other countries (especially developing nations), and from women of all backgrounds.*