

**TOR for engagement of Gender and Social Inclusion Expert in Green Landscape Implementation Unit of FAO-GEF assisted Green Agriculture Project in Uttarakhand**

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**Required at Present**

**A) GLIU- Gender Expert**

1. Number of post : 1 (One)
2. Duty Station : GLIU Office
3. Pay : 35,000 INR per month (Negotiable) with annual performance incentives @ 0%, 5%, 8% of the base remuneration based on performance indicators.
4. Contract Duration : 11 months contract, extendable based on performance and availability of Budget.

**5. Essential Qualification**

**5.1 Educational:**

- Master's degree in Rural Sociology/ Social Science/ Gender Studies/ Community Science.

**5.2 Experience**

Essential:

- At least 3 years of relevant experience of implementation of mainstreaming gender equality and women empowerment concepts and approaches in rural development projects.

Desirable:

- Experience in analyzing & integrating gender dimensions in organizations' policies in the context of Agriculture, Rural Livelihoods, Food Security and Nutrition.
- Knowledge of gender analysis, gender-sensitive need assessment, and policy analysis in regards to agriculture (including Animal Husbandry and Fisheries), forest management and biodiversity conservation.
- Experience & knowledge of developing capacity development programmes & tools for gender mainstreaming.
- Working knowledge of English language.
- Working experience of integrating gender in environmental & social protection projects.
- Working knowledge of Hindi and / or other local languages.
- Experience of working with or in international non-governmental and donor organizations.

**6. Duties and Responsibilities :-** Under the direct supervision of the State Project Director , and in regular consultation with the Team Leader, GLIU the Gender and Social Inclusion Expert will undertake the following duties-

- Supervise and facilitate activities in the project to make them gender sensitive and gender inclusive.
- Conducting and supporting gender analysis (e.g. a gender perspective in natural resource management and biodiversity conservation; access to and control over resources, access to services, information and technology; gender role in decision making etc.)
- Conducting state policy analysis from gender perspective in regards to agriculture, forestry, and rural development for assessing implementation gaps and developing strategy for gender mainstreaming.
- Support in conducting FPIC
- Provide basic orientation and training on gender mainstreaming to project staff and other partners.
- Providing support in the development of M&E tools and indicators to track gender inclusiveness of the project.
- Support development of tools to capture and report gender segregated data.
- Support the project M&E expert and NPMU gender expert in data collection for baseline, mid-term and end term evaluations, and reporting on the GEF tracking tool for the relevant project landscape.
- Provide relevant technical guidance to the project, as required.

**7. Key Performance Indicators:-**

<u>Expected outputs:</u>	<u>Required completion dates:</u>
<ul style="list-style-type: none"> <li>• Tasks described above carried out satisfactorily and certified.</li> <li>• Monthly Report/ Final Report and attachments submitted and cleared.</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly/Final Report – Upon completion of the assignment</li> </ul>

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