



**UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION
TERMS OF REFERENCE FOR PERSONNEL UNDER INDIVIDUAL SERVICE AGREEMENT
MULTI-PROJECTS FUNDED**

Title:	Gender Consultant (GC)
Projects:	GQSP Colombia-Quality Programme for the Chemical Value Chain – 180283 Global Eco Industrial Park Programme, Colombia country level intervention (GEIPP - Colombia) - 180319 Energy Districts in Colombia – Phase II – 190085
Main Duty Station and Location:	Bogotá
Mission/s to:	National Territory
Start of Contract (EOD):	16 March
End of Contract (COB):	31 August
Number of Working Days:	70 days (When Actually Employed - WAE)

**COLOMBIA - Project ID: 180283
Quality Programme for the Chemical Value Chain
WBS: 180283-1-53-01**

**COLOMBIA - Project ID: 180319
Global Eco Industrial Park Programme
WBS: 180319-1-03-02**

**COLOMBIA - Project ID: 190085
Energy Districts in Colombia – Phase II
WBS: 190085-1-01-01**

ORGANIZATIONAL CONTEXT

The United Nations Industrial Development Organization (UNIDO) is the specialized agency of the United Nations that promotes industrial development for poverty reduction, inclusive globalization and environmental sustainability. The mission of UNIDO, as described in the [Lima Declaration](#) adopted at the fifteenth session of the UNIDO General Conference in 2013, is to promote and accelerate [inclusive and sustainable industrial development](#) (ISID) in Member States. The relevance of ISID as an integrated approach to all three pillars of sustainable development is recognized by the 2030 Agenda for Sustainable Development and the related Sustainable Development Goals (SDGs), which will frame United Nations and country efforts towards sustainable development in the next fifteen years. [UNIDO's mandate is fully recognized in SDG-9](#), which calls to “Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation”. The relevance of ISID, however, applies in greater or lesser extent to all SDGs. Accordingly, the Organization’s programmatic focus is structured in four strategic priorities: [Creating shared prosperity](#); [Advancing economic competitiveness](#); [Safeguarding the environment](#); and [Strengthening knowledge and institutions](#).

Each of these programmatic fields of activity contains a number of individual programmes, which are implemented in a holistic manner to achieve effective outcomes and impacts through UNIDO’s four enabling functions: (i) technical cooperation; (ii) analytical and research functions and policy advisory services; (iii) normative functions and standards and quality-related activities; and (iv) convening and partnerships for knowledge transfer, networking and industrial cooperation. Such core functions are carried out in Departments/Offices in its Headquarters, Regional Offices and Hubs and Country Offices.

PROJECTS CONTEXT

GQSP Colombia-Quality Programme for the Chemical Value Chain (SAP ID 180283):

In order to consolidate UNIDO/SECO interventions on trade standards compliance within one tool, adding the benefit of a global component facilitating synergies and enhancing coherence among the interventions, UNIDO and SECO have developed a coherent programmatic approach: the Global Quality and Standards Programme (GQSP). The GQSP supports selected countries to align the demand for and supply of quality services required to prove and verify the quality of products. It will have two components (1) Global Knowledge Management (C1) and (2) Country Projects.

The project “Quality Programme for the Chemical Value Chain” has been developed to be considered under component 2 and its overall objective is to foster Colombia’s integration into the regional and multilateral trading systems, through the strengthening of the National Quality Subsystem (SICAL) within the framework of the priorities of the 10 industrial groups that compose the Chemical Value Chain and the increase and improvement of MSME’s capacities to comply with technical requirements, international quality, private and sustainability standards required for trade facilitation. The project includes three complementary outcomes that are aligned to the Global Quality and Standards Programme (GQSP), to be implemented over a period of four years:

Outcome 1: The sustainability and technical competence of the National Quality Subsystem SICAL are improved in the relevant areas to strategic sectors of the Chemical Value Chain to improve its competitiveness and favorize its access to new markets.

Outcome 2: The capacity of the MSMEs of the Chemical Value Chain to comply with technical regulations, international quality, private and sustainability standards is enhanced.

Outcome 3: The awareness for quality is enhanced for the improvement of quality and competitiveness.

Global Eco Industrial Park Programme (GEIPP) - Colombia Country level intervention (SAP ID 180319)

The development objective of GEIPP, which is funded by Switzerland through the Swiss State Secretariat for Economic Affairs (SECO), is to demonstrate the viability and benefits of Eco-Industrial Park approaches in scaling up resource productivity and improving economic, environmental and social performances of businesses and thereby contribute to inclusive and sustainable industrial development in the participating developing and transition economies.

The Global Eco-Industrial Parks Programme - Colombia: Country level intervention will deliver the expected results via two outcomes:

- Outcome 1: EIP incentivized and mainstreamed in relevant policy and regulations

The objective of this outcome is to increase the role of EIP in relevant policies at the national level, aligned with the Colombian National Circular Economy Strategy. The outcome 1 has of two outputs:

Output 1.1: Mapping of existing capacity of institutions and service providers on Eco-Industrial parks development

Output 1.2: Strengthened national Institutions relevant to EIP policy development and implementation

- Outcome 2: EIP opportunities identified and implementation started, with environmental (e.g. resource productivity) economic and social benefits achieved by enterprises confirmed

The outcome 2 consists of three outputs:

Output 2.1: Benchmarking and in-depth analysis of potential candidate industrial parks for EIP intervention

Output 2.2: Enhanced capacity of industrial parks and tenant SMEs to meet international standards and requirements for EIP

Output 2.3: EIP requirements implemented by park management and tenant SMEs

Energy Districts in Colombia– Phase II (SAP ID 190085)

The project's objective is to foster and promote energy efficient and sustainable urban development by further promoting the development of Energy Districts (ED) in Colombian cities. The project aims to improve energy efficiency and reduce emissions of greenhouse gases (GHG)

and ozone-depleting substances (ODS) of cooling and heating utility services in buildings and infrastructure of the cities that will develop Energy District projects.

The first phase of the “Energy Districts in Colombia” was implemented in 2013-2019 by the Switzerland State Secretariat for Economic Affairs (SECO) in cooperation with the Ministry of Environment and Sustainable Development (Minambiente) and the Public Utility of Medellín (Empresas Publicas de Medellín - EPM). The first phase successfully created enabling conditions at the institutional and market level boosting new Energy Districts infrastructure in Colombian cities.

The purpose of the second phase of the project is to consolidate and scale up the results achieved in the first phase to further accelerate the diffusion of Energy Districts. The project interventions will be structured around three project components:

- *Institutional Support Component:* Improve and implement the regulatory framework at national and city level to promote further development of Energy Districts as a solution for an efficient and better use of energy for cooling (or heating) and for a sustainable urban development.
- *Knowledge and capacity development Component:* Reinforce knowledge and capacities for Energy Districts of all market players and facilitate collaboration among relevant actors in the value chain for Energy Districts. This will include the establishment of a Competence and Know-how Center for Energy Districts.
- *Market development Component:* Technically assist 7-10 selected cities to include Energy Districts into their territorial/urban planning and support the realization of 2-3 near-future mature projects.

The three components are interlinked and expected to feed into each other. The project will provide the final push for the diffusion of the Energy Districts as an innovative and efficient infrastructure for utility services in Colombian cities focusing on the air conditioning market.

The Thermal Districts II project is one of many Montréal Protocol projects lead by the MinAmbiente Ozone Technical Unit. It has been included in the MinAmbiente Climate-Change office as one of many Colombia’s NDC. As such, Thermal Districts II must be aligned to create and benefit from synergies with the other MinAmbiente UTO’s and Climate Change projects. Additionally, the project must abide by MinAmbiente Climate-Change Director guidelines.

With regard to gender, following UNIDO gender equality policies, the project is expected to develop a gender baseline to layout and implement a gender mainstreaming plan in order to ensure that women and men have equal opportunities to contribute to and benefit from the project. Good practices in gender mainstreaming in this project will be demonstrated, wherever possible, and negative impacts on women and men will be avoided. The mainstreaming of gender in the project will be pursued by ensuring a good representation of both women and men within the project team as well as on the side of project counterparts, stakeholders and beneficiaries (also at different levels: participants, trainers, organizers, experts, etc.). As such:

- I. Efforts will be made to ensure gender balance in the Project Steering, Advisory and Technical Committees;
- II. Equal participation of women and men in training activities as participants and facilitators will be encouraged and supported.

DUTIES

Within the duration of the assignment, the Gender Consultant is expected to undertake a gender analysis in order to effectively mainstream the gender perspective into the implementation of the projects described. Specifically, under direct supervision and guidance of the project managers and in close collaboration with industry/sector experts, the Gender Consultant will assume the following tasks in the tables below:

Quality Programme for the Chemical Value Chain:

<u>MAIN DUTIES</u>	Concrete/ measurable Outputs to be achieved	Expected duration	Location
<ul style="list-style-type: none"> • Review relevant UNIDO documents on the requirements for gender mainstreaming, including UNIDO’s Policy on Gender Equality and the Empowerment of Women (2015). • Conduct a detailed gender analysis for Colombia’s chemical value chain, that should: <ul style="list-style-type: none"> -Include gender issues such as gender division of labor, access to and control of resources and technologies, women’s and men’s needs and preferences, and opportunities for and constraints on women’s participation, etc. -Assess and identify potential gender-differentiated impacts of the project. -Collect sex-disaggregated baseline data that could be used to monitor potential gender impacts. -Identify government agencies, NGOs, community-based organizations, and women’s associations or groups whose work focuses on gender that can be strategic partners for the gender issues during project implementation. 	<p>In-depth Gender Analysis is conducted</p>	<p>9 days</p>	<p>Field based</p>
<ul style="list-style-type: none"> • Based on the gender analysis, identify opportunities and entry points for mainstreaming gender into the project and recommendations to impact on gender issues through project interventions. <p>Propose follow-up indicators to monitor gender issues.</p> <ul style="list-style-type: none"> • Verify the feasibility of implementing the MIG SCORE training in selected SMEs of the chemical value chain 	<p>Opportunities and recommendations to include in the implementation plan</p>	<p>6 days</p>	<p>Home based</p>

Global Eco Industrial Park Programme (GEIPP) - Colombia Country level intervention (SAP ID 180319)

<u>MAIN DUTIES</u>	Concrete/ Measurable Outputs to be achieved	Expected duration	Location
<p>Update and complete the gender analysis for GEIPP-Colombia accomplished in 2019:</p> <ul style="list-style-type: none"> -Review gender issues such as gender division of labor, access to and control of resources and technologies, women’s and men’s needs and preferences, and opportunities for and constraints on women’s participation, etc. -Assess and identify potential gender-differentiated impacts of the project. -Check sex-disaggregated baseline data collected in 2019 that could be used to monitor potential gender impacts (and complete data if needed). -Validate the list of government agencies, NGOs, community-based organizations, and women’s associations or groups whose work focuses on gender that can be strategic partners for GEIPP – Colombia project. Complete the list if needed. 	Updated and completed Gender Analysis report	9 days	Home based +
<p>Review relevant documents produced as part of outcome 1 of GEIPP on the requirements for gender mainstreaming, including UNIDO’s Policy on Gender Equality and the Empowerment of Women (2015):</p> <ul style="list-style-type: none"> - Stakeholder mapping and gap analysis report - Policy analysis report - Training materials of national institutions relevant to EIP policy development and implementation 	Relevant documents reviewed	10 days	Home based
<p>Give key insights and recommendations for gender mainstreaming in the national EIP Framework that is currently being developed as part of the GEIPP – Colombia project. The consultant shall propose indicators to monitor gender issues, and shall participate in at least 2 of the 3 working session planned in Bogotá (tentatively planned on the 31 March, 5 May and 28 May 2020).</p>	Recommendations for gender mainstreaming included in the draft of National EIP framework	6 days	Field based (Bogotá)
<p>Review relevant documents produced as part of the outcome 2 (in pilot industrial parks) on the requirements for gender mainstreaming, including UNIDO’s Policy on Gender Equality and the Empowerment of Women (2015):</p> <ul style="list-style-type: none"> - Baseline report of pilot industrial parks (including performances related to gender mainstreaming) - Monitoring report of pilot industrial parks - Training given in pilot parks 	Relevant documents reviewed	10 days	Field based, missions in pilot parks (Bogotá, Cartagena/ Barranquilla and Cali) to be organized separately

District Energy in Colombia - Phase II (SAP ID 190085)

<u>MAIN DUTIES</u>	Concrete/ Measurable Outputs to be achieved	Expected duration	Location
<p>Conduct a detailed gender analysis for Colombia’s energy utility sector focusing on the air conditioning market, that should:</p> <ul style="list-style-type: none"> -Include gender issues such as gender division of labor, access to and control of resources and technologies, women’s and men’s needs and preferences, and opportunities for and constraints on women’s participation, etc. -Assess and identify potential gender-differentiated impacts of the project. -Collect sex-disaggregated baseline data that could be used to monitor potential gender impacts. -Identify government agencies, NGOs, community-based organizations, and women’s associations or groups whose work focuses on gender that can be strategic partners for the gender issues during project implementation. 	<p>In depth gender analysis report</p>	<p>15 days</p>	<p>Field based</p>
<p>Identify relevant government agencies, NGOs, community-based organizations, and women’s associations or groups whose work focuses on gender and the specific area of intervention to facilitate collaboration and enhance gender results of project implementation.</p> <p>Identify any possible risks and/or negative gender impacts, and provide key insights and recommendations for gender mainstreaming in the project.</p>	<p>Risk assessment and recommendations for gender mainstreaming</p>	<p>5 days</p>	<p>Home based</p>

REQUIRED COMPETENCIES

Core Values

WE LIVE AND ACT WITH INTEGRITY: work honestly, openly and impartially.

WE SHOW PROFESSIONALISM: work hard and competently in a committed and responsible manner.

WE RESPECT DIVERSITY: work together effectively, respectfully and inclusively, regardless of our differences in culture and perspective.

Key Competencies

WE FOCUS ON PEOPLE: cooperate to fully reach our potential –and this is true for our colleagues as well as our clients. Emotional intelligence and receptiveness are vital parts of our UNIDO identity.

WE FOCUS ON RESULTS AND RESPONSIBILITIES: focus on planning, organizing and managing our work effectively and efficiently. We are responsible and accountable for achieving our results and meeting our performance standards. This accountability does not end with our colleagues and supervisors, but we also owe it to those we serve and who have trusted us to contribute to a better, safer and healthier world.

WE COMMUNICATE AND EARN TRUST: communicate effectively with one another and build an environment of trust where we can all excel in our work.

WE THINK OUTSIDE THE BOX AND INNOVATE: To stay relevant, we continuously improve, support innovation, share our knowledge and skills, and learn from one another.

MINIMUM ORGANIZATIONAL REQUIREMENTS

Education: Advanced university degree in Social or Natural Sciences or other relevant discipline with a specialization in gender issues.

Technical and Functional Experience:

- A minimum of 5 years practical experience in the field of gender equality and gender mainstreaming
- Formal training in gender analysis and gender planning and demonstrated expertise in mainstreaming gender in projects and programmes, especially in specific area of intervention;
- Thorough understanding of the gender context in Colombia and experience working with government institutions and international or non-governmental organizations supporting gender and development work in the specific area of intervention;
- Familiarity with gender analysis tools and methodologies in the specific area of intervention;
- Strong communication skills, and ability to liaise with various stakeholders, including government officials

Languages: Fluency in written and spoken English and Spanish is required.