



Mekong River Commission

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TERMS OF REFERENCE

1. **Programme/Project Title: Integrated Capacity Building Programme**
2. **Title of Consultancy: Consultant for Upgrading MRC Gender Tool Kits**
3. **Duty Station: MRCS, Vientiane.**
4. **Duration: 20 Working days**
5. **Purpose and Objective:**

Background

MRC is committed to mainstream gender perspectives in all MRC development efforts, ensuring that all MRC development programmes benefit men and women equally, in accordance with their different needs, and with the inputs and equal participation of men and women at all levels.

MRC, with support from NZAID, launched Phase I of the Gender Mainstreaming Project (GMP) from 1996 to 1999, under the theme of “A study of the roles of women in water and related resource development in the lower Mekong Basin”. Based on findings of this study, the MRC gender strategies, policy, guidelines and tool kits were developed in 2000 to address the existing gender inequality practices.

Gender mainstreaming continued with Phase II of the GM project from 2004 to 2009, focusing on: i) establishing national gender working teams in the four member countries; ii) building capacity of the national gender teams in gender and development; and iii) disseminating the MRC strategy, policy, guideline and tool kits which had been developed earlier.

Efforts to mainstream gender aspects in the MRC Secretariat and to apply gender responsive development to integrated water resources management in the LMB continue now with the work of the integrated capacity building programme which works across all MRC programmes and in close cooperation with the National Mekong Committees. The key priorities for the next four year phase of the gender mainstreaming efforts are to ensure that i) the gender policy and strategy are incorporated into all MRC systems, procedures and guidelines; ii) gender aspects are applied to the design and implementation of all MRC programmes, and iii) a number of pilot projects are implemented to apply gender principles to IWRM at the national level.

Since most of the existing MRC gender related documents exist since 2000, it is now time to review these documents and to develop updated guidelines and toolkits that are more relevant to current gender thinking and the current context of MRC and IWRM.

Objectives

The overall objective of the assignment is to review and update the MRC Gender Tool Kits. This would include revision of existing tool kits and finalizing draft tool kits for three additional sectors.

6. Outputs: gender mainstreaming tool kits updated and developed for all MRC sectoral programmes.

7. Responsibilities and Task:

The consultant in collaboration with ICBP will:

- Review the MRC gender policy, strategy, guideline, checklist and tool kits.
- Provide a short seminar to ICBP team members on the direction of current thinking on gender, IWRM and development based on the current direction of the various international organizations leading global efforts on gender.
- Consult with the ICBP team members, and relevant staff of the MRC & NMCs to collect feedback on the gender tool kits and their application over the past 10 years.
- Provide a set of recommendations on how the tool kits should be revised and updated to be most effective under current context. (Consider the implications for translating the new tool kit into the four languages when developing the recommendation on the revised tool kits.)
- Revise the tool kit to respond to the current IWRM needs in the region.
- Circulate tool kits for review.
- Finalize the draft tool kits for the three additional sectors.
- Provide all outputs on CD-Rom to ICBP

8. Proposed Schedule: As soon as possible.

9. Working Principles/Reporting Line: Working closely with the gender programme officer and in consultation with the ICBP Coordinator and CTA, and Chief of HRS.

A brief report of assignment should be sent to ICBP for the evaluation of the consultant.

10. Qualifications / Requirement:

- Master Degree/Equivalence or higher on Gender Development or Social Science or Development Studies or related fields.
- At least 10 years working experience on Gender and Related Issues.
- At least 10 years practical experience on publication.
- Excellent English skills – high level of fluency.
- Good in typing/using computer.
- Priority will be given to consultants based in the LMB.

11. Condition of Payment:

- The payment of the consultancy service will be made based upon the acceptance of the new tool kits and assignment report.
- The air fares and related travelling costs will be provided for the consultant who lives outside of Lao PDR.
- DSA will be provided based on the MRC procedures.
- Some part of work may be possible from home base service.

12. Signature Block:

Project Officer

Consultant

Name:

Name:

Date:

Date: