



Position Title : Local FPIC-Gender-Safeguards Consultant - Thailand
Duration of Contract: 11 months
Duty Station : Thailand
Reporting to : ASEAN ENMAPS Project Manager-Chief Technical Adviser

TERMS OF REFERENCE

I. Background

The ASEAN Center for Biodiversity (ACB) is implementing a project entitled, “Effectively managing networks of marine protected areas in large marine ecosystems in the ASEAN region (ENMAPS)”. This project is about creating transformative changes that will make management of MPAs in the LMEs in the ASEAN waters effective, collaborative and responsive. During the Project Preparation Grant Phase (PPG), UNDP’s Social and Environmental Screening Procedure (SESP) identified 12 environmental and social safeguards risks (6 moderate and 6 substantial) within the project.

The Environmental and Social Management Framework (ESMF), Indigenous Peoples Planning Framework (IPPF), and the Gender Analysis and Action Plan (GAAP) have been developed to guide the project’s full adherence to the Social and Environmental Standards (SES) outlined by the GEF and UNDP, consistent with the UNDP Gender Equality Strategy 2022-2025, the GEF Policy on Gender Equality (SD/PL/02, July 01, 2018), the Declaration on the Gender-Responsive Implementation of ASEAN Community Vision 2025 and the Sustainable Development Goals.

Upholding its commitment, ACB will ensure that appropriate safeguards measures are in place, where meaningful consultations, social and environmental screening and assessments are conducted during the early stage of project implementation, to further refine risk identification and mitigation strategies, as well as to establish a system for monitoring these risks. The findings will inform all project interventions with concrete plans and actions to avoid, minimise, mitigate and respond to negative social or environmental impacts. Similarly, gender-sensitive and gender-responsive approaches will be integrated in the conservation and sustainable management of the coastal and marine ecosystem, with the needs, concerns, and experiences of women and girls, as well as of men and boys, are recognized; where women are equally represented and able to meaningfully participate in planning and decision-making, and their contribution and efforts recognized in policy, management and research.

II. Scope of Services

The Local FPIC-Gender-Safeguards Consultant will support the implementation of the ESMF, IPPF, and GAAP, working closely with the ASEAN ENMAPs Gender-Safeguards Specialist (GSS), and the Regional Safeguards Consultant in close coordination with the Project Management Unit (PMU) and National Implementation Unit. The Consultant is tasked to coordinate and conduct/ facilitate field consultations, screening, assessments and activities at the ASEAN ENMAPS sites in Thailand and submit the required reports for the following:



- Social and Environmental Screening Procedure (SESP)
- Strategic Environmental and Social Assessment (SESA) of “upstream” (policies and management plans) activities
- Environmental and Social Impact Assessments (ESIA) ,studies, and onsite screening and impact-management of “downstream” (with physical footprint) interventions
- Environmental and Social Management Plan (ESMP) including identified management measures as required based on the SESA and ESIA results
- Operationalization of the project-level Grievance Redress Mechanism (GRM);
- Free, Prior and Informed Consent (FPIC) in all activities affecting indigenous peoples; and development of Indigenous Peoples Plans (IPPs) aligned with the IPP Framework (IPPF)
- Implementation of the Stakeholder Engagement Plan (SEP) and Gender Analysis and Action Plan (GAAP), with inputs for the updated country Stakeholder and Gender Analysis (identification of local champions and provision of special women's desk in target sites), including delivery of trainings on mainstreaming of gender equality and social inclusion
- Adopt the ASEAN ENMAPs Comprehensive Consultation Tool and Consultation Checklist in field assessments, stakeholder meetings, capacity-building trainings, etc. where information on GRM disseminated in all activities; with complaints from the GRM inputted in the Grievance Registry and GRM Committee.

III. Expected Outputs/Deliverables

1. Submit monthly brief (2 pages) progress reports with updates on securing the FPIC, conduct of the social and environmental screening and assessments, GRM, SES and GAAP activities including participatory monitoring, capacity buildings, Private Sector Due Diligence (PSDD) as appropriate. Progress reports should indicate how the Comprehensive Consultation Tool and Consultation Checklist were applied.
2. Enlist services of documentor/s, and consolidate and finalise assessment reports and findings of the SESP, SESA, and ESIA. Reports should include agreements and recommendations, quotes from different stakeholders including women, indigenous peoples (IP) and local communities (LCs), and other marginalized groups; brief profile of participants, total no. of participants, segregated per gender. Annexes should include: list of all stakeholders interviewed, and participants in the meetings and capacity-building training where gender, age, occupation or membership to IP and LCs are indicated, pictures with captions of all activities conducted including interviews, scanned attendance sheets, consent forms, etc.
3. Submit the ESMP and IPP developed together with and validated by stakeholders.
4. Provide inputs to monitoring and evaluation and prepare updates, as needed, of the SESP, ESMF/ESMP, IPPF/IPP, Stakeholder Engagement Plan, Gender Action Plan, Climate and Disaster Risk Screening, COVID-19 Risks and Opportunities Analysis and other safeguard frameworks and management plans, as deemed appropriate.
5. Submit a progress report at mid-term detailing what has been completed, what are still to be done and the problems experienced. In addition, determine whether the project is on track.
6. All deliverables submitted should be in English language, with original versions in local (Thai) language.



V. Qualifications for the Successful Consultant

Education	• Bachelor's degree in social sciences, community development, gender studies, gender and development, women and environment, sociology or any other related fields • Master's degree on the same fields is an advantage
Experience	• Minimum of five (5) years of in the technical area of community development, gender mainstreaming, and social and environmental safeguards risk assessment and mitigation • Knowledge and experience on Marine Protected Areas and biodiversity conservation is an advantage
Language	Proficiency in spoken and written English and Thai is required

VI. Implementation Period/Duration of Contract

This contract is effective for eleven (11) months starting on the date of contract signing.

VII. Implementation Arrangement

This consultancy contract is under the management and supervision of the ASEAN ENMAPS PM-CTA and progress of work will be monitored by the ASEAN ENMAPS Gender-Safeguards Specialist.

