

Online Resources for Integrating Gender into Energy Operations

TERMS OF REFERENCE - TEMPLATE

Available on www.ESMAP.org

[Project Name, Country]
**GENDER and ENERGY NEEDS ASSESSMENT FOLLOW UP
TORs for Energy and Gender Consultant**

CONTEXT

[NAME OF PROGRAMM IF the consultancy is under the Umbrella of a program] – Gender & Energy Program

[DATA of the related gender and energy program, in any: objective, components, etc]

[BACKGROUND of the Project: objectives, initial\previous assessment, partnerships with other agencies, work program if any, and relationship with this consultancy]

[COUNTRY GENDER AND ENERGY BACKGROUD]

[BACKGROUND of the Gender and Energy work carried out before this assignment: Field work, Gender Needs Assessment, Gender Action Plan elements, etc)

Activities will take place between [MONTH] and December [MONTH].

OBJECTIVES

[RATIONALE for the assignment] :

- Document the process carried out for Gender in the agency/program/project
- Conduct Follow-up assessment: (i) to monitor and evaluate the changes of the agency/program/project; (ii) to determine the impacts of the gender and energy approach on clients, as well as on clients' beneficiaries

[AIM of this assignment]:

The objective of this assignment is to develop a short brief on the [Agency, Program, Project] gender and energy approach in [COUNTRY] thus far, for sharing internally within the World Bank, followed by the development of a follow-up assessment of [Agency, Program, Project] at the end of the program to see how attitudes and procedures have changed, and finally, the development of a case study of the [Agency, Program, Project] gender and energy program.

SCOPE OF WORK, DEADLINES, and DELIVERABLES:

The scope of the proposed assignment will be:

- a. Development of a short briefing note on the [COUNTRY] process and achievements thus far. This should include highlighting lessons learned regarding how to effectively conduct the internal and field-based gender and energy assessment, including guidance on the internal assessment, gaining buy-in from government and agency staff, organization of field-assessment, and key lessons learned within the assessment. The brief (up to 5 pages) should be aimed at the World Bank [Agency, Program, Project] gender and energy team and consultants, with the objective of refining the approach, and improving interventions in other countries. 3 days.
 - i. Deliverable: Briefing note on the [COUNTRY] gender and energy program to date, to share with WB team and consultants.
 - ii. 3 days

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- iii. Deadline: XXXX
- b. Conduct a follow up gender assessment of [Agency, Program, Project] to identify changes that have occurred in [Agency, Program, Project] as a result of this program. While it may be too soon to determine the on-the-ground outcomes of this program, this assessment (to be conducted following the end of trainings, tool development, etc) should assess the extent to which changes have occurred within [Agency, Program, Project]. This assessment should be based on the baseline assessment conducted – i.e., using similar metrics, determine how understandings of gender have changed, how capacity within [AGENCY] has changed, and any changes in policy, organization, or programs.
 - i. Deliverable: Final assessment report summarizing the impacts and changes of the [Agency, Program, Project] gender and energy program in [COUNTRY]
 - ii. 15 days
 - iii. Deadline: draft December XXXX; final December XXXX
- c. Draft a final case study of the [COUNTRY] gender and energy program, examining the impacts of the [Agency, Program, Project] gender and energy program, and sharing key developments and lessons learned. The objective of this briefing will be to capture what has been done, and what the impacts are, to be used as a dissemination and communication tool. In addition to use by the World Bank, this case study may also be featured on the [AGENCY] website.
 - i. Deliverable: Final case study (5-7 pages)
 - ii. 5 days
 - iii. Deadline: draft XXXX; final December XXXX.

SUPERVISION:

The consultant will report directly to [TEAM LEADER for the World Bank's [Agency, Program, Project] Gender and Energy program] and to [AGENCY]'s Director General. The consultant will liaise with [NAME] World Bank Social Development Specialist; [NAME] of [AGENCY] will serve as focal points within REA.

CRITERIA & QUALIFICATIONS:

- Knowledge of gender dimensions of the energy sector, including gender and energy policies and initiatives in [COUNTRY]
- Experience in conducting gender analysis and consultation
- Experience in developing gender action plans or program of activities
- Capacity to communicate with women and men in the local village
- Research capacity and good writing skills
- Fluent in written and spoken English and [LOCAL LANGUAGE]