

Procurement of Transaction Advisory Services for Project Preparation of Waterval Wastewater Treatment Works Water Reuse Project,

Issued under the Water Reuse Programme and Water Partnership Office

**ANNEX F: TERMS OF REFERENCE FOR PROJECT
LEVEL GENDER ACTION PLAN PREPARATION**

This set of documents includes the following:

Annex A: Technical Requirements and Scope of Project

Annex B: Table of Contents of the Bankable Feasibility Study

Annex C: Terms of Reference Technical Options

Annex D: Terms of Reference ESIA

Annex E: Terms of Reference for Socio-Economic Analysis

Annex F: Terms of Reference Gender Action Plan

This document, **Annex F Terms of Reference for Project-Level Gender Action Plan Preparation**, is a template for use by the Water Partnerships Office (WPO) when preparing the Request for Proposals documentation for Public Private Partnership Projects (PPP) for:

1. New and complete wastewater and sludge treatment plants,
2. Improvements to and/or rehabilitation of, existing wastewater and/or sludge treatment plants, and either of these combined with,
3. Reuse of treated wastewater in Direct Potable Reuse (DPR) or Reuse Treatment Plant (RTP) configurations.

1. Objective

The primary objective of the proposed services is to prepare a project level Gender Action Plan (GAP). The plan shall be informed by the High-Level gender-responsive market study and related work undertaken at the WRP programme level and in turn will inform the formulation of the project concept design to help ensure diversity is addressed throughout the lifecycle of the project. As such a close collaboration with the Programme Management Office (PMO) is expected.

2. Scope of work

The main task is to prepare the GAP of the project. The GAP must satisfy the United Nations Country Team (UNCT) Gender Equality Marker (GEM) Requirements for gender equality and women's empowerment (GEWE) at either GEM1 or GEM2 levels, as applicable to this program. A GEM is a tool employed by organizations to monitor planned or actual financial investments in gender equality within programs or projects. The GEM codes (0, 1, 2, 3) signify the extent to which a unit of analysis, typically an Output or Project, addresses GEWE.

- GEM1: The Key Activity contributes to GEWE in a limited way, with planned actions targeting the disadvantaged sex as a specified beneficiary. This is also reflected in the Outcome and Key Activity Indicators and/or Targets.

- GEM2: GEWE is a significant objective of the Key Activity's overall intent. Key activities and accompanying indicators clearly demonstrate that gender equality is significantly mainstreamed into the broader work planned.

Reporting against these criteria will be mandatory.

The GAP should, at a minimum, incorporate the following actions to mainstream gender:

- Identify gender-responsive activities, gender-performance indicators, timelines, responsibilities, and anticipated budgets for each planned activity to be included in the program's activity log-frame.
- Establish quotas for female participation in all phases of the project delivery and operation, aiming for a 30-40% target for women.
- Plan and implement public awareness campaigns focused on promoting appreciation and understanding of the benefits of water reuse, incorporating a gender perspective.
- Define a monitoring and evaluation process allowing (i) project owners and (ii) the PMO to track progress against the Gender Action Plan.

The GCF gender action plan¹ template will be used to prepare the plan.

3. Competencies

To deliver the GAP the Transaction Advisor is expected to have on staff or collaborate with an appropriate gender expert with:

1. At least 10 years of experience in providing gender expertise in South Africa, especially in facilitating public consultation and conducting gender assessments per the South African legislation and international standards, identifying risks and mitigation measures for promoting gender equality.
2. Excellent written communication skills, with analytic capacity and ability to synthesize relevant collected data and findings for the preparation of high-quality reports.

Experience conducting similar studies with multilateral supported climate change adaptation and/or mitigation bodies such as GEF/LDCF/other donors, especially with the new GCF is an asset.

4. Relevant Material

1. WRP Environmental and Social Management Framework and Plan
2. WRP Gender Action Plan
3. Form 09 Gender Assessment and Action Plan Template (GCF)

END

¹ http://www.greenclimate.fund/documents/20182/574712/Form_09_-_Gender_Assessment_and_Action_Plan_Template.pdf/3f4b8173-fbb2-4bc7-9bff-92f82dadd5c0