

## Terms of Reference

Project: Jordan Integrated Landscape Management Initiative (JILMI) — GCF Project Preparation Phase

Consultancy Services

### **Social Specialist to prepare Social, Gender and Stakeholder Assessments and Action Plans**

<b>Project</b>	Jordan Integrated Landscape Management Initiative (JILMI)
<b>Project focus</b>	Climate change adaptation (with mitigation co-benefits) through integrated landscape management (ILM)
<b>Funding/donor</b>	Green Climate Fund (GCF)
<b>Accredited Entity</b>	UN Environment
<b>Implementing agency</b>	Ministry of Environment
<b>Name of procurement activity</b>	Social, gender and stakeholder assessments and action plans
<b>Consultancy</b>	Individual
<b>Location of consultancy</b>	Jordan
<b>Duration</b>	18 days (minimum) <sup>1</sup>
<b>Estimated value of services</b>	US\$ 8,700 (minimum)
<b>Deadline for submission of proposals</b>	19 June 2019
<b>Indicative start date</b>	July 2019
<b>Indicative end date</b>	End September 2019

#### 1. Background

Jordan is the fourth most water-scarce country in the world. Approximately 80% of its land is classified as arid and only ~7% is considered arable. Water scarcity and its negative effects on Jordanian society and ecosystems — such as reduced agricultural productivity and desertification — will continue to be exacerbated by the climate change, including decreasing

<sup>1</sup> Depending on the results of the of the environmental and social screening process (UN environment ESERN) and risk category triggered, the consultancy may be revised with an extension on the number of contracted days.



rainfall and increasing temperatures. As a result, the poverty levels and resilience of Jordan's most vulnerable communities — specifically those in rural areas whose livelihoods are dependent on local ecosystems — are expected to be negatively affected.

Future climate scenarios for Jordan suggest an increased air temperature of 1.5°C and a 15% decrease in precipitation by the year 2050. These projections are likely to exacerbate the degradation of ecosystems in the arid, semi-arid and sub-humid areas in the country. The most vulnerable ecosystems are forests (especially in the north), freshwater ecosystems (especially in Jordan Rift Valley), as well as the freshwater and marine ecosystems of the eastern and the Gulf of Aqaba regions.

The current vulnerability of Jordan's population and ecosystems — as well as the expected adverse impacts of future climate conditions — are being, and will continue to be, aggravated by the influx of refugees from Syria, Yemen and Iraq. As the demand for natural resources such as water increases, the economic costs to address the associated problems are expected to continue rising.

The overall objective of JILMI is to contribute to the enhanced resilience of representative Jordanian ecosystems and vulnerable communities in the Jordan Rift Valley through integrated landscape management (ILM). This will be achieved through a project intervention strategy that is organised into three complementary components:

- 1) Strengthened capacity for climate-resilient land-use planning and management of natural resources across the Jordan Rift Valley;
- 2) Climate-resilient land use and natural resource management across the Jordan Rift Valley; and
- 3) Knowledge and awareness of climate-resilient ILM and natural resource management.

International consultancy firm, C4 EcoSolutions (IC), under Accredited Entity, UN Environment — with support from the Hashemite Kingdom of Jordan's<sup>2</sup> National Designated Authority (NDA) and the Consortium<sup>3</sup> — is in the process of developing a Funding Proposal (FP) for submission to the Green Climate Fund (GCF) to secure financing to implement JILMI. The process of submission and consideration of the FP by the GCF requires *inter alia* the: i) undertaking of an Environmental and Social Impact Assessment (ESIA); ii) development of an Environmental and Social Management Plan (ESMP); iii) undertaking of a Gender Analysis (GA); and iv) development of a Gender Action Plan (GAP). The ESIA and ESMP are necessary to determine and mitigate the potential socio-economic and environmental impacts of the proposed project and are critical to the process of assessment and consideration of the merit of the FP by the GCF. Experiences and evidence indicate that women, children and youth — who are highly dependent on local natural resources for their survival — are among the most vulnerable to the impacts of climate change. Gender-sensitive planning, resource allocation and implementation in the context of JILMI is therefore a priority. This includes supporting transformational change both in the lives of female beneficiaries and in promoting gender mainstreaming into national climate change policy-making and implementation. The GA and GAP are necessary to ensure that gender is mainstreamed into the proposed project and are critical to the process of assessment and consideration of the merit of the FP by the GCF.

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<sup>2</sup> From henceforth referred to as Jordan.

<sup>3</sup> The consortium partners are: Princess Alia Foundation (PAF); The Royal Society for the Conservation of Nature (RSCN); The Royal Botanical Garden (RBG); The Royal Marine Conservation Society of Jordan (JREDS); The Jordan Hashemite Fund for Human Development (JOHUD); Future Pioneers for Empowering Communities/Horizon (FPEC/Horizon).



The services of a suitably qualified consultant are being sought to undertake the following outputs (the terms of which are defined below).

- i) Research, survey and assess social, economic and political risks and opportunities associated with the project approach or the geographical context of Jordan — focusing on project sites — and the needs, roles and responsibilities of relevant holders, especially vulnerable and marginalized communities in terms of gender, age, religion, region, economic status or source of livelihoods and so on in projects to build resilience to and address the impacts of climate change through the proposed project.
- ii) Contribute to the social impact assessment of the integrated ESIA and the development of a project-specific ESMP; identify the key stakeholders to engage in project development, management, communication, monitoring and consultation; and develop the project's stakeholder engagement plan. The scope and complexity of the ESIA and ESMP will be determined by the results of and risk category triggered.
- iii) Develop a participatory Gender Analysis (GA) to understand the social, economic and political factors underlying climate change-exacerbated gender inequality in Jordan — focusing on project sites — and the potential contributions of women and men to societal changes to build resilience to and address the impacts of climate change through the proposed project; and
- iv) Prepare a participatory Gender Action Plan (GAP) including methods and tools to promote gender equality and reduce gender disparities in climate action related to the proposed project.

The development of the ESIA, ESMP, GA and GAP must be in line with UN Environment and GCF guidelines. The consultant will work with the project development team to: i) ensure that stakeholder consultations are gender-responsive; ii) integrate the gender analysis results into the project design; and iii) use the results to identify opportunities and gaps to help better understand and address gender concerns within the project context. The GA and GAP will serve as the basis for mainstreaming gender considerations into the FP.

## **2. Tasks and responsibilities**

The indicative tasks to be undertaken to deliver the expected outputs of this assignment shall include, but are not limited to, those presented below.

### *2.1. Preliminary tasks*

- Submit an inception report including: i) a detailed overview of the technical approach methods that will be used to undertake to the assignment, including data to be collected and/or accessed; and ii) a workplan and timeline.
- Review all relevant documentation pertinent to the assignment.
- Carry out wide-ranging consultations with main stakeholders and other relevant parties, and review relevant background information to gain an insight/understanding of the requirements of the assignment.

### *2.2. Principle tasks*

An indicative list of the activities to be undertaken, aspects to be assessed and reported on, as well as recommended approaches (methodology) to the conduct of this assignment shall include but not be limited to those listed hereunder.

The consultant is required to:



- assist in the preparation a comprehensive and overarching ESIA and ESMP<sup>4</sup> for the entire project, in accordance with UN Environment and GCF's social guidelines<sup>5,6,7</sup>;
- prepare a comprehensive and overarching GA and GAP for the entire project, in accordance with UN Environment and GCF gender guidelines<sup>8,9,10</sup>; and
- work with the IC to ensure that gender is mainstreamed into the FP — including into the project design, as well as the Feasibility Study (FS).

Since the ultimate purpose of the assignment is to develop a FP seeking GCF investment, particular attention has to be paid to demonstrating the extent to which any proposed future investment is aligned with the GCF's investment criteria<sup>11</sup>. Moreover, the consultant is obliged to ensure that the assignment is conducted in a manner that supports the preparation of the FP. The consultant is expected to work closely with both the IC and other consultants, including the Environmental Specialist, Adaptation Specialist and Financial and Economic Specialist to ensure that social issues and gender are considered across all aspects of project development. In particular, the consultant is expected to assist the Environmental Specialist in developing a gender-sensitive ESIA and ESMP.

Overall, the ESIA and ESMP involve a detailed assessment of the institutional and managerial, regulatory and policy, environmental, socio-cultural and socio-economic implications of the proposed project. The preparation on the ESIA and ESMP should be carried out using a participatory approach, guided by GCF best practice<sup>12</sup>. This must include the analysis and presentation of findings/recommendations in respect of the subject areas listed below. Since the ultimate purpose of the assignment is to develop an FP seeking GCF investment, particular attention has to be paid to demonstrating the extent to which any proposed future investment is aligned with the GCF's investment criteria<sup>13</sup>. Moreover, the consultant/firm is obliged to ensure that the assignment is conducted in a manner that supports the preparation of the FP.

<sup>4</sup> The scope and complexity of which will be determined by the results of and risk category triggered by the environmental and social screening process (UN Environment ESERN).

<sup>5</sup> GCF Guidelines for Environmental and Social Screening Activities: [https://www.greenclimate.fund/documents/20182/574766/Guidelines\\_-\\_Guidelines\\_for\\_the\\_Environmental\\_and\\_Social\\_Screening\\_of\\_Activities\\_Proposed\\_under\\_the\\_Simplified\\_Approval\\_Process.pdf/4df31b53-87bd-419a-9373-854047e3e87f](https://www.greenclimate.fund/documents/20182/574766/Guidelines_-_Guidelines_for_the_Environmental_and_Social_Screening_of_Activities_Proposed_under_the_Simplified_Approval_Process.pdf/4df31b53-87bd-419a-9373-854047e3e87f)

<sup>6</sup> GCF Environmental and Social Safeguards: [https://www.greenclimate.fund/documents/20182/319135/1.7\\_-\\_Environmental\\_and\\_Social\\_Safeguards.pdf/e4419923-4c2d-450c-a714-0d4ad3cc77e6](https://www.greenclimate.fund/documents/20182/319135/1.7_-_Environmental_and_Social_Safeguards.pdf/e4419923-4c2d-450c-a714-0d4ad3cc77e6)

<sup>7</sup> The GCF adopted the IFC Performance Standards on Environmental and Social Sustainability as its interim environmental and social standards. Available at: [https://www.ifc.org/wps/wcm/connect/Topics\\_Ext\\_Content/IFC\\_External\\_Corporate\\_Site/Sustainability-At-IFC/Policies-Standards/Performance-Standards](https://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/Sustainability-At-IFC/Policies-Standards/Performance-Standards)

<sup>8</sup> UN Environment guidelines include but are not limited to: [https://wedocs.unep.org/bitstream/handle/20.500.11822/7655/-Gender\\_equality\\_and\\_the\\_environment\\_Policy\\_and\\_strategy\\_2015Gender\\_equality\\_and\\_the\\_environment\\_policy\\_and\\_strategy.pdf?sequence=3&isAllowed=y](https://wedocs.unep.org/bitstream/handle/20.500.11822/7655/-Gender_equality_and_the_environment_Policy_and_strategy_2015Gender_equality_and_the_environment_policy_and_strategy.pdf?sequence=3&isAllowed=y) and <https://drive.google.com/drive/folders/0B-nbHeF2bGUMY2NFTE5KeVZ6YjQ>

<sup>9</sup> Guidance for Mainstreaming Gender in GCF Projects: [https://www.greenclimate.fund/documents/20182/194568/Guidelines\\_-\\_GCF\\_Toolkit\\_Mainstreaming\\_Gender.pdf/860d1d03-877d-4c64-9a49-c0160c794ca7](https://www.greenclimate.fund/documents/20182/194568/Guidelines_-_GCF_Toolkit_Mainstreaming_Gender.pdf/860d1d03-877d-4c64-9a49-c0160c794ca7)

<sup>10</sup> GCF's Gender Policy and Action Plan: [https://www.greenclimate.fund/documents/20182/1087995/GCF\\_B.20\\_07\\_-\\_Updated\\_Gender\\_Policy\\_and\\_Action\\_Plan\\_2018\\_2020.pdf/9bd48527-6e35-a72a-2f52-fd401d16d358](https://www.greenclimate.fund/documents/20182/1087995/GCF_B.20_07_-_Updated_Gender_Policy_and_Action_Plan_2018_2020.pdf/9bd48527-6e35-a72a-2f52-fd401d16d358)

<sup>11</sup> Available at: [https://www.greenclimate.fund/documents/20182/239759/Investment\\_Framework.pdf/eb3c6adc-0f24-4586-8e0d-70aa6fb8c3c8](https://www.greenclimate.fund/documents/20182/239759/Investment_Framework.pdf/eb3c6adc-0f24-4586-8e0d-70aa6fb8c3c8)

<sup>12</sup> *Ibid.*

<sup>13</sup> GCF's Investment Framework: [https://www.greenclimate.fund/documents/20182/239759/Investment\\_Framework.pdf/eb3c6adc-0f24-4586-8e0d-70aa6fb8c3c8](https://www.greenclimate.fund/documents/20182/239759/Investment_Framework.pdf/eb3c6adc-0f24-4586-8e0d-70aa6fb8c3c8)



The development of the ESIA, ESMP, GA and GAP must be in line with UN Environment and GCF guidelines. The consultant will work with the project development team to: i) ensure that stakeholder consultations are gender-responsive; ii) integrate the gender analysis results into the project design; and iii) use the results to identify opportunities and gaps to help better understand and address gender concerns within the project context. The GA and GAP will serve as the basis for mainstreaming gender considerations into the FP.

In terms of community consultations and surveys, at least 40% of participants should be female. In addition, survey questions should be gender-sensitive — for example asking women's and men's needs, constraints and concerns in relation to the project, as well as government officials' knowledge on climate change's different impacts on women and men. Where possible, stakeholders representing women's interests — such as the Ministry on Social Affairs, or NGOs that have experience on gender issues — should be consulted.

### 2.2.1. Deliverable I: Environmental and Social Screening Report

In collaboration with the Environmental Specialist, conduct a preliminary screening of the expected environmental and social risks and impacts of JILMI's proposed interventions. This screening will include the completion of UN Environment's Environmental, Social and Economic Review Note (ESERN) in alignment with the agency's Environmental, Social and Economic Sustainability (ESES) guidelines<sup>14</sup>, as well as with GCF's guidelines for the screening of proposed activities against its environmental and social standards<sup>15,16,17</sup>. The objectives of the environmental and social screening are to: i) evaluate the environmental and social risks associated with the proposed project; ii) establish the likely environmental risk category of the proposed project; iii) identify opportunities to improve the environmental and social outcomes of the proposed project; and iv) determine the extent and depth of environmental and social due diligence that will be undertaken and the appropriate environmental and social safeguards instruments and requirements that will be prepared, disclosed and submitted to the GCF.

On the basis of the projected environmental and social footprint of the investment, the consultant is required, in collaboration with the Environmental Specialist, to undertake an ESIA and produce an ESMP as part of Deliverables II and III, for which indicative activities are outlined below. The complexity and scope of the tasks associated with the ESIA and ESMP will be determined by the risk category triggered by the results of the ESERN.

<sup>14</sup> UN Environment's ESES framework: [https://wedocs.unep.org/bitstream/handle/20.500.11822/8718/-UNEP\\_environmental\\_social\\_and\\_economic\\_sustainability\\_framework-2015UNEP\\_Environmental\\_Social\\_and\\_Economic\\_Sustainability\\_Framework.pdf.pdf?sequence=2&amp%3BisAllowed=](https://wedocs.unep.org/bitstream/handle/20.500.11822/8718/-UNEP_environmental_social_and_economic_sustainability_framework-2015UNEP_Environmental_Social_and_Economic_Sustainability_Framework.pdf.pdf?sequence=2&amp%3BisAllowed=)

<sup>15</sup> GCF Guidelines for Environmental and Social Screening Activities: [https://www.greenclimate.fund/documents/20182/574766/Guidelines\\_-\\_Guidelines\\_for\\_the\\_Environmental\\_and\\_Social\\_Screening\\_of\\_Activities\\_Proposed\\_under\\_the\\_Simplified\\_Approval\\_Process.pdf/4df31b53-87bd-419a-9373-854047e3e87f](https://www.greenclimate.fund/documents/20182/574766/Guidelines_-_Guidelines_for_the_Environmental_and_Social_Screening_of_Activities_Proposed_under_the_Simplified_Approval_Process.pdf/4df31b53-87bd-419a-9373-854047e3e87f)

<sup>16</sup> GCF Environmental and Social Safeguards: [https://www.greenclimate.fund/documents/20182/319135/1.7\\_-\\_Environmental\\_and\\_Social\\_Safeguards.pdf/e4419923-4c2d-450c-a714-0d4ad3cc77e6](https://www.greenclimate.fund/documents/20182/319135/1.7_-_Environmental_and_Social_Safeguards.pdf/e4419923-4c2d-450c-a714-0d4ad3cc77e6)

<sup>17</sup> The GCF adopted the IFC Performance Standards on Environmental and Social Sustainability as its interim environmental and social standards. Available at: [https://www.ifc.org/wps/wcm/connect/Topics\\_Ext\\_Content/IFC\\_External\\_Corporate\\_Site/Sustainability-At-IFC/Policies-Standards/Performance-Standards](https://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/Sustainability-At-IFC/Policies-Standards/Performance-Standards)



## 2.2.2. Deliverable II: Environmental and Social Impact Assessment (ESIA)

In collaboration with the Environmental Specialist, the consultant/firm is required to carry out an ESIA for the proposed project. Depending on the results of and risk category triggered by the ESERN, the consultant's work on the ESIA may include the tasks described below and be based on desktop research, multi-stakeholder consultations and visits to project intervention sites.

### **Task 1: Project description and characterisation**

This concisely describes the proposed project, project objectives and its geographic its geographic, ecological, social, economic and temporal context: project location, various project components and sub construction activities, capacity, facilities, staffing, working conditions, availability and source of raw materials, production methods, products, schedule of works and costs, land tenure, land use system, potential beneficiaries, affected groups (directly and indirectly), consultation approaches and participation mechanisms and offsite investments that may be required.

**Social characterisation.** An overview of the existing social and cultural conditions — particularly with regards to women — should be provided to place the proposed project in context. This should include baseline information considered important for the ESMP and should include risks identified in the ESERN. The factors to be considered should include *inter alia* those outlined below.

- Social baseline for the proposed project activities.
- Potential impacts on health and social well-being, quality of the living environment, economic material well-being, family and community, and gender relations.
- A summary of the impacted area/communities for the project, including: i) location; ii) access; iii) population (number, demographic and social characteristics); iii) economy (employment rate, income distribution); iv) services (types, capacity, and adequacy); v) housing; vi) the capacity to provide a work force, service new development and absorb and adjust to growth (worker/family).
- Identification and assessment of the social impacts identified during the public consultation process and those that, based on consultant's experience, are also likely to occur. Particular attention should be given to the impacts of the project on vulnerable and marginalized individuals and groups (including but not limited to mobility impaired individuals and groups and people without information or economic connectivity).
- A summary of the views of the population including vulnerable groups, determined through thoroughly documented discussions with local communities. These meetings and discussions must be documented and should show how issues and problems raised are or will be resolved.
- Details on measure that will need to be taken to mitigate the negative social impacts identified and the procedures for their implementation.
- Key uncertainties and risks. Identify and communicate any key uncertainties and risks associated with the accuracy of the findings of the social assessment, as well as of the proposed project. Some sources of uncertainty and risk commonly associated with projects are linked to, for example, the: i) lack of adequate information at the community level; ii) creation of employment and business opportunities for members from the local, historically disadvantaged communities; and iii) influx of job seekers and construction workers to the area and the impact on services.
- Assess the potential negative impact on the livelihoods based on the proposed intervention on individuals and groups whose livelihoods are tied to the reservoir (canoe, fishers) and route/road (motor cycle taxi and tricycle operators etc).



- Assess potential impact of the project on property access and suggest measures to minimize the effects on property access.

Information should be gathered from field surveys and secondary data sources (interviews, structured questionnaires, in-depth interviews and focus group discussions). The information presented shall be relevant to decisions about project location, design, operations as well as environmental and social management. Maps, figures and tables shall be included in this section to better illustrate the various environmental and social components.

## **Task 2: Legal and institutional framework**

This section discusses the policy, legal and administrative framework within which the ESIA is carried out. It explains the environmental and social requirements of UN Environment i.e. Safeguard Standards triggered and reasons, co-financiers and identifies the national legal agreements, as well as relevant international environmental/social agreements to which the country is a signatory. The factors to be considered should include *inter alia* those outlined below.

- Identify compliance required in accordance with the ESS policies of UN Environment and GCF<sup>18,19</sup>, and where applicable, compliance with policies related to access to information, disaster risk management, gender and involuntary resettlement.
- Identify international and regional legislation, policies, norms, standards, guidelines, as well as current initiatives relating to social in the environmental and related sectors in Jordan. Ascertain how they relate and apply to the interventions of the proposed project.
- Examine alignment with national and international strategies and plans, including Intended Nationally Determined Contributions (INDCs) and Sustainable Development Goals (SDGs).
- Describe, if applicable, mechanisms of public participation and consultation to inform the implementation of the proposed project.
- Determine the applicability of any proposed interventions within the context of GCF ESS Standards<sup>20,21</sup>.
- Assess the implementing and executing entities', as well as relevant stakeholders' capacity to manage the safeguard requirements of the proposed project. Where constraints are identified and characterised, the ESIA shall describe measures to develop the capacities/capabilities of the stakeholders.
- Identify any legal or institutional barriers to project uptake, as well as necessary intervention strategies.

## **Task 3: Assessment of the potential social impacts/risks and benefits of the project**

This section presents a detailed analysis of beneficial and adverse impacts associated with project operations on the human (occupational health and safety, public health and safety) and

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<sup>18</sup> GCF Environmental and Social Policy: <https://www.greenclimate.fund/documents/environmental-social-policy>

<sup>19</sup> The GCF adopted the IFC Performance Standards on Environmental and Social Sustainability as its interim environmental and social standards. Available at:

[https://www.ifc.org/wps/wcm/connect/Topics\\_Ext\\_Content/IFC\\_External\\_Corporate\\_Site/Sustainability-At-IFC/Policies-Standards/Performance-Standards](https://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/Sustainability-At-IFC/Policies-Standards/Performance-Standards)

<sup>20</sup> *Ibid.*

<sup>21</sup> GCF Guidelines for the Environmental and Social Screening of Activities:

[https://www.greenclimate.fund/documents/20182/574766/Guidelines\\_-\\_Guidelines\\_for\\_the\\_Environmental\\_and\\_Social\\_Screening\\_of\\_Activities\\_Proposed\\_under\\_the\\_Simplified\\_Approval\\_Process.pdf/4df31b53-87bd-419a-9373-854047e3e87f](https://www.greenclimate.fund/documents/20182/574766/Guidelines_-_Guidelines_for_the_Environmental_and_Social_Screening_of_Activities_Proposed_under_the_Simplified_Approval_Process.pdf/4df31b53-87bd-419a-9373-854047e3e87f)



economic environments within the project's intervention area. The factors to be considered should include *inter alia* those outlined below.

- Identification and assessment the social impacts of the proposed project, including those impacts related to occupational safety and health in the stages of implementation, operation and maintenance. Consideration should be given to all potential direct and indirect negative impacts. The ESIA should address the points below.
  - Outline how the project will comply with the UN Environment's and GCF's ESS standards<sup>22,23</sup>.
  - Address any national regulatory issues related to the social assessment of the project — for example, the license permits from the national regulator.
  - Identify, describe and assess all potential social, direct and indirect, short and long-term, temporary and permanent impacts of the proposed project — indicating their importance level and their probability of occurrence. The importance level may be assessed on the basis of the nature, extent, intensity and duration of the impact, as well as on the sensitivity of the concerned social components, as well as perceptions of the public.
- The identification and evaluation of socio-environmental impacts must be based on the characterisation of the area of influence. This characterisation outlines the general conditions of the area without the effects of the Project/Investment and constitutes the basis for analysing how the Project/Investment will impact the area.
- Describe the evaluation method used, indicating the criteria for the assessment and pointing out its limitations. Such an assessment should have their respective categories to facilitate the qualitative and quantitative weighting of impacts.
- Recommend methodologies for the assessment of the risks and impacts during project implementation.
- Identify and quantify the expected social benefits of proposed project interventions.

#### **Task 4: Summary of consultation events**

Included in the ESIA should be a summary of consultation events (place and dates), identifying who was consulted — disaggregated by sex — and relevant issues raised, as well as how the issues were responded to and recommendations for their integration into the project proposal.

#### **2.2.3. Deliverable III: Environmental and Social Management Plan (ESMP)**

#### **Task 5: Environmental and Social Management Plan (ESMP)**

In collaboration with the Environmental Specialist, the consultant/firm is required to prepare an ESMP for the proposed project, which should consider the: i) environmental and social risks developed during the screening exercise and ESIA; ii) risk significance; and iii) measures to manage and address the identified risks. Depending on the results of and risk category triggered by the ESERN, the ESMP may include the components described below.

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<sup>22</sup> UN Environment's ESES framework: [https://wedocs.unep.org/bitstream/handle/20.500.11822/8718/-UNEP\\_environmental\\_social\\_and\\_economic\\_sustainability\\_framework-2015UNEP\\_Environmental\\_Social\\_and\\_Economic\\_Sustainability\\_Framework.pdf.pdf?sequence=2&amp%3BisAllowed=](https://wedocs.unep.org/bitstream/handle/20.500.11822/8718/-UNEP_environmental_social_and_economic_sustainability_framework-2015UNEP_Environmental_Social_and_Economic_Sustainability_Framework.pdf.pdf?sequence=2&amp%3BisAllowed=)

<sup>23</sup> The GCF adopted the IFC Performance Standards on Environmental and Social Sustainability as its interim environmental and social standards. Available at: [https://www.ifc.org/wps/wcm/connect/Topics\\_Ext\\_Content/IFC\\_External\\_Corporate\\_Site/Sustainability-At-IFC/Policies-Standards/Performance-Standards](https://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/Sustainability-At-IFC/Policies-Standards/Performance-Standards)





- A detailed description of all proposed environmental and social impact control and mitigation measures that are needed based on risks identified in Deliverables I and II (ESERN and ESIA). The ESMP must:
  - include mitigation measures to prevent, minimise, mitigate or compensate for adverse environmental and/or social impacts;
  - develop enhancement measures to improve project environmental and social performance; and
  - present strategies to complement the enhancement and mitigation measures.
- A detailed description of Institutional Responsibilities for ESMP Implementation, providing a specific description of institutional arrangements i.e. the agencies responsible for carrying out the mitigation and monitoring measures (e.g., for operation, supervision, enforcement, monitoring of implementation, remedial action, financing, reporting, and staff training).
- A capacity building plan, defining training and capacity building needs that could strengthen environmental, social and economic management capability in the agencies responsible for implementation.
- A detailed description of a planned environmental and social Monitoring and Evaluation (M&E) plan for project implementation, including operation and maintenance, as well as a discussion on how the information will support management practices. The M&E plan should include suitable indicators for the proposed project.
- A description of planned environmental contingency plan and procedures.
- A description of a plan to protect, reduce and manage the negative impacts of project interventions on any sacred, archaeological or historical sites/monuments (if applicable).
- Indicators of compliance with licensing and approval requirements.

For each component listed above, the proposed timeline (i.e., when initiated, when completed, and frequency), responsibility (i.e., who will implement), and the estimated cost should be provided. As appropriate, this information should also be provided for the individual actions within an activity (Table 1).

Table 1. Example of ESMP presentation.

S / N	Activity	Potential Environmental and Economic Impacts	Mitigation Measures	Responsibility (Implementation)	Cost of Mitigation Dollars (USD)	Monitoring Indicators	Method of Measurement	Sampling Location	Frequency of monitoring	Responsibility (Supervision)	Costs Dollars (USD)
1											
2											

More specifically, monitoring/evaluation parameters which may be relevant to the ESMP include:

- performance indicators in relation to critical operational issues (i.e., water quality — marine and freshwater, shoreline morphology and sediment budget, soils and sediments, land surface and hydrology, flora and fauna, etc.);
- waste management performance indicators in relation to recycling and reuse; and
- internal reporting and links to management practices and action plans.

#### 2.2.4. Deliverable IV: Stakeholder Engagement Plan

##### **Task 6: Stakeholder Engagement Plan (SEP)**

Effective stakeholder engagement is a cornerstone to achieving sustainable development. Meaningful engagement with stakeholders, including access to timely and relevant information



and grievance redress, are key aspects of a human rights-based approach to programming. Government partners, civil society actors and organizations, private sector actors, employers' organizations, trade unions, indigenous peoples, local communities and other stakeholders are crucial partners for UN programming. Effective stakeholder engagement is also fundamental to attaining the Sustainable Development Goals (SDGs) and addressing the principle of 'leave no one behind' in combatting inequality and ensuring equity and non-discrimination across all programming areas.

The consultant is required to prepare a SEP for the proposed project based on UN Environment's benchmark standards, the objectives of which are to:

- promote the meaningful and effective participation of parties affected by programming activities and other stakeholders throughout the programming life-cycle;
- ensure stakeholders have timely access to appropriate, understandable information on programming activities and potential environmental and social risks and impacts; and
- ensure affected parties have access to effective remedy through fair, transparent, and inclusive grievance redress processes and mechanisms.

**Stakeholder Engagement.** The UN Environment's benchmark standards promote meaningful and effective engagement with stakeholders throughout the life-cycle of the proposed project, in particular with those who may be directly or indirectly affected by its activities<sup>24</sup>. Stakeholder engagement is an on-going process that involves to varying degrees: i) stakeholder identification and analysis; ii) planning of stakeholder engagement over the course of the project; iii) timely disclosure of relevant, accessible information on the project activities; iv) consultation and meaningful participation; v) dispute resolution and addressing potential grievances; vi) reporting to stakeholders; and vi) inclusion of stakeholders in monitoring and evaluation. The preparation of a SEP for JILMI shall include the elements described below.

- Undertake stakeholder identification and analysis of different stakeholder groups related to JILMI, including identification of affected parties who belong to marginalised and disadvantaged groups. Identify stakeholders who may require different or separate forms of engagement, including women, youth, older persons, persons with disabilities, indigenous peoples and minorities.
- Engage identified stakeholders as early as possible, enabling stakeholders' views to be taken into account in design of JILMI, including with the identification and management of environmental and social risks and impacts.
- Engage in meaningful effective consultations in a culturally appropriate manner. Such consultation shall be a two-way process that seeks to identify priorities of stakeholders and provide them with opportunities to express their views at all points in JILMI's decision-making process on matters that affect them and allows the project development team to consider and respond to them. Meaningful effective consultations will be free of external manipulation, coercion, discrimination and intimidation; be gender- and -age inclusive and respond to the needs and interests of marginalized and disadvantaged groups, with engagement processes tailored to the language and accessibility preferences of each group, including persons with disabilities; be based on prior and timely disclosure of relevant, accessible understandable information; and provide appropriate time frames for stakeholders to consider and provide comments.
- Development of a SEP that is proportionate to the nature and scale of JILMI's proposed activities and potential environmental and social risks and impacts. Describe the timing and methods of engagement throughout JILMI's life-cycle and the range and timing of information to be communicated to stakeholders. Describe measures to remove obstacles

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<sup>24</sup> The term "stakeholder" refers to individuals or groups who are affected or are likely to be affected by the programming activities or to those who may have an interest in the programming activities.



to stakeholder participation and how views of differently affected groups will be captured. Where applicable, include differentiated measures to allow effective participation of persons with disabilities and marginalized or disadvantaged groups.

### **Task 7: Grievance Redress Mechanism (GRM) and Complaints Register (CR)**

During the implementation of project interventions, a person or group of people may be adversely affected, directly or indirectly. Grievances may be related to:

- social impacts such as eligibility criteria and entitlements, disruption of services, temporary or permanent loss of livelihoods and other social and cultural impacts; or
- environmental impacts such as excessive dust generation, damages to infrastructure, reduction in the supply of ecosystem services and damage to agricultural lands.

To address complaints related to such issues, the SEP should include a Grievance Redress Mechanism (GRM). Individuals who have a complaint or feel aggrieved by project activities should be able to communicate their concerns and/or grievances through an appropriate process. The Complaints Register (CR) and GRM must provide an accessible, rapid, fair and effective response to concerned stakeholders — especially vulnerable groups who often lack access to formal legal recourse. The CR and GRM must be designed to: i) be legitimate processes that allow for trust to be built between stakeholder groups and assure stakeholders that their concerns will be assessed in a fair and transparent manner; ii) allow simple and streamlined access to the CR and GRM for all stakeholders; iii) provide clear and known procedures for each stage of the GRM process; and iv) enable continuous learning and improvements to the GRM.

The CR and GRM should include both project- and accredited entity-level (UN Environment) mechanisms describing the principles and processes for receiving, addressing and tracking complaints of affected or potentially affected people and communities.

### **Task 8: Summary of consultation events**

Included in the SEP should be a summary of consultation events (place and dates), identifying who was consulted — disaggregated by sex — and relevant issues raised, as well as how the issues were responded to and recommendations for their integration into the project proposal.

#### **2.2.5. Deliverable V: Gender Analysis (GA) and Gender Action Plan (GAP)**

The GA and GAP will be developed through the use of both primary data and information provided by the project preparation team (Ministry of Environment, the Consortium, UN Environment and C4 EcoSolutions), as well as available relevant secondary information that the consultant will need to collect via a desktop study. In addition, the consultant will facilitate — with support from the project team — targeted gender-sensitive consultations including with women's groups, NGOs, and vulnerable communities within the Jordan Rift Valley to collect site-specific information. The GA and GAP should be presented as a single document according to guidelines and examples from UN Environment and GCF. This document will be included as an annex to the FP. The scope of the assignment includes the tasks defined below.

### **Task 9: Gender analysis**

The gender analysis must include an overview of the gender equality situation in Jordan and the sectors targeted by the project, description of gender issues that may be relevant to the project and gender-sensitive development impact opportunities. The objectives of the Gender



Analysis are to: i) understand how men and women are affected by the climate change problem that the project will address; and ii) identify opportunities where women, in particular, can act as agents of change, therefore improving the overall effectiveness of climate change adaptation in Jordan. The development of the gender analysis will include three components, which are described below.

- A desk-based gender analysis focusing on:
  - project-relevant gender issues in Jordan relevant to the proposed project;
  - the differentiated impacts of climate change on women and men in Jordan;
  - the extent to which gender has been integrated into existing climate change-related national and sectoral policies, plans and strategies;
  - gender inequality issues in sectors relevant to the proposed project;
  - anticipated barriers to implementing climate change adaptation in a climate-sensitive manner, as a result of cultural, institutional or legal frameworks; and
  - the generation of sex-disaggregated data for the project area
- A fact-finding mission within Amman and the Jordan Rift Valley (including project intervention sites) to:
  - conduct consultations with relevant stakeholders — including women, girls, men and boys in the project area, gender advocates and women’s civil society organisations, NGOs, as well as local and national authorities — to enhance the desk-based gender analysis.
- A gender assessment, which is a synthesis of the results of the Gender Analysis into a gender narrative. This narrative must uncover and describe the issues, gaps and problems that will be addressed by the project’s interventions.

### **Task 10: Gender Action Plan**

The results of the gender analysis will inform the design of a Gender Action Plan, which integrates the identified constraints and opportunities for women and men into the project design. The plan should include: i) gender-responsive activities that address and strengthen the voice and agency of vulnerable women and men in climate change adaptation; ii) gender performance indicators and sex-disaggregated targets that can be incorporated into a results framework; and iii) gender-responsive development impacts. More specifically, the Gender Action Plan should include:

- recommendations for the integration of gender into the project design;
- recommendations on appropriate gender-sensitive and disaggregated activities, indicators and targets for the proposed project;
- relevant capacity building activities relevant to gender and climate change;
- recommendations on budget allocations for the implementation of gender-responsive activities;
- gender criteria for the project’s recruitment and procurement processes; and
- gender-equitable participation requirements for the project’s steering committee and activities.

### **3. Obligations of C4 EcoSolutions**

C4 EcoSolutions commits to the following:

- provide the consultant/firm with the latest draft of the PPF application proposal and updated logistical framework;
- provide the consultant with additional guidance and information related to his/her tasks and responsibilities;
- participate in structured dialogue(s) with the consultant/firm to address any questions or concerns and to provide updates about progress made on the FP and FS; and



- review the draft report within two weeks of its submission, providing feedback to the consultant thereafter.

#### **4. Deliverables and reporting requirements**

1. An Inception Report to be submitted within one (1) week of contract signing that includes a workplan with timelines for completing the assignment.
2. Reports detailing stakeholder consultations.
3. An ESERN for the proposed project.
4. A draft Environmental and Social Impact Assessment (ESIA) report for the proposed project.
5. A draft Environmental and Social Management Plan (ESMP) for the proposed project.
6. A draft Stakeholder Engagement Plan (SEP) for the proposed project.
7. A draft gender analysis (GA) for the proposed project.
8. A draft gender action plan (GAP) for the proposed project.
9. A final ESIA, ESMP, SEP, and GA and GAP (as one document), incorporating suggestions and feedback from the project development team, and including an executive summary that highlights the most important findings (maximum 2 pages). These documents are two of the principal outputs of the assignment and shall provide a basis for future decision-making in respect of the project. These deliverables are required to be comprehensive and based on the project's scope of work and interventions and must conform to the following minimum requirements:
  - can be used in non-technical discussions with potential partners, the general public, the private sector, service providers and others to provide evidence of the feasibility/viability of and obtain support for the development and implementation of the proposed project;
  - must contain a time-bound plan for pursuing recommendations emanating from the assignment;
  - present data and information in the report in an analytical manner; and
  - must be approved and agreed upon by the project team before finalisation.
10. A review of key aspects of the FP and FS to guide the mainstreaming of gender into these documents.

#### **5. Qualifications and experience**

The consultant should ideally have the following mix of competencies:

- proven expertise and in-depth knowledge of climate change and adaptation policies and practices in Jordan and the Middle East;
- an understanding of the links between society, gender and climate change and adaptation;
- detailed knowledge of social and gender-related matters in Jordan, including all relevant documentation;
- gender-specific knowledge of and experience working with the communities living within the project implementation area;
- a minimum of 10 years' experience in conducting social and gender analyses, with demonstrable expertise in social and gender issues in the context of climate change adaptation and mitigation as well as integrated landscape management;
- should hold advanced degree(s) (minimum master's level) in their respective areas of expertise (for example, gender studies, social sciences, sustainable development and anthropology);
- familiarity with the GCF procedures and prior experience in working on assignments linked to the preparation of GCF FPs would be an asset;



- ability to speak and write clearly and effectively; ability to communicate effectively with audiences of various levels of seniority and technical knowledge, tailoring language, tone, style and format appropriately; ability to communicate with various stakeholders in politically sensitive situations with diplomacy and tact; and
- fluency in oral and written Arabic and English.

## **6. Management of the assignment**

The consultant will be procured by C4 EcoSolutions, who is the contracting authority for the purpose of the assignment through the IUCN's Regional Office for West Asia (ROWA) in Amman. The consultant will report directly to C4 EcoSolutions for contractual and administrative purposes. C4 EcoSolutions — along with UN Environment, Ministry of Environment and the Consortium — will constitute the core project development team to provide additional technical advice and inputs, overall coordination and oversight for this assignment. The consultant will liaise with all members of the project core team but will ultimately report to C4 EcoSolutions. Changes in the TORs can be made subject to and only after written agreement between the consultant/firm and C4 EcoSolutions.

## **7. Application process and deadline for submission**

Interested parties are required to submit the required documents (as separate PDFs; see below) to IUCN ROWA on the below emails:

[Ali.hayajneh@iucn.org](mailto:Ali.hayajneh@iucn.org)

[Zeinab.Habibeh@iucn.org](mailto:Zeinab.Habibeh@iucn.org)

Documents required in the submission package include:

- a technical proposal for the assignment;
- individual and company CVs (where applicable), including a list of relevant references with contact information; and
- examples of similar work.