



## UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION

### TERMS OF REFERENCE FOR PERSONNEL UNDER INDIVIDUAL SERVICE AGREEMENT (ISA)

Title:	Gender Expert within Eco-Industrial Parks Project– Uzbekistan
Main Duty Station and Location:	Homebased
Mission/s to:	As required
Start of Contract (EOD):	ASAP
End of Contract (COB):	
Duration:	

#### 1. ORGANIZATIONAL CONTEXT

The United Nations Industrial Development Organization (UNIDO) is the specialized agency of the United Nations that promotes industrial development for poverty reduction, inclusive globalization and environmental sustainability. The mission of UNIDO, as described in the [Lima Declaration](#) adopted at the fifteenth session of the UNIDO General Conference in 2013, is to promote and accelerate [inclusive and sustainable industrial development \(ISID\)](#) in Member States. The relevance of ISID as an integrated approach to all three pillars of sustainable development is recognized by the 2030 Agenda for Sustainable Development and the related Sustainable Development Goals (SDGs), which will frame United Nations and country efforts towards sustainable development in the next fifteen years. [UNIDO's mandate is fully recognized in SDG-9](#), which calls to “Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation”. The relevance of ISID, however, applies in greater or lesser extent to all SDGs. Accordingly, the Organization’s programmatic focus is structured in four strategic priorities: [Creating shared prosperity](#); [Advancing economic competitiveness](#); [Safeguarding the environment](#); and [Strengthening knowledge and institutions](#).

Each of these programmatic fields contains a number of individual programmes which are implemented in a holistic manner to achieve effective outcomes and impacts through UNIDO’s four enabling functions: (i) technical cooperation; (ii) analytical and research functions and policy advisory services; (iii) normative functions and standards and quality-related activities; and (iv) convening and partnerships for knowledge transfer, networking and industrial cooperation. Such core functions are carried out in Departments/Offices in its Headquarters, Regional Offices and Hubs and Country Offices.

The Department of Environment within UNIDO assists developing countries and countries with economies in transition with the transfer of best available environmentally sound technologies and environmental practices to improve resource productivity in industry and prevent discharge of industrial effluents into the environment thereby protecting natural resources for future generations.

The Industrial Resource Efficiency Division (IRE) is one of four divisions within the Department of Environment (ENV). The focus of IRE Division is to increase the capacity of industry, government, and business environmental services providers as well as intergovernmental and non-governmental entities to scale up and mainstream the adoption of more resource-efficient and cleaner patterns of production. It does this through promotion of recycling, resource recovery and/or environmentally sound treatment and disposal of wastes, waste waters and toxic and/or hazardous chemicals, and also in particular for the sustainable use and management of water and other natural resources used in industrial processes.

#### 2. PROJECT CONTEXT

Through the Resource Efficiency and Cleaner Production (RECP) Programme IRE has made outstanding contributions towards the identification, development and testing of tools and methods for RECP to the diverse conditions in developing and emerging economies. Key benefits for Eco-Industrial Parks include

reducing an industrial park's environmental footprint; promoting efficiency gains; enabling community cohesion; providing better access to finance and technical support; and enhancing business competitiveness. Good international industry practice demonstrates a wide range of economic, environmental, and social benefits from Eco Industrial Parks (EIPs).

The development objective of the project is to demonstrate the viability and benefits of Eco-Industrial Park approaches in scaling up resource productivity and improving economic, environmental and social performances of businesses and thereby contribute to inclusive and sustainable industrial development in the participating developing and transition economies.

### **3. FUNCTIONAL RESPONSIBILITIES**

The International Gender Expert will be responsible for conducting a comprehensive gender analysis within the development framework of Eco-Industrial Parks (EIPs) in Uzbekistan. The expert will contribute to integrating gender-responsive approaches into the project's activities and ensure that gender considerations are addressed at all levels of implementation. The expert will guide the project team in identifying gender-specific barriers, designing gender-responsive interventions, and establishing monitoring mechanisms to track progress in promoting gender equality.

The expert will work closely with national stakeholders and the project team to develop a comprehensive Gender Action Plan, including recommendations for integrating gender-sensitive indicators into the project's logical framework. The expert will also be responsible for preparing and presenting a detailed report on the gender analysis findings and recommendations to ensure the inclusion of gender equality principles in the project's design and implementation.

The consultant will report regularly in person, through virtual meetings, or by written communication to the UNIDO Project Manager. All fieldwork, data collection, and stakeholder consultations will be coordinated with the National Project Coordinator to ensure alignment with project objectives. The expert will ensure that all gender analysis activities are conducted in line with ethical standards and are sensitive to the local cultural context.

<b>Main Tasks</b>	<b>Outcomes</b>	<b>Expected duration</b>
<b>1. Initial data collection and legislation review:</b>  -Conduct a gender analysis of the current state of two pilot EIP sites (Free Economic Zone "Urgut" and Small Industrial Zone "Mechanic") and RECP trainees involved in project activities.  -Collect data using both quantitative and qualitative methods (e.g., interviews and focus groups with stakeholders such as women workers, management companies, and local authorities).	-Summary report on initial data collection and review of relevant legislation.  -Stakeholder engagement plan and schedule of interviews and focus groups.	5 w/d
<b>2. Conducting field research and data analysis:</b>  - Conduct field research at two pilot EIP sites.  - Analyze collected data from a gender equality perspective, identifying key issues and opportunities.	-Field research report for both pilot sites, including interview and focus group summaries.  -Analysis report on gender-	9 w/d

-Identify gender barriers and opportunities for women in the context of employment and participation in EIPs management.	related barriers and opportunities for women in EIPs.	
<b>3. Drafting report and recommendations:</b>  -Develop recommendations for integrating a gender-sensitive approach into the project's design and implementation, including gender-sensitive indicators in the project's logical framework.  -Prepare a draft report on gender analysis and gender-sensitive recommendations.	-Draft report on gender analysis, covering findings, recommendations, and gender-sensitive indicators for the logical framework.  -Recommendations report for gender integration in project design and implementation.	5 w/d
<b>4. Presentation and finalization:</b>  - Prepare and present a report on the results of the gender analysis and Gender Action Plan.  -Prepare a Gender Action Plan with specific gender-responsive interventions.  - Finalize the report based on feedback.	-Presentation summarizing gender analysis findings and recommendations.  -Final report on gender analysis and Gender Action Plan, incorporating UNIDO feedback.	2 w/d

**MINIMUM ORGANIZATIONAL REQUIREMENTS** Education: Advanced university degree (Master's or equivalent) in Gender Studies, Social Sciences, Development Studies, Economics, or a related field.

**Technical and Functional Experience:**

- At least 5 years of professional experience in conducting gender research and analysis, preferably in the context of sustainable development or industrial projects.
- Knowledge of international and national standards and practices in the field of gender equality.
- Experience working in Central Asian countries is an advantage.
- Skills in data analysis, report writing, and developing recommendations for gender integration in project implementation.

Ability to conduct independent research and provide strategic recommendations based on gender analysis findings.

**Languages:** Fluency in written and oral English and the Uzbek is required.

**REQUIRED COMPETENCIES**

**Core Values**

WE LIVE AND ACT WITH INTEGRITY: work honestly, openly and impartially.

WE SHOW PROFESSIONALISM: work hard and competently in a committed and responsible manner.

WE RESPECT DIVERSITY: work together effectively, respectfully and inclusively, regardless of our differences in culture and perspective.

**Key Competencies**

**WE FOCUS ON PEOPLE:** cooperate to fully reach our potential –and this is true for our colleagues as well as our clients. Emotional intelligence and receptiveness are vital parts of our UNIDO identity.

**WE FOCUS ON RESULTS AND RESPONSIBILITIES:** focus on planning, organizing and managing our work effectively and efficiently. We are responsible and accountable for achieving our results and meeting our performance standards. This accountability does not end with our colleagues and supervisors, but we also owe it to those we serve and who have trusted us to contribute to a better, safer and healthier world.

**WE COMMUNICATE AND EARN TRUST:** communicate effectively with one another and build an environment of trust where we can all excel in our work.

**WE THINK OUTSIDE THE BOX AND INNOVATE:** To stay relevant, we continuously improve, support innovation, share our knowledge and skills, and learn from one another.