

TERMS OF REFERENCES (WP9)

GENDER AND SOCIAL ACTION PLAN IMPLEMENTED, AND BENEFITS ACCRUED TO WOMEN WORKERS

1. GENERAL INFORMATION

This role ensures gender-responsive approaches that are embedded throughout the project. The experts will lead gender assessments, support training and policy inclusion, and monitor outcomes from a gender equity lens.

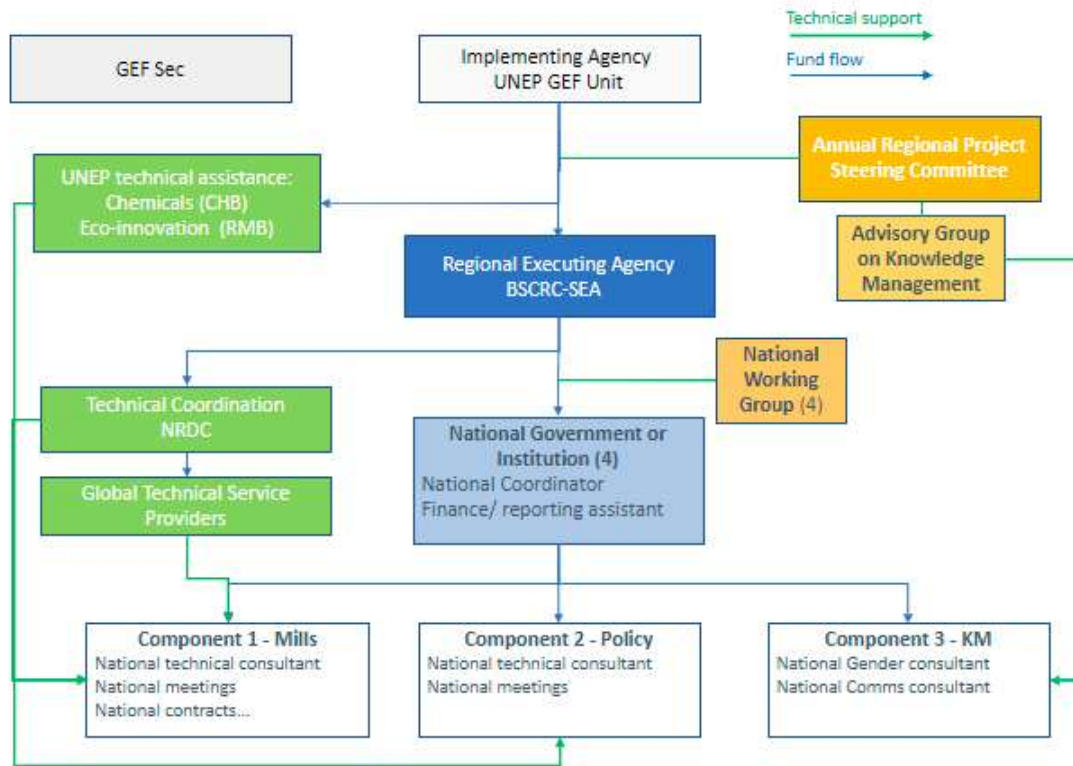
The objective of this project is significant and documented reductions in use, releases, and exposure to chemicals of concern (CoCs) including POPs in the textiles sector in selected countries (Bangladesh, Indonesia, Pakistan, and Viet Nam). Additionally, the objective of the National Gender Experts' assignment is to ensure that gender considerations are systematically integrated into all relevant technical, policy, and knowledge-management components of the project. The experts will assess, guide, and support project activities so that chemical risk reduction, eco-innovation, policy development, and capacity-building interventions effectively address gender-differentiated exposure, health risks, access to information, participation, and benefits, particularly for women workers in textile SMEs and related value chains. The assignment aims to ensure that project outputs are gender-responsive, evidence-based, and aligned with national gender mainstreaming policies as well as international good practice.

The project consists of the four following components:

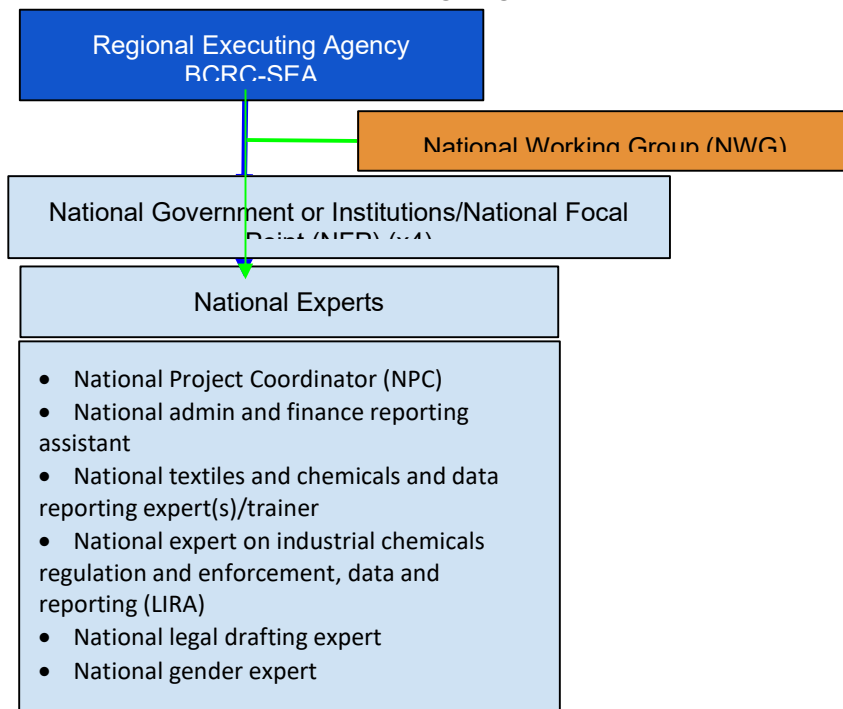
- Component 1: Information sharing and chemical management pilots on priority CoCs including POPs in textiles facilities;
- Component 2: Eco-innovative strategies towards a non-toxic and circular textiles' economy;
- Component 3: Knowledge management for scaling up;
- Component 4: Monitoring and Evaluation

Below is the organogram of the whole project showing all involved in the development of this project. All National Experts including the National Gender Experts will be supervised by the National Government or Institution (National Focal Point), the National Project Coordinator (NPC) and the Executing Agency (EA). The National Gender Expert will also be supervised by a lead consultant (global), the Regional Gender and Safeguard Expert (RGE) and his/her work will be supported by other National Experts and technical experts.

Project Organogram



National Organogram



2. TARGET

- (1) Information sharing and chemical management pilots on priority CoCs including POPs in textiles facilities;
- (2) Eco-innovative strategies towards a non-toxic and circular textiles' economy;
- (3) Knowledge management for scaling up;
- (4) Monitoring and Evaluation.

3. SCOPE OF ACTIVITIES

Project implementation will be supported by national gender expertise across all four participating countries, utilizing flexible modalities such as dedicated experts or specialized expert groups alongside one Regional Gender and Safeguard Expert. This technical support will primarily drive activities under Outputs 3.3 and all activities requiring gender mainstreaming under Output 1.1, 1.2, 1.3, 1.4, 2.1, 2.2, 2.3, 3.1, and 3.2.

The scope of work of the National Gender Experts includes, but is not limited to, the following:

1. Gender integration across project outputs

Support the integration of gender considerations into chemical inventories, reporting systems, pilot projects, eco-innovation activities, policy development, capacity building, and knowledge management processes across all relevant outputs.

2. Gender-responsive data collection, analysis, and consolidation

- a) Review and guide survey tools, inventory guidance, and data collection methodologies to ensure gender-disaggregated data capture, particularly related to women workers' roles, exposure to hazardous chemicals, working conditions, and access to protection;
- b) Support national team in data collection process;
- c) Consolidate national-level gender-relevant findings and results across project components and reporting cycles.

3. Review and gender assessment of technical and policy outputs

Conduct gender reviews of:

- Chemical inventories and reporting tools (Outputs 1.1 and 1.2);
- Technical pilot projects and substitution plans (Output 1.3);
- Risk reduction measures and training materials (Output 1.4);
- Eco-innovation and circularity guidance, with attention to women's health impacts (Output 2.1);
- Policy, regulatory, and value-chain guidance and roadmaps (Outputs 2.2 and 2.3);
- Capacity-building materials and awareness strategies (Output 3.1);

- Knowledge products and tools prior to dissemination and scaling, particularly through global platforms (Output 3.2).

4. Capacity building and gender-specific training

Design and deliver gender-specific training and awareness activities for women workers who may be exposed to hazardous chemicals, including issues related to occupational health and safety, rights to information, and risk reduction measures.

5. Knowledge management and dissemination

Review and validate knowledge products, case studies, and communication materials to ensure gender relevance and avoid gender-blind scaling of project results at national and global levels.

6. Policy alignment and institutional coherence

Ensure alignment and cross-referencing of all relevant project activities, outputs, and reports with national gender mainstreaming frameworks, gender equality policies, and women’s empowerment strategies.

7. Monitor Environmental and Social Safeguards (ESS) & Revisit Safeguard Identification Form

Monitor national compliance with the project’s Environmental and Social Safeguards (ESS) policies and report any potential risks to the PMU, and ensure national pilot activities align with UNEP safeguard standards. The National Gender Experts are also responsible to review, provide revision recommendation, and support the Regional Gender and Safeguard Expert (**Appendix 7** of the Project Document) in the Mid-point of the project at national level.

8. Coordination and reporting

Work in close coordination with the National Project Coordinator (NPC), Regional Gender and Safeguard Expert (RGSE), relevant National Experts, and contribute gender inputs to quarterly progress reports, technical deliverables, and assessments as required.

9. Stakeholder Engagement Plan and Risk Mitigation Recommendation

National Working Groups hold the responsibility for monitoring stakeholder engagement and providing regular progress reports to the Regional Steering Committee. To support this mechanism, National Gender Experts (NGE) will review, recommend necessary revisions to, and assist National Project Coordinators and Regional Gender and Safeguard Expert (RGSE) in monitoring the implementation of both the Stakeholder Engagement Plan (**Appendix 6** of the Project Document) and the Risk Mitigation Plan (**Appendix 8** of the Project Document).

Activities and Responsibilities

The following table delineates the activities to be undertaken by the National Gender Experts. Activities under the project components may need to be carried out concurrently.

Table 1: Output-wise Activities and Responsibilities

	Project Output	Key Activities Involving Gender	Responsibility of National Gender Expert
Component 1	Output 1.1 Chemical inventories for POPs and CoCs	Mapping of SME wet mills and chemical suppliers; site visits; pilot mill selection; preparation of inventory reports	Following the survey guidance ensure gender-disaggregated data collection; assess women’s exposure, roles, PPE access and working conditions; review inventory outputs from a gender perspective.
	Output 1.2 Chemical reporting and information sharing	Development and piloting of chemical reporting tools; training and consultations with mills, suppliers, and regulators	Review reporting tools and guidance to capture women’s exposure and health risks; advise on gender-sensitive reporting requirements and training content.
	Output 1.3 Pilot projects and substitution plans	Development of pilot delivery methodology; selection and implementation of pilot mills	Following the survey guidance (provided by RGE) integrate gender criteria into pilot selection; assess and monitor differential impacts on women and men workers.
	Output 1.4 Risk reduction and safety measures	OSH assessments; safety and risk-reduction training; documentation of pilot lessons	Ensure safety measures and training address women’s exposure patterns, health risks, and access to protection; review lessons learned through a gender lens.
Component 2	Output 2.1 Eco-innovation and circular economy guidance	Development and review of eco-innovation and circular economy guidance; case studies and technical recommendations	Review guidance (provided by NRDC) to assess gender impacts on women’s health and working conditions; advise on integrating gender considerations into eco-innovation and circularity models.
	Output 2.2 Supply chain coordination	Engagement with brands, retailers, and value-chain initiatives	Advise on inclusion of gender equality principles within supply-chain actions and commitments; highlight gender-related risks and responsibilities across the value chain.
	Output 2.3 Policy, roadmap, and regulatory actions	Policy gap analyses; regulator consultations; drafting of roadmaps and regulatory recommendations	Review and contribute to policy-related outputs to integrate gender considerations; support evidence-based discussion on gender impacts of chemical exposure.
Component 3	Output 3.1 Capacity building and awareness	Development of awareness strategies; training materials; national workshops	Ensure women workers are explicitly targeted; integrate gender-specific health, safety, and rights issues into materials and capacity-building activities.
	Output 3.2 Knowledge management and global platforms	Development and dissemination of KM tools and platforms; aggregation of lessons and best practices	Review KM content to ensure inclusion of gender-relevant data, tools, and lessons; prevent gender-blind scaling of project outputs.

	Project Output	Key Activities Involving Gender	Responsibility of National Gender Expert
	Output 3.3 Gender and Social Action Plan	Gender data collection; stakeholder workshops; gender assessments; gender-specific training	Lead and implement all gender-specific activities; prepare gender assessments; deliver gender-focused training and support RGE in project reporting.

Gender aspects will be monitored through the following project indicators :

1. % female project direct and indirect beneficiaries (GEB Indicator 11);
2. Number of people accessing information and with reduced exposure and health impacts of CoCs (% of women) (Outcome 1);
3. Number of people demonstrating increased knowledge and capacity (% of women) (Output 1.4);
4. Number of users of KM or awareness materials who report changes in behaviour or practices (% of women) (Outcome 3);
5. Number of users accessing textile information and providing feedback and user experiences (gender & regional breakdown) (Output 3.2);
6. % of project documents with explicit gender mainstreaming (Output 3.3).

More information on the activities carried out under the project are outlined in Annex 1. Project Components and Outputs.

Contribution to Project Results Framework

More information on the activities carried out under the project are outlined in **Annex A.-Project Components and Outputs** to these Terms of References. The National Gender Experts shall contribute, within the scope of this assignment, to the achievement of the project outcomes, outputs, indicators and targets contained in **Appendix B - Project Results Framework** to these Terms of Reference. The specific targets and indicators relevant to the Experts' assignment shall be determined during implementation in consultation with the National Project Coordinator, Regional Expert/s and the Project Management Unit, as appropriate. The Gender Action Plan template is outlined in **Appendix C - Gender Action Plan**.

4. DELIVERABLES

- Inception report: Methodology and updated National Gender Action Plan Consulted and Endorsed by NWG.
- Progress reports: Within 1 (one) week of the end of reporting period, i.e. on or before 7 January, 7 April, 7 July and 7 October, the National Gender Experts shall submit to the NFP, EA and the NPC a quarterly progress reports for the period January-March, April-June, July-September and October-December using the format which will be further provided by the EA. Reports will provide updates on achievements, challenges encountered, proposed next steps for gender integration.

- Gender Gap Analysis: A gap analysis of relevant issues including policies, guidelines, practices, laws, and ground realities shall be submitted and shared to the RGE for the development of Gender Monitoring report which is the core Means of Verification of Outout 3.3.
- Harmonized datasets: Based on the survey guidance questionnaire provided by the Regional Gender and Safeguard Expert, the National Gender Experts shall compile and provide harmonized dataset capturing all relevant responses during the mapping phase and the piloting phase. These datasets will enable RGE to conduct consistent and comparable analysis across project countries and support evidence-based decision-making.
- Final report: Using the format which will be further provided by the EA, the final report shall be submitted by the National Gender Expert to the NFP, EA and NPC at the time of his/her work completion of the project. Within 2 (two) weeks of his/her work completion or termination of the contract between the National Gender Expert and the EA, shall submit to the NFP, EA and NPC a final copy of the aforementioned report.

BCRC-SEA shall only accept deliverables that have undergone the foregoing review and consultation process, have been endorsed by the relevant authorities, and have been submitted in their consolidated final form.

5. PRODUCTS AND PROGRESS

Project Work Plan

The project work plan al each activities is presented in the table below. The National Gender Experts are to follow and cooperate with other Groups of Experts and Parties for implementation and integration of the Gender Activities across project outputs and activities.

		Activity	2026 Q1	2026 Q2	2026 Q3	2026 Q4	2027 Q1	2027 Q2
Component 1: Information sharing and chemical management pilots on priority CoCs including POPs in textile facilities	Output 1.1: Chemical Inventories for POPs and COCs delivered to at least 500 chemical suppliers and SMEs.	1.1.1 Development of POPs and CoCs inventory methodology and guidance for textile sector						
		1.1.2. Inventory of POPs/CoCs, mapping of wet mills (Tier 2 & 3) and POPs/CoCs management stakeholder engagement						
	Output 1.2: SMEs report use of POPs and CoCs via textile value chain chemicals information sharing campaign and tools and provide to clients and regulators.	1.2.1 Development on POPs/CoCs registration & reporting tools						
		1.2.2 Development guidance for POPs/CoCs registration & reporting						
		1.2.3 Reporting of POPs/CoCS in the global value chains using Blockchain platform (developed and piloted by						

		Activity	2026 Q1	2026 Q2	2026 Q3	2026 Q4	2027 Q1	2027 Q2	
		UNECE)							
	Output 1.3: Company-specific business plans and operational substitution plans developed, and support provided to implement them in at least 10 textile mills	1.3.1 Preparation of pilot delivery methodology							
		1.3.2 Development technical guidance documents							
		1.3.3. Roll out of Phase 1 pilot projects and training access chemical engineers and lab services							
	Output 1.4: Chemical knowledge compiled and delivered to SMEs for ricks reduction measures	1.4.1. Social & economic analysis of potential costs and benefits							
		1.4.2. Knowledge products analysis							
		1.4.2.b. Technological process analysis							
		1.4.3. Initial safety measures							
	Component 2: Ecoinnovative strategies towards a non-toxic and circular textiles' economy	Output 2.1: Global eco-innovation and circular economy guidance piloted with global value chain actors and textile mills SMEs	2.1.1 Introducing UNEP's 2020 global eco-innovation textile guidelines and circular economy for Textile and Apparel value chains and SMEs (Start at 2024 Q2 ?)						
2.1.2 Eco-innovation country pilots, development of bankable proposals and links to national and global programs									
Output 2.2: Actions to coordinate and raise ambition of supply chain policies and initiatives are proposed and agreed by global supply chain stakeholders		2.2.1 Connecting with and monitoring brands and value chain initiatives and development action plan							
		2.3.1 Developing and adopting national circular textiles policy and implementation roadmaps							
Output 2.3: National regulations for textile SMEs submitted for adoption and implemented by national stakeholders		2.3.2.Policy support							
		2.3.3. Compliance promotion and							

		Activity	2026 Q1	2026 Q2	2026 Q3	2026 Q4	2027 Q1	2027 Q2
		enforcement support						
Component 3: Knowledge management for scaling up	Output 3.1: National capacity and awareness programs developed and implemented to increase ability of textile sector and policy makers to control POPs and CoCs	3.1.1 National KM and awareness strategies						
		3.1.2 Communication and information materials						
		3.1.3 Awareness and capacity building training						
	Output 3.2: Global Knowledge Exchange and Management tools produced and accessed by users globally	3.2.1 Refining global KM strategy (<i>No role for countries in Y1</i>)						
		3.2.2. Creating a Global KM Hub						
		3.2.3 KM strategy delivery (<i>No role for countries in Y1</i>)						
		3.2.4 Global meeting between UNEP/UNIDO projects/or other international meetings, travels						
	Output 3.3: Gender and Social Action Plan implemented, and benefits accrued to women workers	3.3.1 National stakeholder workshops on Gender and Social Action plan						
		3.3.2 Training, implementing Labour safety, fairwork and assessment of project outcomes						
		4. Quarterly financial reports						

General Responsibilities of the Expert Team:

- Coordinate closely with the National Project Coordinator (NPC), Executing Agency (EA), Regional Gender Expert and Safeguard Expert (RGSE), and relevant stakeholders throughout the project implementation process.
- Ensure timely progress and execution of work items in accordance with the project plan and the Terms of Reference (TOR).
- Guarantee accuracy, scientific integrity, and confidentiality of information during the execution of the contract.
- Duly complete all reports and deliverables as required under the contract.
- Jointly implement activities under Outputs 1.1 – 3.3 of the project.
- Ensure technical quality, adherence to schedules, and alignment with the requirements of BCRC-SEA, NPC, EA, and RGSE.
- Participate fully in technical meetings, field surveys, workshops, and training activities.
- Adhere to reporting regimes and information confidentiality provisions as stipulated in the contract.

Deliverables

- Inception Report
- Quarterly Progress Reports (Quarters I,II,III,IV)
- National Action Plan on Gender; Assessment and Mainstreaming for Project Activities; Proposals for Sectoral and Natural Solutions
- Gender Gap Analysis
- Harmonized Datasets
- Policy and Regulatory Review
- Training Materials
- Gender-focused Training Workshops
- Knowledge Products and Communication Materials
- Gender Mainstreaming Review
- Final Draft Report
- Final Report and Executive Summary

Project Monitoring Indicators

Monitoring Indicator	Monitoring Content
1. % of female direct and indirect beneficiaries of the project (GEB Indicator 11)	Monitor the rate of female workers participating in and benefiting from project activities
2. Number of individuals with access to information and reduced risk of	Assess the level of access to information and improvements

Monitoring Indicator	Monitoring Content
chemical exposure (% women) – Outcome 1	in chemical safety
3. Number of individuals with enhanced knowledge and capacity (% women) – Output 1.4	Monitor the effectiveness of training and capacity-building activities
4. Number of individuals utilizing communication/knowledge management materials demonstrating behavioral change (% women) – Outcome 3	Assess the impact of communication and knowledge management materials
5. Number of individuals accessing textile and garment information and providing user experience feedback (by sex and region) – Output 3.2	Monitor the utilization of the knowledge management and information sharing platform
6. % of project documents featuring explicit gender mainstreaming – Output 3.3	Assess the degree of gender integration in project documents and deliverables
7. Policies, roadmaps, and recommendations integrating gender dimensions – Output 2.2 & 2.3	Monitor the integration of gender into policies and regulatory frameworks
8. Quality and progress of project reporting	Monitor the completion schedule of deliverables