



TERMS OF REFERENCE

Assignment:	Assessment of gender aspects of artisanal and small-scale gold mining (ASGM) in the project area Snesi Kondre
Position:	Gender specialist (individual consultant, National)
Project Title:	Improving Environmental Management in the Mining Sector of Suriname, with Emphasis on Artisanal and Small-Scale Gold Mining (EMSAGS)
Duration:	30 working days within a period of two months
Start Date:	April 01, 2025
Location:	Home based and field visits to the Interior of Suriname
Supervisor:	Project Coordinator EMSAGS Project
Source of Funding:	Global Environment Facility (GEF)

BACKGROUND

The Project “*Improving Environmental Management in the Mining Sector of Suriname, with Emphasis on Artisanal and Small-Scale Gold Mining*”, (EMSAGS Project) is a GEF funded project being implemented in Suriname by the Ministry of Natural Resources and the National Environmental Authority (NMA) as national implementing partners, the Ministry of Spatial Planning and Environment as Beneficiary and with support from the United Nations Development Programme (UNDP). A Project Management Unit (PMU) is responsible for the day-to-day management of the project execution.

The project seeks to improve the environmental management of mining in Suriname, particularly small-scale gold mining. To do so, the project works at the policy level with government stakeholders, as well as with miners themselves to demonstrate the environmental and economic benefits of environmentally responsible mining practices (ERMPs) and technologies. The uptake of ERMPs will be promoted to reduce the negative effects of current practices on biodiversity, forest and local communities, while reducing greenhouse gas emissions.



A result of the uptake of environmentally responsible artisanal and small-scale gold mining practices, is to establish Mining Training and Extension Centers (MTECs). The MTECs proposed in this project are foreseen as an innovative approach to circumvent past challenges in transferring technology to small scale miners. The first MTEC is the MTEC Brokopondo and is located at Brownsveg, a central and accessible location. The project's second MTEC is currently being set up at Snesi Kondre, as a demonstration hub for environmentally responsible mining technology intended for small-scale gold miners.

The project is now seeking the services of a qualified national consultant to conduct an assessment of gender aspects of artisanal and small-scale gold mining in the project area Snesi Kondre.

SCOPE OF WORK

This consultant on gender assessment will work with the PMU on activities listed in the EMSAGS project document. Main tasks will include:

- a) Establish a baseline of gender participation in the ASGM sector in the project area Snesi Kondre;
- b) Ensure inclusive engagement of Indigenous and Tribal peoples and gender mainstreaming;
- c) Identify and support a cohort of women miners in the project area at Snesi kondre;
- d) Establish a baseline of gender health care and education needs (and other social services needs) in the project area at Snesi Kondre and, propose short and long term actions to be undertaken by the PMU and other partners (e.g. Stichting Lobi Health Centre), to address these needs;
- e) In consultation with mining communities, identify viable alternative income generating activities to be implemented or supported by the project.

The EMSAGS project document can be accessed through the website: www.emsags.org

Annex L (Stakeholder Engagement Plan), Annex N- (Gender Mainstreaming and Action Plan), of the Prodoc are attached to this Terms of Reference for guidance.

REPORTING

The Gender Assessment Specialist reports to the Project Coordinator and will work in close collaboration with staff of the EMSAGS PMU.



DELIVERABLES & PAYMENT SCHEDULE

Deliverable	Timeline for submission	Payment Schedule
Inception report, including a detailed work plan with activities, methodologies for the 30 working days.	2 weeks after contract signature	40% upon approval of inception report
Final Report on all activities, including self-assessment and evaluations of stakeholders.	2 weeks after contract end date	50% upon approval of Final Report
Presentation of key findings to the PMU, the Project Board and other project partners.	TBD	10% after presentation

Required Education and work Experience

Education:

- A bachelor's degree in Communications, Public Relations, Social Sciences, Gender Studies, or related field.

Work Experience:

- Proven experience in conducting gender assessments in Suriname;
- Thorough understanding of environmental and social impacts of ASGM and demonstrated knowledge of ERM practices related to ASGM;
- Proven experience working in the interior of Suriname with Indigenous and Tribal peoples;
- Familiar with gender dynamics in ASGM and communities in the interior;
- Previous experience working with UN/UNDP and/or other development partners, Government, experience with private sector mining companies will be positively considered.

Competencies:



- Ability to conduct local consultations;
- Ability to identify social impacts of ASGM;
- Strong ability to coordinate and work as a team;
- Good communication skills;
- Ability to work in complex, multi-stakeholder project environments;
- Understandings of the country's administration, including the mining sector;
- Strong oral and written communication skills in English, Dutch and in Sranan Tongo and Portuguese will be considered an asset;
- Excellent reporting skills in English;
- Interpersonal and networking skills; with demonstrated ability to establish effective working relationships;
- Ability to work effectively under pressure and meet deadlines;
- Computer skills, including internet navigation and various Microsoft office applications.

APPLICATION PROCESS

The Consultant must submit:

1. Technical proposal
 - Indicating the consultant's understanding of the TOR and how he/ she proposes to carry out the task;
 - Statement of why the consultant considers her/him suitable for this consultancy;
 - CV's of the consultant as per attached Personal History Form, indicating all past experience, as well as the contact details (email and telephone number) of the consultant and at least three (3) professional references.
2. Financial Proposal
 - Applicants are instructed to submit their financial proposals in Suriname Dollars (SRD) for this consultancy. Selected candidate who submitted a US Dollar quotation will be paid in SRD at the prevailing UNORE rate at time of payment. For reference please see link below:
<https://treasury.un.org/operationalrates/OperationalRates.php#S>
 - Financial proposals must indicate an all-inclusive daily fee. The daily fee in the financial proposal must consider the various expenses the applicant expects to incur during contract, including: the daily professional fee, communications, utilities and consumables, life, health and any other insurance; and any other relevant expenses, related to the performance of services under the contract.



SUBMISSION AND OPENING OF PROPOSALS

All proposals must be submitted to the email address: info-EMSAGS@nimos.org, with the subject reading as follows: ***“Application for Gender Specialist”***. Please ensure that the Application letter, Personal History Form, Technical Proposal and Financial Proposal are submitted as SEPARATE FILES in one email.

Any proposal that arrives after the deadline for submission of proposals as mentioned in the advertisement shall not be considered.

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