

Terms of Reference – CDP Gender Equality and Social Inclusion mainstreaming in Green Finance interventions in Brazil: State of Play report

1. Overview	<p>CDP Worldwide (CDP) is commissioning a consultancy to support mainstreaming Gender, Equality and Social Inclusion in its green finance interventions. The consultancy is expected to take place from 01/2021 to 02/2021 across CDP's global programme with a deep-dive research pillar in Brazil. Applicants will be considered on a rolling basis until 31st January 2021.</p>
2. Background	<p>The concept of just transition is embedded in the Paris Agreement (ILO, 2017) so organisations subscribing to its goals should commit to taking into account the differentiated needs of marginalised groups and include their needs in assessing the impact to a low-carbon and sustainable economy. CDP is currently undergoing a strategically guided organizational re-framing, which includes revisions to its global operating model and thematic priorities. CDP is looking at understanding how to mainstream Gender, Equality and Inclusion in green finance interventions, which are core to its upcoming strategy.</p> <p>Specifically, when it comes to gender mainstreaming, it is known that the target groups pertaining to the green finance agenda i.e FIs, companies and the public sector are even more gendered and segregated than the societal average. For example, within financial services (10 largest banks in Brazil), there is no woman as CEO and only 8% of top executive roles and 10% of Board members are women. Among corporations, the representation of women on Boards is circa 11% (Energy and Manufacturing); however when it comes to inclusiveness, only 4.7% of executive positions are held by Afro-Brazilians (0.4% women) and 0.64% to people with disabilities, none of which are women.</p> <p>The GESI mainstreaming journey of FIs follows closely their journey to shift investments from brown to green. In order to do this, they need to understand emissions within their portfolio (hence focus on corporate disclosure); once they have this information, they can take action and can be held accountable. Similarly, we need to understand GESI integration in the sectors of the economy relevant for green finance. At project inception, we are aware of study on GESI integration in the energy sector in Brazil (funded by the British Embassy in Brasilia as part of the UK Prosperity Fund). We are also aware of the GESI disclosure programme funded by DFID and implemented by ShareAction. There is a gap in knowledge when it comes to GESI integration in FIs and deforestation-free supply chains.</p>
3. Purpose & Objectives	<p>The purpose of this assignment is to work with CDP to develop staff capacity to mainstream GESI in its proposed green finance interventions. There are two objectives for this consultancy:</p> <ol style="list-style-type: none"> 1. Scope out and build the business case for GESI integration in green finance interventions. This is the first step towards understanding the timeframe and size of investment required from CDP by 2024 to move the dial in a positive direction at strategic level in terms of GESI mainstreaming in CDP programmes. 2. Understanding the state of play in terms of GESI mainstreaming in green finance interventions globally (and in Brazil and China in particular) and delivering a report baselining the state of play and opportunities for mainstreaming in current/upcoming programmes.
4. Methodology & Work Plan	<p>Applicants for this assignment should submit an illustrative methodology and work plan to achieve the above objectives, which will be used to assess proposals. The contracted consultant will then develop a detailed methodology and work plan as part of the inception phase of the assignment, in consultation with CDP.</p> <p>At a minimum, the proposed methodology should include desk-based research and select key informant interviews in order to:</p> <ul style="list-style-type: none"> ➢ Map existing research in the sector (literature review);

	<ul style="list-style-type: none"> ➤ Stakeholder analysis (globally and in Brazil & China); ➤ Evaluate the availability of GESI mainstreaming tools and shortlist the promising ones for Green Finance actors (including in interventions focused on deforestation); <p>The analysis will apply a 'do no harm' approach, evaluating the connectors and dividers in the sector (e.g federal laws regarding quotas for gender, disability inclusion; socio-cultural entrenched dividers, etc).</p>
5. Deliverables & Tentative Timeline	<p>The tentative timeline for this assignment is between January 2021 and February 2021 (4 weeks). Key deliverables identified for this assignment include</p> <ol style="list-style-type: none"> 1. Final research methodology (Week 1) 2. Literature review (Week 2) 3. GESI stakeholder mapping & analysis (Week 2/3) 4. GESI tools mapping (Week 2/3) 5. Sample GESI mainstreaming plan at country/programme/project level (Week 2/3) <p>Final report to be delivered by February 25th, 2021</p>
6. Qualifications & Experience	<p>Consultants and teams of consultants / firms are invited to submit proposals for this assignment. Competencies and experience include:</p> <ol style="list-style-type: none"> 1. Proven track record delivering GESI research and capacity development with international organizations of similar scale, scope and complexity as CDP. 2. Experience working with socially and environmentally responsible organizations that work internationally as well as domestically. 3. Thematic expertise in gender, equality and inclusion in ODA-funded programmes and projects in green finance interventions an asset. 4. Experience managing multiple relationships with stakeholders working on politically sensitive issues.
5. Budget	<p>Proposed budgets will be reviewed with respect to the suitability of the work plan and activities for delivering deliverables in a cost-effective manner. A cap of £25,000 (including VAT if applicable) has been earmarked for this exercise.</p>
6. Application Procedures	<p>Interested applicants are asked to submit a one-page letter expressing interest. The Expression of Interest should include <u>only</u> the following:</p> <ol style="list-style-type: none"> 1) Name of individual or Firm. In the case of a consortium, name of leading individual or firm. 2) Country of incorporation and (if different) country whose data protection laws apply to the individual or firm. 3) Website address, if applicable. 4) Summary of key qualifications/experience for the assignment. 5) CVs of proposed lead consultant (or team members if applicable) – 2-page limit per CV. 6) References: At least two relevant references <p>Letters of interest should be submitted to catalina.buciu@cdp.net, clearly stating “Application for CDP GESI Consultancy” and “Individual / Agency Name” as subject line. Applications will be considered on a rolling basis until 31st January 2021.</p> <p>Only short-listed applicants will be contacted for follow-up.</p>
7. TOR Specifications	<ol style="list-style-type: none"> 1) The applicant shall treat all information obtained as a result of these TOR as confidential and shall not use any such information other than for the purpose set out in these TOR. 2) CDP reserves the right to:

- a. Seek clarification or documents in respect of a submission by a party.
 - b. Disqualify any party that is guilty of serious misrepresentation in relation to its submission or expression of interest.
 - c. Withdraw these terms of reference at any time, or to re-invite parties on the same or any alternative basis.
 - d. Choose not to award any contract as a result of the current procurement process.
 - e. Make whatever changes it sees fit to the timing, structure or content of the procurement process, depending on approvals processes or for any other reason.
- 3) CDP will not be liable for any bid costs, expenditure, work or effort incurred by a party in proceeding with or participating in this procurement, including if the procurement process is terminated or amended by CDP.