

Consultant for Study on Gender Roles and Participation in the Renewable Energy Sector in Maluku - The New Zealand – Maluku Access to Renewable Energy Support (NZMATES) Program

Mercy Corps Indonesia (MCI) is a local Indonesian non-profit organization, which implements humanitarian and development assistance programs throughout the country. MCI's mission is to empower people in Indonesia to become healthy, productive, and resilient communities. Resilience means an ability to recover from or adjust easily to misfortune or change.

NZMATES Program Summary

The New Zealand – Maluku Access to Renewable Energy Support (NZMATES) aims to accelerate renewable energy (RE) development to improve access to energy in Maluku province. The five-year program is funded by the New Zealand Government through the Ministry of Foreign Affairs and Trade and is implemented by renewable energy company Infratec Ltd. in partnership with Mercy Corps Indonesia. NZMATES is working towards promoting and accelerating the identification of renewable energy projects and increase their attractiveness and viability, social and environmental assessments, technical considerations, and triggering and facilitating investment and funding from government, private sector, or other donors. NZMATES has partnered and collaborates closely with PLN, EBTKE, Dinas ESDM, and BAPPEDA on increasing the use of renewables and improving energy access through grid-connected and off-grid RE projects.

NZMATES also aims to promote gender equality and empowerment of women by supporting women in male-dominated technical sectors (e.g. University students), and aiming to include 20% women in our training activities. During the approximately four years the NZMATES program has been running in Maluku, women's involvement in the training activities carried out with main partners (PLN and DESDM) as well as educational institutions has remained low, at 15.3% or 40 people out of 301 participants. From NZMATES' Women in Energy initiative, challenges faced by women are generally constructed at society level, such as how particular engineering jobs are portrayed as a "man's job", and gender roles borne by women.

Background of the study

So far there is no dedicated study on existing conditions related to women's roles and participation in the energy sector in Maluku, particularly in renewable energy. This study aims to fill the gap by investigating underlying social and cultural aspects, including norms and existing public policies. This study will be useful for NZMATES to develop upcoming strategy and activities that respond to women's needs while also promoting gender equality in renewable energy, and also provide a publicly available reference that can inform other actors working in the energy sector in Maluku.

The output of this study will be a reference document about women's roles and participation in the renewable energy sector in Maluku. The document will include recommendations on how gender mainstreaming can be done by various stakeholders to improve inclusivity in energy sector in Maluku. In the future, the study will be beneficial as a basis for the government and any institutions to develop a roadmap for gender mainstreaming in energy sector. The study document also will include recommendations for how the NZMATES programme can better incorporate gender approaches into activities.

Study objectives

NZMATES conducts this study on gender roles and participation in the renewable energy sector with the objectives to:

1. Provide a description of the existing situation on gender roles and participation of women in the energy sector and particularly in the renewable energy sector in Maluku.
2. Identify challenges that perpetuate gender roles and hinder participation in the renewable energy sector in Maluku.
3. Provide recommendations to:
 - Local government/institutions to improve gender mainstreaming in the renewable energy sector development at the level of policy, programmes, and development activities, from planning, budgeting, and implementation through to monitoring.
 - Community leaders to promote gender inclusion in community development activities particularly in male dominated area such as energy sector
 - Other stakeholders, such as education institutions and private entities, to include gender perspective in their activities
 - Challenge gender stereotypes related to energy sector, e.g., in education institutions
 - NZMATES to implement gender integration programmes in its activitiesBecome a reference to various parties in developing documents related to gender in the renewable energy sector in Maluku, considering that no such document has been developed previously

Consultant Qualifications

The consultant is required to have:

- Tertiary level qualification in social sciences or other relevant discipline, preferably to a post-graduate level.
- Have a strong and documented experience in conducting studies or research about gender.
- Have sound knowledge and experience in renewable energy studies.
- Extensive understanding of research design and methodologies.
- Strong organizational, analytical and reporting skills, presentation skills, attention to detail, and ability to meet deadlines.

- Sound ability to manage a research project and coordinate a team.
- Experience with field travel to remote areas and engagement with communities in rural and remote areas.
- Excellent verbal and written communication in Bahasa Indonesia and English required.
- Experience in Maluku will be an asset.

Methodology

In order to support a Gender Transformative Approach (GTA) approach, the consultant will collect secondary data through reviewing existing studies or research reports, and gather primary data through conducting interviews, surveys, and/or focus group discussions (FGD) with various parties.

Target participants include:

- Community level: Conduct field visits to several locations suggested by NZMATES to interview head of village, village secretary, and cultural leaders, and conduct FGD with community members (men and women, young and old group).
- Provincial level: Conduct in-depth interviews with Dinas ESDM, PT PLN, PT PERTAMINA, PT Maluku Energi Abadi (BUMD), Komisi II DPRD Provinsi Maluku, Dinas Pemberdayaan Perempuan dan Perlindungan Anak, Dinas Pemberdayaan Masyarakat dan Desa, BAPPEDA;
- District/City Level: Conduct in-depth interviews with Dinas Pemberdayaan Perempuan dan Perlindungan Anak, Dinas Pemberdayaan Masyarakat dan Desa, BAPPEDA/BAPELITBANG;
- Civil society: Other NGOs who run programmes on gender and/or environment

Data gathering can be conducted in several different areas in Maluku with the criteria as follows:

- Represent different cultures between areas
Maluku Province consists of 1,340 islands, 60 of which are inhabited. People who live in islands such as Seram, Buru, Tanimbar and Aru have varied cultures, in which they speak different languages, have different religions or beliefs, and uphold different traditions and cultural norms. Some areas are more progressive in practicing cultural norms, but some other areas are stricter, especially regarding women's roles. For example, Desa Haruku, a traditional village in Haruku Island (Maluku Tengah District), can be considered more progressive because both men and women can become *Kewang* (traditional police), whilst in many villages in Maluku, these roles are usually held by men. On the other hand, a more traditional village in Seram Island (Maluku Tengah District), called Desa Nuanea, still upholds their cultural traditions although they start to live a modern life. One tradition is for a woman to be away from the village and stay in a 'shack', when she is menstruating. Locations recommended for the study represent a variety of cultural perspectives, from more "traditional" to more "progressive".

- Mix between renewable energy locations (PLTS/PLTMH installed) with non-renewable energy locations

Several villages in Maluku had experience with renewable energy power plants such as PLTS and PLTMH, although the power plants are broken. By involving these villages, we may gain perspective on women's roles and participation in these past projects.

- Areas where the populations are culturally homogeneous

Culturally homogeneous villages are selected to better understand traditions, values, norms and practices that are still carried out in the present life.

No.	Village	RE/Non-RE	Administrative Areas
1.	Desa Soya	Non-RE	Kota Ambon
2.	Desa Haruku	Non-RE	Maluku Tengah
3.	Desa Nuanea	Non-RE	Maluku Tengah
4.	Desa Wisalean	RE (PLTS)	Seram Bagian Timur
5.	Dusun Tihu, Desa Tahalupu	RE (PLTMH)	Seram Bagian Barat
6.	Desa Gogorea	Non-RE	Buru
7.	Desa Lokwirin	RE (PLTS)	Kota Tual
8.	Desa Letfuan	Non-RE	Maluku Tenggara
9.	Desa Erersin	RE (PLTS)	Kepulauan Aru
10.	Desa Lamdesar Barat	RE (PLTS)	Kepulauan Tanimbar
11.	Desa Klis	Non-RE	Maluku Barat Daya

Deliverables

No	Deliverables
1	<p>Final Report (Bilingual)</p> <p>A study report on gender roles and participation in the renewable energy sector in Maluku, including a description of data collection and analysis methods, findings (both general and differences across different locations), and recommendations to various stakeholders to address challenges and improving gender roles and participation in Maluku.</p> <p>The study report will be provided in English and Bahasa Indonesia.</p>
2	<p>All raw data and activities' documentation - (e.g., interview transcripts, analysis documentation) should be included in the report annex.</p>

3	Dissemination of result Dissemination of results to NZMATES stakeholders and public virtually
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How to Apply

- Interested consultants (individual or consulting company) can **download complete tender documents** containing detailed information about this consultancy work from the following link:
<https://drive.google.com/drive/folders/10VxC9csvZao60xc317VAOt4c1I3CO25O?usp=sharing>
- **Written questions can be submitted from Sept. 14th – October 5th 2022.** Interested consultants can send the questions via email to procurementambon@id.mercycorps.org, and the answer will be replied directly to the questioner by rtoisutta@id.mercycorps.org. Compilation of all questions and answers will be posted in the same link as above on Oct. 7th, 2022.
- Interested consultants shall **submit all the documents needed, including the proposal**, no later than **October 11th, 2022, at 19.00 WIT.**
- Only for national individual consultants or national consulting firms