

Government of Sindh
Sindh Irrigation Department
Sindh Resilience Project – World Bank Assisted

Gender Specialist

Terms of Reference

Introduction & Background

Pakistan is exposed to a number of adverse natural events and has experienced a wide range of disasters over the past 40 years, including floods, earthquakes, droughts, cyclones and tsunamis. Over the past decade, damages and losses resulting from natural disasters in Pakistan have exceeded USD 18 billion; as the population and asset base of Pakistan increases, so does its economic exposure to natural disasters. Also, Pakistan has been ranked 6th among the most climate change affected countries in the world, with the fifth highest total losses of all countries attributed to climate change. Pakistan faces a major financing challenge arising from natural catastrophes, with flooding causing an estimated annual economic impact of between 3 and 4 percent of the Federal Budget. The fallout from large disasters such as the 2005 earthquake and the 2010 floods as well as impacts of the recent militancy crisis have taken a significant toll on national growth and macroeconomic indicators.

The geographic location and climatic conditions of Sindh render it vulnerable to various natural disaster events. These include floods, cyclones, earthquakes, droughts, wind storms, tsunamis and sea intrusion. In addition, the geography, topography, nature of economy, rapid urbanization and high population levels exacerbate Sindh's vulnerability to natural disasters. The scale and frequency of damages caused by floods represents the most recurrent and acute threat to communities in Sindh. Floods in 2010 and 2011 were amongst the most devastating in the history of the region impacting both urban and rural areas. Besides floods, Sindh province faces drought in the northern and eastern region on a recurring basis.

Project Description- Sindh Resilience Project (SRP)

The Sindh Resilience Project (SRP) focuses on improving institutional capacities, performance, and preparedness at key agencies responsible for managing disaster risk in Sindh. In addition, the Project further contribute towards enhancing resilience to hydrometeorological disasters including floods and drought through physical infrastructure investments. The dialogue with Government of Sindh has established floods and droughts as the highest priority areas, owing to high frequency and impact. The dialogue has further identified critical needs in these areas, along with an estimate of resources needed to address these priorities.

The project interventions related to the Sindh Irrigation Department include the following activities:

Improving Infrastructure and Systems for Resilience (USD 96 million): This Component supports restoration and improvement of embankments at high risk sites along the Indus for protection against riverine floods as well as construction of small rainwater-fed recharge dams in drought prone regions in Sindh. This Component also assists the Sindh Irrigation Department towards implementing project interventions and increasing operational efficiency. In terms of infrastructure investments, the Sindh Irrigation Department (SID) is implementing a list of sub-projects including flood protection works and

small dams, in consultation with relevant stakeholders, including provincial departments such as Irrigation; Finance; Rehabilitation; Revenue; and, Planning and Development) and the benefiting communities.

Flood Protection Works: The Component will support structural investments including restoration, improvement, and up-gradation of flood embankments to increase resilience of communities and economically productive areas along the left and right banks of Indus River.

Construction of Small Recharge Dams to Address Drought and Flash Flooding Risks: This subcomponent will support the construction of small rainwater-fed recharge dams, less than 10 meters in height, in the Kohistan and Nangarparkar regions for the recharging of underground aquifers and provision of water to communities during dry periods. Additionally, these would protect communities against seasonal hill torrents and flash floods originating in the Kirthar Range.

Technical Assistance to Sindh Irrigation Department: The sub-component supports the Sindh Irrigation Department for implementation of nonstructural measures to enhance flood management and drought mitigation. The sub-component would also support related equipment upgrades and studies. Salient interventions include the establishment of a Decision Support System for the Department, improving capacity for safety evaluation of flood embankments, river morphology studies, and floodplain mapping.

Project Implementation Support to Sindh Irrigation Department: This subcomponent supports the Sindh Irrigation Department in implementing the Project, encompassing incremental operating costs, including recruitment of additional short-term resources not readily available within the Department; consultancy costs – including engagement of Project Implementation Support and Supervision Consultant (PISSC); and expenditures on Social Gender Specialist to address the gender issues on the project sites.

SCOPE OF WORK

- GS will ensure implementation of all gender related mitigation measures within the Environmental and Social Management Framework (ESMF) of the Project
- GS will ensure a relevant, practical and easy to implement gender targeting strategy, plan and structure in place to ensure gender-based inclusion of beneficiaries in the project interventions.
- GS will provide technical lead to the field teams regarding gender mainstreaming activities of the project.
- Coordinate and monitor the female beneficiary selection process for various project activities under a developed criterion.
- Coordinate and oversee the grievance redressal mechanism (GRM) and its operational procedures for effective complaints management/handling and referral system.
- Collect analyses and interpret field data regarding gender aspect of the project initiatives.
- GS will prepare a citizens engagement strategy and plan, in light of its current social mobilization approach
- Develop baselines on gender in target areas of SRP, particularly focusing on women and girls affected by natural disasters and health shocks such as COVID-19 pandemic.
- Assist in psychosocial and gender support and targeting for SRP
- Support the project in achieving targets and results on women employment through construction activities.

- Monitor on-site conditions particularly for women employees.
- Any other task assigned by Project Director.

QUALIFICATION AND EXPERIENCE

The Social and Gender Specialist should have;

- A Master Degree in Social Sciences
- 05 to 07 years post qualification experience in the relevant field
- At least three (03) years of experience of social safeguard/ gender in the projects
- Experience of developing and managing the grievance redressal mechanism will be required
- Excellent report writing, communication and IT skills will be required for this assignment.
- Women are particularly encouraged to apply.