

Sindh Flood Emergency Rehabilitation Project (SFERP) Terms of References (TORs)

Gender Specialist as Individual Consultant

1. Background:

The World Bank funded Sindh Flood Emergency Rehabilitation Project (SFERP) is proposed under Sindh Irrigation Department (SID), Government of Sindh intends to undertake a number of activities for emergent works, rehabilitation works, and infrastructure strengthening of Irrigation network damaged due to extreme torrential rains during the monsoon 2022 for institutional strengthening of the Sindh Irrigation Department.

In order to effectively coordinate and implement SFERP components, Sindh Irrigation Department has set up Project Implementation Unit (PIU) within SID to support the day-to-day oversight of the SFERP. Given the nature and extent of the project, SFERP will cover multiple sectors including drought mitigation, flood management, Irrigation, DRM activities and governance through new and/or existing projects. The terms of reference of PIU include: (i) assistance and guidance to implementation staff in preparing high priority subprojects, meeting environment and safeguards and appropriate quality standards, for fast-tracking approvals, (ii) administration, and close implementation supervision of subprojects, (iii) overseeing disbursements, (iv) guidance, advice and oversight on appropriate financial management and fiduciary controls, (v) coordinate and maintain close contact with P&D and SID, at strategic and operational levels, and (vi) oversight and guidance. PIU will coordinate closely with the World Bank Task Team Leader.

PIU with its office in Karachi is headed by the Project Director. The PD shall be supported by SID existing staff¹ and individual consultants to be hired from the market.

2. Objectives:

The objective of hiring a Gender Specialist as Individual Consultant is to enhance the capacity of PIU for SFERP to support implementing the project based gender interventions supervising the consultants and monitoring the work progress of all the WB funded projects. It will help in smooth running of the projects and better monitoring of the consultants and the contractors' work in the field.

3. Scope of Services:

The Consultant will carry out the tasks including but not limited to the following:

- GS will develop a gender action plan for relevant project components with timelines and ensure its alignment with projects results frameworks.
 - GS will ensure implementation of all gender related measures within the Project appraisal document, and Environmental and Social Management Framework (ESMF) and other relevant ESF instruments applicable to 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, especially from gender-based violence perspective.
- Collect analyses and interpret field data regarding gender and gender-based violence (GBV) aspect of the project initiatives.
- GS will prepare a citizens engagement strategy and plan, considering its current social mobilization approach, in coordination with other gender and GBV focal points of the world bank financed projects.
- Develop baselines on gender in target areas of SFERP, particularly focusing on women and girls affected by natural disasters and health shocks such as COVID-19 pandemic.
- Assist in designing and monitoring project specific psychosocial services for vulnerable groups, and gender support and targeting for SFERP
- Support the development of GBV/Sexual Exploitation and Abuse/sexual harassment Action plan and ensure its implementation in relevant sectors in coordination with other relevant focal points.
- Support the project in achieving targets and results on women's employment through construction activities.
- Coordinate with relevant government departments and civil society organizations to ensure project's targets on gender and social inclusion are achieved.
- Monitor on-site conditions particularly for women employees.
- Any other task assigned by Project Director.

QUALIFICATION AND EXPERIENCE

The Gender Specialist should have;

- Master's Degree in Sociology/Gender Studies/ Anthropology/Social Development/Social Science/Development Studies and other any relevant field.
- Should have at least eight (08) years of professional post qualification working experience on gender, women's empowerment, gender based violence, and social inclusion issues with development sector, including 03 years working experience with the Public Sector development projects related to gender, women's empowerment, and social inclusion.
- Candidate should have the sufficient knowledge of the Gender and Social Safeguards Standards of the IFIs and specifically the WB.
- Candidates with experience of disaster management, flood protection projects, small dams/irrigation projects funded by IFIs will be preferred.
- Command over written and spoken English, Sindhi and Urdu is essential.
- Demonstrated Computer user skills (e.g. desktop applications such as MS Office Word, Excel and Power Point).

5. Reporting and Duration of assignment:

The individual consultant shall report to Project Director.

6. Selection Method:

The selection be made in accordance with the “World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services” November 2020.