

Government of Sindh  
Sindh Irrigation Department  
**Social & Gender Specialist**

**Activity Reference No: PK-SID-207688-CS-INDV**

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 6<sup>th</sup> 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:** 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.

**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**

- SGS will ensure implementation of all social and gender related mitigation measures within the Environmental and Social Management Framework (ESMF) of the Project.
- SGS will be responsible for ensuring all social safeguards as per World Bank Operational Policies triggered for the project (as per ESMF) are in place.
- SGS will ensure a relevant, practical, and easy to implement social mobilization strategy, plan, and structure in place.
- SGS will ensure social and gender-based inclusion of beneficiaries in the project interventions.
- SGS will provide technical lead to the field teams regarding social mobilization and gender mainstreaming activities of the project.
- Prepare training plans for staff and stakeholders regarding fundamental concepts of Social Assessment and Social Management Plan.
- Coordinate and monitor the 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.
- Program system of field check to verify resolution of issues arising and take lead to resolve where required.
- Keeps track of grievances for resolution.
- Provides assistance and advice to field staff for resolving grievances arising on account of project implementation.
- Collect analyses and interpret field data regarding social and gender aspect of the project initiatives.

- SGS 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.
- Support the project in achieving targets and results on women employment through construction activities.
- Monitor on-site conditions particularly for women employees.
- Support the World Bank team and the project in implementing and the psycho-social support activities for women and girls.
- Any other task as assigned by the Project Director.

### **QUALIFICATION AND EXPERIENCE**

The Social and Gender Specialist should have:

- Master Degree in Social Sciences/ Sociology/ Gender Studies/ Anthropology/ Social Development/ Development Studies or any other relevant field.
- Should have at least eight (08) years of professional post qualification working experience on social issues including gender, women's empowerment, gender-based violence, and other areas of social inclusion issues with development sector.
- Should have 03 years working experience with the Public Sector development projects related to gender, women's empowerment, and social inclusion.
- Experience of developing and managing the grievance redressal mechanism will be required.
- Excellent report writing, communication, and computer skills will be required for this assignment.
- Women are particularly encouraged to apply.