

Sindh Flood Emergency Rehabilitation Project (SFERP) Terms of Reference for Hiring of Gender Specialist

Project Implementing Unit, Planning & Development Department, Government of Sindh

Background

Severe monsoon rains caused massive floods of an unprecedented scale across Pakistan in 2022, leading to severe social, economic and structural losses. Sindh has been disproportionately affected by the floods, with about 70 percent of the estimated total damages and losses in the country. In this context, the World Bank funded Sindh Flood Emergency Rehabilitation Project (SFERP) aims to rehabilitate damaged infrastructure and provide short-term livelihood opportunities in selected areas of Sindh province affected by the 2022 floods; and strengthen the Government of Sindh's (GoS) capacity to respond to the impacts of climate change and natural hazards.

The component of the Planning and Development Department (P&DD), GoS, an implementing agency for SFERP, includes: (i) rehabilitation and reconstruction of the affected road network to improve accessibility; (ii) rehabilitation of selected and prioritized water supply infrastructure destroyed or damaged by the floods; (iii) livelihoods support through a 'cash for work' program for communities across affected villages; (iv) expansion of Sindh Emergency Rescue Service (Rescue 1122) to nine additional districts as an integrated and independent service covering the entire spectrum of emergency response; and (v) capacity enhancement of relevant line departments for disasters, including in responding, planning, and coordination of disaster management.

Objectives

Women in Pakistan, including Sindh, are labor, asset, and skill-constrained in comparison to men, which reduces their ability to cope with and adopt to natural disasters. A Social Impact Assessment (SIA) conducted in eight flood-affected districts finds that women's livelihoods, security, food consumption, and access to life-saving information and aid have been disproportionately affected by the floods. Gender-based violence (GBV), other forms of violence, and coercion of women and girls are also increasing in flood-affected areas. This gender dimension has been reflected in the project, which will encourage women's economic activity and measures to enhance the responsiveness of emergency preparedness and rescue services to women's needs, including their post-disaster health and well-being needs.

A Gender Specialist will be required to develop and disclose the Gender Action Plan and GBV Action Plan for the project.

Main Responsibilities

- Work closely with the PIU to address issues related to gender-based violence (GBV), sexual exploitation and abuse (SEA), and sexual harassment (SH).
- Conduct a gender analysis across the project components to identify inclusion specific risks, gender-based violence (GBV), sexual exploitation and abuse (SEA), sexual harassment (SH) risks to women beneficiaries, with a focus on opportunities for improved targeting and mainstreaming.
- Prepare a Gender Action Plan to respond to the overall exclusion risks, and to improve women mainstreaming
- Prepare GBV Action Plan to respond to SEA/SH risks within 45 days
- Ensure the inclusion of women in project interventions, including women beneficiaries
- Monitor the beneficiary selection process for various project activities to meet the inclusion criteria established in the indicators for the project

- Provide advice to field staff on resolving gender-specific and GBV grievances arising on account of project implementation
- Conduct trainings on gender inclusion and addressing GBV as needed
- Work closely with the Social and Resettlement Specialist in developing community health and safety plans, GRM (including a GBV GRM mechanism), and other plans/mechanisms as needed

Qualification and Experience

- Advanced university degree in social sciences, gender studies, development studies, or related technical discipline
- At least 08 years of relevant experience in gender and GBV planning in large scale projects. Demonstration of strong technical skills.
- At least 05 years' experience in Gender related positions with international organizations e.g., World Bank, UN etc. is required
- Familiarity with Government and World Bank procedures and guidelines.
- Strong written and oral communications skills, with good expertise in the use of information technology skills (word processing, spreadsheets, and database).
- Fluency in written and oral English and Urdu

Reporting

Overall supervision and management of the PIU P&DD Sindh; close collaboration with relevant government departments and the World Bank.

Salary and Benefits

Market competitive salary based on qualification and experience will be offered

Duration

The Gender Specialist will be engaged for a period of One year from the date of assumption of charge, extendable based on satisfactory performance and the requirements of the project.

Duty Station

Project Implementation Unit (PIU), P&DD – Karachi, Sindh