

Terms of Reference Gender Specialist

Background:

For decades, Pakistan has had persistently high rates of stunting (and other forms of malnutrition) and currently has the third highest percentage of stunted children (44%) in the world. In Sindh Province, 48% of all children under five suffer from stunting. To reverse the situation, The Government of Sindh has approved an Accelerated Action Plan for Reduction of Stunting and Malnutrition (AAP) with the ambitious goal of reducing stunting from 48% to 43% by 2021. The Government has requested the World Bank support in achieving this goal through the implementation of the AAP during 2017-2021.

The proposed project, would support the implementation of the AAP in the 23 districts with the highest stunting rates through a results-based approach to link disbursements to the achievement of agreed pre-defined approach to link disbursements to the achievement of agreed pre-defined indicators. Disbursement linked indicators (DLIs) have been used in other projects in Sindh and have contributed significantly to (i) enhance policy and sector dialogue (by focusing on political ownership of the Government's program); (ii) have a greater focus on results (by linking disbursements to planned progress and performance targets); and (iii) have more effective donor coordination (by facilitating planning, budgeting, and supervision within a common framework).

The project comprises two components. The first component, through a results-based approach using DLIs, will finance results set out in the AAP while the second component will finance technical assistance and other inputs needed for effective implementation of the AAP. Under Component 1, the project will support provision of a multispectral package of service by financing results, measured by the achievement of DLIs, under a defined Eligible Expenditure Program (EEP). Under Component 2, the project will finance technical assistance and input to support (i) measures for implementing a pilot conditional cash transfer (CCT) program to assist targeted beneficiaries in the poorest quintile to access health and nutrition services; (ii) development and implementation of an overarching multi-sectoral communication strategy for social and behavioural change; and (iii) institutional arrangement for improving coordination, strengthening accountability citizen engagement, operationalizing integrated multi-sectoral data information systems, strengthening monitoring, evaluation and supervisor.

Gender and nutrition are inextricable parts of the vicious cycle of poverty. Gender inequality can be a cause as well as an effect of hunger and malnutrition. Not surprisingly, higher levels of gender inequality are associated with higher levels of undernutrition, both acute and chronic undernutrition. Gender and nutrition are not stand-alone issues; agriculture, nutrition, health and gender are interlinked and can be mutually reinforcing. Some experts consider women to be the nexus of the agriculture, health and nutrition sectors.

Gender and nutrition are increasingly acknowledged by the development community as important cross-cutting issues. Recently, the reciprocal relationship between the two issues was affirmed, giving rise to various efforts that seek to mainstream gender into nutrition policy and programming. While diverging interpretations of gender exist, there is a common understanding that women and men should have equal rights and opportunities. Women

continue to face discrimination and often have less access to power and resources, including those related to nutrition.

This underscores the need to apply a rights-based approach to gender programming, with opportunities to leverage complementary rights-based nutrition principles such as the Right to Food. Notwithstanding, the roles, priorities, needs and use of resources may differ between men and women. The way women and men are affected by nutrition actions may also differ. The tendency is to focus on women when addressing gender, yet this overlooks the instrumental role of men in closing the gender gap.

Overall Job Objective:

The overarching responsibility of the Gender Specialist will be to ensure that gender issues in project activities are given requisite attention. The specialist shall ensure that adequate attention is paid to gender during design (for example consultations; and whilst conducting surveys and in the collection and analysis of demographic, physical, economic and consultation data for the subprojects), implementation (for example, gender focused interventions) and monitoring. The Specialist will place emphasis on issues pertaining to vulnerable women such as: women heads of households; religious/ethnic minorities; lower income group categories; landless, tenant farmers etc.

Duties and responsibilities:

The gender specialist will be responsible to ensure that PLW receive attention specifically in nutrition specific interventions as provided in sectoral plan of Health sector.

The gender specialist will be responsible for participating in training programs organised by Population Welfare Sector and Social Protection Sector in order to make a gap analysis of gender issues in subject trainings and report to Coordinator to Chief Minister for Nutrition.

The specialist will be responsible for the following:

Overall:

- To ensure that both women and girl children are focused on in project initiatives
- To guide the Project, IAs and all other partners on gender issues
- Ensure that a gender sensitive approach is integrated in all field level strategy, planning, implementation and monitoring activities. This may include (but not be restricted to)
 - Developing a gender strategy for the project
 - Ensuring all planning tools/exercises are gender informed
 - Ensuring gender issues are integrated in implementation
 - Gender sensitivity in developing monitoring and evaluation tools for the subprojects under the project including establishing measureable gender-related targets and indicators for subprojects.
- To design capacity building, education and training on all aspects of the Project in a gender-sensitive manner
- Ensure gender informed approach in ESMP and RAP/ARAP preparation and implementation.

- Establish and implement a mechanism on gender-related training for all activities at various levels with all partners
- Conduct a gender sensitive audit of all activities and recommend course correction.
- Conduct and supervise research on gender aspects of the project
- Ensure that behavioral change initiatives are designed in ways that are not only accessible and acceptable for women but are also supported by male members.

Implementation:

- Monitor, review and determine the effectiveness of behavioral change initiatives and to compare the results for men and women
- To design, monitor, review and determine the effectiveness of project initiatives specifically aimed at women (for example female farmer schools; Mothers' Groups etc.)
- To monitor, review and determine the impact and effectiveness of and problems/challenges faced by female community level activists. To recommend solutions for obstacles (if any) affecting the work of women community activists.
- In general, explain and evaluate practical barriers to women's participation in the implementation of the subprojects;
- Provide recommendations for gender best practices to ensure that participatory methods are culturally appropriate, inclusive and can encourage women to engage in the process
- To review the grievance redress system from a gender lens
- To provide support at the provincial level, if required, for the resolution of cases lodged by women

Communication:

- Ensure that all communication and outreach activities are informed from a gender perspective

Qualification and Experience:

- A Master's degree or higher degree in Development Studies or Gender/Women's Studies.
- A minimum of 5-8 years of experience in the area of gender research and analysis, project design and implementation of field-based institution building and policy programs; stakeholder consultations;
- Experience of gender monitoring and evaluation and mainstreaming including policy analysis and design of programs that address gender equality issues.
- Excellent Urdu communication skills, oral and written, are required and working knowledge of Sindhi is an asset; good English writing skills are required.

Institutional Arrangements and Reporting

The Gender Specialist will be a part of the stunting secretariat established for the Coordinator to Chief Minister Sindh on Nutrition and the Provincial Task Force for Nutrition; the Provincial Task Force would oversee the development, implementation and monitor the progress of AAP, and also direct remedial actions to address the bottlenecks, provide guidance and support inter-sectoral coordination. The Gender Specialist shall be reporting to the Nutrition Coordinator for AAP on a day to day basis through submission of regular updates/reports. Her/His office would be established in the premises of Task Force Secretariat where s/he would perform her/his assigned duties.

Skills

Excellent communication skills in English & Urdu.

Selection Process

An individual consultant will be selected in accordance with the procedures prescribed in World Bank's, "Investment Project Financing Goods, Works, Non-Consulting and Consulting Services (July 2016)".⁷