

## **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, 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 project is being implemented in collaboration with World Bank.

The proposed project would support an implementation of the AAP in 23 districts with the highest stunting rates through a results-based approach to link disbursements to the achievement of agreed pre-defined approach. 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 of 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 under-nutrition, both acute and chronic under nutrition. 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 Gender Specialist will be responsible for providing overall gender expertise and technical support to Task Force Secretariat for Nutrition in terms of integrating all aspects of gender consideration in AAP activities' preparation and implementation. Specifically the specialist shall ensure that adequate attention is paid to gender during various stages of the project design such as consultations with stakeholders, surveys as well as collection and analysis of demographic, physical, economic and consultation data for the sub-projects, 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 for ensuring participation of women, particularly Pregnant & Lactating Women (PLW) in all AAP interventions related to nutrition specific (Health sector) and nutrition sensitive (Agriculture, Fisheries, Livestock and other sectors) areas.

The Specialist will develop a detailed Gender Action Plan for mainstreaming gender in all AAP activities.

The Specialist will review and finalise Operational Manual for Gender

The specialist will be responsible for the following:

#### Overall:

- Ensure that women and girl children are focused on in project initiatives
- Guide the Project, relevant sectors (identified in the Project) and partners.
- 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 action plan for the Project
  - Ensuring all planning tools/exercises integrate gender
  - Ensuring gender issues are integrated in implementation
  - Developing gender sensitive monitoring and evaluation tools for AAP and the Sectors associated with it including establishing measurable gender-related targets and indicators.
- Ensure gender inclusive approach in Environmental & Social Management Plan (ESMP) and Resettlement Action Plan (RAP) / Appropriate Resettlement Action Plan (ARAP) preparation and implementation.

- Establish and implement a mechanism on gender-related training for all activities at various levels with all partners
- Ensure regular monitoring of Project activities from gender lens in line with the results framework and recommend course correction if required.
- Support in designing surveys / conducting studies on gender aspects of the Project.
- Provide feedback to Project research/studies/surveys instruments from gender lens.
- 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.
- The Specialist will prepare task/progress reports and then submit to Task Force Secretariat for Nutrition on regular basis.

#### Project Monitoring:

- Monitor, review and determine the effectiveness of behavioral change initiatives and to compare the results for men and women
- Design, monitor, review and determine the effectiveness of project initiatives specifically aimed at women (for example female farmer schools; Mothers' Groups etc.)
- Monitor, review and determine the effectiveness of and problems/challenges faced by female community level activists and recommend solutions for obstacles (if any) affecting the work of women community activists.
- In general, explain and assess 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
- Review the grievance redress system from a gender lens
- 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 Social Science: preference will be given to candidate holding a degree in Development Studies or Gender/Women's Studies.
- A minimum of 05 years of experience in the area of gender and development issues with focus on analysis, capacity building and trainings, project design and implementation.
- Experience of gender monitoring and evaluation and gender integration including policy analysis and design of programs that address gender equality issues.
- Experience of working on similar donor supported assignment with any Department of Government of Sindh will be an added value.
- Excellent communication skills, both oral and written, in Urdu and English are required. Working knowledge of Sindhi will be an asset.

## **Institutional Arrangements and Reporting**

The Gender Specialist will be a part of Task Force Secretariat established for the Coordinator to Chief Minister Sindh on Nutrition. The Provincial Task Force oversees the development, implementation and monitors the progress of AAP, and also directs remedial actions to address the bottlenecks, provides guidance and supports inter-sectoral coordination. The Gender Specialist shall be reporting to Program Manager for AAP on a day to day basis through submission of quarterly updates/reports. The Specialist will be placed at Task Force Secretariat where s/he would perform her/his assigned duties.

## **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)".