

# GOVERNMENT OF PAKISTAN

## INTEGRATED FLOOD RESILIENCE AND ADAPTATION PROJECT (IFRAP)

### Terms of Reference (TORs)

#### Consulting Services – Gender Specialist for FPMU

### 1. Background and Project Context

The Integrated Flood Resilience and Adaptation Project (IFRAP) aims to support Balochistan's flood recovery, reconstruction, and long-term resilience. The project is funded by the World Bank and includes five components focused on critical sectors such as community infrastructure, housing, hydromet, and institutional strengthening.

The Federal Project Management Unit (FPMU), established under the Ministry of Planning, Development and Special Initiatives (MoPDSI), acts as the central coordinating, supporting, and overseeing body for the entire IFRAP Project.

Given the disproportionate impact of the 2022 floods on vulnerable populations, particularly women, the FPMU requires a Gender Specialist to ensure that the project's design and implementation are fully inclusive, gender-responsive, and compliant with national laws and the World Bank's Environmental and Social Standards (ESSs), specifically ESS7 (Indigenous Peoples) and ESS10 (Stakeholder Engagement and Information Disclosure), where gender is a cross-cutting element.

The FPMU Gender Specialist will provide centralized oversight and support to the Project Implementation Units (PIUs) managing Components 1, 2, and 3.

### 2. Specific Tasks and Responsibilities

The Gender Specialist will report directly to the Project Director, FPMU. H/she will hold a crucial oversight, quality assurance, and technical advisory role to ensure that gender mainstreaming and gender-responsive actions are uniformly applied and effectively implemented by the Component PIUs.

Key responsibilities include, but are not limited to:

- **Strategic Oversight and Policy Implementation:**
  - Provide expert technical backstopping and quality assurance to the PIUs on the integration of the project's Gender Action Plan (GAP) across all Components (1, 2, and 3).
  - Ensure all project activities are implemented in line with the GAP, and that gender-sensitive criteria are consistently applied in the selection, design, and execution of sub-projects, particularly in housing, infrastructure, and livelihoods.
- **Quality Control of Gender Instruments:**

- Review and provide clearance for all gender assessments, baseline surveys, and socio-economic data collected by the PIUs, ensuring the data is gender-disaggregated, culturally sensitive, and relevant to the flood-affected context.
- Review and ensure the implementation of gender-specific recommendations, ensuring that women and other vulnerable groups are meaningfully consulted throughout the project life cycle, in line with the Stakeholder Engagement Plan (SEP).
- **Monitoring, Reporting, and Evaluation:**
  - Develop and implement a centralized gender monitoring and reporting framework for the FPMU to track progress against the Quantifiable Baseline and Target Indicators established in the GAP for each Component.
  - Conduct field verification visits to project sites to ensure PIU and contractor adherence to gender-responsive labor standards (ESS2) and the provision of adequate facilities for women workers.
  - Consolidate quarterly and annual Gender Progress Reports for FPMU and MoPDSI submission, detailing performance, challenges, and lessons learned across all PIUs.
- **Capacity Building and Coordination:**
  - Lead coordination meetings and training sessions with the Gender/Social teams of all implementing PIUs to ensure shared understanding, consistency in application, and effective knowledge transfer of gender best practices.
  - Identify capacity gaps within the PIUs and develop targeted in-house training on gender-sensitive data collection, implementation of the GAP, and preventing Gender-Based Violence (GBV) risk mitigation in line with the World Bank's standards.
- **Ad-hoc Support:**
  - Support the FPMU and PIUs in developing communication strategies to disseminate project information in a gender-responsive manner and ensure accessibility to female stakeholders.
  - Undertake any other duties related to gender, social inclusion, and project support as directed by the Project Director.

### 3. Qualification and Experience

- **Education:**
  - A minimum of a Master's degree (or minimum sixteen years of education) in Gender Studies, Women's Studies, Anthropology, Sociology, Rural Development, or a related field.
- **Experience:**
  - A minimum of seven (07) years of demonstrated post-qualification professional experience in gender mainstreaming and women's empowerment, preferably within large-scale, international development or humanitarian projects.
  - Proven experience in conducting gender analysis, developing Gender Action Plans (GAPs), and overseeing their implementation across multiple operational components.
  - In-depth familiarity and proven application of the gender requirements of the World Bank Environmental and Social Framework (ESF), including the risks of Gender-Based Violence (GBV).

- Experience in community-driven development projects and working under conditions similar to those in Balochistan, including knowledge of local languages are highly desirable advantage.

#### **4. Time Frame of Consultancy & Location of Assignment**

The services are required full-time for the entire life of the project, with continuity subject to satisfactory performance. The Consultant will be based in Islamabad (FPMU Office), and the assignment will require frequent and mandatory travel to Quetta and the various project districts in Balochistan for oversight, coordination, and verification purposes.

#### **5. Selection Process**

The Consultant will be selected in accordance with the procedures for Selection of Individual Consultants set out in the World Bank Procurement Regulations for IPF Borrowers (February 2025)