Terms of Reference (TOR)

GENDER SPECIALIST
(INDIVIDUAL CONSULTANT)

Background

The Government of Punjab (GoPb) is implementing the project "Getting Results: Access and Delivery of Quality Education Services' (GRADES)" in Punjab with the assistance of the World Bank for Improvement of education outcomes which remains a crucial way for Punjab to build human capital. In Pakistan, an additional year of schooling is associated with an improved income of 7%, due to both increased labor force participation as well as improved productivity. Improving education also has important benefits for fertility reduction, later marriage, reduced crime, and other social indicators. This project will improve both social and economic outcomes for Punjab as a whole.

The GRADES project consolidates and brings more focus to Punjab's reform agenda in education, making sure that the education system delivers improved results for both girls and boys. It draws lessons from the reform program that the Government of Punjab has been implementing in the education sector over the last two decades, with support from various donors.

Project Objectives:

In alignment with the sectoral objectives, the goal of this project is *'to increase girls' and boys' participation rates in pre-primary to elementary grades and enhance reading proficiency in primary grades*.

The project objectives are as follows:

- Improving education indicators for enrolment, retention and completion with concentrated focus on improving NER and improving learning conditions for children in Punjab's public schools.
- Special focus on primary and pre-primary education including provision of quality ECCE as per ECE Policy 2017.
- Improving access to schools by improving 'Student Classroom Ratio', with the provision of necessary infrastructure.
- Improving education governance systems by enabling the use of data systems at the district level to empower decision making.
- Expansion of Public Private Partnerships by providing technical and financial support to the School Education Department's attached departments working on these modalities.
- Improvement in quality of education by strengthening the curriculum and manuscript wings functioning within PCTB.
- Project will aim to recover learning losses from COVID19, which have had a roll-on effect in subsequent years. A contingency plan for any future unforeseen learning losses will be developed and capacity development for officials to cope with these circumstances will be incorporated.
- Capacity building by expanding the CPD models for teacher training currently in place. The aim will be to build on the use of technology in teacher training as introduced under the PESP-III Programme.
- Leadership training is to be introduced to improve education management in districts and strengthen the governance systems.

- Improving the assessment systems in place after the implementation of the Assessment Policy Framework. Strengthen shift towards conceptual learning from rote learning.
- Build on policy frameworks for the uplifting and strengthening of the education sector in Punjab in order to fulfil Pakistan's commitments for SDG-4 and for the implementation of Article 25-A.

Responsibilities

Gender Specialist will be a part of GRADES project and will be responsible for providing implementation support to gender-issues in the Stakeholder Engagement Plan (SEP), Gender related provisions of Environment and Social Management Plan (ESMF) and gender and GBV- related provisions of Environment and Social Commitment Plan (ESCP). The Gender Specialist will also be responsible for implementation of the Gender Action Plan and will continuously monitor SEA/SH risks throughout the project life. Together with the Environmental Specialist and Social Safeguard Specialist, the Gender Specialist will provide expert support to the executing agencies in the office as well as in the field on social safeguards related issues. The Gender specialist will work for SED-PMU, which has been established to support the implementation of the project.

Scope of functions

Key tasks and responsibilities of the consultant are outlined below:

1. Work as the focal point for World Bank within the project GRADES to provide assistance, guidance and counsel on necessary requirements of gender related issues within the project as per commitment agreed by the executing party with the World Bank.
2. Support the implementation of gender related issues and risk mitigation and management as per Project's Environmental and Social Management Framework (ESMF).
3. Ensure that the project remains compliant to the World Bank conditions established under Environment Social Framework of the World Bank.
4. Implement the recommendations of the Social Assessments carried out for the Project under SEP, LMP, RPF, and IEE/EIA . Advise the GRADES PMIU on operationalizing the same.
5. Provide support/advice to the concerned stakeholders in addressing the risks associated with gender related issues, on any such issues which are likely to create or exacerbate conflict within communities or have significant impacts on vulnerable and/or marginalized groups at all stages of the implementation of the Project.
6. To further mitigate and avoid adverse gender-based social impacts, with the help of Program coordinator, ensure that no investment shall be funded under the program that: involves land acquisition, resettlement, physical or economic displacement, forced evictions or involuntary movements of any community, and/or physical investment.
7. Ensure that exclusion list/criteria have been explained to all stakeholders/partners/executing agencies of the project and provide explanatory sessions on it as and when required.
8. Ensure that the project implements the gender tagged actions, and reports on the same.
9. Design and impart training/awareness raising sessions in tandem with the Environment and Social Safeguard Specialist and assist in coordination activities. This will include developing resource material, commissioning and conducting required assessments to fill information gaps, etc.
10. Together with the Environment and Social Specialist, prepare Environment and Social screening checklist, mitigation measures, and monitoring checklist as prescribed in the ESMF of the

Project for each subproject type and activities under the project.

11. Assist in carrying out social screening of subprojects (grants) and activities (including small works) and help to prepare grants/subproject/activity specific award/selection criteria as per recommendations of the Social Assessment.
12. Carry out site supervisions during implementation of project activities, and provide feedback to the Program Coordinator.
13. Help design citizens engagement strategy for the project and ensure regular feedback by project beneficiaries. Accordingly, report on the Beneficiaries Feedback Indicator for the project.
14. Provide support in handling GBV allegations including assessment of the nature of the complaint, seeking support from various law enforcement agencies to enact sanctions to be applied to the perpetrator. Ensure specific procedures for GBV to ensure confidential reporting with safe and ethical documentation of GBV cases.
15. Support development of a Child Protection Action Framework and ensure that all project activities support girls education.
16. Develop and maintain a practical, relevant, and effective Grievances Response and Redressal Mechanism as per guidelines established in the ESMF.
17. Communicate with grantees, universities, communities / stake holders, vendors, contractors, and subcontractors for necessary gender-related compliances.
18. Ensure the HSE compliance by sub-projects during construction activities.
19. Review/revision of documents and ensuring timely delivery of outputs as agreed between World Bank and the executing party.
20. Preparing quarterly progress reports (ESMF compliance) for submission to the World Bank.
21. Prepare the social inputs for the project's final report.

Qualification and Professional Experience

Qualification

- A Master's/ Bachelors (Hons.) degree (16 years of education) in sciences/development studies/Social Sciences or related field from reputable & recognized local or foreign institution, duly recognized by the Higher Education Commission (HEC) of Pakistan.

Experience

- At least, five (05) years of documentary verifiable relevant experience, after acquiring stipulated qualifications, in public and/or private sector national/international organizations, preferably in education.
- Previous experience with the World Bank projects for gender assessment and other instruments, stakeholder management and citizen engagement.
- Strong written and oral communications skills.
- Must be able to work with people of different backgrounds and be a good team member.
- Strong interpersonal and communication skills, commitment to team work and to be able to work across disciplines.
- Demonstrates openness to change and ability to manage complexities.
- Excellent writing, editing and analytical skills and capability of working independently.
- An ability to work effectively, take initiative and deliver results, even under pressure, and willing to visit sites in remote areas.

Selection Process

The appointment will be made in accordance with the "World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services" (July 2016) revised in November 2017, August 2018, November 2020 & September 2023.