

REFORM SUPPORT UNIT



SCHOOL EDUCATION & LITERACY DEPARTMENT GOVERNMENT OF SINDH



Terms of Reference

PMIU Gender Specialist

Sindh Early Learning Enhancement Through Classroom Transformation (SELECT)

1. Project Background

The Sindh Early Learning Enhancement through Classroom Transformation project (SELECT) was approved in July 2021, became effective in August 2021, and the closing date is April 2026. It comprises an International Development Agency (IDA) Credit of US\$100 million, a Global Partnership for Education (GPE) Education Sector Plan Implementation Grant (ESPIG) for US\$29.9875 million, and a GPE Multiplier Grant (MG) of US\$24.775 million. The project will be implemented in twelve selected districts in the Sindh province: Badin, Ghotki, Jacobabad, Kambar-Shahdadkot, Kashmore, Mirpurkhas, Mitiari, Sanghar, Shikarpur, Sujjawal, Tando Muhammad Khan, and Thatta. The project will be implemented by the School Education and Literacy Department (SELD), through a project management and implementation unit (PMIU) to be housed within the SELD Reform Support Unit (RSU), and in conjunction with SELD's allied agencies and the Directorate of School Education (DSE).

The Project Development Objective (PDO) is to improve reading skills of early grade primary students and increase student retention in primary schools in selected districts. The Project consists of the following four components and financing:

- a. Component 1: Transforming teaching practices in the early grades—US\$16.9875 million
- b. Component 2: Developing an effective and safe learning environment—US\$116.775 million
- c. Component 3: Improving system capacity for better school leadership and management support—US\$16.5 million
- d. Component 4: Monitoring and evaluation and project management—US\$4.5 million

2. Objectives of the Assignment

The Reforms Support Unit (RSU), School Education and Literacy Department (SELD) is seeking to strengthen its response to gender concerns in the project through the placement of a Gender Specialist. The gender specialist shall focus on ensuring integration of actions responsive to bridging gender gaps in the project components in terms of design, implementation and assessments/monitoring. He/ She will develop methodologies in a manner that is culturally

sensitive to the local area context of the project scope and deliver results to show progress on gender issues especially with focus on addressing gender gaps in girls' enrolment and dropout and access to schooling.

Furthermore, the gender specialist will be responsible for sensitizing the work force on the issues of work place harassment, sexual harassment and Gender Based Violence (GBV). The consultant will ensure compliance with the rules, procedures set by the government and World Bank guidelines in managing the project.

The Gender Specialist will provide support to the RSU, and will report on the project gender-related risks and integration of gender into activities to the Chief Program Manager (CPM), RSU.

3. Scope of Functions

Vast disparities exist in access to school for girls and boys. There are significant constraints at both the supply side and demand side with regards to girls' education. There aren't enough teachers with sufficient skills and capacity, and facilities in schools are not conducive for girls. In this environment, it becomes even more necessary to maintain an equitable representation of girls.

The Gender Specialist shall ensure that the project address disparities in access and promotes inclusion of girls in education. The Gender Specialist shall also ensure that the legal framework related to Gender Based Violence, Sexual Harassment and Child Sexual Abuse is well understood by any third-party contractors or labor force. The Gender Specialist shall also ensure that the necessary Grievance Redressal Mechanism is in place in case of any complaint. The Gender Specialist will assist and advise the RSU/PMIU in carrying out project-related functions in accordance with the government and World Bank Safeguards policies.

The specialist will perform the following functions, duties, and tasks:

- Under the guidance of the Project Coordinator/Deputy Project Coordinator, overall oversight of the CPM-RSU/PC -SELECT, and with inputs from and in close cooperation with other RSU/PMIU staff, serve as focal person for the integration of gender responsive programming for SELECT.
- **Gender Action Plan:** Develop a comprehensive Gender Action Plan for the Project, ensure its implementation in collaboration with the project team, and monitor the implementation of the Gender Action Plan.
- **Research and community engagement:** If needed, carry out consultations and focus group discussions to incorporate feedback and suggestions from stakeholders and community members.
- **Sensitization, awareness and behavioral interventions:** Advise, support, and oversee awareness-raising interventions with communities, schools and partners on importance

of girls' education through improved school leadership and awareness campaigns. Coordinate with local partner NGOs with similar concerns and outreach activities.

- **Prioritizing girls' schools:** To the extent possible, work with the RSU/PMIU team to ensure that selection of schools for upgradation is supportive of girls' education, e.g. in areas where girls are particularly disadvantaged or facilities are found to be significantly lacking.
- **Gender Responsive Infrastructure:** Support the RSU/PMIU team in ensuring that each education facility has infrastructure to facilitate girls' education like separate washrooms and WASH facilities, boundary walls, common rooms or playing areas.
- **Identify and implement capacity-building sessions:** for staff and/or PMIU. Develop and conduct sector-focused training modules on why and how to integrate gender in sector-specific development programs for relevant staff, PMU members, and senior civil servants.
- **Supporting participation of parents:** Advise, support, and ensure that project encourages maximum participation of girls' parents (both mothers and fathers) in Parent-Teacher Councils and use of public health facilities.
- **Behavioral nudges and community engagement:** Advise and support the RSU/PMIU team in breaking the stereotypical gender roles through a student behavioral intervention for literacy, media-based community awareness program, and engagement strategies with parents.
- **Support CPD development:** Advise the team and ensure content development under the CPD model addresses gender stereotypes.
- **Workplans:** Advise and assist PMIUs in preparing gender-sensitive and gender-responsive work plans.
- **Monitoring Indicators:** Assist the SELECT RSU and PMIU in achieving gender targets stated in the Project Results Framework through setting up a monitoring system that facilitates in keeping track of gender targets based on data received from the field. Establish sex-disaggregated baseline indicators: by gathering required data and categorization and plans, with appropriate target indicators.
- **Impact Evaluation:** Advise on the project Impact Evaluation strategy through the gender lens.
- **Reporting:** Assist the RSU and PMIU in ensuring project reports (monthly, quarterly, semi-annual, technical studies, and evaluations) and results of the activities are presented in a gender dis-aggregated manner. This includes working closely with the teams to develop the data collection and analysis tools for the baseline assessment to guarantee gender and social inclusion considerations.
- **Coordinate with the Safeguards teams:** Review, comment and support documentation and implementation of activities of the Safeguards team including Social Environmental Reports from a gender lens.
- **Grievance Redress Mechanism (GRM):** Ensure the Project GRM is structured to receive and resolve grievances, comments, and feedback from project beneficiaries especially while maintaining sensitivity with regards to concerns of GBV and child sexual exploitation and abuse (CSEA). Ensure that the GRM is accessible and responsive to the needs of women, girls and children.

- **Operationalization of SEA/SH Action Plan:** Ensure that the project is implementing comprehensive measures to mitigate project-related Sexual Exploitation and Abuse (SEA)/ Sexual Harassment (SH)) risks from the anticipated labor influx and other project activities, as per the SEA/SH Action Plan. Ensure implementation and monitoring of the SEA/SH plan in coordination with social safeguard specialist.
- **Training on gender and SEA/SH concerns:** Support the training of PMIU and GRM staff on gender and GBV specifically with regards to school related GBV that places special emphasis on the areas that can be a risk for GBV on the way to school or while students are at school.
- Participate in all regular meetings organized by PMIU, RSU, SELD and stay updated regarding all project activities
- Perform other related functions, duties, and tasks as may be requested by CPM-RSU, PMIU Project Coordinator.

4. Qualification and professional experience

Qualifications

- At least, Master's degree or equivalent (sixteen (16) years of education) in Gender Studies, International Development, Public Policy, Social Sciences, and other related disciplines, from a foreign or local university duly recognized by the Higher Education Commission (HEC) of Pakistan.
- Preferred: additional qualification, Diplomas, and trainings in International Development/ Public Policy/ Social Sciences.

Experience

- At least, five (05) years of documentary verifiable relevant experience, after acquiring stipulated qualifications, in different gender aspects (gender mainstreaming, gender equality, gender-based violence etc.) on similar responsible positions in the development sector. Preferred: eight (08) or more years of relevant experience.
- Strong knowledge of gender related risks and gender-responsive programming, projects, preferably in government or donor-funded projects. Preferred: experience in multi-sectoral community-based projects/programs.
- Preferred: prior experience in providing training on gender sensitization

Skills

- Strong and demonstrated capacity for planning, organization, and management with excellent reporting and coordination skills.
- Ability to work in a team, develop synergies and establish effective working relations with various stakeholders.
- Strong interpersonal and communications skills, resourcefulness, initiative, tact and ability to cope with challenging situations.
- Written and oral fluency in Urdu/Sindhi and English language.
- Proficient in using MS Office (Word, Excel, & Power Point).

5. 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 November 2017, July 2018 & November 2020).