

GOVERNMENT OF PAKISTAN

INTEGRATED FLOOD RESILIENCE AND ADAPTATION PROJECT (IFRAP)

Terms of Reference and Scope of Services

Consulting Services – Gender Specialist (Individual Consultant) for Component 1: Community Infrastructure Rehabilitation

1. Background

Balochistan has been disproportionately affected by the 2022 floods. The floods have exacerbated the socio-economic challenges in the province, pushing the multidimensional poverty rate to 81.1 percent from 70.2 percent. Agriculture, the backbone of Balochistan's economy, is the hardest-hit sector. Agriculture makes up 52 percent of the provincial GDP and 67 percent of the labor force. The floods resulted in over 500,000 livestock casualties (63 percent of the national total), resulting in production losses of PKR 79,619 million. Livestock losses have negatively impacted livelihoods (70 percent of households depend on livestock for their livelihoods and income). In addition, the harvest failure due to the floods during the "Kharif" season resulted in production losses amounting to nearly US\$2 billion, compromising livelihoods and food security. According to World Bank analysis, Pakistan's food inflation jumped from about 15.3 % in March 2022 to 31.7 % by September 2022, and reached 35 % by December 2022, following the devastating monsoon floods that began in June 2022. The damage to 586 primary health facilities in Balochistan (305 fully damaged, 282 partially damaged) has further disrupted essential health services. As a result, the province currently has the highest proportion of people (59 percent) who lack access to health facilities. In addition, a multisectoral rapid needs assessment (RNA) conducted in 515 villages across ten districts of Balochistan found that approximately 2,000 classrooms have been damaged and destroyed, the recovery of which will cost over PKR 24.4 million.

Balochistan experienced widespread damage to critical infrastructures, especially housing, transport and communications, WASH, and community-level facilities. As per the initial estimates, the floods have caused damage to more than 190,000 housing units across the province, including close to 69,000 units destroyed and more than 120,000 partially damaged. Infrastructure damage has caused the temporary isolation of most of Balochistan, with 2,222km of roads and 43 bridges damaged, impeding people's ability to access healthcare, food markets, and other vital services and restricting the delivery of aid to people who need it. Across the province, 456 flood protection/irrigation schemes were partially damaged or destroyed, including 367 water supply and 89 sanitation schemes.

Overall, the Post Disaster Need Assessment report prepared by the Ministry of Planning, Development and Special Initiatives (MoPDSI) in close coordination with all provinces indicates that Balochistan requires PKR 491 billion (US\$2.3 billion) for recovery and reconstruction over the next 5 to 7 years. This estimate does not include investments to strengthen Balochistan's overall resilience to future climate shocks. The Post Disaster Needs Assessment (PDNA) and Resilient Recovery, Rehabilitation, and Reconstruction Framework (4RF) suggest that cross-sector recovery requires both short- and medium-term reconstruction and rehabilitation as well as long-term critical reforms to address resilience and to build back better. Against this backdrop, the GoP has requested the World Bank to urgently support the immediate needs of Balochistan for flood recovery and reconstruction in core socioeconomic sectors to help restore livelihoods and essential services, including housing, transport, and irrigation, while building a foundation for long-term flood resilience through strengthening

institutions and information (including Hydromet and early warning capacities) through the Integrated Flood Resilience and Adaptation Project (IFRAP).

2. Specific Tasks and Responsibilities:

The Gender Specialist will directly report to the Project Director of the Project Implementation Unit (PIU) component 1 of IFRAP. The responsibilities will include, but not be limited to:

- ✓ Conduct a thorough desk review of existing studies and reports concerning gender dynamics within the Integrated Flood Resilience and Adaptation Project (IFRAP) Component-1 related sites. Identify key gender-related issues, challenges, and opportunities.
- ✓ Develop a comprehensive methodology for conducting Gender Assessment within Component-1 of the IFRA project. The methodology should outline the key steps, data collection methods, and a timeline for implementation.
- ✓ Design tailored data collection tools specifically aimed at capturing gender-disaggregated data on socioeconomic and Environment / Climate Change issues within the project sites. These tools should be user-friendly and culturally sensitive.
- ✓ Collect gender-disaggregated data, emphasizing the gender context within the project sites. This should encompass a wide range of information, including but not limited to:
 - Demographic data related to the project beneficiaries.
 - Gender distribution of economic tasks, both in income-generating activities and household responsibilities.
 - Gender dynamics within local institutions and networks.
 - Opportunities and challenges faced by women's engagement in the project.
 - Gender-differentiated impacts of displacement due to flooding or climate change.
 - Survival strategies employed by women in response to environmental challenges.
- ✓ Conduct interviews and focus groups, remotely whenever feasible, if in-person interviews are not possible, provide guidance and training to local counterparts and local consultants on how to conduct interviews and focus groups effectively. Ensure that they understand the importance of gender-sensitive data collection and reporting.
- ✓ Compile and share international best practices in gender and safeguards development, drawing from relevant gender studies and global experiences. Highlight examples of successful gender mainstreaming and safeguards implementation in similar projects.
- ✓ Prepare a final gender and safeguards analysis based on the collected data and best international practices.
- ✓ Conclusions regarding the gender gaps and challenges identified within the project. Recommendations for addressing these gender gaps, including specific interventions aimed at enhancing women's engagement in the project.
- ✓ Carrying out activities to implement Gender Action Plan for the project.
- ✓ Develop a detailed action plan for the incorporation of gender aspects into each of the project's outputs and components. This should include, but not be limited to:
 - Clear strategies for integrating gender considerations.

- Quantifiable baseline and target indicators to measure progress.
 - Timelines for the implementation of gender-related activities.
- ✓ Organize a consultation workshop with women's organizations and project stakeholders. This workshop should serve as a platform to:
- Review and discuss the findings of the gender analysis.
 - Gather feedback and comments on the proposed action plan.
 - Foster collaboration and partnerships with women's organizations for effective project implementation.
- ✓ The individual consultant will be required to develop a framework, integrating all components of the project. Moreover, frequent travel to project-specific districts will be mandatory.
- ✓ Any other tasks assigned by the Project Director, PIU Component-1.

3. Consultant Qualifications and Experience

- Master's/ Bachelor's (minimum sixteen years of education) in gender studies, sociology, social sciences, public policy studies or any other relevant discipline
- Minimum seven (07) years of post-qualification professional experience in gender mainstreaming and women's empowerment, preferably within development projects.
- Demonstrated expertise in conducting gender analysis and developing gender-sensitive interventions based on international standards and best practices in gender equality.
- Specific experience in similar geographical conditions and knowledge of local languages will be an added advantage
- Experience in community-driven development projects is preferable.

4. Salary and Benefits

A market-based, competitive salary (lump sum with no additional benefits) will be offered based on qualifications and experience.

5. Time frame of Consultancy

The services of the Consultant will be required full-time for the entire life of the project. However, the continuity of the contract will be contingent upon the consultant's satisfactory performance.

6. Selection Process:

Consultants will be selected following the procedures set out in “The World Bank Procurement Regulations for IPF Borrowers” for the selection of Individual Consultants.