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**TERMS OF REFERENCE**  
**Gender Specialist**  
**Khyber Pakhtunkhwa Human Capital Investment Project**  
**(KP-HCIP)**  
**Government of Khyber Pakhtunkhwa**

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**Background**

The Khyber Pakhtunkhwa Human Capital Investment Project (KPHCIP) was approved by the World Bank Board in July 2020 and became effective in March 2021. The project is designed to support the Government of Khyber Pakhtunkhwa in Human Capital Investments in the Education & Health Sector and aims to improve investments in people for greater equity and economic growth.

The Project includes three components:

- Component 1. Improving Delivery of Quality Primary Health Care Services
- Component 2: Improving Availability and Quality of Education Services
- Component 3: Strengthening Community Engagement and Accountability

The project activities include improving the delivery of primary health care in selected Districts comprising mainly of primary care facilities (*Component 1*) and, rehabilitation of selected primary schools to middle schools and middle schools to high schools (*Component 2*). The project plans to provide drinking water, sanitation, and hygiene facilities in schools where this is absent and rehabilitate them where they are non-functional. *Component 3* of the Project will support community engagement and accountability.

**Project Development Objective**

The objective of the Project is to improve the availability, utilization, and quality of primary healthcare services and elementary education services in Selected Districts of Khyber Pakhtunkhwa.

**Structure and Staffing of the PMU**

The Department of Health will be responsible for the overall implementation of Component 1 and several activities under Component 3. Elementary & Secondary Education Department will support the implementation of Component 2 and relevant activities under component 3. The Government of Khyber Pakhtunkhwa will establish two Project Management Units (PMUs) in the Elementary & Secondary Education Department and Health Department respectively. The PMUs will be led by a Project Director each and will be assisted by qualified professionals in core project management functions such as the education specialist, health specialist, environmental specialist, social development specialist, gender specialist, procurement, financial management, and monitoring and evaluation specialists etc.

*The Gender Specialist will provide support to both the PMUs in Health as well as Elementary and Secondary Education Departments, will provide oversight to ensure that KPHCIP interventions are gender responsive and gender focused, and will report on project gender-related risks and activities to the concerned PDs. The Gender Specialist will be based 50% of the time in each PMU or as determined by the respective PDs, based on the need and workload of the respective components.*

**Scope of Work**

The Gender Specialist will assist and advise the Project Directors/ PMUs in carrying out gender-related functions in accordance with PAD, ESMF & PC-1.

The project districts reflect vast gender disparities in access to education and healthcare for girls. One of the key underlying reasons for such gaps is rigid social norms that limit women’s mobility, voice, and agency over decisions that affect them or their communities. To address the gaps identified above, the project will aim to increase the number of school spaces for girls, and their ability to move to the next education level, bring schooling closer to home, support initiatives such as community schools, and in extremely challenging mobility contexts, home-based schooling, distance education, and finance campaigns within the community to mobilize parents to the importance of education for girls. Furthermore, the project will also support the delivery of primary health services at basic health units and rural health centers, including antenatal care, delivery care, postnatal care, and family planning, ensuring the continuum of care for Maternal, Newborn and Child Health (MNCH). In addition, the gender specialist will assist in increased use of health facilities and allied services by the female masses particularly in the rural areas of the selected districts.

The Gender Specialist will be responsible for ensuring the Project achieves the above targets by carrying out the following responsibilities:

- i. **Workplans:** Advise and assist PMUs in preparing gender-sensitive work plans
- ii. **Monitoring Indicators:** Assist KPHCIP PMUs 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.
- iii. **Reporting:** Assist PMUs M&E in ensuring project reports (monthly, quarterly, semi-annual, technical studies, and evaluations) and results of the activities are presented in a gender disaggregated manner
- iv. **Sensitization:** Advise, support, and oversee awareness-raising interventions with communities on girls’ education and use of health facilities and allied services.
- v. **Coordinate with the Safeguards team:** Review and comment on Social Environmental Reports from a gender tag lens.
- vi. **Review infrastructure enhancement plans:** Ensure the all infrastructure enhancement plans in BHCs and girls’ schools are responsive to the needs of female beneficiaries.
- vii. **Identify and implement capacity-building sessions:** for staff and/or PMU. Develop 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
- viii. **Participation:** Advise, support, and ensure that project encourages maximum participation of mothers in Parent-Teacher Councils and use of public health facilities.
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  - **Grievance Redress Mechanism (GRM):** Ensure the Project GRM is structured to receive and resolve gender-related grievances (including on Gender Based Violence), comments and feedback from project beneficiaries. Also introduce gender-focused citizen-engagement processes, as and when required
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- xi. **Training on gender and GBV concerns:** Support the training of PMU and GRM staff on gender and GBV.
- xii. **Input into code of conduct** for contractors and consultants hired by the PMU so it meets child protection and anti-harassment requirements.
- xiii. Perform any other duties and tasks assigned by the PDs as per project requirements.

**Profile /Qualifications**

- i. Master's Degree in Gender Studies, International Development, Social Sciences, and other related disciplines (sixteen years of education) from a recognized university. Higher qualifications in the relevant field will be accorded due weightings.
- ii. At least 07 years of experience; after acquiring the stipulated qualification, in different gender aspects (gender mainstreaming, gender equality, gender-based violence etc.) on similar responsible positions in the development sector preferably in multi-sectoral community-based projects/programs.
- iii. Experience with World Bank projects will be accorded due weightage.
- iv. Experience with the public sector will be accorded due weightage.
- v. Written and oral fluency in English and Urdu is required. Proficiency in Pashto shall be accorded due weightage
- vi. Demonstrated Computer Skill (Proficiency in using computer desktop application MS Office (Word, Excel, and PowerPoint).

**Resources and Facilities**

The Gender Specialist will work closely with all PMU staff in performing the foregoing tasks. In this respect, the candidate should exhibit strong communication skills and public relations skills.

**Reporting requirements**

The Gender Specialist will work with both education and health PMU to perform the assigned tasks and will report to the respective Project Directors/ PMUs.

**Duration of services**

The duration of the contract will be one year, extendable till project completion upon satisfactory performance.

**Selection Process**

An individual consultant will be selected on a competitive basis in accordance with "World Bank: Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services" July 2016 (Revised November 2017 & August 2020).