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# TERMS OF REFERENCE

## Gender Specialist

Khyber Pass Economic Corridor Project (KPECP)  
Sustainable Development Unit (SDU), Planning & Development Department,  
Government of Khyber Pakhtunkhwa

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### Background

The Khyber Pass Economic Corridor Project (KPECP) approved by the World Bank Board on June 14, 2018 to support Government of Khyber Pakhtunkhwa to build a transport and economic corridor connecting Pakistan with Afghanistan and Central Asia. The project will build a 48 Kilometer 4-lane expressway between Peshawar & Torkham. It will generate up to 100,000 new jobs in District Khyber. The Project includes two components:

- Component I (US\$ 429.57 million) will finance the construction of 48-kilometer four lane express way.
- Component II (US\$ 77.23 Million) will facilitate trade and support the economic development of the corridor.

The purpose of component II is to prepare Strategic Spatial diagnostic for Western Greater Peshawar, rapid assessment of cluster competitiveness and opportunities, selection of the strategic economic investment locations based on the needed details in terms of feasibility, spatial design requirements and economic programs (industrial and/or other economic activities, logistics, mobility hub & develop a roadmap to support the client in implementation of the KPEC Development Plan which will cover a review of the current regulatory and legislative framework and make recommendations for the most appropriate legislative and regulatory framework to support private sector development.

The above-mentioned activities will provide regional benefits, address drivers of fragility, and benefit women. Such activities will ease infrastructural and regulatory constraints to the development of cross-border value chains and by linking PTEX and, by extension, Afghanistan to both local communities and the broader Pakistan transport network, including the Indus Highway.

These activities are further expected to mobilize financing for development improving the business

environment and infrastructure and by leveraging private sector financing for the development of

economic zones following a transparent, inclusive and competitive PPP process. This component is also expected to address drivers of fragility by stimulating employment and livelihood opportunities through the promotion of private sector development in erstwhile FATA. Financing of economic clusters by Component II aims to address various obstacles to women's employment in these clusters, including gender-sensitive transportation, workplace infrastructure such as separate prayer rooms, toilet facilities and child care centers, and a harassment-free workplace.

To support the implementation of Component II, the Government of Khyber Pakhtunkhwa and World Bank has agreed to establish a Project Management Team (PMT) in Sustainable Development Unit (SDU), Planning & Development Department.

## **Project Development Objective**

The Project Development Objective is to “expand economic activity between Pakistan and Afghanistan by improving regional connectivity and promoting private sector development along the Khyber Pass Corridor”

## **Structure and Staffing of the PMT**

The PMT will be led by a director to implement the project and provide guidance to PMT staff for effective implementation of component to achieve desired results.

The PMT will be staffed by qualified professionals in core project management functions such as procurement, financial management, monitoring and evaluation, social safeguards, economist, urban development, NRM, resettlement, gender and cultural heritage.

## **Scope of Work.**

**The Gender Specialist will assist and advise the Project Director PMT in carrying out gender functions in accordance with the World Bank Guidelines.** Following would be gender related duties and responsibilities:

1. Ensure that activities and interventions under the project are gender sensitive.
2. Develop a gender action plan including actions and measures to enhance gender inclusiveness in the project activities. Provide gender related technical assistance to projects.
3. Ensure compliance with and integration of provisions of the national framework and World Bank policies related to gender into the project activities and implementations.
4. Keep track of the sex-disaggregated data throughout the project implementation and prepare gender progress reports.
5. Review and provide comments on the various project documents including social impact assessments, training manuals, social safeguards documents, and any other documents relevant studies/assessment have enough provisions to assess the impacts on women, in other words, are enough gender sensitive.
6. Conducting or consolidating, with relevant local and national partners and stakeholders, a rapid analysis of the main gender (in)equality issues and concerns on the ground
7. Provide technical support for collection and analysis of sex- and age disaggregated data on need basis.
8. Promoting and facilitating the inclusion of gender dimensions into needs assessment frameworks and assisting implementing actors to incorporate these as needed
9. Facilitating integration of gender perspectives in the overall strategic planning and programming by providing direct technical policy and programmatic support as needed
10. Providing support and facilitating for trainings, orientations and briefings on Gender thematic areas on need basis
11. Advising and assisting in the development of gender-sensitive training orientation materials and the adaptation of existing training resources as needed
12. Interacting and liaising with Development Partners and arrange regular updates, briefing etc
13. Ensure the Project GRM is structured to receive and resolve grievances, comments and feedback from female project beneficiaries.
14. Preparing reports, briefs and monitoring progress

15. Timely follow-ups on actions agreed with the World Bank Group Task Team;
16. Support the trainings of PMT and GRM staff on gender and GBV.
17. Other duties to be performed as per the requirements.

### **Profile /Qualifications**

- i. A master's degree in social sciences / gender studies / sociology / economics / public policy, or a related discipline from a recognized university.
- ii. At least 7 years' experience, after acquiring stipulated qualification, in leading gender & capacity building based activities, at the national level or with the International Organizations / Donor projects.
- iii. Experience of public sector and donor funded projects is highly desirable.
- iv. Proven ability to work in a collaborative, team environment.
- v. Very good understanding of government functioning and protocols as evidenced in the experience of candidate.
- vi. Should have strong communication and problem-solving skills.
- vii. Excellent technical and conceptual knowledge about gender & learning activities.
- viii. Ability to work with government officials and other technical / donor agencies.
- ix. Prior work experience in crisis affected areas would be given weightage.
- x. Demonstrated computer skills (Proficiency in using computer desktop application MS Office (Word, Excel, and Power Point).
- xi. Written and oral fluency in Urdu, English. Fluency in local languages will be accorded due weightage.
- xii. Demonstrated Computer Skill (Proficiency in using computer desktop application MS Office (Word, Excel, and Power Point).

### **Reporting**

The Gender Specialist will work in PMT to perform the assigned tasks and will report to the Project Director PMT

### **Duration of Assignment**

The initial contract will be given for one (1) year extendable subject to annual performance review. The probation will be for a period of 6 months. Contract can be terminated with one-month notice period by either party. The position is based in Peshawar.

### **Selection Process:**

An individual consultant will be selected on competitive basis in accordance with process stipulated in in accordance with "World Bank: Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services" July 2016 (Revised November 2017 & August 2018).

