

TERMS OF REFERENCE (ToR)

Gender Specialist

Karachi Water & Sewerage Services Improvement Project (KWSSIP)

1. Introduction

The Karachi Water and Sanitation Services Improvement Project (KWSSIP), supported by the World Bank, AIIB, and the Government of Sindh, aims to improve water supply and sanitation services in Karachi and strengthen the operational and financial performance of the Karachi Water and Sewerage Corporation (KW&SC).

2. Objectives of the Assignment

To ensure that gender requirements under the World Bank ESF and the KWSSIP-2 ESCP are fully integrated, implemented, monitored, and reported throughout project activities; and to provide expert support on gender and related social development issues across the project lifecycle.

3. Key Responsibilities

A. Gender Integration in Project Planning & Implementation

1. **Review project documents** (PAD, ESCP, ESIA/ESMPs, SMF/EMF, RAPs, design studies, HR reform plans, OHS plans, Terms of Reference) to identify gender gaps, risks, opportunities, and compliance requirements.
2. Ensure **gender-responsive screening** of all subprojects in line with the SMF and ESF.
3. Support the integration of **gender considerations into bidding documents (including for consultancies) and for technical designs**, including:
 - Women-friendly service provision, access, and safety considerations.
 - Gender-responsive consultations and communication materials.
 - Gender implications of water supply interruptions, wastewater management, construction impacts, etc.
4. Develop and deliver trainings to contractors, supervision consultants, and KWSC units on meeting gender commitments, including:
 - Female employment targets and inclusive recruitment pathways.
 - Women's participation in trainings and capacity-building.
 - Workplace gender equality measures, including safe facilities and grievance processes.
 - SEA/SH compliance with local regulations and World Bank ESF

B. SEA/SH Risk Prevention, Management & Compliance

1. Lead implementation of SEA/SH-related project commitments, including:
 - Mandatory SEA/SH training for all PIU, KWSC, contractor, and consultant staff.
 - Codes of conduct with SEA/SH provisions.
 - Contractor ESMP requirements that address SEA/SH.
 - Integration of SEA/SH in bid documents and supervision processes.
2. Monitor and ensure compliance with **SEA/SH Action Plan** commitments and report on indicators.
3. Review SEA/SH-related grievances and provide guidance while maintaining confidentiality and survivor safety.

C. Gender-Responsive Stakeholder Engagement

1. Ensure women's meaningful participation in all engagements and consultations, in line with ESS10.
2. Support the PIU in ensuring that the **Stakeholder Engagement Plan (SEP)** includes women, female-headed households, and vulnerable groups.
3. Advise on gender-appropriate communication channels for project information dissemination.
4. Ensure accessibility and responsiveness of the **Grievance Redress Mechanism (GRM)** for women and SEA/SH complaints.

D. Support on Broader Social Development Tasks (as needed)

1. Participate in the review of **Resettlement Plans**, ensuring gender-sensitive livelihood restoration and differentiated impacts analysis.
2. Provide technical input on **labor management**, especially with respect to gender equality in contractor labor forces.
3. Contribute to assessments, audits, mission notes, and corrective action plans as required.
4. Support PIU's coordination with KWSC on matter related to gender and social inclusion, including with the Director of Equity and Inclusion, E&S/ESG unit, and Customer service centers

F. Monitoring, Evaluation & Reporting

1. Develop gender-related indicators and monitoring tools, consistent with the ESCP and results framework.
2. Conduct monitoring visits to subproject sites to assess gender-sensitive implementation and compliance.
3. Prepare gender sections of:
 - Quarterly E&S Progress Reports
 - Annual ESF performance reviews
 - Reports to KWSC leadership and financiers
4. Maintain a database of gender-related baseline and monitoring data.

4. Deliverables

1. **Inception Report** with gender action work plan (within 30 days).
2. **Gender Integration Plan** aligned with the ESCP and ESF instruments.
3. **SEA/SH compliance checklist & training plan** for PIU, KWSC, and contractors.
4. **Quarterly reports** summarizing gender outcomes, monitoring findings, SEA/SH compliance, and recommendations.
5. **Training sessions** delivered at least quarterly.
6. **Inputs to semi-annual World Bank implementation missions** and other technical meetings.

5. Reporting Arrangements

- The Gender Specialist reports to the **Senior Social Development Specialist/Environmental & Social Lead** of the PIU.
- Works closely with:
 - PIU E&S team (environmental, social, OHS, SEA/SH focal points)

- KWSC ES&G Cell
- Contractors and supervision consultants
- World Bank task team

6. Qualifications & Experience

Required

- Advanced degree in gender studies, social development, sociology, anthropology, public policy, or related field.
- Minimum **7–10 years** of relevant professional experience in gender, social development, GBV/SEA-SH prevention, and community engagement.
- Demonstrated knowledge of the **World Bank ESF** and gender-related policies, including SEA/SH Good Practice Notes.
- Experience working on large infrastructure projects or urban water/sanitation projects.
- Proven experience with gender-responsive stakeholder engagement and GRM processes.
- Strong analytical, reporting, facilitation, and interpersonal skills.

Preferred

- Experience with Pakistan/Sindh context and familiarity with KWSC institutional structures.
- Knowledge of labor management, resettlement, and social risk management is an asset.

7. Duration & Level of Effort

- Full-time position, **based within the PIU**, for the duration of the project.
- May require regular travel to subproject sites in and around Karachi.

8. Ethical Considerations

The specialist must adhere to:

- World Bank **Code of Conduct** principles
- Confidentiality in handling SEA/SH cases
- Survivor-centered approaches
- Non-discrimination and sensitivity in community interactions

4. Contract Duration

- The assignment will be for a period of three (03) years, including a three-month probation period during which the contract may be terminated for unsatisfactory performance. Either party may terminate the contract with one month's notice. The position is based in Karachi, with travel to project sites as required.

5. Salary and Benefits

- A market-competitive, lump-sum salary will be offered, commensurate with qualifications and experience. No additional benefits are included.

6. Selection Process

- The Specialist will be selected in accordance with Section VII, Clause 7.34 of the Approved Selection Methods for Individual Consultants under the World Bank Procurement Regulations for IPF Borrowers (Fifth Edition, September 2023).