



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

## **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
- Component 4: Reconstruction/Rehabilitation of Flood affected Healthcare facilities in KP
- Component 5: Contingent Emergency Response Component (CERC)

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 nonfunctional. Component 3 of the Project will support community engagement and accountability. *Component 4* of the project is to provide support to the 158 flood affected healthcare facilities in 17 districts of Khyber Pakhtunkhwa. *Component 5* is regarding any future emergency support in Khyber Pakhtunkhwa.

## **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, several activities under Component 3, Health related activities in Component 4 and Component 5. The PMU is led by Project Director and will be assisted by qualified professionals in core project management functions such as health specialist, environmental specialist, procurement specialist, financial management, monitoring and evaluation, and social & gender specialist, etc.

The Social & Gender Specialist will provide support to Health-PMU and Health Department, will provide oversight to ensure that KPHCIP interventions are community friendly, gender responsive and gender focused, and will report on the project social& gender-related risks



and activities to the concerned PD. The Social and Gender Specialist will be based at Health-PMU office in Peshawar.

### **Scope of Work**

The Social & Gender Specialist will assist and advise the Project Director in carrying out project-related functions in accordance with Project Appraisal Document (PAD), Environment and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), & PC-1.

Social impacts are primarily expected from the upgradation and rehabilitation works of health facilities though these will mainly be within existing facility boundaries. In some cases, these upgradations may entail small-scale land acquisition. Such land acquisition may only be allowed by the project if the impacts are small-scale and localized. Similarly, the project districts reflect vast gender disparities in access to 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.

Likewise, assuring the continuity of care for Maternal, Newborn, and Child Health, the project will also support the provision of primary health services at basic health units and rural health centres, including prenatal care, delivery care, postnatal care, and family planning (MNCH). Additionally, the gender specialist will encourage more female population participation in health facilities and related services, particularly in the remote parts of the chosen districts.

For Health PMU, a Grievance Redress Mechanism (GRM), has been proposed in the ESMF, and needs to be established. The GRM will provide an avenue to project stakeholders to rise and resolve grievances related to the project including those related to Gender-based Violence (GBV), including sexual exploitation and abuse, and sexual harassment, (SEAH) and Violence against Children and Women (VAC/W).

The social risks associated with the project activities are related to the reconstruction, rehabilitation and upgradation of health facilities. These include (i) community health and safety during the construct phases as construction activities and movement of heavy vehicles may impact public safety. Similarly, emissions and noise from the site may impact the health of residing communities, (ii) social conflicts /gender sensitivity and needs for persons with disability (PWD) who may have difficult or no access to the health and education facilities(iii) exclusion of vulnerable groups such as women and refugee populations. Due to labor influx and construction work, conflicts may arise among the locals. Women may face difficulty in free movement. (iv) Possibility of aggravation of Gender-based Violence (GBV) risk such as through the influx of workers around public schools and health facilities. There may also be a moderate risk of incidents of harassment and abuse between laborers, women and especially minors. Male workers in rural settings may also trigger insecurities among community men who may see the workers interacting or harassing community women which can lead to conflict between workers and community men, and abusive behavior within the households of those living around the project sites.

Specifically, the Social and Gender Specialist's duties and responsibilities will include the following:



## KHYBER PAKHTUNKHWA HUMAN CAPITAL INVESTMENT PROJECT, HEALTH DEPARTMENT



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- i. Serve as focal person for social safeguards and ensure compliance of Environmental & Social Management Framework and site-specific plans as applicable
- ii. Work closely with the design and supervision consultants and accompany teams during the visits of health facilities and environmental and social screening activities.
- iii. Review the E&S screening reports and environmental and social management plans (ESMPs) prepared by the design and supervision consultants and help the teams to meet the social safeguards requirements of WB.
- iv. Monitor the activities of the Contractors related to social safeguard requirement of WB and ensure the implementation of social mitigation measures at the sites during implementation phase of the project
- v. Conduct social risk and impact screening of all identified and selected subprojects subject to social (including resettlement) impact screening requirements to be submitted to WB for approval through PD/DPD. Coordinate with the PMU/Procurement team for review and endorsement of the screening decisions and recommendations.
- vi. Prepare, review and clear relevant social safeguards documents and instruments required under the Resettlement Policy Framework; guide the preparation of Resettlement Action Plans when needed. Equally, shall be responsible for preparation of gender-sensitive work plans.
- vii. Ensure land donation under (Voluntary Land Donation -VLD) modalities for sub-projects is undertaken following a truly voluntary process, based on informed decision-making by all parties, and managed by the SMPs. Ensure all VLD documentation maintained at PMU is up to date and accurate.
- viii. Assist in establishing and structuring citizen engagement processes at the project level to encourage participation, bolster local capacity for monitoring, and establish reliable ways to gather, analyze, and address citizen input.
- ix. Establish a multi-tier Project GRM in accordance with requirements stated in the ESMF/RPF, Project Operations Manual & PC-1. Assist in the functioning and reporting of the GRM in coordination with PMU. Similarly, make that the Project GRM is set up to receive and address gender-related complaints from project beneficiaries, particularly which related to gender-based violence. Additionally, when needed, integrate gender-focused public participation methods.
- x. Monitor the implementation of VLD agreements, RAPs, and other related social documents prepared under the purview of OP 4.01 and OP 4.12; likewise in gender context, establish a monitoring system that makes it easier to track gender targets using information gathered from the field. Create sex-disaggregated baseline indicators by collecting the necessary information, classifying it, and creating plans with the relevant target indicators.
- xi. Develop a gender action plan for health-related project activities, and ensure implementation, regular monitoring and reporting.
- xii. Ensure project compliance on GBV specific activities (including SEAH) for health components, in coordination with KPHCIP gender specialist.
- xiii. Prepare quarterly Social & Gender progress reports, quarterly, semi-annual progress report(s), technical studies and evaluations (results of the activities are presented in a gender dis-aggregated manner).
- xiv. Develop training material and conduct training and awareness programs based on the ESMF/RPF; for PMU staff on a regular basis. In gender context, develop



# KHYBER PAKHTUNKHWA HUMAN CAPITAL INVESTMENT PROJECT, HEALTH DEPARTMENT



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- sector-focused training modules on why and how to integrate gender in sector-specific development programs for PMU staff, and civil servants.
- xv. Ensure consistency of social & gender documents and procedures with national and international guidelines such as WHO's COVID-19 and Infection Prevention and Control guidelines and recommendations.
  - xvi. Provide overall policy and technical direction for the management of social & gender risks and impacts under the Environmental and Social Management Framework (ESMF and other such instruments prepared under the Project)
  - xvii. Advice, support, and oversee awareness-raising interventions with communities on use of health facilities and allied services.
  - xviii. Review and comment on Social Environmental, and gender reports from a social and gender lens.
  - xix. Make certain that all the infrastructure enhancement plans in BHCs/RHCs are responsive to the needs of female beneficiaries.
  - xx. Advice, support, and ensure that project encourages maximum participation of females in PCMC in public health facilities.
  - xxi. Input into code of conduct for contractors and consultants hired by the PMU so it meets child protection and anti-SEAH requirements.
  - xxii. Coordinate closely with the World Bank social safeguards team, gender team, project procurement team, and environmental specialist.
  - xxiii. Work closely with key agencies including related line departments and ministries responsible for environmental and waste management in the respective districts and in the province
  - xxiv. Keep the Project Director updated on the progress of activities and flag any related issues.
  - xxv. Ensure that the approved milestones are achieved as per the agreed timelines.
  - xxvi. Perform any other duties and tasks assigned by the PD as per project requirements.

## Qualifications and Experience

- Master's Degree or equivalent in Social Sciences/development studies, Gender Studies or other related fields, e.g., Anthropology, Sociology, Economics, Development, or Human Geography, or related field.
- At least 7 years of experience after acquiring the required qualification, in community engagement, planning, implementation and management of resettlement activities, in gender issues (gender mainstreaming, gender equality, gender-based violence, women's empowerment, etc) and complaints resolution/grievance redress management.
- Experience in the preparation of, or assisting in the preparation of, preferably at least 3 resettlement plans for infrastructure projects. Similarly, worked on similar positions in the development sector preferably in multi-sectoral community-based projects/ programs.
- Experience with World Bank projects will be accorded due weightage.
- Experience with donor-funded projects and prior implementation of donor's safeguards policies, including on World Bank-financed operations, is an advantage
- Written and oral fluency in English and Urdu is required. Proficiency in Pashto shall be an advantage.
- Ability to work in a team and independently on multiple tasks and willingness to travel extensively to project sites.



- Demonstrated Computer Skill (Proficiency in using computer desktop application MS Office (Word, Excel, and PowerPoint)).

### **Resources and Facilities**

The Social Development & Gender Specialist will work closely with all PMU staff in performing the foregoing tasks. In this respect, the candidate should exhibit strong communication skills equipped with a high level of public relations skills.

### **Reporting requirements**

The Social & Gender Specialist will work in the Health PMU on a full time basis to perform the assigned tasks and will report to the Project Director/ PMU.

### **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)