

Poverty Reduction Fund II

Terms of Reference

Short term Gender Equality and Social Inclusion (GESI) Specialist

Project Name:	The Poverty Reduction Fund
Number of positions:	1
Position:	Gender Equality and Social Inclusion Specialist
Reporting to:	Head of Community Development Division
General Responsibility:	The short term consultant will update the PRF's Gender Equality and Social Inclusion Hand book and the training tool kit based on the new Project Operations Manual including the guidance on Deepen CDD approach.
Duty Station:	PRF national office. (Desk study)
Duration:	August-October 2016

BACKGROUND

The PRF II has improved access to and utilization of basic infrastructure and services for more than 680,000 rural poor in about 1,100 communities from financing about 1,400 sub-projects identified by beneficiaries themselves. About half the direct beneficiaries are women, and ethnic groups account for about 70% of beneficiary communities. Utilization and sustainability of the infrastructure and services are seen in the fact that sub-projects completed over two years ago are being used and maintained reasonably well, and beneficiary satisfaction levels is high at about 90%. The World Bank will support the third phase of the project: PRF III.

Overall the PRF III will aim to build on the achievements of the current phase, and continue to strengthen bottom-up processes and improve the access of the rural poor to critical services. The Project Development Objective (PDO) is: *Improve access to basic services for the Project's targeted poor communities*. PRF III will be implemented in the same geographical areas and use the same implementation arrangements developed for and refined during implementation of the PRF II.

PRF's approach to empowerment of the poor recognizes the central importance of women and gender relations and more generally inclusion and strengthening of vulnerable groups for the success of the project. The PRF has further strengthened its gender strategy in the second phase with the overarching goal to empower women to actively participate in the PRF Program Implementation as well as overall socioeconomic development in their communities. It will mainstream gender into the PRF organization, and into all project interventions and investments, by ensuring gender balance and promoting women's empowerment in local decision-making. Given that gender disparities are particularly pronounced within non-Lao speaking ethnic groups, PRF II placed particular emphasis on addressing the needs, and listening to the voices of these women, as well as other vulnerable groups in the Kum ban covered by the project.

Under PRF II, a Gender Equality and Social Inclusion (GESI) assessment was carried out and a GESI Action Plan was developed as a means to engender the project implementation by strategically involving women and ethnic group minority and incorporating their needs and demands in every component of the project. A GESI officer has been hired at the Community Development Division at the PRF national office and a GESI hand book and a training tool kit for the facilitators were developed by Community Development Division of PRF in 2014-2015.

SPECIFIC TASK and DELIVERABLE

The consultant will work with the GESI officer to update the two GESI booklets:

- i) The Hand book and,
- ii) The training tool kit for the facilitators.

The revised version of the booklets shall introduce the aspects of GESI in the activities and approaches under the PRF III such as Deepen CDD, Livelihoods and Nutrition, Community Force Account, Road Maintenance Group and facilitator skill that related to GESI in each activities of PRF III project cycle.

The booklets are expected to be operational, user friendly and simple so that it can use by community member.

The booklets will be produced in Lao Language and translate in to English language.

QUALIFICATIONS & EXPERIENCES

- A university degree in fields related to community development, gender, social sciences, political sciences, law, or management / organizational development;
- At least 7 years relevant working experience in the field of Gender Equality, Social Inclusion and rural development;
- Knowledge of PRF project or other community Driven Development projects, will be an advantage;
- Knowledge Ethnic minority in Laos;
- Experience in working with development project and working with community in the remote areas;
- Experience in capacity building;
- Familiarity with government and foreign aid project operations would be an advantage;
- Experience in developing handbook;
- Experience in developing a training manual especially a Facilitator skill that related to Gender and social inclusion;
- Experience in organizing the TOT on Gender and Facilitator skill;
- Good level of written and spoken English;
- Comprehensive computer skills: in particular MS Word, Excel, PowerPoint and basic database management.
- Women and small ethnic group members are encouraged to apply.