

NATIONAL GENDER SPECIALIST

TERMS OF REFERENCE

I. OBJECTIVE AND PURPOSE OF THE ASSIGNMENT

1. The Government of the Kyrgyz Republic with the support of the Asian Development Bank (ADB) will be implementing the Issyk-Kul Ring Road Improvement Project (the project) that covers the rehabilitation of the existing 75.2 km of the ring road from Barskoon Village (km 140+600) to Karakol City (km 215+827) in Issyk-Kul Oblast in the Kyrgyz Republic. The proposed rehabilitation will widen the existing two-lane road to a four-lane road. It will also include the replacement or repair of existing bridges and culverts and the construction of a new bridge, culverts, rest areas, bus stops, and pedestrian walkways and installation of streetlights, safety islands and other elements to improve road safety.
2. The purpose of the assignment is to lead gender mainstreaming within the Project with support of EA and IA. This encompasses implementation of all activities outlined in the Gender Action Plan (GAP) along with the reporting of progress and implementation of the GAP.

II. SCOPE OF WORK

3. The national gender specialist will lead the timely implementation of the Gender Action Plan and reporting on progress of implementation and gender equality results.

III. DETAILED TASKS AND/OR EXPECTED OUTPUTS

4. GAP implementation

- (i) Identify, coordinate with, and facilitate engagement of subject matter experts/resource persons for the development and conduct of the business accelerator program for existing women entrepreneurs of the project area to grow and sustain their businesses,
- (ii) Supervise and coordinate the subject matter experts in assessing training needs/ knowledge and skills among local women entrepreneurs which will lay ground for the development of the training program of business accelerator.
- (iii) Monitor and oversee the preparation and launch of the business accelerator program, as well as conducting pre- and post-survey of the participants.
- (iv) Provide support to PIU, MOTC in coordinating with universities, vocational-technical institutes for the identification/selection of female students for the internship programs.

(v) Assist in obtaining a formal partnership with Kyrgyz State Technical University for the placement of female students from STEM courses in the MOTC internship program.

(vi) Arrange on-site practical exercise (including provision of necessary logistics) for female interns of the MOTC to improve their knowledge of road construction and road maintenance.

(vii) Conduct post-training, post-internship program assessment among students which will include among others, qualitative information on potential application of the knowledge and skills acquired. Prepare and submit the report of findings and recommendations to PIU, MOTC.

(viii) Examine existing workplace policies, regulations and strategy of MOTC.

(ix) Conduct consultations, and meetings with relevant staff of MOTC and key stakeholders to gather inputs for the gender policy development.

(x) Develop the gender policy for MOTC that promote hiring of women in technical positions, professional development of female staff, targets for female students for the internship program.

(xi) Coordinate and provide support MOTC by facilitating approval process of the gender policy by MOTC.

5. Preparation and submission of reports

(i) Prepare and submit the semi-annual GAP progress reports that will form part of the periodic project progress report to be sent by the PIU to MU to ADB project team.

(ii) Conduct the endline study on outcomes of gender actions six (6) months prior to project completion date. The study will include among others sex-disaggregated data on the estimated number of beneficiaries of the access and safety features installed, qualitative information (through FGDs and key informant interviews (KIIs) on the graduates/participants of the skills training and internship programs.

(iii) Prepare and submit the gender sections for the project completion report (PCR).

IV. MINIMUM QUALIFICATION REQUIREMENTS

6. The minimum qualification requirements are as follows:

(i) At least a master's degree or postgraduate degree in gender or social sciences;

(ii) With at least five years relevant work experience in any of the following fields: gender studies, social work, community development, sociology, psychology;

- (iii) With at least 10 years general work experience and at least 5 years relevant national work experience on mainstreaming gender and/or implementation of gender actions and initiatives in development projects, preferably, in infrastructure projects; with relevant experience in design and implementation gender-sensitive programs;
- (iv) With strong human relations skills;
- (v) Must have experience in community work, participatory consultations, and mobilizing community women;
- (vi) Excellent oral and written communication skills (in English and Russian); and
- (vii) Experience of working with ADB and other multilateral projects on gender action plan (GAP) implementation, monitoring, and reporting is preferred.

V. SCHEDULE AND PLACES OF ASSIGNMENT

- i Schedule type: intermittent
- ii Duration: Total: 24 months in 8 years
- iii Place of assignment: Kyrgyz Republic (Bishkek and Project Site)