

LOAN-3539 IND: Gender Equality Social Inclusion Specialist - 0009 Individual Consultant (46462-003)

Date Published: **28-Dec-2022** Deadline of Submitting EOI: **06-Jan-2023 11:59 PM Manila local time**

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Terms of Reference (Individual Consultant)

Expertise **Gender Equality Social Inclusion Specialist**
 Expertise Group **Knowledge Management and Learning**

Consultant Source
 TOR Keywords

National Gender focal point , operationalize the M & E framework including GESI, training, placement, web based skills

Objective and Purpose of the Assignment

"The Asian Development Bank (ADB) and the Government of India signed a \$75 million loan for the implementation of the Odisha Skill Development Project (OSDP). The project aims to improve the skills development ecosystem in Odisha and establish an advanced skills training center, the World Skill Center (WSC), in the state capital Bhubaneswar. The proposed project will help the Government of Odisha transform its skills development system by establishing WSC and integrating government ITIs, polytechnics as well as engineering colleges under a hub-and-spoke model. The proposed model aims to expand the state's training capacity, uplift the quality of skills training, and strengthen the market relevance of training programs, which would enhance the skills and employability of young workforce for the high-demand priority sectors. It will further strengthen the overall branding of "Skilled in Odisha" initiative.

Overall the project aims to benefit around 1,50,000 students, trainers and assessors in the areas of mechatronics, facilities technology, precision engineering, beauty & wellness, hair fashion & design, and logistics operations. Each of the 18 storeys of WSC will be dedicated to different skills and will be Centre(s) of Excellence for the respective trades with direct affiliation/accreditation with global leaders in the field. "

The primary responsibility of the Gender Specialist would be to guide implementation of the Odisha Skills Development Project (OSDP) Gender Equality and Social inclusion (GESI) action plan.

Scope of Work

The Specialist will be working closely with the PMU, OSDP gender focal point and responsible to carry out the following tasks: Guide implementation of GESI activities; ensure equitable access of girls and women to market-responsive skills development programs; ensure institutional strengthening for gender mainstreaming and strengthening skills eco system through promotion of partnerships with international and national knowledge institutions; support in establishing a web-based skills database/inventory including sex-disaggregated information; and assist in operationalizing the M & E framework including gender equality and social inclusion indicators.

Detailed Tasks and/or Expected Output

1. Provide support and guidance for overall implementation of project GESI action plan
2. Support in establishing baseline data for ITIs, WSC i.e., data on enrolment, training, and placement disaggregated by sex, disadvantaged groups
3. Develop a GESI Action Plan implementation schedule segregating activities quarter wise for the project duration
4. Assist in developing partnerships with international and national knowledge institutions and other government departments for promotion of women's empowerment and employment
5. Ensure that the agreed project targets for women, socially disadvantaged groups and persons with disability are met as per project DMF and GESI action plan; these include targets in enrolment (25% women; 30% socially disadvantaged groups and 3% persons with disability); training; women trainees completing courses in WSC and Government ITIs; master trainers; women certified through RPL and assessors
6. Support PMU and facilitate in engendering all training programs under the project

7. Ensure that staff in counselling and placement centres receive gender and social inclusion awareness training (at least 60% of staff receive training)
 8. Assist in operationalize a web-based skills database or inventory, including sex-disaggregated information (proportion of female trainees successfully completing courses in WSC and all Government it is, target 70%)
 9. Work loosely with the career counselling and placement center to meet gender targets
 10. Ensure sex-disaggregated data is collected, collated and analysed for the skills-gap analysis, tracer study, and employer satisfaction survey for each of the 12 priority sectors
 11. Ensure that the M&E framework/project MIS system include gender equality and social inclusion indicators
- 11/18/22, 11:59 AM Oracle Applications
[https://selfservice.adb.org/OA_HTML/OA.jsp?OAFunc=XXCRS_CSRN_SEL_TOR_INDV_PRINT&_ti=507282829&oapc=11&oas=KJN-Ae5JjGgi8... 2/2](https://selfservice.adb.org/OA_HTML/OA.jsp?OAFunc=XXCRS_CSRN_SEL_TOR_INDV_PRINT&_ti=507282829&oapc=11&oas=KJN-Ae5JjGgi8...)
12. Assist PMU in ensuring that there is woman representation in Project Steering Committee (PSC); at least one woman out of five members
 13. Ensure effective implementation of all GESI action plan activities
 14. Ensure periodic reports are received from ITIs, SDTED and WSC
 15. Guide PMU in preparing a standardized GESI monitoring and reporting mechanisms
 16. Ensure submission of GESI progress report in the agreed monitoring format along with the project quarterly progress report till project completion.
 17. Document all activities including good practices in gender mainstreaming; and submit a final completion report- a knowledge product capturing gender features and results from the project.
 18. The results of GESI activities could be in all or any of the following five areas: (i) women's economic empowerment; (ii) gender equality in human development; (iii) gender equality in decision-making and leadership; (iv) reduced time poverty of women; and (v) women's resilience to external shocks.¹ As the beneficiaries also include girls, women, disadvantaged groups, the stories may go beyond these five GESI results.
 19. The qualitative data women experiences during field visits can be captured and grouped in the following areas (a) Human capital development: (i) education, skills development, and learning events; (ii) public awareness campaigns; and (iii) production of awareness raising materials, training modules, and knowledge products; (b) Provision of economic, financial, and/or social support: (i) livelihood opportunities, (ii) business development services, (iii) school improvement, and (iv) financial resources and services; (c) Access to basic infrastructure; (d) Employment and economic opportunities: (i) allocation of a percentage of project staff positions; and (ii) employment in the construction, rehabilitation, operation, and maintenance of infrastructures; and (e) Participation in decision-making: (i) representation in committees and leadership positions, and (ii) participation in consultations and key project activities and in governance (leadership and management) or decision-making processes.

Minimum Qualification Requirements

The National gender specialist's qualifications include a Master's degree in Gender and Development Studies, Sociology, Economics, or relevant social sciences, with a minimum relevant professional experience of 10 years on gender mainstreaming and community based projects in the sector. For a national consultant to qualify, he/she has to have the same nationality as the country of assignment. He/she must be technically competent to implement the assigned tasks and have excellent oral and written English communication skills. Familiar with gender issues in the skills, technical and vocational development and should be conversant with national, state and ADB policy on social safeguards and gender policies.

Minimum General Experience **10 Years**
 Minimum Specific Experience (relevant to assignment) **10 Years**
 Regional/Country Experience **Required** **Desired** **Not Required**

Deliverables

Details	Name	Type	Estimated Submission Date
+ Show	Monthly Timesheet Report	Report	

+ Show	Inception Report with work plan	Final Report	
+ Show	Inerim Report with Progress Update	Final Report	
+ Show	Final Report on GESI results in the project	Final Report	

Schedule and Places of Assignment (chronological and inclusive of travel)

Schedule Type **Continuous** **Intermittent**
 Max. Working Days/Week Home Office **6** Field **6**

City and Country	Working Days	Estimated Start Date	Estimated End Date	Other Details (use if place selected is Others)
Bhubaneshwar, India	312	16-Jan-2023	15-Jan-2024	
Total	312			

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