



Gender and GBV Specialist

Terms of Reference

Assignment: Gender and Gender Based Violence (GBV) Specialist.

Project: Enhancing Labour Mobility from PNG (ELMPNG) Project

Employer: Department of Treasury

Location: Port Moresby, Papua New Guinea

Duration: 3 years

Expected Start Date: July 2024

1. Background

The Government of Papua New Guinea is implementing a labour mobility project funded by The World Bank. The project objective is to strengthen government systems in Papua New Guinea that support workers and their households to benefit from overseas employment opportunities, with a focus on women and disadvantaged groups. The total funding envelope is US\$32 million.

The project has four interlinked components: (1) Strengthening systems and worker readiness to enhance benefits from overseas employment opportunities; (2) Enhancing equity in access to labour mobility opportunities for PNG workers; (3) Boosting household impacts from employment overseas; and (4) Project management and results monitoring. The project is projected to provide training to 20,000 beneficiaries (both departing workers and their household members) covering work readiness training, financial literacy training, and reintegration training. Some 5,000 low and semi-skilled workers are expected to gain access to formal sector employment as a result of the project activities. Meanwhile, the remittances received from workers abroad will provide benefits beyond the worker and household level to all participating communities.

The implementing agency for this project is the Department of Treasury (DoT), whilst the Labour Mobility Unit (LMU) within the DoT is set to undertake day-to-day implementation of the project. The LMU is the national unit tasked with administering labour mobility from PNG. The LMU has or is in the process of recruiting the following staff: (i) Director; (ii) Assistant Director (training & skills); (iii) Assistant Director (labour mobility coordination); (iv) Worker Welfare and Wellness Officer; (v) Country Liaison Officer (based in Australia,); (vi) In-country Recruitment Database Coordinator; and (vii) Administrative Support Officer

A Project Management Unit (PMU) to be located within the LMU will be established and maintained throughout the Project. This PMU will be responsible for the implementation,

monitoring, and coordination of all project components. The PMU will report to the World Bank on a semiannual basis on the progress of the project implementation for each project activity. The PMU composition and resources will include, but not be limited to: (i) a Project Manager; (ii) Project Accountant; (iii) Procurement Specialist; (iv) Procurement Officer; (v) Social Risk & Welfare Specialist (vi) Monitoring and Evaluation Specialist; (vii) Gender/ GBV Specialist; (viii) Occupational Health & Safety Specialist; and (ix) a Labour Specialist.

This Terms of Reference is for the Gender and GBV Specialist position of the Project Management Unit.

2. Environmental and Social Requirements and Gender Equity

The Project will be implemented in accordance with the World Bank's Environmental and Social Framework's (ESF) Environmental and Social Standards (ESSs) and relevant GoPNG laws.

During project preparation, the GoPNG prepared several environmental and social instruments to identify environmental and social risks associated with the project – both in PNG and in host countries, and outline measures for managing these risks. Key documents include the Environmental and Social Commitment Plan (ESCP); Social Assessment / Social Management Plan (SA/SMP); Stakeholder Engagement Plan (SEP); and Labour Management Procedure (LMP). These documents are available here: <https://treasury.gov.pg/html/lmu/LMU.html>

The SA/SMP identified the risk of the PNG labour mobility programme reinforcing existing gender inequities, impacts on family members and dependents, and contributing to already high levels of gender-based violence within PNG communities; as well as the gender-specific risk for women while they are participating in international labour mobility schemes.

The project includes design controls, and mitigation and management measures aimed at addressing existing gender gaps among Papua New Guinean workers participating in labor mobility programs; addressing gender-specific risks for women and families in PNG; and supporting further mitigation of risks faced by female workers whilst abroad.

3. Objectives of the assignment

The Gender and GBV Specialist, working closely with relevant LMU and PMU staff, will support efforts to address gender inequality and other risks for women associated with the PNG labour mobility program.

Scope of Services

The specific duties and responsibilities of the Gender and GBV Specialist will include inter alia:

- Oversee the implementation of gender and GBV aspects of the SA/SMP and associated instruments – including the contributing to the review/update of Annex 2: 'Social Management and Monitoring Table'.

Gender Equity

- Lead the development and implementation of Gender Action Plan to ensure gender-sensitive design and develop targeted activities for ensuring women's access to and



involvement in the PNG labour mobility programme and project supported activities particularly in the following activities: community outreach, worker readiness, identifying and engaging employers and industry who have strong track record of employing women, overseas worker support and reintegration.

- Provide technical input into the design of consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project to ensure gender dimensions are addressed, and provide technical oversight during their implementation.
- Support the development and implementation of the project's stakeholder engagement strategies and approaches for inclusive and gender-sensitive consultation and information dissemination
- Provide technical inputs to the project's monitoring and reporting requirements

Gender Based Violence (including Sexual Exploitation and Abuse and Sexual Harassment)

- Provide GBV specific technical assistance to strengthen LMU and RHH's welfare and liaison functions including the ability to effectively support overseas workers, returned workers and families of workers; and to respond to GBV incidents in accordance with project's GBV response protocol
- Lead the development and implementation of the project's GBV Action Plan and Response Protocol.

4. Work Arrangements

This position is located in Port Moresby and is open to PNG Nationals and permanent residents.

Successful applicants will be offered a 3 year contract.

This role requires extensive travel to target provinces and districts across Papua New Guinea.

5. Section Criteria

Required Qualifications

- A post graduate degree in gender studies or related discipline.

Required Skills, Knowledge and Experience

- 2-5 years experience in implementing gender equality interventions and managing gender-specific risks in PNG
- Previous experience in implementing GBV prevention and response in PNG
- Excellent English oral and written communication skills, including the ability to synthesize complex concepts in simple, easy-to-understand messages;
- Fluent in spoken and written English and Tok Pisin.

Desirable Knowledge and Experience

- Female candidates are strongly encouraged to apply.
- Know World Bank or other international donor safeguards system