

## **Terms of Reference June 2017 Gender Based Violence Specialist**

**Title of the position:** Short Term Consultant – Support Implementation of Gender-Based Violence Due Diligence and IFC Client Support

**Timeline:** July 2017 – June 2018, 20 days with possibility of extension based on performance

**Reporting Lines:** CES Investment Support Group, IFC, the World Bank Group

**Location:** Washington, D.C.

### **Background**

The ESG Sustainability Advice and Solutions department (CES) is IFC's center of excellence in the Environmental, Social and Governance areas and offers a range of expertise to help Investment and Advisory clients identify and solve complex environmental, social, and corporate governance risk-related challenges, and to find value-added opportunities in their business operations. CES includes approximately 230 staff and long-term consultants, roughly fifty percent of whom are based in regional offices and many of whom are considered experts in their respective fields.

IFC is unique among Development Finance Institutions to have this cadre of in-house environment, social and corporate governance experts. It is through this expertise that CES delivers on the two themes of the Department strategy: (i) developing ESG solutions for clients, partnering with industry to find solutions to common issues and (ii) leveraging ESG expertise and operational experience in emerging markets to maintain IFC's leadership in sustainability through ESG standards – the Environmental and Social Performance Standards (PSs) and the Corporate Governance (CG) Methodology.

CES, with support from IFC's Gender Secretariat, developed its first Gender Strategy recognizing IFC's mandate to promote socially inclusive investments and advisory work that benefit both men and women. The objective of the CES Gender Strategy is to promote women's safety, to identify and address risks to women and to support clients in implementing measures to ensure equal treatment of women and men from the shop floor to the boardroom. The CES Gender Strategy focuses on three themes:

- (i) **Applying gender inclusive interventions within the Sustainability Framework/Performance Standards**, such as closing gaps between men and women in how they access and benefit from development opportunities, including employment and decision-making roles in their communities, encouraging clients to increase diversity and inclusion, and ensuring safe and fair working conditions;
- (ii) Corporate governance (CG) and **promoting gender diversity on boards** and in corporate leadership and gender inclusive opportunities across all areas of business; and
- (iii) **Gender based violence (GBV)**, eliminating discriminatory, physical and emotional barriers that harm women and prevent them from achieving their full potential in society.

CES staff play a unique role in promoting good international E&S standards in IFC projects. Every new IFC investment deal is subject to environmental and social due diligence by CES. This gives the

Department a unique opportunity to assess and address gender-related risk, including gender-based violence, in every deal. The outputs summarized in this TOR will bring the gender lens into IFC's investment process in a consistent manner, with the potential to positively address gender-based violence across IFC's investment portfolio.

While the PSs provide a framework and some guidance on how to address gender in IFC investment and advisory mandates, internal capacity and expertise on gender among IFC Environmental and Social specialists varies and needs to be enhanced across all three themes noted above – specifically in addressing gender-based violence. CES' awareness of the scourge of GBV is very recent, to the extent that the subject is unaddressed in the 2012 Performance Standards. The expertise anticipated by this proposal will develop capacity to address this issue and build examples of successful private sector interventions addressing GBV in emerging markets, which will be valuable additions to the currently limited but growing knowledge of this issue.

The consultant will report to the Project Leader, who will manage, supervise and guide their work plan. In addition, the consultant will be a critical member of the CES Gender Working Group, supporting both the Corporate Governance and the Investment Support Group within CES. The preferred location of the consultant is Washington, DC.

### **Duties/Accountabilities**

1. Develop guidance, resources, and tools to enable IFC (and particularly ESG) staff to identify and address GBV risk in IFC clients projects, to be applied in the context of IFC's Sustainability Framework and the ESG Framework, including the Corporate Governance Methodology;
2. Build capacity of 100+ CES staff (i) to use and apply the guidance, resources and tools prepared under Item 1 and (ii) design and implement IFC project interventions regarding gender-based violence, including how to engage effectively with clients on this subject;
3. Develop case studies demonstrating both the technical results that benefit GBV victims and the implementation methodologies of GBV interventions with IFC investment clients, also co-benefits to IFC clients, hence the business case to engage in this subject;
4. Assist in screening the portfolio for investments at high risk for GBV in the work place, and potentially beyond, and to develop and implement systematic solutions to these issues so as to manage risk for IFC and clients, demonstrate the business case for interventions of this type and build and disseminate case study materials documenting results of this work; and
5. Contribute to Social Practice Group and community of Regional Gender Focal Points.

### **Selection Criteria**

The ideal candidate will have:

- Master's degree and a minimum of ten years of experience in working with private sector clients to address gender-based violence;
- Ten years of experience working in developing countries;
- Experience with IFC's Environmental and Social Performance Standards;

- Demonstrated excellence in effectively engaging with clients to address gender-based violence that may be impacting or being perpetrated by their employees or business operations;
- Proven track-record in communicating difficult or complex issues in a clear and concise manner to different stakeholders and hierarchy levels;
- Excellent interpersonal, problem-solving, diplomacy and team skills, and the ability to work with a range of stakeholders to effectively negotiate and build consensus to achieve constructive outputs;
- Demonstrated experience with complaints handling, mediation or conflict resolution;
- Strong organizational skills, with ability to prioritize, deal with frequent and unexpected changes, and work within tight timeframes;
- Strong oral and written communication skills; ability to present and facilitate sessions and content in plain language; and
- Highest personal integrity and ethical standards, with demonstrated ability to handle confidential matters in a discreet and respectful manner.

The World Bank Group is committed to achieving diversity in terms of gender, nationality, culture and educational background. Individuals with disabilities are equally encouraged to apply. All applications will be treated in the strictest confidence.