Terms of Reference

Gender and Livelihood Improvement Officer

WWF-Pakistan

Reporting to: Manager Sustainable Agriculture and Food Programme

Project/Programme: Better Cotton Projects Punjab and Sindh /SAFP

Grade / Title: C-3/ Gender and Livelihood Improvement Officer

Duty Station: Multan

Employment Contract: Short Term Contract

Work Week: 5 (Monday to Friday) Days - 40 hrs / week

Work Hours: 0830 hrs to 1715 hrs

Working Relationships

Internal SAFP-WWF -Pakistan

Job Summary

The incumbent will be responsible for undertaking gender and livelihood improvement activities at Better Cotton Projects of Sustainable Agriculture and Food Programme of WWF-Pakistan.

Duties and Responsibilities

A- Gender

- Conduct a detailed gender analysis in Better Cotton Projects emphasizing gender issues in the area and region of intervention including gender division of labour, access to an control of resources and technologies, women’s and men’s needs and preferences, and opportunities for and constraints on women’s participation.
- Collect sex-disaggregated baseline data that could be used to monitor potential gender impacts.
- Identify government agencies, NGOs, community-based organizations, and women’s associations or groups whose work focuses on gender and the specific area of intervention that can be utilized during project implementation.
- Ensure that gender and disadvantaged groups and vulnerable groups’ dimensions are integrated throughout the activities of SAFP capacity building activities and other aspects of program implementation.
• Maintain regular communication on gender issues within the SAFP and within WWF-Pakistan.
• Organize training on gender issues, gender sensitivity
• Facilitate exposure visits to female community leaders in other districts;
• Coordinate and follow up on specific needs and issues related to other disadvantaged and vulnerable groups such as ethnic minorities, persons with disability, youth, etc.

B- Livelihood

• Carry out livelihood assessments of Better Cotton Project beneficiaries through Household Economy Approach/Baseline, market and value-chain analysis.
• Identify opportunities and implement solutions to challenges identified through livelihoods relevant assessments (Household Economy Approach/Baseline, market and value-chain).
• Building linkages with other service providers to ensure timely services in areas such as livelihood facilities, business registration, technical assistance and guidance to start new businesses;
• Conduct technical business and entrepreneurial skills trainings for target beneficiaries particularly women of rural areas.
• Improve food security of target beneficiaries through promotion of environmentally friendly livelihood practices and technology and low-input ecologically friendly farming practices such as home-gardening techniques;
• Promote “Fruit for Food” intervention of SAFP among rural farm workers, particularly women.
• Provide practical training and assistance on farming and home gardening to empower vulnerable groups including women, and women heads of households;
• Support small-scale income-generation activities such as food making/processing and selling, and agro-based value-addition processes to improve the livelihoods of the most vulnerable groups, especially women.
• Support the regular sharing of livelihoods related information among different humanitarian, developmental and governmental stakeholders.

Selection Criteria

Education, Experience & Working Knowledge

• A university degree in fields related to community development, social sciences, political sciences, law, Natural Sciences, Food Science, Agriculture or management / organizational development;
• Ability to travel to project areas in Punjab and Sindh.
• Relevant working experience in the field of rural development working directly with the communities and local authorities, with an emphasis on women and gender issues would be preferable;
• Experience in capacity building will be an advantage.
• Good level of written and spoken English is essential.
- Comprehensive computer skills: in particular MS Word, Excel, PowerPoint and basic database management.
- Women are encouraged to apply for this post.

Skills & Attributes

- Sensitivity to Gender Issues
- Good problem-solving skills and results orientation;
- Demonstrated interpersonal communication and leadership skills;
- Excellent written / spoken English and Urdu; other languages will be an advantage;
- Adheres to WWF’s values, which are: Passionate & Optimistic, Challenging & Inspiring, Credible & Accountable, and Persevering & Delivering Results;

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