

Consultancy Announcement: National Gender and Safeguard Expert

Project Title	:	Reducing uses and releases of chemicals of concern, including POPs, in the textiles sector (GEF ID 10523)
Executing Agency	:	Basel Convention Regional Centre for Southeast Asia - Stockholm Convention Regional Centre in Indonesia (BSCRC-SEA)
Post Title	:	National Gender & Safeguard Expert (NGSE)
UNEP Budget Line	:	1214
Estimated Months FTE	:	7 Months
Estimated Workplan	:	6 Q
Project Output	:	3.3.
Report To	:	National Project Coordinator (NPC) of Pakistan
Estimated Duration	:	Earliest possible until June 2027
Location	:	Pakistan

Introduction

The objective of this consultancy announcement is to inform the opening of a post of National Gender & Safeguard Expert (NGSE) to undertake and conduct the project as aforementioned above at the National level. NGSE will support the implementation of gender, social inclusion, and safeguard-related activities in accordance with Project result Framework to mainstream gender equality and social inclusion into project implementation, monitoring, and reporting at the National level.

The objective of this project is significant and documented reductions in use, releases, and exposure to chemicals of concern (CoCs) including POPs in the textiles sector in selected countries (Bangladesh, Indonesia, Pakistan, and Viet Nam). Additionally, the objective of the National Gender Expert assignment is to ensure that gender considerations are systematically integrated into all relevant technical, policy, and knowledge-management components of the project. The expert will assess, guide, and support project activities so that chemical risk reduction, eco-innovation, policy development, and capacity-building interventions effectively address gender-differentiated exposure, health risks, access to information, participation, and benefits, particularly for women workers in textile SMEs and related value chains. The assignment aims to ensure that project outputs are gender-responsive, evidence-based, and aligned with national gender mainstreaming policies as well as international good practice.

The project consists of the four following components:

Component 1: Information sharing and chemical management pilots on priority CoCs including POPs in textiles facilities

Component 2: Eco-innovative strategies towards a non-toxic and circular textiles' economy

Component 3: Knowledge management for scaling up

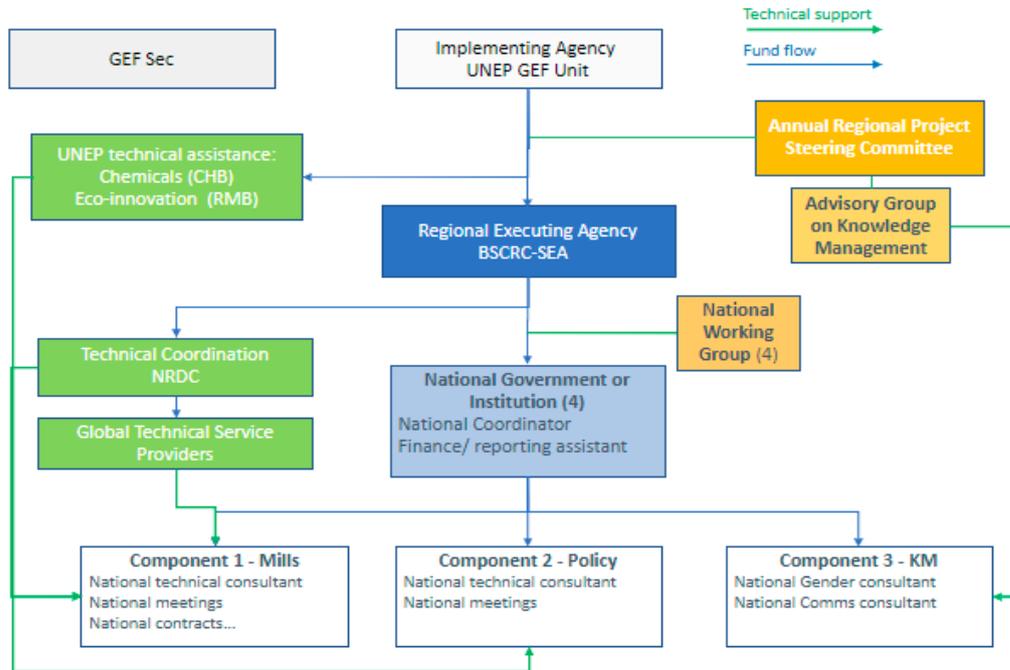
Component 4: Monitoring and Evaluation

Below is the organogram of the whole project showing all involved in the development of this project. All National Experts including the National Gender Expert will be supervised by the National Government or Institution (National Focal Point), the National Project Coordinator (NPC) and the

Executing Agency (EA). The National Gender Expert will also be supervised by a lead consultant (global), the *Regional Gender and Socio-economic Expert (RGE)* and his/her work will be supported by other National Experts and technical experts.

Project Organogram

Project-Level Coordination Framework



National Organogram



Scope of work

Four national gender experts (one in each country) and one regional gender and socio-economic expert will support the project implementation, mainly under Output 1.1, 1.2, 1.3, 1.4, 2.1, 2.2, 2.3, 3.1, 3.2 and 3.3.

The scope of work of the National Gender Expert includes, but is not limited to, the following:

1. Gender integration across project outputs

Support the integration of gender considerations into chemical inventories, reporting systems, pilot projects, eco-innovation activities, policy development, capacity building, and knowledge management processes across all relevant outputs.

2. Gender-responsive data collection, analysis, and consolidation

- a) Review and guide survey tools, inventory guidance, and data collection methodologies to ensure gender-disaggregated data capture, particularly related to women workers' roles, exposure to hazardous chemicals, working conditions, and access to protection.
- b) Support national team in data collection process.
- c) Consolidate national-level gender-relevant findings and results across project components and reporting cycles.

3. Review and gender assessment of technical and policy outputs

Conduct gender reviews of:

- Chemical inventories and reporting tools (Outputs 1.1 and 1.2);
- Technical pilot projects and substitution plans (Output 1.3);
- Risk reduction measures and training materials (Output 1.4);
- Eco-innovation and circularity guidance, with attention to women's health impacts (Output 2.1);
- Policy, regulatory, and value-chain guidance and roadmaps (Outputs 2.2 and 2.3);
- Capacity-building materials and awareness strategies (Output 3.1);
- Knowledge products and tools prior to dissemination and scaling, particularly through global platforms (Output 3.2).

4. Capacity building and gender-specific training

Design and deliver gender-specific training and awareness activities for women workers who may be exposed to hazardous chemicals, including issues related to occupational health and safety, rights to information, and risk reduction measures.

5. Knowledge management and dissemination

Review and validate knowledge products, case studies, and communication materials to ensure gender relevance and avoid gender-blind scaling of project results at national and global levels.

6. Policy alignment and institutional coherence

Ensure alignment and cross-referencing of all relevant project activities, outputs, and reports with national gender mainstreaming frameworks, gender equality policies, and women's empowerment strategies.

7. Coordination and reporting

Work in close coordination with the *National Project Coordinator, Regional Gender and Socio-economic Expert*, relevant National Experts, and the, and contribute gender inputs to quarterly progress reports, technical deliverables, and assessments as required.

Activities and Responsibilities

Following table delineates the activities to be undertaken by the National Gender Expert. Activities under the project components may need to be carried out concurrently.

Table 1: Output-wise Activities and Responsibilities

	Project Output	Key Activities Involving Gender	Responsibility of National Gender Expert
Component 1	Output 1.1 Chemical inventories for POPs and CoCs	Mapping of SME wet mills and chemical suppliers; site visits; pilot mill selection; preparation of inventory reports	Following the survey guidance ensure gender-disaggregated data collection; assess women's exposure, roles, PPE access and working conditions; review inventory outputs from a gender perspective.
	Output 1.2 Chemical reporting and information sharing	Development and piloting of chemical reporting tools; training and consultations with mills, suppliers, and regulators	Review reporting tools and guidance to capture women's exposure and health risks; advise on gender-sensitive reporting requirements and training content.
	Output 1.3 Pilot projects and substitution plans	Development of pilot delivery methodology; selection and implementation of pilot mills	Following the survey guidance (provided by RGE) integrate gender criteria into pilot selection; assess and monitor differential impacts on women and men workers.
	Output 1.4 Risk reduction and safety measures	OSH assessments; safety and risk-reduction training; documentation of pilot lessons	Ensure safety measures and training address women's exposure patterns, health risks, and access to protection; review lessons learned through a gender lens.
Component 2	Output 2.1 Eco-innovation and circular economy guidance	Development and review of eco-innovation and circular economy guidance; case studies and technical recommendations	Review guidance (provided by NRDC) to assess gender impacts on women's health and working conditions; advise on integrating gender considerations into eco-innovation and circularity models.
	Output 2.2 Supply chain coordination	Engagement with brands, retailers, and value-chain initiatives	Advise on inclusion of gender equality principles within supply-chain actions and commitments; highlight gender-related risks and responsibilities across the value chain.
	Output 2.3 Policy, roadmap, and regulatory actions	Policy gap analyses; regulator consultations; drafting of roadmaps and regulatory recommendations	Review and contribute to policy-related outputs to integrate gender considerations; support evidence-based discussion on gender impacts of chemical exposure.
Component 3	Output 3.1 Capacity building and awareness	Development of awareness strategies; training materials; national workshops	Ensure women workers are explicitly targeted; integrate gender-specific health, safety, and rights issues into materials and capacity-building activities.
	Output 3.2 Knowledge management and global platforms	Development and dissemination of KM tools and platforms; aggregation of lessons and best practices	Review KM content to ensure inclusion of gender-relevant data, tools, and lessons; prevent gender-blind scaling of project outputs.

	Output 3.3 Gender and Social Action Plan	Gender data collection; stakeholder workshops; gender assessments; gender-specific training	Lead and implement all gender-specific activities; prepare gender assessments; deliver gender-focused training and support RGE in project reporting.
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Gender aspects will be monitored through the following project indicators:

1. % female project direct and indirect beneficiaries (GEB Indicator 11);
2. Number of people accessing information and with reduced exposure and health impacts of CoCs (% of women) (Outcome 1);
3. Number of people demonstrating increased knowledge and capacity (% of women) (Output 1.4);
4. Number of users of KM or awareness materials who report changes in behaviour or practices (% of women) (Outcome 3);
5. Number of users accessing textile information and providing feedback and user experiences (gender & regional breakdown) (Output 3.2);
6. % of project documents with explicit gender mainstreaming (Output 3.3).

More information on the activities carried out under the project are outlined in Annex 1. Project Components and Outputs.

Deliverables

- Progress report: Within 1 (one) week of the end of reporting period, i.e. on or before 7 January, 7 April, 7 July and 7 October, the National Gender Expert shall submit to the NFP, EA and the NPC a quarterly progress reports for the period January-March, April-June, July-September and October-December using the format which will be further provided by the EA. Reports will provide updates on achievements, challenges encountered, proposed next steps for gender integration.
- Gender Gap Analysis: A gap analysis of relevant issues including policies, guidelines, practices, laws, and ground realities shall be submitted and shared to the RGE for the regional gender reporting.
- Harmonized datasets: Based on the survey guidance questionnaire provided by the Regional Gender Expert, the National Gender Expert shall compile and provide harmonized dataset capturing all relevant responses during the mapping phase and the piloting phase. These datasets will enable RGE to conduct consistent and comparable analysis across project countries and support evidence-based decision-making.
- Final report: Using the format which will be further provided by the EA, the final report shall be submitted by the National Gender Expert to the NFP, EA and NPC at the time of his/her work completion of the project. Within 2 (two) weeks of his/her work completion or termination of the contract between the National Gender Expert and the EA, shall submit to the NFP, EA and NPC a final copy of the aforementioned report.

Qualification

- Advanced University Degree in social science (e.g. economics, sociology, anthropology, political science, gender studies) or other relevant discipline, preferably with a specialization in gender and project cycle management;
- Familiar with field of gender equality and gender mainstreaming, developing or working with strategies, approaches, and tools for gender integration and social inclusion in national development programs.
- Experience in the textile sector is an advantage.
- Previous experience of working with the Government of Pakistan, donors and non-governmental organizations.
- Strong communication skills and ability to liaise with various stakeholders, including government officials.
- Full local language proficiency (ability to read, write and communicate verbally at a professional level);
- Excellent oral and written communication skills in English.

Please submit your CV and application to: secretariat@rc-sea.org, no later than 6th April, 2026.

More information on the activities carried out under the project are outlined in:

- 10523 - ProDoc
- 10523 - ProDoc - Annex A - Project Results Framework
- 10523 - Prodoc - Appendix 5 - Gender and Social Action Plan

Reporting and Coordination

NGSE will report directly to the NPC. NGSE will support RGSE through consultation, sharing available data and information as well as draft reports (National Gender Assessment Report; National Gender and Social Action Plan; National Gender Training Materials and Workshop Reports; and Monitoring Report on gender-related indices).

Annex

Project Work Plan

The project work plan is as in the table below,

(Will be revised in line with national workplan as necessary after the on boarding of the National Gender Expert)

Activity	2026				2027	
	Q1	Q2	Q3	Q4	Q1	Q2
1.1.2 Practical inventory guidance and methodology						
1.1.3 Recruitment of mills and roll-out of site-level inventories						
1.2.1 Guidance on declarations & reporting tool						
1.3.1 Preparation of pilot delivery methodology						
1.3.2 Development technical guidance documents						
1.3.3 Roll out of Phase 1 pilot projects and training access chemical engineers and lab services						
1.3.4 Selection Phase 2 mills						
1.3.5 Phase 2 pilots conducted						
1.4.1 Social & economic analysis of potential costs and benefits						
1.4.2 Knowledge products analysis						
2.1.1 Piloting UNEP's 2020 global eco-innovation textile guide						
2.1.2 Eco-innovation country pilots for financing eco-innovation and production of bankable proposals						
2.1.3 Case studies and updates of eco-innovation training						
2.2.1 Connecting with and monitoring brand and value chain initiatives and development action plan						
2.2.3 Brand engagement						
2.3.1 Developing and adopting national circular textiles, policy and enforcement roadmaps						
2.3.2 Developing guidance to support the agreed country roadmaps						
2.3.3 Drafting and submission of new policies, regulations and guidelines on chemicals.						
3.1.1 National KM and awareness strategies						
3.1.2 Communication and information materials						
3.1.3 Awareness and capacity building training						

3.2.1 Refining global KM strategy						
3.2.2 Online platform						
3.2.3 KM strategy delivery						
3.3.1 National stakeholder workshops on Gender and Social Action plan						
3.3.2 Gender assessment of project outcomes and reports						
3.3.3 Gender specific training						