



REPUBLIC OF KENYA

MINISTRY OF LANDS, PUBLIC WORKS, HOUSING & URBAN DEVELOPMENT

STATE DEPARTMENT FOR HOUSING AND URBAN DEVELOPMENT

Second Kenya Informal Settlements Improvement Project (KISIP2)

**Credit No: 6759-KE
PROJECT ID - 167814**

TERMS OF REFERENCE:

**TECHNICAL ASSISTANCE FOR STRENGTHENING INCLUSIVE STAKEHOLDER ENGAGEMENT,
GENDER AND CLIMATE MAINSTREAMING IN INFORMAL SETTLEMENTS**

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1.0 INTRODUCTION

1.1. Background

The Second Kenya Informal Settlement Improvement Project (KISIP 2) is a continuation of KISIP 1. It is an investment project financing (IPF) financed by the International Development Association (IDA), the French Development Agency (AFD) and a delegated grant from the European Commission for an estimated total of 200 million Euros. The Government of Kenya intends to use part of this grant to procure consultancy services for Technical Assistance for strengthening inclusive Stakeholder Engagement Gender and Climate Mainstreaming in KISIP 2. The Government of Kenya (GoK) provides counterpart funding to the project.

The overall project development objectives are to a) improve access to basic services, b) strengthen land tenure security, c) enhance socio-economic inclusion of residents in participating urban informal settlements, and d) build institutional capacity for slum upgrading in Kenya. While focusing on informal settlements, this project also addresses the urban infrastructure deficit and institutional challenges. By doing so, it complements existing and past urban operations in Kenya with similar objectives. Furthermore, KISIP 2 supports the GoK's affordable housing agenda by enhancing the demand-side and supply-side operations to improve housing affordability.

Second Kenya Informal Settlement Improvement Project (KISIP 2) consists of four components:

1.1.1.Component 1: *Integrated Settlement Upgrading.* This component supports settlement upgrading through two main interventions classified under two sub-components:

1.1.1.1. Sub-component 1.1: *Urban Planning and Tenure regularization* coordinates regularization of tenure for people living on uncontested public lands. It includes a) development of a local physical and land use development plan for the settlement which lays out land parcels and wayleaves for infrastructure like roads, drainage, walkways; b) surveying with physical placement of beacons to demarcate the parcels as per the plan; c) preparation list of beneficiaries and or issuance of letters of allotment based on the survey plan; and d) issuance of titles.

1.1.1.2. Sub-component 1.2: *Infrastructure upgrading* coordinates infrastructure investment portfolio. The portfolio includes water and sanitation systems, storm water drainage, solid waste collection and settlement sorting, pedestrian walkways, cycle paths, roads, street and security lighting, vending platforms, public parks, and green spaces. It further includes investments related to prevention of crime and all forms of violence, including but not limited to community centres and safe spaces.

1.1.2.Component 2: *Socio-Economic Inclusion Planning.* Through a community-led approach, the component undertakes activities that seek to enhance social and economic inclusion of the targeted beneficiaries. It, a) supports the design and implementation of community development plans to enhance social and economic inclusion, b) identifies beneficiaries who fit the eligibility criteria of national government safety net programs but are excluded and connects them appropriately, c) implement placemaking and community service delivery project in partnership with Civil Society Organizations (CSOs).

1.1.3. Component 3: Institutional Capacity Development for Slum Upgrading a) supports institutional and policy development at national and county levels, b) develops a capacity building plan for national and county levels to implement the Strategy and to develop understanding of slum upgrading processes, and c) supports technical assistance, training, workshops and learning events, experience sharing and peer-learning activities with other counties, and other capacity building activities.

1.1.4. Component 4: Program Management and Coordination: this component supports technical assistance activities relating to capacity building (training and learning events, experience sharing and peer learning) within and across counties. The activities of the component under the NPCT and the CPCTs focus on enhancing capacity, quality and compliance at national and county-level project management and coordination, including planning, surveying, engineering, fiduciary (financial management and procurement), safeguards compliance and monitoring, monitoring and evaluation (M&E), communication and community development. The component also coordinates cross-cutting interventions on grievance redress and management, safeguards, gender and climate mainstreaming.

2. GENDER MAINSTREAMING, INCLUSION AND STAKEHOLDER ENGAGEMENT IN KISIP 2

2.1 Gender Context.

2.1.1 Background.

Within Kenya's informal settlements, gender dynamics shape unequal access to land, housing, services, livelihoods, and decision-making—making gender responsiveness central to effective urban upgrading under KISIP. Women, especially female-headed households, experience greater tenure insecurity, limited access to formal employment and credit, high unpaid care burdens, and elevated risks of gender-based violence, particularly where infrastructure such as lighting, sanitation, and transport is inadequate. These constraints reduce their ability to participate meaningfully in settlement planning and to benefit equitably from upgrading investments.

Men, while often more visible in public decision spaces, face high unemployment, economic precarity, and exposure to crime and social pressures linked to urban poverty. These challenges affect household stability and social cohesion but do not typically translate into the same systematic barriers to tenure security or service access that women face.

2.1.2. Gender mainstreaming within KISIP

In response to these challenges, KISIP 2 aims to strengthen participatory development in urban informal settlements to enhance inclusive and equitable access and utilization of opportunities and benefits of the project by reducing social and gender-based inequalities and marginalization. Under KISIP 1, attempts to introduce the gender dimension in procedures and activities were also identified. However, gender mainstreaming happened in an ad hoc manner as it was not guided by a strategy: only some dimensions of gender were considered and a lot more being left out. Further, there were no identified mechanisms to coordinate and sustain these efforts.

The ambition of KISIP 2, as defined in the Project Appraisal Document (PAD) is to “deepen the efforts made under KISIP 1 and close the gender gap across its interventions to ensure that women benefit fully from the proposed project”. With the support of AFD and the EU, KISIP 2 aims to adopt robust gender mainstreaming by spearheading the development and the implementation of a Gender Action Plan (GAP). It will be vital in ensuring KISIP 2 interventions are inclusive and participatory and contribute to reducing gender inequalities in informal settlements. The aim of the Gender Action Plan (GAP) is to strategically address the shortcomings identified in KISIP 1 through a strategic planning and monitoring framework to ensure that KISIP 2’s ambitions on gender are implemented. The GAP intends to clarify how gender can be strategically mainstreamed in the existing framework guiding the implementation of KISIP2.

Aligned with KISIP objectives, gender-responsive upgrading requires: (i) inclusive community engagement through Settlement Executive Committees (SEC)/Grievance Redress Committees(GRC) with balanced representation; (ii) secure and documented tenure that protects women’s land and housing rights; (iii) infrastructure design that enhances safety, accessibility, and time-use efficiency; (iv) livelihood and skills interventions targeting women and youth; and (v) strong grievance redress and GBV referral pathways. Integrating these measures ensures that upgrading outcomes are equitable, socially sustainable, and responsive to the differentiated needs of settlement residents.

Key gender mainstreaming actions already implemented include:

- 2.1.1.1 **Development of a Gender Action Plan (GAP):** Through AFD support, KISIP developed a structured Gender Action Plan that translates national gender policy commitments and World Bank social safeguards requirements into practical, time-bound actions. The GAP defines priority gender issues in informal settlements, assigns institutional responsibilities at national and county levels, sets measurable indicators, and provides guidance on budgeting, reporting, and accountability for gender outcomes across KISIP components.
- 2.1.1.2 **Institutionalized gender inclusion in community structures:** Settlement Executive Committees (SECs) and Grievance Redress Committees (GRCs) were constituted with deliberate gender balance provisions, strengthening women’s representation and leadership in settlement-level decision-making, investment prioritization, and dispute resolution.
- 2.1.1.3 **Gender-responsive community engagement and participation:** Community mobilization and consultation processes were adapted to promote inclusivity, reduce participation barriers for women, including timing, venue selection, and targeted outreach to female-headed households, youth, persons with disabilities, and other vulnerable groups, as guided by the GAP.
- 2.1.1.4 **Safeguards integration and GBV risk management:** Gender and GBV risks were systematically screened and addressed through social safeguards instruments, with clear referral pathways embedded in the project’s Grievance Redress Mechanism (GRM). The GAP reinforced survivor-centred approaches and confidentiality standards.
- 2.1.1.5 **Gender-responsive tenure processes:** Enumeration, mapping, and tenure regularization activities incorporated GAP guidance to recognize women’s occupancy and use rights, promote joint documentation where applicable, and protect female-headed households from exclusion or displacement.

- 2.1.1.6 **Gender-sensitive infrastructure planning and design:** Infrastructure investments (roads, drainage, street lighting, sanitation, and public spaces) reflected GAP priorities by enhancing safety, accessibility, and time-use efficiency, particularly for women and girls.
- 2.1.1.7 **Capacity building, monitoring, and learning:** County and national project teams were trained on the GAP, gender mainstreaming, and social inclusion. Monitoring frameworks incorporated sex-disaggregated indicators and gender-specific targets to track participation, benefits, and grievances, enabling adaptive management and learning.

Overall, while KISIP has established important gender mainstreaming, most actions defined in the Gender Action Plan have not yet been fully operationalised or institutionalised. The project therefore requires targeted technical assistance to identify the gaps and translate existing commitments into consistent gender outcomes.

2.2. Climate Context.

2.2.1. State of climate change dynamics in informal settlements.

Kenya is confronted to substantial long-term climate risks and frequent climate shocks that intensify existing development challenges. In 2021, the country ranked 150th out of 185 nations in the ND-GAIN Index, highlighting its vulnerability to climate change and the urgent need for enhanced resilience¹. According to the Kenya Country Climate and Development Report (CCDR), climate variability and change are critical risk factors for Kenya. Over 70 percent of the country's natural disasters are climate-related, with floods and droughts being the most prevalent². Extreme climatic events, particularly floods and droughts, have long posed a severe threat to Kenya, increasing the vulnerability of already disadvantaged communities. Major droughts occur approximately every decade, with moderate droughts or floods happening every three to four years³. Major floods and droughts have affected up to 1.5 million and 4.4 people per incident respectively, causing significant damage to Kenyan population and economy.⁴

Considering this reality, Kenya has proactively mainstreamed climate change responsiveness in plans, policies, strategies and programmes. In Kenya, the operational and institutional frameworks includes the National Adaptation Plan (NAP); National Climate Change Action Plan (2023-2027); Nationally Determined Contributions (NDCs); Climate Change Act, 2016; Ministry of Environment and Forestry; National Environment Management Authority (NEMA); County Specific Climate Change Mainstreaming Laws, Policies and Action Plans; the Green Economy Strategy and Implementation Plan; and the National Climate Change Framework Policy. These are supported by other institutional establishments at the national and sub-national level to facilitate implementation.

¹ africanclimatefoundation.org

² climatecentre.org

³ statista.com

⁴ Kenyan Natural Disaster Profile – UNDP Enhanced Security Unit
<https://meteorology.uonbi.ac.ke/sites/default/files/cbps/sps/meteorology/Project%20on%20Disasters.pdf>

At the same time, Kenya is also witnessing rapid urbanization, with a growing population concentrated in informal settlements. These settlements, characterized by overcrowding, inadequate infrastructure, poor living conditions, and high poverty levels, are particularly susceptible to the adverse effects of climate change. As formal housing options remain limited, many residents are forced to live in these vulnerable areas, heightening their exposure to climate-related risks such as flooding, urban heat island effect, flash floods, droughts resulting to water scarcity with reduced quality among others.

While slum upgrading is not initially done to explicitly build climate resilience, it can incorporate measures that address risks that climate change worsens. Many elements of upgrading overlap with what is necessary for climate resilience including better quality housing, appropriate sanitation, piped water and storm water drainage systems, reliable electricity supplies, solid waste management systems, paved roads and footpaths. Upgrading is therefore a useful entry point for mainstreaming climate resilience, but numerous other interventions at household and settlement level in informal areas can be done to develop greater resilience to climatic shocks. Overall, KISIP's climate change activities and plans position informal settlement upgrading not only as a housing and service delivery intervention, but also as a key urban climate adaptation strategy—reducing vulnerability, protecting livelihoods, and supporting sustainable, resilient cities.

2.2.2. Implemented climate change mainstreaming actions

Under the **Kenya Informal Settlement Improvement Project (KISIP)**, climate change considerations have been integrated into urban upgrading to enhance resilience of informal settlements to climate-related risks while supporting low-carbon, environmentally sustainable development.

KISIP has embedded climate responsiveness primarily through settlement planning, infrastructure upgrading, and safeguards implementation. Participatory settlement planning processes incorporated climate risk identification particularly flooding, poor drainage, erosion, and heat stress, ensuring that priority investments respond to locally experienced climate hazards. Infrastructure upgrading activities such as drainage systems, access roads, footpaths, and stormwater management were designed to reduce flood risk, improve surface water flow, and minimize climate-related damage to housing and livelihoods.

Environmental and social safeguards instruments included screening for climate and environmental risks, promoting nature-based and low-impact solutions where feasible. Solid waste management improvements, rehabilitation of natural drainage corridors, and protection of riparian reserves contributed to reduced environmental degradation and increased adaptive capacity at settlement level. Capacity building for county and national teams strengthened understanding of climate risks in informal settlements and the importance of climate-sensitive design and maintenance.

Building on these foundations, KISIP's climate plans emphasize more explicit and systematic climate mainstreaming across components. This includes integrating climate risk and vulnerability assessments into settlement profiling and planning; scaling up climate-resilient infrastructure standards (e.g. enhanced drainage, flood-resistant access roads, climate-safe public spaces); and promoting green infrastructure such as urban greening, tree planting, and restoration of natural buffers. Future plans also prioritize stronger alignment with national climate policies and county climate action plans, improved use of climate data in urban planning, and monitoring of climate co-benefits such as reduced flood losses, improved environmental

quality, and enhanced community resilience. Community engagement mechanisms are expected to play a greater role in climate awareness, maintenance of climate-resilient assets, and local adaptation actions.

3 OBJECTIVES OF THE TECHNICAL ASSISTANCE

3.1 Overall objective of the consultancy

The primary objective of this technical assistance is to strengthen the capacity of the KISIP 2 stakeholders (National Project Coordination Team (NPCT), County Project Coordination Teams (CPCTs), Settlement Executive Committees (SECs) and the Settlement Grievance Redress Committees (GRCs) to deliver gender-responsive and climate-resilient informal settlements upgrading interventions through the operationalization of the KISIP 2 Climate Mainstreaming Action Plan and the Gender Action Plan.

3.2 Specific objectives of the assignment

3.2.1 Mainstream gender, social inclusion, and climate resilience into KISIP 2 policies, plans, budgets, and monitoring systems.

3.2.2 Translate KISIP 2 gender, inclusion, and climate commitments into practical operational procedures, tools, and workflows and provide technical guidance to support their application by NPCT, CPCTs, and settlement-level structures.

3.2.3 Identify, prioritize, and validate context-appropriate climate-resilient and low-carbon slum upgrading measures.

3.2.4 Strengthen institutional, organizational, and human capacity for inclusive and climate-resilient slum upgrading.

3.2.5 Pilot gender and climate mainstreaming tools in 15 – 20 informal settlements in specified counties.

3.2.6 Sensitize communities on climate change, gender equality, GBV/SEA prevention, women's leadership, and economic empowerment.

3.2.7 Document lessons learned across components and share best practices for collaborative learning and sharing.

4 SCOPE OF THE SERVICES

The consultancy will cover the KISIP 2 Project nationally. The consultant will work closely with all the project components. The assignment is expected to be undertaken by a multidisciplinary consulting firm or consortium.

4.1 Rationales

4.1.1 Rationale 1: Policy and Planning: KISIP I revealed gaps in integrating gender, social inclusion, and climate considerations across policy, planning, budgeting, and monitoring. Policies were not systematically informed by analysis of who benefits, who participates in decision-making, or how inequalities are addressed. This rationale focuses on strengthening gender- and climate-responsive frameworks in policies, budgets, planning documents,

strategies, and monitoring systems under KISIP 2, guided by gender and climate analyses. It also addresses internal governance by clarifying institutional responsibilities for overseeing gender and climate mainstreaming, with the aim of translating policy commitments into actionable plans and budgets for slum upgrading and prevention.

4.1.2 Rationale 2: Organisational Procedures and Tools. Although KISIP 2 emphasizes stakeholder engagement, inclusion, gender equality, and climate resilience, these principles have not been fully translated into practical operational procedures, tools, and workflows. This rationale responds to the need to enhance and standardize procedures, guidance, and tools to enable participatory, inclusive, and gender- and climate-responsive planning and implementation. Although KISIP 2 emphasizes stakeholder engagement, inclusion, gender equality, and climate resilience, these principles have not been fully translated into practical operational procedures and tools. This rationale focuses on enhancing and standardizing procedures, guidelines, and tools (including Climate Tools A, B, and C), piloting them in selected informal settlements, and providing technical guidance to NPCT, CPCT, and settlement-level structures.

4.1.3 Rationale 3: Inclusive and Gender-Responsive Interventions in Informal Settlements. Experience from KISIP I showed that while progress was made on gender equality, slum upgrading interventions were only partially gender responsive at settlement level. This rationale focuses on improving implementation “on the ground” by strengthening inclusive engagement, participation, and governance within informal settlements. It emphasizes empowering residents particularly women, youth, and persons with disabilities to meaningfully participate in decision-making processes, while explicitly addressing women’s empowerment, youth inclusion, disability inclusion, and the prevention of sexual and gender-based violence (SGBV) as central to improving quality of life in upgraded settlements.

4.1.4 Rationale 4: Climate-Responsive Slum Upgrading and Community Development Planning. Informal settlements are highly exposed to climate hazards, yet climate risk considerations are not always systematically integrated into slum upgrading and community development planning. This rationale responds to the need for stronger technical guidance to identify climate-risks and support climate-responsive planning, resilient infrastructure design, and climate-informed Community Development Plans (CDPs). It emphasizes settlement-specific approaches that reflect the physical, social, and economic realities of informal settlements, while strengthening resilience at household and community levels.

4.1.5 Rationale 5: Community-County Gender and Climate Linkages, Leveraging and Sensitization. Successful gender and climate responsive slum upgrading requires informed, engaged, and empowered communities and robust linkages between community and county structures. This rationale focuses on raising awareness, building knowledge, and strengthening capacities and building linkages at settlement and county level to understand and entrench gender equality, women’s leadership, social inclusion, GBV/SEA prevention, social inclusion and climate risks management. It ensures that community members actively participate in planning, implementation, and monitoring of KISIP 2 interventions, creating a foundation for more

sustainable, inclusive, and climate-resilient outcomes that are locally owned and aligned to county development plans.

4.1.6 Rationale 6: Dual Mainstreaming of Gender and Climate. Climate risks and vulnerabilities affect women, men, and vulnerable groups in informal settlements differently, and these differences are often overlooked in planning and design. This rationale recognizes the need for dual mainstreaming integrating gender considerations into climate-responsive slum upgrading. Climate change impacts, including disasters, can exacerbate existing inequalities and increase risks of SGBV. Therefore, slum upgrading interventions aimed at reducing climate vulnerability and strengthening adaptive capacity must be gender responsive to ensure effectiveness, equity, and inclusion build on the principle of “leaving no one behind.”

4.1.7 Rationale 7: Capacity Building, Institutional Strengthening, and Knowledge Management. Effective mainstreaming of gender, social inclusion, and climate resilience requires capable institutions and well-trained stakeholders at national, county, and settlement levels. This rationale focuses on building institutional, organizational, and human capacity through structured training, Training of Trainers (ToTs) and the development and operationalization of knowledge management systems. It ensures that stakeholders can implement, monitor, and sustain inclusive and climate-resilient slum upgrading interventions while capturing lessons learned, documenting best practices, and promoting continuous learning across NPCT, CPCT, SECs, and GRCs.

4.2 Tasks

The assignment will be implemented at two complementary levels. National-level tasks will focus on strengthening policies, frameworks, procedures, tools, and systems to support gender-responsive, inclusive, and climate-resilient slum upgrading across KISIP 2. County- and settlement-level tasks will be implemented in a limited number of selected pilot counties to test, validate, and refine tools, approaches, and capacity-building interventions. Pilot counties will be selected in consultation with NPCT and CPCTs, based on agreed criteria such as geographic diversity, exposure to climate risks, and implementation readiness, with the aim of generating lessons that can be scaled up nationally. Emphasis will be on building networks, linkages and institutional mechanisms with county systems to enhance ownership, collaboration and investments for resilience and sustainable impact.

Tasks to be implemented at the National Level:

4.2.1 Updated Gender Action Plan (GAP) and Implementation Framework

- 4.2.1.1 Conduct a desk review of the existing Gender Action Plan and updated project gender analysis.
- 4.2.1.2 Assess gaps and weaknesses in previous gender mainstreaming approaches and implementation arrangements.
- 4.2.1.3 Update and align the Gender Action Plan with KISIP 2 objectives, components, and institutional arrangements.
- 4.2.1.4 Develop a GAP implementation schedule, indicators, and monitoring framework in coordination with NPCT.

4.2.2 Updated Climate Mainstreaming Action Plan (CMAP) and Implementation Framework

- 4.2.2.1 Conduct a desk review of the existing Climate Mainstreaming Action Plan and related climate policy and project documentation.
- 4.2.2.2 Assess gaps in the integration of climate resilience and low-carbon considerations in KISIP 2.
- 4.2.2.3 Update and align the CMAP with KISIP 2 objectives, national climate policies, and implementation arrangements.
- 4.2.2.4 Develop a CMAP implementation schedule, indicators, and monitoring framework.

4.2.3 Policy, Planning, and Governance Review and Recommendations

- 4.2.3.1 Review KISIP 2 policies, strategies, plans, budgets, and monitoring frameworks to assess integration of gender, climate resilience, and community participation. Build understanding of who is benefitting from the current policies, strategies, plans and budgets and who is represented in decision making with a view to enhance settlement resident voices, engagement and inclusion thus reduce the potential of elite capture.
- 4.2.3.2 Review relevant national and county-level slum upgrading, urban development, and climate resilience policies, legislation, and by-laws.
- 4.2.3.3 Identify institutional, governance, coordination, and accountability gaps affecting effective mainstreaming of these 3 issues.
- 4.2.3.4 Formulate recommendations to strengthen policy alignment, governance arrangements, roles, and accountability mechanisms for NPCT, CPCTs and the community level.

4.2.4 Updated Organizational Procedures and tools.

- 4.2.4.1 Review existing organizational procedures, guidelines, and workflows related to stakeholder engagement, gender and climate mainstreaming.
- 4.2.4.2 Identify gaps between policy commitments and operational practice in planning, procurement, supervision, monitoring, and reporting.
- 4.2.4.3 Update and refine procedures, tools, and workflows to support participatory, gender-responsive, and climate-resilient slum upgrading. This includes the enhancement of Climate Tools A, B and C.

4.2.5 Climate Risk Assessment and Climate-Responsive Planning & Design Framework

- 4.2.5.1 Review and revise the Rapid Climate Risk Vulnerability Assessment (RCRVA) methodology for settlement-level application.
- 4.2.5.2 Review national and international best practices on climate-resilient and low-carbon slum upgrading.
- 4.2.5.3 Identify, prioritize, and validate country-specific climate resilience enhancement measures suitable for informal settlements.
- 4.2.5.4 Prepare climate-resilient and low-carbon planning and design guidelines.
- 4.2.5.5 Update KISIP 2 climate mainstreaming guidelines and develop climate- and inclusion-responsive review checklists for planning and design deliverables.

4.2.6 Monitoring, Evaluation, Learning, and Knowledge Management

- 4.2.6.1 Develop and implement monitoring and evaluation activities for gender, inclusion, and climate mainstreaming under KISIP 2.
- 4.2.6.2 Prepare periodic monitoring and evaluation reports.
- 4.2.6.3 Document best practices, lessons learned, and case studies from implementation.
- 4.2.6.4 Design, test, operationalize, and hand over the online knowledge and learning repository as will be mapped to each settlement/county needs and available institutional mechanisms.

Tasks to be implemented in selected pilot counties:

4.2.7 Stakeholder Engagement and Settlement Governance Assessment

- 4.2.7.1 Conduct a detailed situational analysis to provide detailed understanding of the gender-climate mainstreaming in KISIP 2 counties.
- 4.2.7.2 Assess the capacities, roles, and gaps of Settlement Executive Committees (SECs) and Grievance Redress Committees (GRCs).
- 4.2.7.3 Collect, analyze, and synthesize stakeholder feedback on inclusion, participation, and grievance management.
- 4.2.7.4 Develop recommendations to strengthen inclusive participation, accountability, and grievance redress mechanisms.

4.2.8 Pilot of Planning and Decision-Support Tools

- 4.2.8.1 Pilot the enhanced tools in selected informal settlements- including tools A, B and C- and document lessons learned.
- 4.2.8.2 Prepare updated user manuals for each tool.

4.2.9 Capacity Building and Training Package

- 4.2.9.1 Design a comprehensive training plan on gender, inclusion, and climate resilience mainstreaming in slum upgrading.
- 4.2.9.2 Develop training modules and materials using national and international good practices.
- 4.2.9.3 Deliver Training of Trainers (ToTs) and capacity-building workshops for county, and settlement-level stakeholders.
- 4.2.9.4 Evaluate training effectiveness and document learning outcomes.
- 4.2.9.5 Conduct community sensitization sessions on gender equality, women's leadership, SGBV/SEA prevention, youth and disability inclusion, and climate risks.
- 4.2.9.6 Conduct business development skills training for women in 1-2 settlements adversely impacted by the project in collaboration with component 2- socio-economic inclusion

5 DURATION OF ASSIGNMENT

The assignment is expected to be completed within 15 months from commencement date.

6 QUALIFICATIONS AND EXPERTISE REQUIRED

6.1 The ideal firm should have:

- 6.1.1 A team of gender, climate and urban development specialists, participatory development trainers, and researchers with relevant academic qualifications.
- 6.1.2 Familiarity with national and international gender equality and climate resilience frameworks.
- 6.1.3 Familiarity with constitution of Kenya.
- 6.1.4 Experience in participatory research, or/and project implementation, monitoring and evaluation
- 6.1.5 Experience and in-depth understanding of implementation and operational dynamics of public sector donor funded projects
- 6.1.6 Relevant registration and operational licences/permit to operate in Kenya (if joint venture, one partner must meet the Kenya registration qualification and be knowledgeable in local language)
- 6.1.7 Experience with working in informal settlements or low-income areas.
- 6.1.8 Experience with door funded project will be added advantage.

6.2 Key Staff Required

The applicant firm in expected to have the following experts. The firm may engage periodical experts to support specific activities.

6.2.1 Team Leader-Project Manager.

The **Project Team Leader** will provide overall strategic, technical, and managerial leadership for the Gender and Climate Mainstreaming Consultancy under KISIP. The role will ensure coherent integration of gender, climate change adaptation and mitigation, and social inclusion across KISIP planning, implementation, monitoring, and reporting processes at national and county levels. The Team Leader will serve as the principal technical interface with the National Project Coordination Team (NPCT), County Project Coordination Teams (CPCTs), World Bank task teams, and other stakeholders.

Key Responsibilities

6.2.1.1 Strategic Leadership and Coordination

- 6.2.1.1.1 Provide overall leadership and coordination of the consultancy team, ensuring timely delivery of all outputs in line with the approved ToR and workplan.
- 6.2.1.1.2 Guide the integration of gender equality, GBV risk mitigation, youth inclusion, disability inclusion, and climate resilience across KISIP components.
- 6.2.1.1.3 Serve as the primary liaison between the consultancy team, NPCT, CPCTs, and the World Bank.
- 6.2.1.1.4 Ensure alignment with national policies, including but not limited to the National Gender Policy, the National Policy on Gender-Based Violence, the Kenya Climate Change Act, the Nationally Determined Contribution (NDC) under the Paris Agreement and relevant county strategies.

- 6.2.1.1.5 Provide strategic oversight and quality assurance of the review and updating of KISIP II organizational procedures, guidelines, and operational tools.
- 6.2.1.2 **Policy, Planning and Governance Review and Recommendations.**
 - 6.2.1.2.1 Review KISIP II policies, strategies, plans, budgets, and monitoring frameworks to assess integration of gender, climate resilience, and community participation. Build understanding of who is benefitting from the current policies, strategies, plans and budgets and who is represented in decision making.
 - 6.2.1.2.2 Review relevant national and county-level slum upgrading, urban development, and climate resilience policies, legislation, and by-laws.
 - 6.2.1.2.3 Identify institutional, governance, coordination, and accountability gaps affecting effective mainstreaming of these 3 issues.
 - 6.2.1.2.4 Formulate recommendations to strengthen policy alignment, governance arrangements, roles, and accountability mechanisms for NPCT, CPCTs and the community level.
- 6.2.1.3 **Gender Mainstreaming (Oversight)**
 - 6.2.1.3.1 Approve the KISIP Gender Action Plan (GAP) and supervise its implementation across participating counties.
 - 6.2.1.3.2 Support gender-responsive planning, budgeting, and implementation of settlement upgrading interventions.
 - 6.2.1.3.3 Approve and supervise the implementation of gender-responsive grievance redress mechanisms (GRM), including GBV-sensitive referral pathways and survivor-centred approaches.
 - 6.2.1.3.4 Guide collection, analysis, and reporting of sex- and age-disaggregated data and gender indicators.
- 6.2.1.4 **Climate Change and Environmental Mainstreaming (Oversight)**
 - 6.2.1.4.1 Approve the Climate Mainstreaming Action Plan and supervise its implementation.
 - 6.2.1.4.2 Provide strategic oversight for climate risk screening and climate-responsive urban upgrading measures (e.g. flood control, drainage, green infrastructure, nature-based solutions).
 - 6.2.1.4.3 Ensure integration of climate adaptation and mitigation actions into settlement upgrading designs and county investment plans.
 - 6.2.1.4.4 Support climate co-benefits tracking and reporting in line with World Bank climate tagging requirements.
 - 6.2.1.4.5 Promote community-led climate resilience actions, including participatory planning and awareness.

6.2.1.5 **Capacity Building and Knowledge Transfer**

6.2.1.5.1 Provide overall coordination for capacity-building programs for NPCT, CPCTs, SEC/GRC structures, and community leaders on gender and climate mainstreaming.

6.2.1.5.2 Oversee development of training manuals, toolkits, checklists, and practical guidelines aligned to KISIP operations.

6.2.1.5.3 Mentor county-level gender, social, and environment focal persons.

6.2.1.6 **Monitoring, Evaluation and Reporting**

6.2.1.6.1 Oversee development and implementation of gender- and climate-responsive monitoring frameworks and dashboards.

6.2.1.6.2 Ensure regular progress reporting, including inputs to aide-memoires, implementation status reports, and World Bank supervision missions.

6.2.1.6.3 Validate consultancy deliverables for technical quality, policy compliance, and operational relevance.

Required Qualifications

6.2.1.7 Advanced degree (Master's or higher) in Gender Studies, Environmental Studies, Climate Change, Urban Planning, Development Studies, Social Sciences, or a related field.

6.2.1.8 Minimum 12 years of progressive experience in gender mainstreaming and/or climate change programming in development projects.

6.2.1.9 At least 5 years in a team leadership or senior technical advisory role, preferably in World Bank-funded or large donor-funded programs.

6.2.1.10 Demonstrated experience working with urban informal settlements, local governments, and community-driven development programs.

Key Competencies/skills

6.2.1.11 Strategic leadership and team management

6.2.1.12 Strong analytical and report-writing skills

6.2.1.13 Excellent stakeholder engagement and facilitation skills

6.2.1.14 Practical understanding of gender-responsive and climate-resilient urban development

6.2.1.15 Strong knowledge of World Bank ESF, gender and climate policies, and results-based management.

6.2.1.16 Experience in public and community development sector, economic empowerment].

6.2.1.17 Proven experience in gender mainstreaming, women's empowerment, and gender-responsive programming.

6.2.1.18 Strong expertise in conducting gender audits, guidelines reviews, and capacity development.

- 6.2.1.19 Experience working with World Bank, AFD, or EU funded projects in the public sector, government, NGOs, UN agencies, private sector.
- 6.2.1.19.1 Proven Experience leading project teams successfully with relevant reporting and compliance capacity
- 6.2.1.19.2 Familiarity and Ability to work across National and County Government systems

6.2.2 Gender Expert

The Gender Expert will provide technical leadership and expertise on gender equality, women's empowerment, and social inclusion across programs and policies. The role involves conducting gender analyses, integrating gender perspectives into projects, and ensuring that interventions promote equity and address systemic barriers faced by marginalized groups. The ideal candidate will have a strong background in gender studies, guidelines advocacy, and program implementation.

Key Responsibilities:

- 6.2.2.1 Gender Action Plan:
 - 6.2.2.1.1 Conduct a desk review of the existing Gender Action Plan.
 - 6.2.2.1.2 Assess gaps and weaknesses in previous gender mainstreaming approaches and implementation arrangements.
 - 6.2.2.1.3 Update and align the GAP with KISIP II objectives, components and institutional arrangements.
 - 6.2.2.1.4 Develop a GAP implementation schedule, indicators, and monitoring framework in coordination with NPCT.
 - 6.2.2.1.5 Lead the operationalization of the GAP.
- 6.2.2.2 Gender Analysis & Mainstreaming:
 - 6.2.2.2.1 Conduct gender analyses to identify disparities and recommend inclusive strategies.
 - 6.2.2.2.2 Integrate gender-sensitive approaches into program design, implementation, and monitoring.
 - 6.2.2.2.3 Develop tools and guidelines to ensure gender-responsive policies and practices.
- 6.2.2.3 Capacity Building & Training:
 - 6.2.2.3.1 Develop training materials on gender mainstreaming jointly with the Capacity Building Expert.
 - 6.2.2.3.2 Train staff, partners, and stakeholders on gender equality, women's rights, and intersectionality.
 - 6.2.2.3.3 Support organizations in adopting gender-transformative approaches.
- 6.2.2.4 Guidelines and stakeholder engagement:
 - 6.2.2.4.1 Review existing organizational procedures, guidelines and workflows related to gender mainstreaming.
 - 6.2.2.4.2 Identify gaps between policy commitments and operational practice in planning, procurement, supervision, monitoring and reporting.
 - 6.2.2.4.3 Advise on gender-responsive procedures, policies, and frameworks.

- 6.2.2.4.4 Engage with governments, NGOs, and communities to promote gender equity. Represent the organization in gender-related forums and networks.
- 6.2.2.5 Training and Reporting:
 - 6.2.2.5.1 Lead research on gender trends, best practices, and impact assessments.
 - 6.2.2.5.2 Prepare reports, case studies, and recommendations for internal and external use.
- 6.2.2.6 Monitoring and Evaluation (M&E):
 - 6.2.2.6.1 Ensure gender indicators are included in M&E frameworks.
 - 6.2.2.6.2 Track progress and evaluate the impact of gender-focused initiatives.

Qualifications and Experience:

- 6.2.2.7 Education: Master's degree in Gender Studies, Social Sciences, Human Rights, or related field.
- 6.2.2.8 PhD will be added advantage.
- 6.2.2.9 Experience: Minimum 10 years in gender programming, guidelines analysis, or advocacy. Experience in participatory project implementation, management and research will be a definite advantage
- 6.2.2.10 Skills:
 - 6.2.2.10.1 Strong understanding of intersectional gender issues.
 - 6.2.2.10.2 Expertise in qualitative/quantitative research methods.
 - 6.2.2.10.3 Excellent communication, training, and facilitation skills.
 - 6.2.2.10.4 Proficiency in gender analysis tools (e.g., Harvard Analytical Framework).
 - 6.2.2.10.5 Knowledge in psychology will be an added advantage
- 6.2.2.11 Languages: Fluency in English and Kiswahili. Knowledge of urban slang in Kenya (sheng) will be added advantage

6.2.3 Community engagement and social inclusion specialist (6 months)

The specialist will support inclusive participation, settlement-level governance, and community sensitization activities under KISIP 2.

Key Responsibilities

- 6.2.3.1 Assess and strengthen inclusive participation and governance mechanisms at settlement level.
- 6.2.3.2 Support assessment and capacity strengthening of SECs and GRCs.
- 6.2.3.3 Design and support community sensitization on gender equality, women's leadership, SGBV/SEA prevention, youth and disability inclusion, and climate risks.
- 6.2.3.4 Provide technical guidance on safeguarding systems and referral pathways (non-case management).

Qualifications and Experience

- 6.2.3.5 Degree in Social Work, Sociology, Psychology, or related field.
- 6.2.3.6 Minimum 7 years of experience in community engagement and social inclusion.

- 6.2.3.7 Experience working in informal settlements and participatory development contexts.

Skills

- 6.2.3.8 Participatory and inclusive community engagement methodologies
- 6.2.3.9 Design and delivery of sensitization and capacity-building activities
- 6.2.3.10 Safeguarding, SGBV/SEA-sensitive, and trauma-informed approaches (system-level)
- 6.2.3.11 Facilitation of multi-stakeholder dialogues at settlement level
- 6.2.3.12 Qualitative data collection, analysis, and reporting

6.2.4 Climate Change and resilience Expert (15 months)

The expert will lead technical work on climate risk assessment, climate-responsive planning, and low-carbon development pathways for informal settlements.

Key Responsibilities

- 6.2.4.1 Updated Climate Mainstreaming Action Plan (CMAP) and Implementation Framework
 - 6.2.4.1.1 Conduct a desk review of the existing CMAP and related climate policy and project documentation.
 - 6.2.4.1.2 Assess gaps in the integration of climate resilience and low-carbon considerations in KISIP II.
 - 6.2.4.1.3 Update and align the CMAP with KISIP II objectives, national climate policies and implementation arrangements.
 - 6.2.4.1.4 Develop a CMAP implementation schedule, indicators and monitoring framework.
 - 6.2.4.1.5 Lead the operationalization of the CMAP.
- 6.2.4.2 Climate Risk Assessment and Climate Responsive Planning and Design Framework
 - 6.2.4.2.1 Revise and strengthen the Rapid Climate Risk Vulnerability Assessment (RCRVA) methodology.
 - 6.2.4.2.2 Identify, prioritize, and validate climate-resilient and low-carbon measures.
 - 6.2.4.2.3 Support integration of climate resilience into policies, tools, and planning frameworks.
 - 6.2.4.2.4 Contribute to climate mainstreaming guidelines, training modules, and M&E indicators.
 - 6.2.4.2.5 Updated categorization of informal settlements (as per Tool A) and other Planning and Decision-Support Tools (Tools B and C) based on pilot testing, including pilot documentation and updated user manuals
- 6.2.4.3 Updated Organizational Procedures and Tools
 - 6.2.4.3.1 Review existing organizational procedures, guidelines, and workflows related to climate mainstreaming.

- 6.2.4.3.2 Identify gaps between policy commitments and operational practice in planning, procurement, supervision, monitoring, and reporting.
- 6.2.4.3.3 Update and refine procedures, tools, and workflows to support climate-resilient slum upgrading.
- 6.2.4.4 Capacity Building & Training:
 - 6.2.4.4.1 Develop training materials on climate mainstreaming jointly with the Capacity Building Expert.
 - 6.2.4.4.2 Train staff, partners, and stakeholders on climate mainstreaming.
- 6.2.4.5 Monitoring and Evaluation (M&E):
 - 6.2.4.5.1 Ensure climate indicators are included in M&E frameworks.
 - 6.2.4.5.2 Track progress and evaluate the impact of climate-focused initiatives.

Qualifications and Experience

- 6.2.4.6 Master's degree in Climate Science, Environmental Science, Urban Planning, Engineering, or related field.
- 6.2.4.7 Minimum 10 years of experience in climate risk assessment and adaptation in urban or informal settlement contexts.

Skills

- 6.2.4.8 Climate hazard, vulnerability, and risk assessment in data-scarce environments
- 6.2.4.9 Application of climate resilience and low-carbon solutions in informal settlements
- 6.2.4.10 Integration of climate considerations into planning tools and policies
- 6.2.4.11 Development of practical technical guidelines and methodologies
- 6.2.4.12 Training and technical backstopping on climate mainstreaming

6.2.5 Capacity Building and learning Specialist

Position Overview

The Capacity Building and Learning Specialist will be responsible for the design, coordination, and delivery of structured learning and capacity-strengthening programs on gender and climate mainstreaming under KISIP. The Expert will work closely with the Project Team Leader, national and county project teams, and World Bank specialists to ensure that learning interventions are aligned with ESF requirements, KISIP operational manuals, and results frameworks.

Key Responsibilities

- 6.2.5.1 **Capacity Needs Assessment and Learning Design**
 - 6.2.5.1.1 Conduct gender and climate capacity needs assessments across NPCT, CPCTs, and community-level structures.
 - 6.2.5.1.2 Design a KISIP Gender and Climate Capacity Building Strategy aligned to project components, county contexts, and safeguards requirements.

6.2.5.1.3 Develop tiered learning pathways (national, county, settlement/community level) tailored to different roles and competencies.

6.2.5.2 Training Development and Delivery

6.2.5.2.1 Design and deliver training programs, workshops, and clinics on:

6.2.5.2.2 Gender mainstreaming in urban upgrading and tenure processes

6.2.5.2.3 Climate risk screening and climate-responsive settlement upgrading

6.2.5.2.4 GBV risk mitigation and survivor-centered GRM approaches

6.2.5.2.5 Inclusive community engagement (women, youth, PWDs, vulnerable groups)

6.2.5.2.6 Apply adult-learning methodologies, including case studies from KISIP settlements, simulations, group work, and practical exercises.

6.2.5.2.7 Support Training of Trainers (ToT) approaches to ensure scalability and sustainability.

6.2.5.3 Development of Learning Materials and Tools

6.2.5.3.1 Develop user-friendly manuals, toolkits, checklists, and job aids for gender and climate mainstreaming in KISIP operations.

6.2.5.3.2 Produce practical guides aligned with KISIP systems (e.g. safeguards screening tools, GRM workflows, county planning templates).

6.2.5.3.3 Ensure materials are context-appropriate for use in informal settlements and county government settings.

6.2.5.4 Learning Integration and Institutionalization

6.2.5.4.1 Support integration of gender and climate learning into county operational procedures, annual workplans, and staff induction processes.

6.2.5.4.2 Promote peer-learning and cross-county knowledge exchange on good practices and lessons learned.

6.2.5.4.3 Document and package KISIP learning cases and success stories for internal learning and external knowledge sharing.

6.2.5.5 Monitoring, Learning and Results Reporting

6.2.5.5.1 Develop indicators and tools to track capacity uptake, behaviour change, and application of learning in project implementation.

6.2.5.5.2 Support collection and analysis of gender- and climate-related learning outcomes and contribution to project results.

6.2.5.5.3 Contribute to progress reports, aide-memoires, and World Bank supervision documentation from a learning perspective.

Required Qualifications

- 6.2.5.6 Advanced degree (Master's or higher) in Gender Studies, Climate Change, Environmental Studies, Education, Development Studies, Urban Planning, or a related field.
- 6.2.5.7 Minimum 8 years of experience in capacity building, learning design, and training delivery within development projects.
- 6.2.5.8 Proven experience integrating gender equality and/or climate change into training and institutional strengthening programs.
- 6.2.5.9 Demonstrated experience working with county governments, community structures, and urban informal settlements.
- 6.2.5.10 Strong familiarity with World Bank ESF, safeguards capacity building, and results-based reporting.
- 6.2.5.11 Strong facilitation and community training skills.

6.3 The firm may engage supporting staff periodically as per the need.

7 REPORTING AND COORDINATION

The firm will report to National Coordinator KISIP 2 and will be directly supervised by the Head of Gender and Community Engagement and Inclusion Sub - Component. The firm will be required to work closely with the Safeguards and Climate Change sub-component and liaise with all the KISIP 2 Component teams, including relevant county and settlement stakeholders, such as Settlement Executive Committees and Grievance Redress Committees.