

GOVERNMENT OF BALOCHISTAN
BALOCHISTAN INTEGRATED WATER RESOURCE MANAGEMENT AND
DEVELOPMENT PROJECT (BIWRMDP)

Qualifications, Terms of Reference and Scope of Services

Consulting Services – Gender Development Specialist

1. Background

Water is scarce in Balochistan as a whole. The province often faces severe drought conditions. Water availability is drastically reduced during extended droughts which leads to high marginality in income and livelihood means. Water storage facilities are inadequate for both surface and groundwater and the poor conditions of hydraulic structures require urgent rehabilitation and regular maintenance. The lack of adequate water storage capacities and flood retention areas as well as flood protection embankments have led to high damages. Urgent efforts and investments are required for rehabilitation of hydraulic infrastructure and implementation of water conservation as well as flood protection measures.

The Government of the Islamic Republic of Pakistan, represented by the Government of Balochistan (GoB), has received a loan from The World Bank/IDA for the implementation of the Balochistan Integrated Water Resources Management & Development Project (BIWRMDP) and intends to apply part of the proceeds of the loan to cover eligible payments under exclusive contract for hiring services of a Gender Development Specialist.

The Project Development Objective (PDO) is to strengthen provincial government capacity for water resources monitoring and management, and to improve community/based water management for targeted irrigation schemes in Balochistan. Based on an Integrated Water Resources Management (IWRM) approach, six irrigation schemes located in the Nari and Porali River Basins will be rehabilitated to ensure sustainability of the natural resources use. The IWRM schemes aim to provide sustainable and diversified livelihoods, through integrating watershed management with all land use systems, including irrigated agriculture in command areas, Khushkaba farming in upstream areas and spate irrigation in downstream areas. The project is implemented by a Project Management Unit (PMU) in Quetta and two Project Implementation Units (PIUs) in Sibul and Uthal, respectively.

2. Specific Tasks and Responsibilities

The Gender Development Specialist will directly report to the Project Director. S/he will provide analysis for formulation of strategies and briefings to PMU senior management. The Gender Specialist will provide support the Project in his/her area of expertise as required during project implementation. The Gender Specialist will maintain a network with the PMU, Government line departments, donor agencies, project beneficiaries and other key stakeholders. Other tasks will include but not limited to:

- Advice and provision of technical support to PMU and project consultants on gender issues.

- Formulate policy guidelines and facilitation in capacity building on gender issues
- Management of overall program activities and supervision of the projects regarding gender mainstreaming and guidance.
- Design a work plan in consultation with community members when, how and where to implement GAP including health development.
- Prepare reports on GAP implementation progress, milestones achievements and difficulties as well and advise PMU on steps to be undertaken for GAP implementation.
- Ensure that all project activities are in line with the policies and priorities of the Punjab Government and also with the World Bank.
- Compilation, analysis and interpretation of statistical data related to gender based issues, thorough documents, research and preparation of top quality analysis and reports.
- Production and launch of gender reports.
- Contribution to project wise initiatives related to gender issues.
- Facilitates knowledge building and mainstreaming of gender in related perspectives within program and actively participates in corporate knowledge creation.
- Provision of policy options and high quality advisory inputs to program and projects to ensure these are responsive to national & international policies and priorities in relation with gender mainstreaming and guidance.
- Sound contributions to knowledge networks and communities of practice through identification of best practices and lessons learned.
- Training and capacity building support for Project staff, Government officials and project beneficiaries on gender issues.
- Ensure effective management of the FO's and gender specific portfolio focusing on quality control of the full cycle of programming from formulation to implementation, thus helping in achieving project goals
- Quarterly reports are regularly prepared on activities, outputs and outcomes, also preparation of donor reports.
- Undertake visits to coordinate supervise and monitor the field-level activities.
- Coordinate with implementing partners and ensure that all quarterly reports such as work plan and progress reports are submitted to the WB within the deadline.
- Support the development of messaging on gender sensitive interventions of the project.
- Document best practices and lessons learned, if any.
- Perform any other gender related duties as required and advised by the Project.
- Advocacy and promotion on awareness of project mandate and mission focusing on achievement of project goals and objectives.
- Management of events and publications of gender related activities.
- Perform any other relevant duties assigned by the Project Director.

3. Qualification and Experience

- Master's degree (minimum sixteen years of education) in Gender Development, Sociology, Anthropology, Gender and Cultural Studies, or other field directly related to the social development for women identified in the domain of this position.

- 10 years of working experience on gender development in the field, in comparable working conditions
- Familiarity with the development issues and social structure of Balochistan or similar is desirable.

4. Selection Process

Consultants will be selected in accordance with the procedures set out in Section V of the World Bank's Guidelines: Selection and Employment of Consultants by World Bank Borrowers [January 2011 (Revised July 2014)] ("Consultant Guidelines")