BALOCHISTAN WATER SECURITY AND PRODUCTIVITY IMPROVEMENT PROJECT (BWSPIP)

Terms of References

Gender Specialist (Individual Consultant)
Component A: Flood Management of Kachhi Plains

Background

Balochistan, the largest province of Pakistan by area, faces persistent challenges related to water scarcity, climate variability, recurrent flooding, land degradation, and limited institutional capacity for effective water resources management. Seasonal floods, particularly in the Kachhi Plains, frequently cause extensive damage to agricultural land, infrastructure, and livelihoods, while inadequate floodwater retention and utilization mechanisms result in the loss of valuable water resources that could otherwise support agriculture and rural development.

To address these challenges, the Government of the Islamic Republic of Pakistan, through the Government of Balochistan (GoB), with financing from the World Bank (IDA), is implementing the **Balochistan Water Security and Productivity Improvement Project (BWSPIP)**. The project aims to enhance water security, strengthen flood resilience, improve agricultural productivity, and reinforce institutional systems for sustainable and climate-resilient water resources management across selected river basins and flood-prone areas of the province.

The **Flood Management of Kachhi Plains Project (FMKP)** is a major sub-project under BWSPIP, focusing on both structural and non-structural flood management interventions, including flood protection and conveyance infrastructure, floodwater harvesting and retention, watershed and catchment restoration, and community-based flood risk management measures. The Project Management Unit (PMU), supported by Project Implementation Units (PIU), is responsible for the overall implementation and coordination of FMKP activities. The Gender Specialist will support the effective implementation of Component A (Flood and Watershed Management Strengthening) of the BWSPIP by operationalizing the project's gender commitments. The role focuses on ensuring women's meaningful participation, leadership, and benefits in Water User Associations (WUAs), women-only WUAs, watershed management committees, and on-farm water productivity and climate-smart agriculture (CSA) interventions.

The position is implementation-oriented. The Gender Specialist will work to ensure that women's groups and community-level institutions are formed, functional, and sustained, and that gender commitments are implemented in line with the project's existing gender-related indicators in the Results Framework.

Specific Tasks and Responsibilities:

The Gender Specialist will directly report to the Project Director. The responsibilities will include, but not be limited to:

A) Gender Analysis and Planning

- Conduct a gender-sensitive baseline assessment to understand differentiated vulnerabilities, capacities, roles, and needs of women, men, girls, boys, and marginalized groups (e.g.,

persons with disabilities, ethnic minorities) in the project area. This assessment will specifically analyze women's roles and constraints in flood management, watershed activities, agriculture, livestock, and water use.

- Analyze how the flood impacts genders differently in terms of livelihoods, access to resources, mobility, safety, and decision-making, including impacts on women's time use, unpaid labor, and participation in community institutions.
- Identify existing gender gaps in access to early warning, emergency response, shelter, water, sanitation, and recovery support, with particular attention to women farmers and women-headed households.
- Prepare the Gender Action Plan (GAP) and ensure its alignment with national or provincial gender policies/laws and project objectives. The GAP will translate the PAD commitments, particularly those related to women-only WUAs, women's leadership, and climate-smart agriculture, into time-bound, field-level actions.

B) Gender-Responsive Implementation

- Advise technical teams on gender-responsive design of infrastructure, considering safety, accessibility, and privacy for women and vulnerable groups.
- Recommend gender-sensitive indicators for the project's Results Framework and Monitoring & Evaluation (M&E) system.

C) Women's Groups, WUAs, and Community Institutions

- Support the formation and strengthening of women's groups with equitable participation, including hands-on technical support to the formation, strengthening, and operationalization of women-only WUAs.
- Support women's effective participation in watershed management committees and Community-Based Flood Management Committees.
- Support the development or adaptation of governance and operational guidelines for women-only WUAs, including membership criteria, leadership roles and decision-making processes.
- Facilitate inclusive stakeholder consultations, ensuring meaningful participation of women and marginalized groups in planning, implementation, and monitoring.
- Promote women's leadership in community-level water and flood management.

D) Capacity Building and Training

- Organize gender mainstreaming training for project staff, contractors, and local community members.
- Build capacity of/ensure that field teams collect, analyze, and use sex-disaggregated data throughout the project cycle, including data on WUA membership, leadership positions, and training participation.
- Facilitate targeted capacity-building to strengthen women's leadership and technical skills in WUAs, women-only WUAs, watershed management committees, and climate-smart agriculture activities.

E. Monitoring and Evaluation

- Ensure regular reporting on gender outcomes in project progress reports to PMU.
- Monitor implementation of the Gender Action Plan and track progress against gender-specific targets mentioned in the PAD such as operational women-only WUAs and women trained in CSA.
- Document and share good practices and lessons learned on gender integration in flood management.

F) Coordination and Safeguards.

- Ensure compliance with gender-related safeguards of the World Bank's Gender Strategy, Environmental and Social Framework.
- Collaborate with social development and safeguard specialists to address intersectional vulnerabilities including gender-related and SEA/SH risks during community engagement and implementation.
- Provide technical input to strengthen gender-responsive flood risk governance at local levels.
- Advocate for institutional mechanisms that sustain gender integration beyond the project lifecycle.
- Any other tasks assigned by the Project Director.

Key Deliverables include:

- ✓ Gender Analysis Report, including baseline findings and practical recommendations for implementation.
- ✓ Gender Action Plan (GAP), with a costed action matrix, responsible parties, timeline, and monitoring plan.
- ✓ Operational guide for women's groups and women-only Water User Associations (WUAs), including basic governance and role clarity.
- ✓ Training materials and sessions on gender, community institutions, and women's participation in flood, watershed, and on-farm water productivity activities.
- ✓ Gender-sensitive M&E tools
- ✓ Monthly and Quarterly gender progress reports
- ✓ Case studies on women's participation or empowerment outcomes

1. Consultant Qualifications and Experience

- Master's/ Bachelor's (minimum sixteen years of education) in gender studies, sociology, social sciences, public policy studies, or any other relevant discipline
- Minimum seven (07) years of post-qualification professional experience in gender mainstreaming and women's empowerment, preferably in development projects.
- Demonstrated experience in conducting gender analysis and developing gender-sensitive interventions based on international standards and best practices in gender equality.
- Specific experience in similar geographical conditions and knowledge of local languages will be an added advantage
- Experience in community-driven development projects, including work with community institutions or groups, is preferable. is preferable.

2. Salary and Benefits

A market-based, competitive salary (lump sum with no additional benefits) will be offered based on qualifications and experience.

3. **Time frame of Consultancy**

   The services of the Consultant will initially be acquired for one year, but are likely to be extended as per requirement of the project, subject to the consultant's satisfactory performance.

4. **Selection Process:**

   Consultants will be selected following the procedures set out in “The World Bank Procurement Regulations for IPF Borrowers” for the selection of Individual Consultants.