



**PROJECT MANAGEMENT UNIT (PMU)  
PUNJAB URBAN LAND SYSTEMS  
ENHANCEMENT (PULSE) PROJECT  
Board of Revenue (BOR)  
Government of the Punjab**

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**TERMS OF REFERENCE**

**PUNJAB URBAN LAND SYSTEMS ENHANCEMENT (PULSE)  
PROJECT**

**ISLAMIC REPUBLIC OF PAKISTAN  
PUNJAB PROVINCE**

**HIRING OF AN INDIVIDUAL CONSULTANT AS  
GENDER BASED VIOLENCE (GBV) ASSOCIATE**

**JUNE 2025**

## **TERMS OF REFERENCE (TORs) - SOFTWARE DEVELOPER**

### **1. BACKGROUD INFORMATION: -**

Board of Revenue (BOR), Punjab with the technical & financial support of the World Bank is implementing Punjab Urban Land System Enhancement (PULSE) project for the establishment of a unified central database of all types of urban properties (societies / authorities / development agencies), rights and charges. The proposed system will not merely a GIS & Parcel based one but has all possible functionalities to serve as a robust platform for creation of 'Spatial Data Infrastructure' (SDI), an inevitable need of the future. The project will provide a complete and transparent record of title in land and immovable property. Digitization of remaining parts of rural land, digitization of Katchi Abadis (KAs) record, and automation of sub-registrar record rooms is also part of the project.

#### **1.1. Beneficiary Country and Province:**

Islamic Republic of Pakistan and Punjab Province.

#### **1.2. Contracting Authority:**

Under the Punjab Urban Land Systems Enhancement (PULSE) Project and in agreement with the World Bank, the Project Management Unit (PMU), Borad of Revenue (BOR), Government of Punjab is the contracting authority.

### **2. OBEJECTIVE: -**

In addition to its GIS and ICT-based interventions, the PULSE project identifies gender as a cross-cutting priority, with particular focus on preventing and responding to Gender Based Violence and workplace harassment, including Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH), affecting project direct, contract workers and project beneficiaries. The project is committed to promoting a safe, inclusive, and respectful working environment across all levels of implementation including field activities and interaction with beneficiaries. To support this commitment and to ensure alignment with World Bank safeguards and project indicators, the PULSE project seeks to engage a Gender Associate. The selected individual will assist the Gender Specialist in implementing workplace harassment prevention measures,

supporting awareness and training initiatives, and strengthening grievance redress and accountability mechanisms within the Project Management Unit (PMU) and among implementing partners.

**3. SCOPE OF WORK: -**

- Provide technical and operational support to the Gender Specialist in the implementation and monitoring of the Gender Strategy and Action Plan, with a focus GBV/SEA/SH prevention.
- Assist in the mainstreaming of GBV/SEA/SH safeguarding measures in all project components, including community-based mechanisms, staff training, and partner engagement.
- Facilitate and support the delivery of training sessions and awareness campaigns on GBV/SEA/SH for project staff, partners, community leaders, and government counterparts.
- Assist in monitoring and quality assurance of the assignments being carried out by GBV/SEA/SH consultant firm
- Collaborate with the Gender Specialist in maintaining effective relationships with key stakeholders including legal institutions, and protection actors to promote gender-sensitive land governance and safeguarding.
- Contribute to field assessments, gender and protection risk analyses, and community consultations to identify barriers to women's land ownership and protection concerns related to GBV.
- Monitor implementation of the Code of Conduct and support the development of community-friendly grievance and reporting mechanisms.
- Support the development of IEC materials and communication products that are culturally appropriate, gender-sensitive, and aligned with survivor-centered principles.
- Maintain and update a stakeholder contact database including CSOs, legal aid providers, women's groups, and protection service actors.
- Participate in coordination forums, technical working groups, and learning events related to gender equality, land rights, and GBV/SEA/SH.
- Assist in collecting, analyzing, and reporting gender-disaggregated data and protection indicators, contributing to donor reports and project evaluations.
- Maintain Coordination with the project's District GBV-GRM Focal Persons

- Perform any other duties as required by the Gender Specialist to ensure effective gender and safeguarding integration across the project.

#### **4. QUALIFICATION & EXPERIENCE: -**

- Minimum 16 years of education in Gender Studies/Sociology/Social Work/Law or equivalent education from a HEC-recognized university / Institute.
- At least three (3) years of post-qualification experience in implementing GBV/SEA/SH safety protocols , gender sensitive complaint handling , and GBV/SEA/SH prevention trainings (experience in working with World Bank or other foreign funded projects will be preferred).
- Familiarity with World Bank guidelines on GBV/SEA/SH complaint handling protocols and Grievance Redressal Mechanism will be given preference
- Proven experience of maintaining liaison with relevant NGOs and GBV Service providers
- Strong interpersonal communication and writing skills
- Ability to travel in intervention districts of Punjab where and when required.

##### **4.1 Technical Skills:**

- Proficiency in the use of MS Office (Word, Excel, PowerPoint )

#### **5. TYPE OF CONTRACT**

Time-Based Contract.

#### **6. DURATION OF CONTRACT**

The duration of the contract is for a period of one (01) year (extendable).

#### **7. SELECTION PROCEDURE**

The selection will be made in accordance with Section VII, paragraph 7.36 on Open Competitive Selection of Individual Consultants of the World Bank Procurement Regulations for IPF Borrowers”, dated November 2020. The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” dated November 2020 (“Procurement Regulations”), setting forth the World Bank’s policy on conflict of interest.

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