



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



TERMS OF REFERENCE

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

**ISLAMIC REPUBLIC OF PAKISTAN
PUNJAB PROVINCE**

**HIRING OF AN INDIVIDUAL CONSULTANT AS
GENDER 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 integrates gender as a cross-cutting priority. The gender component emphasizes mainstreaming gender perspectives, particularly in relation to women's inheritance and land ownership rights, through targeted community mobilization and stakeholder engagement efforts across Punjab. To enhance the capacity of the Gender Section within the Project Management Unit (PMU), the project seeks to recruit a Gender Associate. The Gender Associate will assist the Gender Specialist in ensuring effective implementation of gender-related activities and in meeting World Bank targets and project-specific indicators related to gender inclusion and equity.

3. SCOPE OF WORK: -

- Provide technical and administrative support to the Gender Specialist in implementing and monitoring the Gender Strategy and Action Plan, particularly in relation to women's inheritance and ownership rights
- Assist in mainstreaming gender perspectives in project planning, community engagement, legal awareness activities, and documentation processes around land and property rights.
- Support the organization and facilitation of gender sensitization workshops and training sessions for project staff, implementing partners, community leaders, and local authorities.
- Collaborate with the Gender Specialist in liaising with government entities to promote women's legal rights and gender-responsive land governance.
- Maintain up-to-date knowledge of laws, policies, and practices related to inheritance and land rights, especially those affecting women and vulnerable populations.
- Contribute to gender analysis and field-level assessments to identify barriers and opportunities for gender-equitable land and property ownership.
- Support the development of gender-sensitive advocacy and communication materials in collaboration with the communications team.
- Establish and maintain a stakeholder database including women's rights organizations, customary leaders, civil society actors, and government institutions involved in land governance.
- Participate in technical working groups, coordination meetings, and workshops on gender equality and property rights.
- Assist in identifying entry points for engaging traditional leaders and male allies in support of women's land and inheritance rights.
- Perform any other duties as assigned by the Gender Specialist to support the integration of gender perspectives across the project.
- Ability to travel in intervention districts across Punjab where and when required

5. 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 mainstreaming gender perspectives in project planning, community engagement, awareness activities,

training, and documentation processes (experience in working with World Bank or other foreign funded projects will be preferred).

- Proven experience of maintaining liaison with relevant government departments and NGOs
- Strong interpersonal communication and writing skills

5.1 Technical Skills:

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

6. TYPE OF CONTRACT

Time-Based Contract.

7. DURATION OF CONTRACT

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

8. 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.
