

## **TERMS OF REFERENCE (DRAFT)**

### **Benazir Income Support Programme**

#### **Social Protection (Gender Policy & Research Specialist) (Gender and Development GAD)**

##### **A. BACKGROUND**

Launched in 2008, Benazir Income Support Programme (BISP) is the largest social safety net programme in Pakistan. The design of its main ongoing initiative, the unconditional cash-transfer program, rests on the assumption that poor families will invest more on human development if women are given more control over household finances. BISP's other pilot initiatives also aim to improve women's condition and position within the family and community. However, very little evidence exists to develop gender-informed and gender-responsive policies and programmes for social protection.

The Asian Development Bank (ADB) has provided a credit to the tune of SDR 283.776 million for Pakistan Social Protection Development Project spread over a period of five years (November 2013 –2018). The Project shall support the full expansion of the BISP's Cash Transfer Program to eligible families, improvement and expansion of graduation programs, and the improvement of policy research, financial management and control systems.

BISP's current research agenda is limited and mostly in response to requests from different donors and departments with more emphasis on process monitoring and evaluation. With an extensive database, country wide outreach, an explicit mandate to pursue women's empowerment and a social protection policy role, BISP represents a key opportunity to address the knowledge gaps related to social and gender impacts of the social protection policies and programmes. One of the key gender elements of the Asian Development Bank's support to BISP is to strengthen the BISP's research programme with improved evidence on gender impacts and results. BISP therefore requires the technical support of a Social Protection - Gender Policy & Research Specialist (Gender and Development - GAD).

##### **B. OBJECTIVES**

The **Social Protection (Gender Policy & Research Specialist -GAD)** will provide technical support to the BISP's social research unit in strengthening BISP's gender-responsive research agenda. S/he will contribute in producing policy-relevant and evidence-based recommendations for developing gender-informed social protection policies and programmes in Pakistan.

##### **C. SCOPE AND RESPONSIBILITIES**

The **Social Protection (Gender Policy & Research Specialist -GAD)** would be responsible for the following tasks but not limited to:-

- Get well acquainted with the BISP projects and programs;
- Support BISP's research unit in developing a multi-year social research agenda on which to base the development of social protection policy making and planning in Pakistan;

- Support for undertaking and outsourcing research activities on social and gender issues related to social protection policies and programmes in general, and BISP's gender impacts in particular;
- Support BISP in documenting gender impacts and results incorporated in the programme evaluation design;
- Review technical proposals of research and evaluation studies and ensure that provisions for gender analysis are included in all relevant research initiatives;
- Review and analyse the existing research work undertaken by the BISP's research unit and identify the gaps related to gender impacts and analysis;
- Conduct gender analysis of the BISP's beneficiary data which will serve as first hand information for the government, donors and CSOs for developing pro-women and socially inclusive programmes;
- Assist in developing a well-defined and clearly articulated strategy for disseminating the research findings of BISP;
- Liaise with relevant stakeholders including government, donors, national and international NGOs/networks, media and academia for knowledge sharing and national awareness on good practices, gender impacts and issues in social protection programmes;
- In coordination with the BISP's research unit, conduct lateral learning programs/events for sharing BISP good practices and strengthening networking; and
- Conduct any other function and responsibility, which may be assigned by the Supervisor.

#### **D. Time frame and Supervision**

The services will be performed over the period of the project. The initial contract will be for 1 year, subject to extension based on satisfactory performance. The Social Protection (Gender Policy & Research Specialist -GAD) will directly report to the Director General (Research, Evaluation & MIS)/Director (M&E)/Director (Research).

#### **E. Qualifications and Experience**

- The candidate shall demonstrate strong research and analytical skills and well versed with the gender concepts and country wide gender specific issues ;
- The candidate preferably has a master's degree in social /public policy or related field and preferably 7 years' experience in research and analysis of social policy issues that address the needs of social development particularly women's empowerment;
- S/he is also expected to have strong analytical skills and excellent written, oral and presentation skills in Urdu and English. S/he is familiar with working with senior government officials across different ministries and agencies and must be committed to participatory approaches;
- Well-versed with the research design and methodologies, contribute in developing ToRs for research studies and reviewing the technical proposals
- Experience in conducting gender analysis of Poverty Alleviation programs and poverty data;
- Understanding about research topics related to women's empowerment interventions including social, legal, political and economic empowerment ;

- Knowledge about Benazir Income Support Program (BISP); and
- Knowledge about Social Protection instruments such as insurance, social assistance and workfare.