

**Agency for Hydrometeorology of the Committee on Environmental Protection
under the Government of the Republic of Tajikistan**

“Managing Glacier Loss and Water Security Project”

Project No.: 59079-001

Terms of Reference for Gender Specialist

A. Background

The Government of Tajikistan will receive a \$3.00 million grant from the Japan Fund for Prosperous and Resilient Asia and the Pacific (JFPR) for the implementation of the “Managing Glacier Loss and Water Security Project”. The project will improve Tajikistan’s resilience to glacial loss melt and reduce the vulnerability of natural and social systems to cryosphere glacier-related risks.

The project will have three outputs:

- (i) Digital systems for cryosphere and hazard warning established;
 - (ii) Capacity of staff for cryosphere end-to-end unified data observation, management, and analytical system strengthened; and
 - (iii) Community-focused early warning system for cryosphere hazards improved.
- This output will be financed by the attached technical assistance grant.

The project will be implemented by the Agency for Hydrometeorology of the Committee on Environmental Protection under the Government of the Republic of Tajikistan (Hydromet).

A project implementation group (PIG) will be created under the supervision of the Hydromet. The PIG will be responsible for the overall project implementation, including management, procurement, day-to-day administration, monitoring and reporting.

The estimated implementation period of the project will be 3 years from January 2026 to January 2029.

B. Objective of the Assignment

The Gender Specialist in the PIG team will ensure implementation of the project’s GAP, and monitor the quality of implementation. The progress of GAP implementation will be reported semi-annually to ADB.

C. Responsibilities and Scope of Work

Her/his activities are expected to include but not be limited to:

- (i) Ensure that capacity building programs, demonstration activities, any activities for outputs include all requirement to implement GAP;

- (ii) Undertake gender monitoring activities and prepare gender reports to be submitted to ADB;
- (iii) Develop systems for collecting sex-disaggregated data to monitor and report progress in achieving targets of the GAP;
- (iv) Collect sex-disaggregated data to monitor progress in achieving targets of the GAP;
- (v) Provide technical inputs and advice to the PIG on relevant aspects of gender mainstreaming and women's empowerment;
- (vi) Ensure that activities and assessments adequately take account of gender issues and support inclusion (host community and displaced people);
- (vii) Ensure adherence to ADB's operational plan for gender equality and women's empowerment, and related policies;
- (viii) Prepare quarterly project progress reports; and
- (ix) Support delivery of training. Prepare a gender capacity-building plan for project staff and beneficiaries. Conduct gender awareness training/gender sensitivity trainings for the PIG and Hydromet and other stakeholders.

D. Reporting

The Gender Specialist will report to the Project Director. He/she will work closely with the project team, and the consultants. He/she is accountable to the project director. He/she will submit reports on a monthly basis in a format acceptable to the Project in Tajik language.

E. Minimum Qualification Requirements

1. A Bachelor's degree, preferably Master's degree in Social Science, Public Administration, Law or related fields;
2. At least 5 years of experience in the related field;
3. At least 3 years of professional experience in projects financed by ADB, World Bank, or other international financial institutions;
4. Fluency in written and spoken Tajik and Russian;
5. Knowledge of gender issues in the agricultural sector;
6. Professional user of PC and office equipment; and
7. Good oral and written communication skills.

F. Place of Work

The Gender Specialist will be based in the PIG office in Dushanbe and as needed to travel within Tajikistan.

G. Duration of Assignment

It is expected that the Gender Specialist will commence to perform the assignment on January __, 2026. The contract will be signed for one year, with the possibility of extension. This assignment is renewable annually based on the specialist's performance and project needs.

H. Payment Terms

Salary is established according to the staffing schedule of the Project under the Hydromet at the established rate in accordance with the Decree of the Government of the Republic of Tajikistan dated July 1, 2025 No. 386.