

15 July 2026

Capacity Development Initiative for Women in Integrated Water Resources Management (IWRM) and Gender-Responsive Water Governance in Pakistan

Location	Islamabad, Pakistan
Type	Contract for Services
Languages	English
Duration:	September 2026 – August 2027 (12 months)
Background information	Background Information: Water security remains one of Pakistan's most pressing sustainable development challenges, with increasing pressures arising from climate change, population growth, competing water demands, environmental degradation, and increasing water scarcity. Strengthening Integrated Water Resources Management (IWRM) and promoting inclusive water governance are essential for improving water security, enhancing climate resilience, and advancing sustainable development. Women play a critical role in household water management, agriculture, natural resource management, and community resilience. Despite their significant contributions, women continue to be underrepresented in water governance institutions, technical water management professions, and water-related decision-making processes due to persistent structural, institutional, and capacity barriers. Strengthening women's technical knowledge, leadership, and participation in water governance is therefore essential for achieving equitable, inclusive, and sustainable water management. UNESCO, through its Intergovernmental Hydrological Programme (IHP) and the World Water Assessment Programme (WWAP), has a unique comparative advantage in advancing science-based water management, strengthening science-policy interfaces, and promoting inclusive water governance. Building on its global expertise and normative mandate, UNESCO supports Member States in enhancing institutional capacities, promoting evidence-based policies, and facilitating knowledge exchange to improve water security and climate resilience. Under this initiative, UNESCO seeks to strengthen the capacities of women professionals, practitioners, policymakers, researchers, and community representatives to advance inclusive and sustainable water resources management in Pakistan. The initiative will promote knowledge sharing on integrated water resources management, water governance, climate resilience, water security, sustainable water use, and gender-responsive approaches to water management. It will also promote the dissemination and application of the findings and recommendations of the United Nations World Water Development Report (WWDR) to support evidence-based policy development and implementation. The assignment contributes directly to UNESCO's Approved Programme and Budget (43 C/5), Regular Programme 2026-27, Outcome 2 and Output 2.3.SC, by strengthening national capacities for inclusive water governance, water security, and resilience through science-based approaches.
Objectives	To design and implement a comprehensive capacity development initiative that strengthens the knowledge, technical capacities, leadership, and participation of women working in water-related sectors in Pakistan.

**Tasks/
Activities**

Under the overall guidance of the UNESCO Representative in Pakistan and in close coordination with the National Professional Officer for Natural Sciences, the contractor will undertake the following activities:

1. Inception and Work Planning

- a. Hold inception meetings with UNESCO and relevant stakeholders.
- b. Prepare a detailed inception report outlining the implementation methodology, workplan, stakeholder engagement strategy, communication approach, monitoring framework, risk mitigation measures, and timeline.
- c. Identify training needs and finalize the implementation approach in consultation with UNESCO.

2. Development of Capacity Development Programme

Design and develop a comprehensive capacity development package covering topics including:

- a. Integrated Water Resources Management (IWRM)
- b. Water governance
- c. Water security
- d. Climate resilience and adaptation
- e. Sustainable water use
- f. Gender-responsive water governance
- g. Women's leadership in the water sector
- h. Water and Health

The organization shall develop:

- a. Training manual
- b. Presentations
- c. Practical exercises
- d. Case studies
- e. Resource materials
- f. Pre- and post-training assessment tools

3. Organization and Delivery of Capacity Development Activities

The organization shall:

- a. Plan, organize, and facilitate six capacity development workshops. Each workshop having 20 onsite and 10 offsite participants. 60 percent women participation in each event.
- b. Facilitate discussions, group exercises, and practical learning sessions.
- c. Promote peer learning and exchange experiences.
- d. Ensure gender-responsive and inclusive participation throughout the programme.

4. Knowledge Exchange and Networking

The organization shall:

- a. Organize 3 online networking and knowledge-sharing sessions. 30 participants with 80 percent women participation.
- b. Facilitate dialogue among women professionals, government officials, academia, research organizations, civil society organizations, and development partners.
- c. Promote institutional collaboration and professional networking among stakeholders working in the water sector.

5. Dissemination of the United Nations World Water Development Report (WWDR)

The organization shall:

- a. Present and disseminate key findings and recommendations of the United Nations World Water Development Report of 2026 and 2027.
- b. Facilitate discussions on the practical application of WWDR recommendations within Pakistan's water sector.
- c. Develop concise knowledge products and policy briefs, where appropriate.

6. Organization of World Water Day 2027 (Water and Health)

The organization shall plan, coordinate, and implement the World Water Day 2027 national event in Pakistan, in close coordination with UNESCO, relevant government institutions, UN

agencies, development partners, academia, civil society organizations, and other stakeholders.

The organization shall be responsible for, but not limited to, the following:

- a. Develop a detailed event management and implementation plan, including timelines, responsibilities, and coordination mechanisms.
- b. Coordinate with UNESCO and relevant partners on the event concept, programme, speakers, moderators, panelists, and participants.
- c. Provide logistical and administrative support for the organization of the event, including venue arrangements, participant registration, audio-visual requirements, branding, and event management.
- d. Facilitate participation of women professionals, policymakers, researchers, academia, civil society organizations, youth representatives, and development partners, ensuring gender-balanced and inclusive participation.
- e. Support the dissemination of the United Nations World Water Development Report (WWDR) and promote dialogue on its findings and recommendations in the context of Pakistan.
- f. Prepare event communication and visibility materials, including invitations, agenda, background note, presentations, banners, social media content, photography, videography, and other outreach products, in accordance with UNESCO's branding and visibility guidelines.
- g. Document the event proceedings and prepare a comprehensive event report, including participant feedback, key recommendations, lessons learned, and media coverage.
- h. Support post-event follow-up and dissemination of key outcomes and recommendations.

7. Documentation and Reporting

The organization shall:

- a. Document all workshops and stakeholder consultations.
- b. Compile participant feedback and lessons learned.
- c. Prepare workshop reports.
- d. Produce communication materials highlighting key outcomes.
- e. Submit a comprehensive final technical report summarizing activities undertaken, outputs achieved, lessons learned, challenges, and recommendations.

Deliverables

No.	Deliverable	Details	Activity Ref. No.	Timeline	Installments
1.	Inception Report	Inception Report including detailed workplan and implementation methodology	Activity 1a, 1b	Within 01 month of signing the contract	20%
2.	Training needs assessment summary	Report on the findings of TNA	Activity 1c	Within 02 months of signing the contract	
3.	Capacity development training materials	Training materials developed for the trainings	Activity 2	Within 03 months of signing the contract	20%
4.	Workshop Reports	Six workshops in hybrid form	Activity 3	After each workshop	
5.	Online networking sessions	3 online networking and knowledge-sharing sessions	Activity 4	Report of the 3 sessions when completed	

	6.	Report on Delivery of capacity development workshops	Full report on all workshops and sessions	Activity 3, 4, 5	Within in 9 months of signing the contract	20%
	7.	World Water Day 2027	Report on World Water Day 2027	Activity 6	Within 8 months of signing the contract	20%
	8.	Final Report	Final report covering all activities and financial reporting	Activity 1 to 6	End of Assignment	20%

Eligibility criteria

UNESCO is looking for organizations with the following qualifications:

- a. It is mandatory for organizations to have a minimum of five (5) years of professional experience in designing and implementing capacity development programmes, technical trainings, workshops, policy dialogues, or knowledge-sharing initiatives related to integrated water resources management (IWRM), water governance, water security, climate resilience, gender equality, sustainable development, or related fields. Organizations with less than five years of relevant experience will be disqualified.
- b. It is mandatory for the organization to provide evidence of at least three (3) successfully completed assignments involving capacity development, technical training, stakeholder engagement, policy dialogue, or multi-stakeholder consultations in the fields of water resources management, climate change adaptation, environmental management, gender equality, or related sectors.
- c. It is mandatory for the organization to demonstrate experience working with government institutions, water sector agencies, academia, research institutions, civil society organizations, UN agencies, international organizations, and development partners.
- d. It is desirable for the organization to demonstrate experience in promoting women's leadership, gender-responsive governance, gender mainstreaming, or social inclusion within water, environmental, climate change, or natural resource management programmes.
- e. It is desirable for the organization to demonstrate experience in facilitating multi-stakeholder dialogue, professional networking, and knowledge exchange among government institutions, technical experts, academia, civil society organizations, women's organizations, and development partners.
- f. The technical proposal should clearly demonstrate the organization's understanding of the assignment and present a sound implementation methodology, stakeholder engagement strategy, quality assurance measures, risk mitigation measures, monitoring framework, and approach for achieving the expected outputs and outcomes.
- g. The proposal should include a realistic workplan with clearly defined activities, deliverables, timelines, milestones, and allocation of responsibilities among the proposed team members.
- h. It is desirable for the organization to demonstrate experience in developing technical training curricula, learning materials, policy briefs, knowledge products, communication materials, and technical reports related to integrated water resources management, water governance, climate resilience, or gender-responsive water management.
- i. It is desirable for the organization to demonstrate familiarity with UNESCO's Intergovernmental Hydrological Programme (IHP), the World Water Assessment

	Programme (WWAP), the United Nations World Water Development Report (WWDR), and the Sustainable Development Goals (particularly SDGs 5 and 6). j. It is mandatory for the proposed Team Leader to possess at least five (5) years of relevant professional experience in integrated water resources management, water governance, climate resilience, environmental management, or related fields, including demonstrated experience leading multidisciplinary assignments. k. It is mandatory for the organization to propose a multidisciplinary team with expertise in integrated water resources management, water governance, climate resilience, gender equality and social inclusion, capacity development, stakeholder engagement, communications, and project management. CVs of all proposed team members shall be submitted as part of the technical proposal. l. It is mandatory for the organization to have qualified in-house expertise in project management, workshop organization, stakeholder coordination, documentation, communications, monitoring and evaluation, and development of technical knowledge products. m. The proposal should include an innovative and cost-effective communication and visibility approach for documenting and disseminating project activities and results, including methods for measuring participant engagement and knowledge uptake.
Minimum Content of Proposal	The proposal should at least include the following points; 1- Introduction and background 2- Objective 3- Methodology 4- Expected Outcomes 5- Risk Matrix 6- Budget 7- Workplan 8- CVs of the team leader and members
Deadline for Submission	Your offer comprising of technical proposal and financial proposal, via an electronic submission, should reach the following address procurement.isb@unesco.org no later than 31 July, 2026 before 15:00 HRS, Islamabad time without any copy to any other e-mail addresses. Offers addressed to any other e-mail accounts will be disqualified.