

Terms of Reference Social Safeguards Specialist

Background:

For decades, Pakistan has had persistently high rates of stunting (and other forms of malnutrition) and currently has the third highest percentage of stunted children (44%) in the world. In Sindh Province, 48% of all children under five suffer from stunting. To reverse the situation, The Government of Sindh has approved an Accelerated Action Plan for Reduction of Stunting and Malnutrition (AAP) with the ambitious goal of reducing stunting from 48% to 30% by 2021. The Government has requested the World Bank support in achieving this goal through the implementation of the AAP during 2017-2021.

The proposed project, would support the implementation of the AAP in the 23 districts with the highest stunting rates through a results-based approach to link disbursements to the achievement of agreed pre-defined approach to link disbursements to the achievement of agreed pre-defined indicators. Disbursement linked indicators (DLIs) have been used in other projects in Sindh and have contributed significantly to (i) enhance policy and sector dialogue (by focusing on political ownership of the Government's program); (ii) have a greater focus on results (by linking disbursements to planned progress and performance targets); and (iii) have more effective donor coordination (by facilitating planning, budgeting, and supervision within a common framework).

The project comprises two components. The first component, through a results-based approach using DLIs, will finance results set out in the AAP while the second component will finance technical assistance and other inputs needed for effective implementation of the AAP. Under Component 1, the project will support provision of a multispectral package of service by financing results, measured by the achievement of DLIs, under a defined Eligible Expenditure Program (EEP). Under Component 2, the project will finance technical assistance and input to support (i) measures for implementing a pilot conditional cash transfer (CCT) program to assist targeted beneficiaries in the poorest quintile to access health and nutrition services; (ii) development and implementation of an overarching multi-sectoral communication strategy for social and behavioural change; and (iii) institutional arrangement for improving coordination, strengthening accountability citizen engagement, operationalizing integrated multi-sectoral data information systems, strengthening monitoring, evaluation and supervisor.

Overall Job Objective:

The Social Safeguards Specialist will be responsible for the implementation and supervision of all aspects related to social safeguards and social mobilization related to the Project. She/He will oversee the implementation of the ESMF and Resettlement Policy Framework, RPF, (if applicable), ESMPs and Checklists that will be prepared for subprojects, implementation of Social Management Framework, including social mobilization strategy, grievance redress mechanism etc. The Social Safeguards Specialist will supervise the implementing partners' teams to ensure that all social safeguard commitments are incorporated into activities and work processes. Responsibilities will include:

Overall responsibility for implementation of all aspects of ESMF

Preparation stage:

- Supervise the ESMP and RPF preparation process including screening and filling the screening checklists for each subproject to be undertaken under the project
- Support the preparation of ESMPs, RAPs/ARAPs and Checklists for subprojects

- Building capacity on preparation of ESMPs and RAPs/ARAPs
- Maintain guidance and vigilance on land issues including VLD procedures etc.
- Quality assurance of all RAPs/ESMPs and obtaining their clearance from the World Bank
- Establishing a grievance redress system for the project

Implementation:

- Supervising and supporting Implementing Partners (IAs) and all other field teams and agencies in achieving their responsibilities on implementing ESMPs as outlined in the ESMF and agreed with them
- Plan and implement procedures for all compensation under RAPs/ARAPs
- Carrying out frequent field visits and conduct monitoring for ESMF implementation
- Identifying and preparing induction, training or capacity building and monitoring materials
- Conduct/manage ESMF trainings for the personnel of IPs and other implementing agencies in accordance with the Training Framework provided in the ESMF
- Providing support for, implementing, monitoring and reviewing the performance of the grievance redress system (including training district level ESFPs, field level focal persons and other relevant personnel; data analysis; follow-up surveys etc.)
- Overseeing public consultations for ESMPs/RAPs etc. where required
- Responding to safeguard concerns as required
- Implementing a system for beneficiary feedback (if required)

Monitoring:

- Overseeing the preparation and quality of quarterly progress reports for submission to World Bank and other stakeholders as defined in the ESMF and subsequent subproject specific ESMPs
- Preparing the monitoring formats, protocols and tools for ESMP and RAP implementation
- Liaising and facilitating the work of third party monitoring agents
- Undertake coordination and liaison with implementing partners and other agencies as and when required
- Monitoring the grievance redress system
- Regular reporting on grievance redress and beneficiary feedback (if required)

The Social Safeguards Specialist will ensure that the project remains compliant to the following World Bank operational policies and guidelines:

- OP / BP 4.01 Environmental Assessment
- OP 4.11 Physical Cultural Resources
- OP / BP 4.12 Involuntary Resettlement
- Bank's Policy on Access to Information WB EHS Guidelines

Qualification:

- The candidate should have, as a minimum, a postgraduate degree from any recognized institution in the area of Social Sciences: Community development, Participatory Rural Appraisal, or any related discipline with combination of appropriate trainings.
- A minimum of 08 years of relevant experience in social development and working knowledge in the World Bank's Social and Environmental safeguards policies and IFC Environmental, Health and Safety Guidelines. Experience with Community development, gender mainstreaming issues, VMG's and participatory approaches, and in particular, experience in World Bank's social safeguard policies, direct experience in working on implementation of Social Assessment, RAP, VMGP, ESIA and ESMF, and other environmental and social safeguard issues preferably in Conservation organization or large industries in any private or public sector are an added advantages. Good communication skills both verbal and written.