

## **Terms of Reference (TOR)**

### **Social Safeguard Specialist (Individual Consultant)**

#### **Background**

The Government of Punjab (GoPb) is implementing the project “Getting Results: Access and Delivery of quality Education Services’ (GRADES)” in Punjab with the assistance of the World Bank for Improvement of education outcomes which remains a crucial way for Punjab to build human capital. In Pakistan, an additional year of schooling is associated with an improved income of 7%, due to both increased labor force participation as well as improved productivity. Improving education also has important benefits for fertility reduction, later marriage, reduced crime, and other social indicators. This project will improve both social and economic outcomes for Punjab as a whole.

The GRADES project consolidates and brings more focus to Punjab’s reform agenda in education, making sure that the education system delivers improved results for both girls and boys. It draws lessons from the reform program that the Government of Punjab has been implementing in the education sector over the last two decades, with support from various donors.

#### **Objectives**

Social Safeguard Specialist will be a part of GRADES-P, and together with the Environmental Specialist, Social Safeguard Specialist will provide expert support to the executing agencies in the office (SED-PMIU) as well as in the field on social safeguards related issues.

#### **Scope of functions**

Key tasks and responsibilities of the consultant are outlined below:

1. Work as the focal point for social safeguard compliance within the GRADES to provide assistance, guidance and counsel on necessary requirements of social compliances and gender within the project as per legal agreements
2. Implement of Stakeholder Engagement Plan (SEP), Social related provisions of Environment and Social Management Plan (ESMF), Labor management Plan (LMP), Resettlement Policy Framework (RPF), Social related provisions of Environment and Social Commitment Plan (ESCP), and wherever required as per the specifications of sub-projects conduct social assessment under Initial Environmental Examination or Environmental Impact Assessment (IEE/EIA) as per the requirement of Punjab Environment Protection Act 2012.
3. Update and support the implementation of social risk mitigation and management as per Project’s Environmental and Social Management Framework (ESMF).
4. Ensure that the project remains compliant to the legal provisions established under Environment Social Framework of the Project.
5. Develop quarterly reports on social risk management, including on stakeholder engagement,

grievances, labor management and contractor compliance

6. Implement the recommendations of the Social Assessments carried out for the Project under SEP, LMP, RPF, and IEE/EIA.
7. Provide support/advice to the concerned stakeholders in addressing the social risks, on any such issues which are likely to create or exacerbate conflict within communities or have significant impacts on vulnerable and/or marginalized groups at all stages of the implementation of the Programme.
8. To further mitigate and avoid adverse social impacts, with the help of Program Coordinator, ensure that no investment shall be funded under the program that: involves land acquisition, resettlement, physical or economic displacement, forced evictions or involuntary movements of any community, and/or physical investment.
9. Ensure that exclusion list/criteria have been explained to all stakeholders/partners/executing agencies of the project, and provide explanatory sessions on it as and when required.
10. Ensure that the project implements the gender tagged actions, and reports on the same.
11. Design and impart training/awareness raising sessions in collaboration with the Environment Specialist and assist in coordination activities. This will include developing resource material, commissioning and conducting required assessments to fill information gaps, etc.
12. Together with the Environment Specialist, prepare Environment and Social screening checklist, mitigation measures, and monitoring checklist as prescribed in the ESMF of the Project for each subproject type and activities under the project.
13. Assist in carrying out social screening of subprojects (grants) and activities (including small works), and help to prepare grants/subproject/activity specific award/selection criteria as per recommendations of the Social Assessment.
14. Carry out site supervisions during implementation of project activities, and provide feedback to the Program Coordinator.
15. Help design citizens engagement strategy for the project and ensure regular feedback by project beneficiaries. Accordingly, report on the Beneficiaries Feedback Indicator for the project.
16. Develop and maintain a practical, relevant and effective Grievances Response and Redressal Mechanism as per guidelines established in the ESMF.
17. Communicate with grantees, universities, communities / stakeholders, vendors, contractors, and subcontractors for necessary environmental and social compliances.
18. Ensure the HSE compliance by sub-projects during construction activities.
19. Review/revision of documents and ensuring timely delivery of outputs as agreed between World Bank and the executing party.
20. Preparing quarterly progress reports (ESMF compliance) for submission to the World Bank.
21. Prepare the social inputs for the project's final report.
22. Any other relevant task assigned by Competent Authority.

### **Qualification and Professional Experience**

#### **Qualification**

- A Master's/ Bachelors (Hons.) degree (16 years of education) in social sciences/development studies/ Environmental Sciences or related field from reputable & recognized local or foreign institution, duly recognized by the Higher Education Commission (HEC) of Pakistan.

**Experience**

- At least, five (05) years of documentary verifiable relevant experience, after acquiring stipulated qualifications, in public and/or private sector national/international organizations in areas covered at TOR. Experience in education sector will be accorded due weightage.
- Previous experience for social assessment and other instruments, stakeholder management and citizen engagement will be considered an asset.
- Strong written and oral communications skills.
- Proven report writing skills.
- Demonstrates good oral and written communication skills in substantive and technical areas.
- Excellent writing, editing and analytical skills and capability of working independently.

**Selection Process**

The selection will be made in accordance with the “World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services”, September 2023.