

**TERMS OF REFERENCE**  
**SOCIAL AND GENDER SPECIALIST AT AGRICULTURE DELIVERY UNIT,**  
**SINDH WATER AND AGRICULTURE TRANSFORMATION PROJECT SWAT,**  
**HYDERABAD- SINDH**

**1. PROJECT BACKGROUND**

The project will help kickstart a transformation process that will boost resilience to future climate shocks, such as floods and droughts, through three mechanisms: (i) creating a modern integrated water resources management (IWRM) system; (ii) demonstrating proof of concept in increasing agricultural water productivity for selected farmer organisation (FO) subprojects; and (iii) adjusting key policies that will provide the enabling environment to scale up these successes in the future. A successful demonstration of significant increases in agricultural water productivity at the FO level will have a transformational impact, potentially leading to replication in other areas of Sindh. The project supports critical policy reforms by using the investment project financing (IPF) with Performance based Conditions (PBC) modality.

The project has started its six-year implementation period from January 2023 with the 4 major program components. Component 3 *Agriculture Incentives and Investments* will be the focus of this assignment which includes support for on-farm water management; smart subsidy to incentivize a shift to water-thrifty crops like horticulture, oils seeds and pulses; cost-sharing grants for farmers and SMEs to develop value chains of high value crops like horticulture; improve agriculture statistics management; modernization of market information management; improve management of salinity-affected lands and water; and help farmers adopt climate-smart agriculture practices and Component 5 *Agriculture Flood Emergency*: This includes support to farmers affected by the floods of August 2022 in their endeavors for restoration of crop cultivation through cash transfers. This is being implemented by ADU under Agriculture Department, Government of Sindh.

**2. OBJECTIVE:**

The objective of the "Social and Gender Specialist" position is to assist the Project Director in the supervision and management of the social and gender component of the Environmental and Social Management Framework. This includes conducting social screenings with project implementation consultants, coordinating with relevant departments, implement grievance redressal mechanism, gender action plan and carry out stakeholder engagement activities plan and ensuring compliance with World Bank safeguard policies.

**3. SCOPE OF WORK / RESPONSIBILITIES**

Duties and Responsibilities of the Social and Gender Specialist of the Agriculture Component are as follows:

- ✓ To ensure compliance with the social and gender component of the Environmental and Social Management Framework document during the implementation of the Agriculture Component activities.
- ✓ Carry out social screenings of the proposed sub-project sites, especially for forced evictions (AED), involuntary resettlements, voluntary land donations etc.
- ✓ To review and ensure that social baseline data is collected during the preparation of the ESMP or other safeguard instruments.
- ✓ Carry out public consultations during the preparation and implementation of the safeguard instruments (i.e. ESMP)
- ✓ Implement Gender Action Plan and actions from the GBV Action Plan for the Project.
- ✓ Implement Stakeholder Engagement Plan (SEP) and Labor Management Plan (LMP).
- ✓ Ensure programs and processes comply with applicable social rules and regulations.
- ✓ Serve as owner and custodian of GRM to ensure the functioning of the GRM per the requirements of the ESMF.
- ✓ To review and approve social component of the contractors' environmental and social management plan.
- ✓ Provide guidance to project associated partners in developing policy, programs and procedures of projects to implement the GAP & GBV action plan and promote women representation in projects at all levels

- ✓ Act as the owner and custodian of the Social and Gender sections in all the strategic documents for the project, including Project Appraisal Document (PAD), Project PC-I, Project Operations Manual (POM), Project Procurement Strategy Document (PPSD), bidding documents and the Environmental and Social documents.
- ✓ Monitor labor contracting by the civil works contractors following the requirements of management focusing GBV risks and securing gender friendly work environment.
- ✓ Assist in establishing gender sensitive monitoring and evaluation system at all levels in collaboration with the consultants.
- ✓ Organize awareness raising campaign to all project-related agencies to promote the increase of female workers ratio and equal pay for equal work.
- ✓ Ensure programs and processes comply with applicable gender rules and regulations.
- ✓ To carry out field visits and review the implementation status of mitigation measures outlined in the social safeguard instruments.
- ✓ Ensure timely and effective reporting of all social and gender related responsibilities, as described above.
- ✓ Any other functions that the Project Director may assign from time to time.

#### **4. QUALIFICATION AND EXPERIENCE**

- ✓ Master's degree (minimum sixteen years of education) in Sociology, Gender Development, Rural Development or Agriculture Economics
- ✓ Minimum ten (10) years of relevant work experience in public and private sector in the field of social and gender safeguards implementation and management.
- ✓ The candidate should have sound knowledge on social screening, resettlement, gender and stakeholder engagement plan, grievance redressal mechanism.
- ✓ Having good communication skills with proficiency in English and use of computer,

#### **5. EXPECTED OUTPUTS & DELIVERABLES**

- (i) Prepare social safeguard instruments as per ESMF/World Bank safeguard requirements.
- (ii) Social screening checklists carried out as per ESMF requirement.
- (iii) Social and gender component covered in periodic progress reports (Quarterly/ Bi-annual)
- (iv) Carry out capacity building on the ESMF and other aspects of the social safeguards.

#### **6. SELECTION METHOD**

- ✓ An individual consultant will be selected through a competitive process in accordance with “World Bank: Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services” November 2020