Terms of Reference (TOR)

ENVIRONMENTAL 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.

Project Objectives:

In alignment with the sectoral objectives, the goal of this project is *'to increase girls' and boys' participation rates in pre-primary to elementary grades and enhance reading proficiency in primary grades*.

The project objectives are as follows:

- Improving education indicators for enrolment, retention and completion with concentrated focus on improving NER and improving learning conditions for children in Punjab's public schools.
- Special focus on primary and pre-primary education including provision of quality ECCE as per ECE Policy 2017.
- Improving access to schools by improving 'Student Classroom Ratio', with the provision of necessary infrastructure.
- Improving education governance systems by enabling the use of data systems at the district level to empower decision making.
- Expansion of Public Private Partnerships by providing technical and financial support to the School Education Department's attached departments working on these modalities.
- Improvement in quality of education by strengthening the curriculum and manuscript wings functioning within PCTB.
- Project will aim to recover learning losses from COVID19, which have had a roll-on effect in subsequent years. A contingency plan for any future unforeseen learning losses will be developed and capacity development for officials to cope with these circumstances will be incorporated.
- Capacity building by expanding the CPD models for teacher training currently in place. The aim will be to build on the use of technology in teacher training as introduced under the PESP-III Programme.
- Leadership training is to be introduced to improve education management in districts and strengthen the governance systems.

- Improving the assessment systems in place after the implementation of the Assessment Policy Framework. Strengthen shift towards conceptual learning from rote learning.
- Build on policy frameworks for the uplifting and strengthening of the education sector in Punjab in order to fulfil Pakistan's commitments for SDG-4 and for the implementation of Article 25-A.

Responsibilities

Environmental Specialist on behalf of GRADES shall overall be responsible for all the effective implementation of the Environmental management activities at field and office level. Specifically, the Environmental Specialist will be responsible for the implementation of Environmental and Social Management Framework (ESMF), Standard Operating Procedures for ICT Waste Management (SOPs), Environmental and Social Commitment Plan, and mitigations and recommendations proposed in Initial Environmental Examination or Environmental Impact Assessment (IEE/EIA) of sub-projects. The Environmental Specialist will provide expert support to the executing agencies in the office as well as in the field. The Consultant will provide support to ensure compliance with the Environmental Safeguards established under Punjab Environmental Protection Act 2012 and Environment and Social Framework (ESF) of the World Bank. The Environment Specialist will work for GRADES, which has been established to support the implementation of the project.

Scope of functions

Key tasks and responsibilities of the consultant are outlined below:

1. Implement the Project's Environmental and Social Management Framework (ESMF).
2. Ensure that the project remains compliant to the World Bank ESF.
3. Support implementation of the Environment and Social Management Plan (ESMP) for sub-projects in line with ESMF guidelines.
4. Provide overall environmental safeguards management, oversight during the implementation of the project. She/he will provide support/advise to the concerned stakeholders in addressing a variety of environmental management matters at all stages of the implementation of the Project and in environment related training/awareness raising and coordination activities.
5. Prepare necessary documents, such as environmental guidelines and tools in consultation with stakeholders and help in commissioning and managing additional and/ or special studies/ assessment, if necessary.
6. Prepare guidelines, tools, and notes for use in the project based on relevant environmental policies, acts and regulations/ directives of the Government of Pakistan (GOP), provincial governments requirements, ESMF, and ESF of the World Bank. Ensure that each subproject and activities under the project prepares and implements the Environment and Social screening checklist, mitigation measures, and monitoring checklist as prescribed in the ESMF of the Project.
7. Organize environmental orientation & awareness, and trainings for the stakeholders.
8. Help commissioning and managing other special studies / assessment such as hazardous & e waste management. Develop environmental information / awareness materials and help the Project in disseminating the information to the relevant stakeholders.
9. Review approved grant proposals and other project activities, including plans, design, cost, and bidding documents to ensure environmental and social aspects and mitigations are incorporated.
10. Carry out site supervisions during implementation of project activities, and provide feedback to

the Program Coordinator.

11. Coordinate with relevant agencies for obtaining permission and NOC (like EPAs) etc. where applicable.
12. Communicate with grantees, universities, communities/stakeholders, vendors, contractors, and subcontractors for necessary environmental and social compliances.
13. Ensure adequate management of ICTs waste under the ICT SOPs.
14. Ensure the HSE compliance during construction activities.
15. Review and revision of documents and ensuring timely delivery of outputs as agreed between World Bank and the executing party.
16. Preparing quarterly progress reports (ESMF compliance) for submission to the World Bank.
17. Prepare the environmental inputs for the project final report.
18. Assist the Program Coordinator in routine office matters when required.
19. Work as the focal point for the World Bank to provide necessary requirements of environmental compliances within the project framework.
20. Undertake any other tasks related to the environmental management of the project, including the preparation for complains recorded in the project's GRS system as well as others that the project and the Bank could receive

Qualification and Professional Experience

Qualification

- A Master's/ Bachelors (Hons.) degree (16 years of education) in Environmental sciences/ environmental management/ environmental evaluation/ environmental monitoring 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, preferably in education.
- Environmental management experience with the World Bank projects.
- Having experience of conducting environmental impact assessments, preparation and implementation of Environmental Management Plans, field environmental assessments of small construction projects etc.
- 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.
- An ability to work effectively, take initiative and deliver results, even under pressure, and willing to visit sites in remote areas

Selection Process

The appointment will be made in accordance with the "World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services" (July 2016) revised in November 2017, August 2018, November 2020 & September 2023.