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.

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

Social Safeguard Specialist will be a part of GRADES, and will be responsible for the implementation 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. Together with the Environmental Specialist, Social Safeguard Specialist will provide expert support to the executing agencies in the office (SED-PMU) 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 World Bank within the project GRADES to provide assistance, guidance and counsel on necessary requirements of social compliances and gender within the project as per commitment agreed by the executing party with the World Bank.
2. Support the implementation of social risk mitigation and management as per Project's Environmental and Social Management Framework (ESMF).
3. Ensure that the project remains compliant to the World Bank conditions established under Environment Social Framework of the World Bank.
4. Implement the recommendations of the Social Assessments carried out for the Project under SEP, LMP, RPF, and IEE/EIA.
5. 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.
6. 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.
7. 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.
8. Ensure that the project implements the gender tagged actions, and reports on the same.
9. Design and impart training/awareness raising sessions in tandem 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.
10. 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.

11. 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.
12. Carry out site supervisions during implementation of project activities, and provide feedback to the Program Coordinator.
13. 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.
14. Develop and maintain a practical, relevant and effective Grievances Response and Redressal Mechanism as per guidelines established in the ESMF.
15. Communicate with grantees, universities, communities / stakeholders, vendors, contractors, and subcontractors for necessary environmental and social compliances.
16. Ensure the HSE compliance by sub-projects during construction activities.
17. Review/revision of documents and ensuring timely delivery of outputs as agreed between World Bank and the executing party.
18. Preparing quarterly progress reports (ESMF compliance) for submission to the World Bank.
19. Prepare the social inputs for the project's final report.
20. Any other 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, preferably in education.
- Previous experience with the World Bank projects 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.
- Must be able to work with people of different backgrounds and be a good team member.
- Strong interpersonal and communication 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 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.