

**GOVERNMENT OF SINDH  
SINDH IRRIGATION DEPARTMENT  
SINDH BARRAGES IMPROVEMENT PROJECT (SBIP)**

**(REQUEST FOR EXPRESSION OF INTEREST (INDIVIDUAL CONSULTANTS))**

**PROCUREMENT OF CONSULTING SERVICES (INDIVIDUAL CONSULTANT)  
SOCIAL SAFEGUARD SPECIALIST PMO-SBIP  
PK-AFOF SBIP -150856-CS-INDV**

**Dated: 07-01-2020**

The Government of Sindh is implementing World Bank financed Sindh Barrages Improvement Project. The office of Project Management Office (PMO) established within Irrigation Department, Government of Sindh is coordinating and monitoring the implementation activities of this project on day to day basis.

The services of following eligible, motivated and dynamic professional candidates are required as individual consultants from market.

<b>S. No.</b>	<b>Name of Position</b>	<b>Required Qualification and Experience</b>
1.	Social Safeguard Specialist	<p><b>QUALIFICATION CRITERIA AND REQUIRED SKILSS</b></p> <ul style="list-style-type: none"><li>➤ Masters' degree in Social/Sciences, Development Studies and any other relevant field etc.</li><li>➤ 10 years of professional working experience including; three years in implementation of Environmental &amp; Social (E&amp;S) Safeguard Policies, SMF, ESIA's, SSESMP and ARAP/RAP for World Bank financed project;</li><li>➤ Strong knowledge of safeguard requirements and procedures of the World Banks; knowledge about relevant provincial, and provincial laws, standards, regulations, and policies such as those pertaining to environmental and social management, land acquisition and resettlement, labour management and protection, gender, consultations, GRM, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups;</li><li>➤ Ability to work independently and undertake the field assignments.</li><li>➤ Proven ability to work in a collaborative, team environment.</li><li>➤ Written and oral fluency in English required.</li></ul> <p>Demonstrated computer user skills (e.g., desktop application MS Office such as Word, Excel, and Power Point).</p>

- Selections will be selected in accordance with the procedures set out in the World Bank Procurement Regulation for IPF Borrowers Goods, Works, Non-Consulting and Consulting Service August 2018. The selection of the consultants will be made following as per Individual Consultant method.
- Job responsibilities (TORs) for subject positions are attached and have been provided on project website [www.sbip.org.pk](http://www.sbip.org.pk)
- Interested candidates may send their CVs by post/email or in person/addressing Project Director, on or before 14<sup>th</sup> **January, 2020**, before closing of office hours at **1700hrs.**

**Project Management Office (PMO)  
Sindh Barrage Improvement Project  
Irrigation Colony, Adjacent City School PAF Chapter,  
Shaheed-e-Millat Expressway, Karachi**

**Phone: 021-99330815**

**Website: [www.sbip.org.pk](http://www.sbip.org.pk)**

**SINDH BARRAGES IMPROVEMENT PROJECT**  
***IDA Financed Credit NO: 62420-Pak***  
**TERMS OF REFERENCES (TORs)**

INDIVIDUAL NATIONAL CONSULTANT  
SOCIAL DEVELOPMENT AND SAFEGUARDS SPECIALIST

**BACKGROUND INFORMATION**

Government of Sindh (GoS) is undertaking Rehabilitation and Modernization of Sukkur and Guddu Barrages under “Sindh Barrages Improvement Project” (SBIP) which is being managed by The Project Management Office (PMO) of Irrigation Department, GoS and financed by the World Bank. The main objective of this project is to enhance useful life of the Barrages and to safeguard the reliable supply of irrigation water to the command areas of the above mentioned barrages. Both barrages are located on river Indus: Sukkur Barrage near the city of Sukkur and Guddu Barrage in the district of Kashmore in the north of Sindh Province, Pakistan approximately 16km (10 miles) north east of Kashmore City. Since the project is being financed by World Bank (WB) therefore a number of safeguard operational policies (OPs) of WB are applicable for SBIP and a number of safeguard instruments are prepared in accordance with these policies. PMO, intends to engage a Social Development and Safeguard Specialist to assist PMO team in implementation of Social Safeguard (SS) Policies of WB and these safeguard instruments for both projects.

Detailed scope of work defined by PMO for the Social Safeguards Specialist is given in the below section.

**SCOPE OF WORK**

The Social Development and Safeguard Specialist will be responsible to ensure the preparation (if needed) and implementation of all the relevant social safeguard instruments including Social Management Frameworks (SMFs), Environmental and Social Impact Assessments (ESIAs) and Resettlement Action Plans (RAPs)/Abbreviated Resettlement Action Plan (ARAP) both for Guddu and Sukkur Barrage Improvement Projects.

The Specialist will work in coordination with existing E&S Safeguards Unit of PMO and the main responsibilities will include but not limited to the following:

- Providing a thorough supervision on the compliance of social policies and social standards in project preparation (for any instruments needed to be prepared under SMF) and implementation;
- Supervise and coordinate with the Project Implementation Consultants (PIC), third party firms and Contractors for development and implementation of all the relevant and applicable social safeguards policies and instruments including but not limited to; Social Management Frameworks (SMFs), Environmental and Social Impact Assessment (ESIA), Site Specific

Environmental and Social Management Plan (SSESMP), Resettlement Action Plan (RAPs), Abbreviated Resettlement Action Plan (ARAP) and any other instruments;

- Ensure adherence to and monitoring of SMF, ESIA, SSESMP and ARAP/RAP at field level;
- Prepare/Update/Implement a stakeholder engagement plan for the construction and operations phases of the project;
- In consultation with the PMO implement the stakeholder engagement strategy at the field level, including any relevant record keeping or documentation and periodic review of the strategy;
- Closely coordinate, facilitate and support E&S Safeguards Specialist of PMO in functioning of GRM in accordance with the requirements of GRM procedures and operational manual of the project;
- Periodically review the functioning and effectiveness of the GRM;
- Undertake periodic qualitative assessment of the GRM to determine if the feedback loop is being closed; identify problems that need to be addressed etc. and ensure that vulnerable categories are included in such assessments;
- Ensure that overall functioning of the GRM is closely monitored along with updated status of complaints. Regular reports in this regard shall be submitted to the PMO;
- Facilitate to implement the action plans and undertake capacity strengthening activities on gender;
- Conduct public campaigns to raise awareness about safety and security, gender-based violence (GBV), including all forms of harassment against women, elderly, children, persons with disability, and minorities such as transgender and people of other ethnic or religious backgrounds. Coordinate with local Non-Governmental Organizations (NGOs) with similar concerns and outreach activities;
- Support the development of campaign messages on avoiding sexual harassment;
- Support and guide the GBV service providers;
- Provide an overview of labourer use on the project including details on numbers and characteristics of project workers, timing of various labourer requirements, number and type of contracted workers including subtypes, and details on migrant works;
- Assess key potential labor risks based on available information due to project activities such as those due to hazardous work, likely incidents of child and/or forced labor, GBV, etc. Support development, review and approval and implantation of Contractors' Code of Conduct;
- Provide details on Contractor Management, including the selection process for Contractors, contractual provisions to be put in place for Contractors to manage labour issues, and procedures for managing the performance of contractors;
- Responsible for the development, supervision, monitoring, reporting (including World Bank) and performance review of labourer management procedures and plans in accordance with World Bank requirements and national / provincial labourer laws and procedures;
- Contribute to different project progress reports pertaining to overall implementation of environmental and social safeguards requirements of the project.
- Contribute in preparation of quarterly progress reports including those required for submission to PMO / World Bank as defined in relevant social safeguards frameworks and plans; and

- Perform other such duties that may be assigned from time to time.

## **QUALIFICATION CRITERIA AND REQUIRED SKILSS**

- Masters' degree in Social/Sciences, Development Studies and any other relevant field etc.
- 10 years of professional working experience including; three years in implementation of Environmental & Social (E&S) Safeguard Policies, SMF, ESIA's, SSESMP and ARAP/RAP for World Bank financed project;
- Strong knowledge of safeguard requirements and procedures of the World Banks; knowledge about relevant provincial, and provincial laws, standards, regulations, and policies such as those pertaining to environmental and social management, land acquisition and resettlement, labour management and protection, gender, consultations, GRM, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups;
- Ability to work independently and undertake the field assignments.
- Proven ability to work in a collaborative, team environment.
- Written and oral fluency in English required.
- Demonstrated computer user skills (e.g., desktop application MS Office such as Word, Excel, and Power Point).