



**GOVERNMENT OF SINDH  
PLANNING & DEVELOPMENT DEPARTMENT  
PROJECT COORDINATION & MONITORING UNIT  
SINDH BARRAGES IMPROVEMENT PROJECT**

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

The Government of Sindh with technical support from the World Bank has initiated the process for preparation of Sindh Water & Agriculture Transformation (SWAT) Project. The overarching theme of SWAT concept is the water and agricultural nexus with the aim of boosting the rural economy and promoting sound water resources management. The Project Coordination & Monitoring Unit (PCMU) already established in P&D Department for coordination and monitoring of World Bank financed Sindh Barrages Improvement Project (SBIP) is playing central role in preparation process of SWAT Project with close coordination and support of Irrigation and Agriculture Departments which will implement the Project for their respective parts.

To be eligible for funding from the World Bank, the project/program is required to meet the World Bank's safeguards policies in conformity with the legislation of the Government of Pakistan on environmental and social consideration associated with sub-project components. The required safeguards instruments need to be prepared in professional manner satisfactory to World Bank.

In this regard, the services of professional consultants/specialists are required for preparation of Environmental and Social Safeguards instruments for SWAT Project in accordance with the TORs prepared for each expert/specialist and are available on PCMU website: [www.sbip.org.pk](http://www.sbip.org.pk). The Individual Consultants/Specialists would be hired from market for four month's contract period by utilizing the available funds of ongoing World Bank Sindh Barrages Improvement Project. Details of individual consultants/specialists with required qualifications & experience are given as under:

No.	Position/Specialist	Required Qualification and Experience
1.	<b>Environmental Safeguard Specialist (Team Leader)</b>  <b>One Position</b>	a) Master's Degree in Environmental Sciences, Environmental Engineering or equivalent; b) 15 years of relevant experience in environmental and social assessment for water sector. c) Work experience with government and international organizations in Pakistan, preferably in Sindh Province; d) Work experience as an environmental specialist in/with World Bank funded activities and knowledge of the World Bank safeguard policies and requirements will be an advantage; e) Fluency in both oral and written English (must) and local languages (recommended). f) Good communication skills and report writing.
2.	<b>Social Safeguards Specialist</b>  <b>Two Positions (I &amp;II)</b>	a) Master's Degree in Social Sciences preferably in Sociology/ Anthropology/ Economics; b) 10 years of relevant experience with at least 1 year in any donor funded projects; c) Work experience with government and/or international organizations will be an added advantage; d) Knowledge on country legal process on land acquisition and population displacement and understanding of the World Bank guidelines on

		<p>social safeguards and social development issues will be given priority;</p> <p>e) Fluency in both oral and written English (must) and local languages (recommended) with knowledge of local conditions.</p> <p>f) Good communication skills and report writing.</p>
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- The core competencies include self-starting; independent and responsible personality; ability to take initiative and work in teams; track record on following through with commitments and meeting deadlines.
- Selections shall be made in accordance with the method contained in Part V of World Bank's
- A consulting 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 **November 2017**
- Attention of prospective individuals is drawn to paragraph 1.9 of Consultant Guidelines: whereby "Consultants shall not be hired for any assignment that would be in conflict with their prior or current obligations to other clients, or that may place them in a position of being unable to carry out the assignment in the best interest of the Borrower"
- Civil servants may be hired under provided that such hiring does not conflict with any employment or other laws or regulations, or policies of the country and if they (i) are on leave of absence without pay, or have resigned or retired; (ii) are not being hired by the agency they were working for before going on leave of absence without pay, resigning, or retiring; and (iii) their hiring would not create a conflict of interest (see paragraph 1.9).
- Detailed CVs should be sent to following address by surface mail or by email.

**Project Coordinator,  
Sindh Barrages Improvement Project  
Project Coordination & Monitoring Unit (PCMU)  
2nd Floor, Sindh Bureau of Statistics Building,  
13, Block 8, Chaudhry Khaliqzaman Road, Clifton, Karachi  
Phone No. 021-99205862-3 Fax: 021-99251255  
Email: [sbip2019@gmail.com](mailto:sbip2019@gmail.com)**

# TERMS OF REFERENCE

## Individual Consultant – Environmental Specialist (Team Lead)

### **TO PREPARE ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF), REVIEW AND UPDATE ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP) AND LEAD TEAM IN PREPARATION OF SAFEGUARD INSTRUMENTS FOR SINDH WATER AND AGRICULTURE TRANSFORMATION (SWAT) PROJECT**

#### BACKGROUND

1. Sindh Province can get much more value from its agricultural sector while also using less water. This coupled improvement will help boost Sindh's rural economy and address water-related environmental degradation. Sindh Water and Agriculture Transformation (SWAT) will support the Government of Sindh in modernizing and rehabilitation vital irrigation infrastructure and facilitate a transformation in agriculture sector management, water resources management, and irrigation service delivery.
2. **Transformation in agriculture sector management.** Current policies and subsidy regimes favour specific commodities and constrain the sector from modernizing and becoming internationally competitive. This is reinforced by the weak state of research and extension (R&E), which preclude the adoption of innovation and diversification. The entry point for transforming this sector is to support 'Smart Subsidies' that enable better targeting and to invest in R&E. The two will collectively promote a transformation towards high-value and water efficient agriculture.
3. **Transformation in irrigation service delivery.** Currently irrigation water is supplied to farmers based on outdated criteria with minimal accountability, flexibility and accuracy. The poor quality of service results in low willingness to pay, which preempts the fiscal space needed to invest in quality improvements, thus creating a vicious downward spiral. The entry point for transforming service delivery is support for decentralization and participatory management of irrigation services, a model which exists in Sindh in the form of the three Area Water Boards. Though their scale is limited, they have proven to be a vehicle for improved irrigation services in their jurisdictions by providing services based upon water availability and farmer needs in an equitable manner. The division and clear demarcation of responsibilities between farmers (water fees) and AWB (service level) generates a virtuous upward spiral that can create both the fiscal space and farmer trust required to embark upon further improvements and innovations.
4. **Transformation in water resources management.** Currently there is no formal water resources management system. The water distribution network for surface water – which is also the biggest source of recharge for fresh groundwater – is managed as an irrigation delivery system, even though it delivers water for multiple uses including domestic, industrial, and environmental uses. Within irrigation management, there is a disproportionate prioritization of water delivery over drainage. The lack of holistic water management results in haphazard water allocation, extensive environmental degradation from water logging, soil salinity, and reduction in environmental flows. The entry point for transforming this is to establish a water resources management system that enables management of water as a resource with recognized economic, social, and environmental values. In addition to higher water productivity, this will also increase sustainability of water-dependent eco-systems.
5. These three transformations are inter-dependent. Higher value and more water-efficient agriculture requires better irrigation services—perhaps the single most important input for agriculture in Sindh. Irrigation needs to be placed within a broader water resource management system to

function efficiently and sustainably. The environmental degradation caused by the poor irrigation and water management practices is undermining the resource base upon which Sindh's rural economy depends.

## PROJECT OVERVIEW

6. SWAT will support the Government of Sindh embark upon these transformations by using a water-agriculture nexus approach, whereby water and agricultural activities work together synergistically at four levels:
  - (i) Agricultural and water *policy and legal reforms* that help create incentives and an enabling environment. For agriculture, the reforms focus on modifying the subsidy regime, reducing government intervention in the markets, improving research and extension, and improving value chains. For water, this includes water pricing reforms, and the formulation of a new water law that adjusts the roles of Sindh Irrigation and Drainage Authority (SIDA), Area Water Boards (AWB) and the Irrigation Department—into an Irrigation and Water Resources (IWR) Department.
  - (ii) Supporting water and agricultural *institutions* to help translate the policy reforms into real improvements in agricultural water productivity and water resources management. This includes supporting the proposed IWR Department, formulating a Sindh strategic water plan, and establishing a hydro-agro informatics program. For agriculture, this involves improving agricultural statistics, including price and crop monitoring, and providing demand-driven agribusiness and innovation grants.
  - (iii) Modernizing *canal infrastructure and water services* on the Left Bank (East) and the Right Bank (West) of the Indus River to improve water supply to agricultural, urban and industrial users. The Sindh Irrigation and Drainage Authority (SIDA), Area Water Boards (AWBs) will also be strengthened.
  - (iv) Helping *farming communities* at the Farmer Organization (FO) level increase their incomes through a demand driven approach in the provision of infrastructure, technical assistance, and funding for new agricultural practices. This involves the co-location of investments by the Irrigation and Agriculture Departments to ensure synergies.
7. The project will achieve these through a five-component structure which is detailed in the remainder of this section:

**Component 1: Agriculture and Water Policy Reforms (US\$ 100M).** The objective this component is to support the Government of Sindh adopt policies that will help improve agricultural water productivity and water resources management. These policies will also help provide an enabling environment to increase the impact of investments in other project components. Performance Based Conditions (PBCs) will be established to measure the progress of policy reforms. The project disbursements will be made according to a pre-agreed schedule of the PBCs.

**Component 2: Water Resources Management (US\$ 30M).** This component will provide the foundation for integrated water resources management in Sindh by supporting policy and institutional reforms, improving planning, and establishing a hydro-agro informatics program that will benefit both water and agriculture sectors.

**Component 3: Water Service Delivery (US\$ 180M).** This component will improve water services, including water supply and drainage, for farmers, cities, and industries. It will finance the construction of infrastructure on the Left Bank of the Indus River, (and potentially medium sized canal works on the Right Bank) and undertake preparatory studies for larger Right Bank infrastructure. The component helps to strengthen the Area Water Boards and Farmer Organizations, including establishment of AWBs/FO on the Left Bank. The component also finances around 20-40 pilot FO-level integrated agricultural development sub-projects which

combine inputs from both SIDA and Agriculture Department, and focuses on conjunctive surface water and groundwater management, combined with climate-smart agriculture technical assistance to improve farmer incomes.

**Component 4: Investments Supporting policy reform (US\$ 110M).** Support actions targeting at implementing the agricultural policy reforms introduced in the Component 1. Some of these investments will be province-wide, but many of them will be focused on those parts of the province where the irrigation systems have improved, in order to obtain the synergies between agricultural and water improvements.

**Component 5: Project Coordination and Monitoring (US\$ 10M).** The Component provides support to the Project Coordination and Monitoring Unit (PCMU) under the P&D Development. The PCMU is expected to provide overall coordination of project activities to ensure synergy between the different project components. In particular, the PCMU has responsibility for:

- 1) Helping to facilitate water and agricultural policy reforms under Component 1, and managing the PBC process between the Bank and the Sindh Government.
- 2) Implementing Component 2, Water Resources Management, with support from specialized consultants.
- 3) Ensuring collaboration between SIDA and the Agriculture Department on FO Subprojects
- 4) Serving as the focal point for World Bank – Sindh Government interactions, including procurement and financial management oversight, and consolidated reporting.

## **OBJECTIVES OF ASSIGNMENT**

8. Programs and projects financed with IDA resources need to comply with the World Bank Operational Policies. Therefore, components and related activities eligible for funding under this project will be required to satisfy the World Bank's safeguards policies, in addition to conformity with the legislations of the Government of Pakistan on environmental and social considerations associated with the programs and projects. Since details of the sites and specific investments of the project are not available at this stage, other than Akram Wah rehabilitation for which ESIA and RAP have been prepared, site-specific environmental and social impact assessments cannot be conducted. The consultant will therefore prepare an Environmental and Social Management Framework (ESMF).
9. In alignment with the objective of the assignment, the scope of work is distributed in four tasks enlisted as follows:
  - a) **Preparation of Environmental and Social Management Framework (ESMF)** – This is considered as the overarching safeguards governance document for the entire SWAT project to prevent execution of interventions from causing significant individual or cumulative negative environmental and social impacts. ESMF sets out the principles, rules, guidelines, and procedures to assess the environmental and social risks and impacts envisaged from each sub-project activity. It contains measures and plans to reduce, mitigate, and/or offset adverse risks and impacts, provisions for estimating and budgeting the costs of such measures, and information on the agency or agencies responsible for addressing project risks and impacts, including on its capacity to manage environmental and social risks and impacts. It will serve as a guidance tool to minimize potential individual and cumulative negative impacts expected from implementation of multiple physical interventions by implementing mitigations during the entire project cycle. It will also highlight directions to enhance the positive impacts of project interventions and protect the environmentally sensitive areas from additional disturbance from human interventions as well as the social impacts inter-related with them. The ESMF will also address the outcome from the policy and plan level intervention of the SWAT project.

- b) Review and update of Environmental and Social Impact Assessment (ESIA) for Akram Wah**– The Component 3 of SWAT, i.e. Water Service Delivery, will include rehabilitation of Akram Wah and a detailed ESIA has been prepared by the project consultant of Sindh Water Sector Improvement Project (WSIP). Regional Safeguard Advisor confirmed that Akram Wah rehabilitation is at the level of Category B and the consultant is requested to review and adjust the ESIA as appropriate to meet Bank requirements.

**c) Coordinate with the Social Specialists for timely deliverance**

**SPECIFIC TASKS AND SCOPE OF WORK**

Task 1 - Environmental and Social Management Framework (ESMF) (Please see Annex 1 for the indicative structure of ESMF)

10. The Consultant is required to prepare an ESMF report that is concise and presents the broader perspective of the environmental and social compliance in the project and will describe the key roles and responsibilities of the implementing agency to ensure the environmental and social sustainability of the project. This report will cover organizational needs to implement the recommendations to mitigate any possible negative impacts. To prepare ESMF, the following tasks will need to be completed:
- a) Review relevant water policy, planning and development documents and designs, and related environmental and social studies to identify and understand project context, areas, and associated environmental and social risks and impacts.
  - b) Identify and describe applicable WB Safeguard Policies and EHS Guidelines. Explain the requirements, standards and guidelines relating to Project siting and design, approval, mitigation measures, and treatment standards, public consultation, and monitoring.
  - c) Provide a thorough analysis of the country's regulations vis a vis all applicable WBG environmental and social requirements and if there are gaps identified between the two, the analysis should apply the stricter standards among them, and indicate the specific measures/actions to be followed to ensure all requirements are met.
  - d) Define the geographic area in which project activities will be carried out and study area corresponding to the project's affected area. assemble secondary information in order to establish a preliminary baseline assessment of environmental and social issues and aspects pertinent to the project. Maps (in a common GIS format) are required at appropriate scales to show project-related development sites, pre-construction, and construction activities as well as surrounding areas likely to be impacted. These maps should include topographic contours as well as locations of major surface waters, roads, railways, villages and communities, administrative boundaries, existing land use and all critical habitats including parks and recreation areas, and historical and cultural resources. The relevant information should be collected to the level which corresponds to the level of detail of project area which are available at the time of ESMF preparation. For example, if it is known that the potential project areas will be located in the specific cities but it is not determined where in those cities the project would be located, the information at the city level should be collected.
  - e) The detailed project and component descriptions shall be prepared based on the project related documents. The typologies of sub-projects should also be explained. Explain all the project intervention including associated infrastructure, facilities and technical assistance. The information should be explained to the level available at the time of preparation of ESMF. Identify and describe all components of the project which may necessitate Environmental and Social Impact Assessment, Environmental and Social Management Plan or other types of environmental and social management instruments as per the national/regional/local regulatory framework as well as WB Safeguard Policies. Please refer to Annex 3 for the proposed structure explaining the project components in ESMF. Please also note that the general scope of TA activities to be supported under the project such as water and agricultural

policy and institutional reform, strategic water plan development and specialized studies should be explained.

- f) As part of the project preparation process, a broad “Water and Environmental Overview” will be prepared by the external consultant. In coordination with the external consultant, this overview should be incorporated into the ESMF with emphasis on activities under Component 2. Social issues will also be included in this overview.
- g) The general scope of the Sindh Strategic Water Plan (SSWP), financed under the project, will be also prepared by the external consultant. Make sure that the scope of SSWP will be included as part of the ESMF will be prepared by the PCMU in coordination with the external consultant. The SSWP will integrate the elements of cumulative impacts and strategic social and environmental assessments into the planning methodology.
- h) The ESMF will also prescribe an overall scope of the planning studies which will be financed under this project (Potential topics include restoration of Manchar Lake, Right Bank salinity management, upgrading of Left Bank Outfall Drain, and Delta ecological restoration). The overall scope of the planning studies will be prepared by the PCMU in coordination with the external consultant.
- i) Analyze potential environmental and social risks and impacts due to the implementation of the project. The risks and impacts should be identified and assessed for the different types of sub-projects and cover all types of environmental and social aspects including but not limited to physical environment, biological environment, cultural environment and socioeconomic conditions. Special attention should be given to the inclusion of preliminary analysis of potential environmental and social impacts expected from water and agricultural policy reform and plan development to be supported under the project.
- j) Conduct a gender analysis of across the project components to identify inclusion specific risks to women beneficiaries, with a focus on opportunities for improved targeting and mainstreaming. Based on which, a Gender Action Plan maybe suggested to be developed as part of the Environmental and Social Monitoring and Management Plan of the ESMF.
- k) Develop environmental and social screening methodology, procedure and institutional responsibility to identify potential environmental and social risks and impacts caused by each sub-project activity under the project. The full range of potential project activities/investments should be considered when the screening methodology and procedures are developed. The environmental and social screening procedure should explain the sub-project categorization based on the potential risks and impacts as the result of the screening exercise and the type of environmental and social management instruments and requirements to be given for each sub-project category proportionate to the level of risks. The environmental and social screening checklist should be developed and attached as an annex of ESMF. Sub-project categorization and E&S requirements to be informed by the result of screening should be commensurate with the level of E&S risks of the specific sub-projects. It should demonstrate the application of mitigation hierarchy (i.e., avoidance, minimization, mitigation, compensation) on all relevant E & S issues and where possible, technical specifications should be provided for both generic and site-specific measures that can be readily adopted for the bidding documents. In addition, provide a sample BOQ with standard of specification recommending the obligation of the contractor;
- l) Provide guidelines (including procedures, timing and institutional responsibilities) for preparation of sub-project specific environmental and social assessment and management plans, including generic environmental and social mitigation measures including environmental codes of practice (ECoPs) applicable to the range of investment activities (especially small scale Farmers Organization subprojects) expected under the project. The ECoPs provide guidelines for environmental management of the expected activities. ESMF should also specify explicit plans that will be prepared and implemented by the contractor prior to site mobilization, including but not limited to the Contractor’s ESMP, Traffic Management Plan, Health and Safety Plan, Labor Influx Management Plan, Workers’ Camp Management Plan, GBV Management Framework/Plan, Spoils Disposal Management Plan, Site Rehabilitation and Restoration Plan, Land Slide Protection Plan, Waste Management Plan, Material Extraction Plan, Storm water prevention and protection plan, etc.;

- m) Carry out meaningful stakeholder consultation of ESMF. Special attention should be given for the inclusion of women and vulnerable/marginalized people in the consultation process. Grievance Redress Mechanism (GRM) needs to be established for the project. Separate GRMs for labor issues and GBV should also be developed. Consultation results should be recorded and incorporated in the draft ESMF.
- n) Identify the institutional mechanisms, responsibilities, and budget, including monitoring and inter-agency co-ordination needed to implement the ESMF and ensure all environmental and social considerations, as well as prevention, mitigation and management aspects are properly operationalized;
- o) Carry out an assessment of institutional capacity to ensure proper environmental, social, health and safety management of the project, including implementation of sub-project environmental and social management and monitoring plans, and propose capacity strengthening measures as required;
- p) Finalize the ESMF in English, and ensure disclosure of both on the websites of relevant authorities as well as in hard copy at appropriate locations where project-affected people can access it.

11. Task 2 – Review and update of Environmental and Social Impact Assessment (ESIA) for Akram Wah

For the review of Akram Wah ESIA, the following aspects should be considered:

- A. The existing ESIA should be compared with all the relevant requirement under OP4.01 and its Annex B - Content of an Environmental Assessment Report for a Category A Project as well as the requirement of WBG General EHS guidelines, other relevant sector specific EHS guidelines and other international best practices. Any identified gaps should be reflected in the updated ESIA draft.
- B. The ESIA comments provided from WB should be reflected in the updated ESIA to prepare the final ESIA draft.
- C. Coordinate and discuss with Irrigation Department of Sindh (ID) and PCMU regarding the change of ESIA as the result of the revision and agree on such changes. In addition, reflect the suggestion made by Sindh EPA.

If required, conduct additional stakeholder consultation of the ESIA along with ESMF.

12. Task 3 - Resettlement Policy Framework (RPF)

The RPF will set out the policies, principles, institutional arrangements, schedules and indicative budgets that will take care of anticipated resettlements. These arrangements are also to ensure that there is a systematic process for the different stages of the implementation of a framework that assures participation of affected persons, involvement of relevant institutions and stakeholders, adherence to both World Bank and national procedures and requirements, and outline compensation for affected persons. A specific focus will be given to the legacy issue created by anti-encroachment drive (AED) at the head of the right bank canals at Sukkur: the 26 RDs of embankments of these canals were encroached and government has recently removed some of the encroachers under the AED following the orders of the Supreme Court. The possibility of resettlement of Project Affected People (PAPs) in this area still remains hereby, a comprehensive RPF will be required to be prepared for this component, in compliance of World Bank's OP 4.12 and alignment of the RPF prepared for SWAT, and legislative requirement of the area. It will be prepared to set out the policies, principles, institutional arrangements, schedules, indicative budgets, and monitoring mechanism by which resettlement impacts will be addressed. Keeping that AED has already been carried and continuing in these areas, consultants and irrigation department will:

1. Carefully assess and confirm if there are any areas in the scope of project which have been impacted by this AED;

2. If there are such areas with AED, a census will be done to measure the number of individuals and settlements impacted as per guidelines of OP4.12
3. If any works are extremely important in these areas, client will ensure that any land acquisition and resettlement is carried out in accordance with Bank policy OP 4.12. This may also require an resettlement audit and payment of compensation in retrospect.

The RPF document will include, but not limited to, the following sections:

a) Executive Summary;

b) Project Description which sheds the light on the project, the objectives of the RPF, project background, anticipated sub-phases and location, assessment of associated facilities and RPF implementing arrangements

c) RPF Purpose and Objectives which will present the main objectives of the framework, direct and indirect social impacts and the Consultant methodology that has been used in the preparation of the RPF.

d) Legislative and Regulatory Framework for the Resettlement policies in the country in relation to the land ownership, expropriation, transfer of ownership and compensation issues. It will also bring forward the main administrative and institutional framework for the issue related to land management and resettlement in the region.

e) The World Bank Safeguard Policies, in particular the OP 4.12, on involuntary resettlement as the key safeguard policy for the World Bank. This Chapter of the RPF presents in details the various principles related to this safeguard policy including, but not limited to, the resettlement instruments, scope and coverage of the RPF, RAP preparation and approval, Project affected persons and the vulnerable groups, the eligibility procedures and criteria, valuation of assets, implementation procedures, grievance and redress mechanism, budget and funding, disclosure requirements and the WB resettlement document, consultation and implementation process and monitoring and evaluation.

f) Social Assessment and socio-economic surveys which will include the baseline, socio-economic data, and census and the steps for the preparation of the PAPs

g) Estimated Population Displacement, Eligibility categories and Methods of Valuing Affected Assets. This Chapter should present the estimate of displaced population, land acquisition and likely categories of impact, eligibility criteria for various categories of PAPs, the valuation of Land used by the Public and the calculations for Compensation Payments and related Considerations

h) Organizational Elements and Procedures for Delivery of Entitlements which will discuss the RAPs submission and approval process in detail. It will also link between the RAP and the actual project execution including how resettlement will be linked to the civil works.

i) Methods for Consultation with and participation of Affected People will be discussed in clear terms to understand the methodology for consultation and participation by the PAPs in the process until they have received their entitlements. This process is recommended to be elaborate and clear to avoid and minimize confusion and suspicion. Preferably it will be done through different levels of consultations, and bring out the expected outcome from the different stages of the consultation and participation approach that would be adopted.

j) Grievance Redress Mechanisms will be the integral part of the document giving a detailed description for the options available to PAPs for grievance redress should be highlighted. The identification of eligible people for compensation, the valuing and compensation and any other complaints they may have with the entire process mentioned.

k) Budget and Funding Arrangements and time plan will be developed stating the sources of funding for subsequent RAPs, an overall cost estimates for resettlement including for monitoring of the resettlement activities. If there are multiple sites, the RPF should give an indicative budget for resettlement for each of the sites or communities. The financial responsibility of the relevant stakeholders, where applicable, should be categorically stated to avoid ambiguity of source of funds for resettlement activities. These budgets should take into consideration inflationary tendencies. The cut-off dates and other time lines especially because compensation will have to be paid prior to commencement of any civil works, it is important for the RPF to set out implementation schedule for the resettlement.

l) Resettlement Action Plans (RAPs) development methods will be provided to explain the various steps of preparing the RAP and the key elements that should be covered by the RAP including the timeframe, resettlement and the project schedule, grievance redress mechanism, method for consultation and participation, monitoring and evaluation arrangements.

### 13. Task 4 – Review and update of Resettlement Action Plan (RAP) for Akram Wah

A RAP has been prepared to identify the Project Affected Persons, strategies for compensation/restoration of business and to compensate losses adequately according the correspondent legislations and safeguard policies, and to apply the project activities with the least disturbance to the communities hosting the project. A review of RAP is required in order to update it if required, with following considerations:

- i. Review the description of existing national legal and policy framework for land acquisition; As well as, review the laws, regulations that apply to reclaiming informally settled public land and involuntary eviction and resettlement.
- ii. Reviewing the World Bank policies related to resettlement in order to ensure that the RAP is developed in full compliance with these policies.
- iii. Identify the key social impacts that will associate with the involuntary resettlement process and the main categories to encounter these impacts.
- iv. Ensure that the area of influence of the project has been delineated, given that 26 RDs of embankments of these canals were encroached and AED has been carried out; establish, identify and quantify the number of people and settlements affected by the AED, in addition to identifying encroachers who maybe affected by SWAT's planned rehabilitation plans for these canals (with a specific focus on remodelling/rehabilitation works planned for embankments)
- v. Ensure that socioeconomic/inventory/census survey for these PAPs have been prepared; to identify and quantify different categories of different categories of project affected people (PAPs) who would require some form of assistance, compensation, rehabilitation or relocation.
- vi. Review the entitlements matrix listing all likely effects as per relevant typologies to be developed on assets and resources.
- vii. Review standards for compensation and restoration of the social and economic base of the PAPs to replace all types of loss, as appropriate.
- viii. Review the various consultation activities conducted as part of the RAP to establish that information has been shared transparently through an active and informative consultation process.

- ix. Review the institutional responsibility for implementation and procedures for the grievance redress, arrangements for monitoring and implementation of the monitoring system.
- x. Re-consult the agencies responsible for land acquisition within the institutional arrangement of resettlement activities, given their roles and responsibilities in the RAP.

## **DELIVERABLES AND OUTCOMES**

14. The Team Lead Consultant will take charge to prepare the ESMF for SWAT, review and update the ESMP prepared by third-party consultants on Akram-Wah study. Two (02) social specialists will be part of the team where one (01) would be responsible for developing the RPF for SWAT, reviewing and updating the RAP of Akram-Wah study and the one (01) will assist in preparation of the social section in the ESMF. The Team Lead Consultant will be responsible to coordinate with the team and ensure that the deliverables specified below and a detailed Executive Summary of the ESMF and RPA reports are timely delivered. S/he will submit five copies of each report to the ID, which will forward the reports to the World Bank along with soft copies for review. Final documents specified below, in English and the final Executive Summary of the ESMF and RPF reports should be prepared after incorporating client and stakeholder feedback after disclosure. After acceptance of the documents, the ID will arrange the translation of the documents into Urdu and Sindhi.

### **A. Task 1 – Environmental and Social Management Framework (ESMF)**

- a. Inception Report
- b. Draft ESMF and Executive Summary
- c. Final ESMF and Executive Summary

### **B. Task 2 – Updated ESIA for Akram Wah**

- a. Draft updated ESMP
- b. Final ESIP

### **C. Task 3 – Resettlement Policy Framework (RPF)**

- a. Inception Report
- b. Draft RPF and Executive Summary
- c. Final RPF and Executive Summary

### **D. Task 4 – Updated Resettlement Action Plan (RAP) for Akram Wah**

- a. Draft updated RAP
- b. Final RAP

15. The Consultants will complete the Assignment in 4 (four) months from the date of commencement Deliverables will be submitted electronically and in hard copy per the following schedule:

<b>Tasks</b>	<b>Deliverables</b>	<b>Timeline</b>
Inception Reports	Table on contents and explanation on the key element of ESMP and RPF	Within 2 weeks from start of assignment
Draft updated	Draft incorporating comment from WB task team, Quality	Within 30 days from

ESMP and RAP for Akram Wah	Assurance Team and Regional Safeguards Advisor	start of assignment but no later than May 31, 2021
Draft ESMF/RPF	Draft including stakeholder consultation records circulated for comments.	Within 60 days from start of assignment but no later than May 31, 2021
Final ESMF/RPF	Final draft for Clearance after incorporating comments from WB task team, Quality Assurance Team and Regional Safeguards Advisor	Within 7 days after receiving comments

## CONSULTANT QUALIFICATIONS REQUIREMENT

16. A multidisciplinary team will be required to complete the required tasks. The core competencies for all key individuals include: self-starting; independent and responsible personality; ability to take initiative and work in teams; track record on following through with commitments and meeting deadlines; and strong written and oral language skills in English. The Environmental Specialist and Team Lead Consultant should include at minimum the following specific areas of expertise:

### A. The Team Leader/Environmental Safeguard Specialist

The Specialist should have the following minimum qualifications and experience:

- a) A minimum of Master's Degree in environmental sciences, environmental engineering, or equivalent;
- b) At least 15 years of relevant experience in environmental and social assessment for water sector;
- c) Work experience with government and international organizations in Pakistan, preferably in Sindh province;
- d) Work experience as an environmental specialist in/ with World Bank funded activities and knowledge of the World Bank safeguard policies and requirements will be an advantage;
- e) Fluency in both oral and written English (must) and local languages (recommended).

## Annex-1

### **Indicative Structure of Environmental and Social Management Framework (ESMF)**

A sample Table of Contents for the ESMF is presented below. The Consultant is free to modify the structure of the report, if needed, as long as all the requisite content is included.

#### **Executive Summary**

#### **1. Chapter 1: INTRODUCTION**

- 1.1 Background
- 1.2 Overview and Need of Project
- 1.3 Project Development Objectives
- 1.4 Project Proponent and Beneficiaries
- 1.5 Project Components
  - 1.5.1 Section A: Presentation of Project Components (including the general scope of the Sindh Strategic Water Plan (SSWP) and overall scope of the planning studies)
  - 1.5.2 Section B: Water Resources Management
  - 1.5.3 Section C: Main Canals Rehabilitation Subprojects
  - 1.5.4 Section D: Community Driven Farmer Organization Subprojects
  - 1.5.5 Section E: Water and Agricultural Policy Reforms
  - 1.5.6 Section F: Technical Assistance Activities
- 1.6 Broader Project Locations (Districts, mapping)
- 1.7 Objective of the Environmental and Social Management Framework
- 1.8 ESMF Preparation Approach
- 1.9 Implementation strategy of ESMF

#### **2. Chapter 2: PREVAILING ENVIRONMENTAL AND SOCIAL CONDITIONS IN PROJECT AREA**

- 2.1 Water and Environmental Overview (to be prepared based on the input from the external consultant)
- 2.2 Physical Environment
  - a. Geographic and Topographic Characteristics
  - b. Land use
  - c. Climate – historic as well as projected (as per climate change scenarios)
  - d. Natural Hazard (Storm, cyclone)
  - e. Water Resources
  - f. Air Quality
- 2.3 Biological Environment
  - a. Terrestrial Flora and Fauna
  - b. Fresh Water Ecosystems
  - c. Protected Areas and Important Habitats
- 2.4 Cultural Environment
  - a. Tangible cultural and historical assets
  - b. Intangible cultural and historical assets
- 2.5 Baseline Socio-Economic Profile of Project Area
  - a. Population demographics (number, age, sex, marital status)
  - b. Housing, possessions, and productive assets
  - c. Gender analysis
  - d. Access to basic civic facilities (for education, health, water, connectivity, etc.)
  - e. Level of education
  - f. Health condition
  - g. Employment and occupation
  - h. Land ownership and use
  - i. Sources of income and livelihoods

- j. Level of income and poverty
- k. Ethnicities, conflict, and vulnerabilities

### **3. Chapter 3. ENVIRONMENTAL AND SOCIAL LEGISLATION, REGULATORY AND INSTITUTIONAL FRAMEWORK RELEVANT TO THE PROJECT COMPONENTS**

- 3.1 National/Provincial Policies, laws and regulations
- 3.2 International policies, treaties, and conventions
- 3.3 World Bank Environmental and Social Standards (ESSs) and WBG EHS guidelines
- 3.4 Gap analysis between World Bank ESSs and National/Provincial policies, laws and regulations
- 3.5 Requirement of Environmental Clearances as per the national/provincial laws and regulations

### **4. Chapter 4: GENERIC ASSESSMENT OF ENVIRONMENTAL AND SOCIAL IMPACTS**

- 4.1 Background
- 4.2 Project benefits and intended impacts
- 4.4 Alternative Analysis (environmental and social)
- 4.4 Preliminary Assessment of Environmental risks and impacts by the types of activities supported under the project.
  - 4.4.1 Section A: Presentation of Project Components
  - 4.4.2 Section B: Water Resources Management
  - 4.4.3 Section C: Main Canals Rehabilitation Subprojects
  - 4.4.4 Section D: Community Driven Farmer Organization Subprojects
  - 4.4.5 Section E: Water and Agricultural Policy Reforms
  - 4.4.6 Section F: Technical Assistance Activities
- 4.5 Social risks and impacts (for each section from A to F above)
- 4.6 Comments and Recommendations

### **5. Chapter 5: Stakeholder Consultation and Information Disclosure**

- 5.1 Stakeholder analysis
- 5.2 Objectives and methodologies of stakeholder consultation and information disclosure
- 5.3 Summary of stakeholder consultation (including comment and response matrix)
- 5.4 Feedback for project design consideration
- 5.5 Disclosure status

### **6. Chapter 6: ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK**

- 6.1 Introduction
- 6.2 Environmental and Social Management Framework
  - 6.2.1 Environmental and social screening principle, methodologies, and procedures for all potential project investment activities
  - 6.2.2 Requirements for further environmental and social assessment as required for specific investments – e.g., ESIA, ESMP, etc.
    - 6.2.2.1 Section A: Presentation of Project Components
    - 6.2.2.2 Section B: Water Resources Management
    - 6.2.2.3 Section C: Main Canals Rehabilitation Subprojects
    - 6.2.2.4 Section D: Community Driven Farmer Organization Subprojects
    - 6.2.2.5 Section E: Water and Agricultural Policy Reforms
    - 6.2.2.6 Section F: Technical Assistance Activities
  - 6.2.3 Environmental and social requirements of contractor
  - 6.2.4 Generic environmental management measures for each investment typology, including Environmental Codes of Practice (ECOP)
  - 6.2.5 Generic social management measures for investment typology
  - 6.2.6 Generic environmental and social management plan
  - 6.2.6 Grievance Redress Mechanism and Handling Complaints
  - 6.2.7 Gender Action Plan

### 6.3 Implementation Arrangement and Budget

6.3.1 Assessment of institutional capacity and proposed capacity strengthening plan

6.3.2 Institutional arrangements and responsibilities, coordination mechanisms, and procedures

6.3.3 Budget for implementing the ESMF

### 6.4 Monitoring, Evaluation and Reporting

## **7. Annexes**

ANNEX I: Environmental and Social Screening Checklist

ANNEX II: Generic TORs for preparation of Environmental and Social Impact Assessment (ESIA), ESMP (as applicable), and Resettlement Action Plan (RAP)

ANNEX III: Details of Consultation, Photographs, and Attendance Sheets

ANNEX V: List of References

## Indicative Structure of Resettlement Policy Framework

### Table of Contents

1. Objectives of RPF
2. Requirements of RPF
  - 2.1 Avoid Land Acquisition and Involuntary Resettlement
  - 2.2 Eligibility for Compensation
  - 2.3 Entitlements without Legal Claims to Land
  - 2.4 Compensation and Rehabilitation
  - 2.5 Livelihood Restoration
  - 2.6 Resettlement Assistance
  - 2.7 Vulnerable Groups
  - 2.8 Consultations
  - 2.9 Timing of Relocation
  - 2.10 Organization and Administrative Arrangements
  - 2.11 Monitoring and Reporting
  - 2.12 Cut-off Date
  - 2.13 Linking Resettlement Activities to Civil Works
  - 2.14 Eligibility and Entitlements
3. Grievance Redress Mechanism
4. Community Consultations and Participation for RPF Preparation
5. Preparing Resettlement Action Plans (RAPs)
  - 5.1 Methodology of Screening
  - 5.2 Community Participation and Consultations
  - 5.3 Field Surveys
  - 5.4 Valuation of Assets
  - 5.5 Compensation, Income Restoration and Relocation
6. Implementation Arrangements
  - 6.1 PIU
  - 6.2 External Monitoring Agency
  - 6.3 Board of Revenue
  - 6.4 District Administration
7. Budget and Financing

Annex-1: Land Acquisition and Resettlement Screening Checklist

Annex-2: Process and Outline of Resettlement Action Plan

### Indicative list of project components to be explained in ESMF

#### Chapter 1

##### 1.1 Project Components

- 1.1.1 Section A: Presentation of Project Components
- 1.1.2 Section B: Water Resources Management
- 1.1.3 Section C: Main Canals Rehabilitation Subprojects
- 1.1.4 Section D: Community Driven Farmer Organization Subprojects
- 1.1.5 Section E: Water and Agricultural Policy Reforms
- 1.1.6 Section F: Technical Assistance Activities

Component 1: Agricultural & Water Policy Reforms (\$100 M)	PBC	ESMF Section
<b>1.1 Improving the enabling environment for water efficient agriculture</b> (zoning; access to inputs; improving output markets; smart subsidies)	\$72 M	<b>E</b>
<b>1.2 Strengthening technology and knowledge base</b> (research and extension policy; provincial extension forum)	\$8 M	
<b>1.3 Water policy reforms</b> (water law, IWRM Dept., water pricing)	\$20 M	
Component 2: Water Resources Management (\$30 Million)	Investments	
<b>2.1 Support for WRM and Irrigation Policy and Institutional Reforms</b> (water law, restructuring irrigation dept, pricing Reform)	\$ 2 M	<b>A</b>
<b>2.2 Sindh Strategic Water Plan and Specialized Studies</b> (Water plan, flood & drought plan, specialized studies)	\$ 10 M	
<b>2.3 Hydro-Agro Informatics (HAI) Program</b> (HAI Center, remote sensing, flow information, groundwater, floods and drought, ag extension)	\$18 M	
Component 3: Water Service Delivery (\$180 million)	Investments	
<b>3.1 Right Bank Preparatory Studies:</b> FS/Design, ESIA. RAP for major canal works, such as Dadu, Rice, Northwest, Warah Canals.	\$10 M	<b>B</b>
<b>3.2 Main Canal Infrastructure</b> Akram Wah, Lower Nara Head Regulator, Chotiari Reservoir, Dadu canal (tbc), etc.	\$100 M	
<b>3.3 Integrated FO Area Agricultural Development:</b> Demand-driven infrastructure funded by SIDA	\$50 M	<b>C</b>
<b>3.4 AWB and SIDA Support:</b> Capacity building for improved service delivery	\$20 M	<b>F</b>
<b>Phase 2 Right Bank Main Canal Works</b>	\$185 M	
Component 4: Agricultural Investments (\$110 M)	Investments	
<b>4.1 Investments in knowledge, innovation and information</b> (statistics; crop and price monitoring; demand-driven agribusiness and innovation grants)	\$50 M	<b>F</b>
<b>4.2 Integrated FO Area Agricultural Development:</b> Demand-driven climate smart agricultural support and WCA infrastructure funded by Agriculture Department.	\$50 M	<b>C</b>
<b>4.3 Agriculture Delivery Unit Support:</b> Specialized cross-disciplinary unit to support Components 1 and 4.	\$10 M	<b>N/A</b>
Component 5: Project Coordination & Monitoring (\$10 M)	Investments	
<b>5.1 Project Management Consultant</b> (FAO?)	\$6 M	<b>N/A</b>
<b>5.3 PCMU Support Consultants:</b> Safeguards, Procurement, FM	\$2 M	
<b>5.4 PBC Verification Consultant</b>	\$1 M	
<b>5.5 Workshops, Communication, Study Visits</b>	\$1 M	

# TERMS OF REFERENCE

## Social Specialist I

### TO PREPARE RESETTLEMENT POLICY FRAMEWORK (RPF) AND TO REVIEW AND UPDATE RESETTLEMENT ACTION PLAN (RAP) FOR SINDH WATER AND AGRICULTURE TRANSFORMATION (SWAT) PROJECT

#### BACKGROUND

17. Sindh Province can get much more value from its agricultural sector while also using less water. This coupled improvement will help boost Sindh's rural economy and address water-related environmental degradation. Sindh Water and Agriculture Transformation (SWAT) will support the Government of Sindh in modernizing and rehabilitation vital irrigation infrastructure and facilitate a transformation in agriculture sector management, water resources management, and irrigation service delivery.
18. **Transformation in agriculture sector management.** Current policies and subsidy regimes favor specific commodities and constrain the sector from modernizing and becoming internationally competitive. This is reinforced by the weak state of research and extension (R&E), which preclude the adoption of innovation and diversification. The entry point for transforming this sector is to support 'Smart Subsidies' that enable better targeting and to invest in R&E. The two will collectively promote a transformation towards high-value and water efficient agriculture.
19. **Transformation in irrigation service delivery.** Currently irrigation water is supplied to farmers based on outdated criteria with minimal accountability, flexibility and accuracy. The poor quality of service results in low willingness to pay, which preempts the fiscal space needed to invest in quality improvements, thus creating a vicious downward spiral. The entry point for transforming service delivery is support for decentralization and participatory management of irrigation services, a model which exists in Sindh in the form of the three Area Water Boards. Though their scale is limited, they have proven to be a vehicle for improved irrigation services in their jurisdictions by providing services based upon water availability and farmer needs in an equitable manner. The division and clear demarcation of responsibilities between farmers (water fees) and AWB (service level) generates a virtuous upward spiral that can create both the fiscal space and farmer trust required to embark upon further improvements and innovations.
20. **Transformation in water resources management.** Currently there is no formal water resources management system. The water distribution network for surface water – which is also the biggest source of recharge for fresh groundwater – is managed as an irrigation delivery system, even though it delivers water for multiple uses including domestic, industrial, and environmental uses. Within irrigation management, there is a disproportionate prioritization of water delivery over drainage. The lack of holistic water management results in haphazard water allocation, extensive environmental degradation from water logging, soil salinity, and reduction in environmental flows. The entry point for transforming this is to establish a water resources management system that enables management of water as a resource with recognized economic, social, and environmental values. In addition to higher water productivity, this will also increase sustainability of water-dependent eco-systems.
21. These three transformations are inter-dependent. Higher value and more water-efficient agriculture requires better irrigation services—perhaps the single most important input for agriculture in Sindh. Irrigation needs to be placed within a broader water resource management system to function efficiently and sustainably. The environmental degradation caused by the poor irrigation

and water management practices is undermining the resource base upon which Sindh's rural economy depends.

## **PROJECT OVERVIEW**

22. SWAT will support the Government of Sindh embark upon these transformations by using a water-agriculture nexus approach, whereby water and agricultural activities work together synergistically at four levels:

- (v) Agricultural and water *policy and legal reforms* that help create incentives and an enabling environment. For agriculture, the reforms focus on modifying the subsidy regime, reducing government intervention in the markets, improving research and extension, and improving value chains. For water, this includes water pricing reforms, and the formulation of a new water law that adjusts the roles of Sindh Irrigation and Drainage Authority (SIDA), Area Water Boards (AWB) and the Irrigation Department—into an Irrigation and Water Resources (IWR) Department.
- (vi) Supporting water and agricultural *institutions* to help translate the policy reforms into real improvements in agricultural water productivity and water resources management. This includes supporting the proposed IWR Department, formulating a Sindh strategic water plan, and establishing a hydro-agro informatics program. For agriculture, this involves improving agricultural statistics, including price and crop monitoring, and providing demand-driven agribusiness and innovation grants.
- (vii) Modernizing *canal infrastructure and water services* on the Left Bank (East) and the Right Bank (West) of the Indus River to improve water supply to agricultural, urban and industrial users. The Sindh Irrigation and Drainage Authority (SIDA), Area Water Boards (AWBs) will also be strengthened.
- (viii) Helping *farming communities* at the Farmer Organization (FO) level increase their incomes through a demand driven approach in the provision of infrastructure, technical assistance, and funding for new agricultural practices. This involves the co-location of investments by the Irrigation and Agriculture Departments to ensure synergies.

23. The project will achieve these through a five-component structure which is detailed in the remainder of this section:

**Component 1: Agriculture and Water Policy Reforms (US\$ 100M).** The objective this component is to support the Government of Sindh adopt policies that will help improve agricultural water productivity and water resources management. These policies will also help provide an enabling environment to increase the impact of investments in other project components. Performance Based Conditions (PBCs) will be established to measure the progress of policy reforms. The project disbursements will be made according to a pre-agreed schedule of the PBCs.

**Component 2: Water Resources Management (US\$ 30M).** This component will provide the foundation for integrated water resources management in Sindh by supporting policy and institutional reforms, improving planning, and establishing a hydro-agro informatics program that will benefit both water and agriculture sectors.

**Component 3: Water Service Delivery (US\$ 180M).** This component will improve water services, including water supply and drainage, for farmers, cities, and industries. It will finance the construction of infrastructure on the Left Bank of the Indus River, (and potentially medium sized canal works on the Right Bank) and undertake preparatory studies for larger Right Bank infrastructure. The component helps to strengthen the Area Water Boards and Farmer Organizations, including establishment of AWBs/FO on the Left Bank. The component also finances around 20-40 pilot FO-level integrated agricultural development sub-projects which

combine inputs from both SIDA and Agriculture Department, and focuses on conjunctive surface water and groundwater management, combined with climate-smart agriculture technical assistance to improve farmer incomes.

**Component 4: Investments Supporting policy reform (US\$ 110M).** Support actions targeting at implementing the agricultural policy reforms introduced in the Component 1. Some of these investments will be province-wide, but many of them will be focused on those parts of the province where the irrigation systems have improved, in order to obtain the synergies between agricultural and water improvements.

**Component 5: Project Coordination and Monitoring (US\$ 10M).** The Component provides support to the Project Coordination and Monitoring Unit (PCMU) under the P&D Development. The PCMU is expected to provide overall coordination of project activities to ensure synergy between the different project components. In particular, the PCMU has responsibility for:

- 5) Helping to facilitate water and agricultural policy reforms under Component 1, and managing the PBC process between the Bank and the Sindh Government.
- 6) Implementing Component 2, Water Resources Management, with support from specialized consultants.
- 7) Ensuring collaboration between SIDA and the Agriculture Department on FO Subprojects
- 8) Serving as the focal point for World Bank – Sindh Government interactions, including procurement and financial management oversight, and consolidated reporting.

## **OBJECTIVES OF ASSIGNMENT**

24. Programs and projects financed with IDA resources need to comply with the World Bank Operational Policies. Therefore, components and related activities eligible for funding under this project will be required to satisfy the World Bank's safeguards policies, in addition to conformity with the legislations of the Government of Pakistan on environmental and social considerations associated with the programs and projects. Since details of the sites and specific investments of the project are not available at this stage, other than Akram Wah rehabilitation for which ESIA and RAP have been prepared, site-specific environmental and social impact assessments cannot be conducted. The social consultant will therefore prepare a Resettlement Policy Framework (RPF).
25. In alignment with the objective of the assignment, the scope of work for the Social Specialist is distributed in three tasks enlisted as follows:
  - a) **Preparation of Resettlement Policy Framework (RPF)** – In compliance to social safeguards, RPF will be required for the SWAT project to establish the resettlement and compensation principles, organizational or institutional arrangements, and design criteria to be applied to meet the needs of the people who own or use land or any physical resources, which any of the project component might need to relocate or displace from their current places of residence or livelihood in order to achieve the project's objectives.
  - b) **Review and update of Resettlement Action Plan (RAP) for Akram Wah** – RAP for the rehabilitation of Akram Wah has been also prepared by the project consultant of WSIP. RAP requires review and update by the consultant to ensure meeting the Bank safeguard requirement.
  - c) **Provide Input in Gender Action Plan (GAP)** – A Gender Action Plan has been prepared by the World Bank safeguards team for the SWAT project in coordination with SIDA and SIAPEP social teams. The document has acquired its draft form, where, the consultant will be required to provide their professional input to finalise the document.

## **SPECIFIC TASKS AND SCOPE OF WORK**

### **26. Task 1 - Resettlement Policy Framework (RPF)**

The RPF will set out the policies, principles, institutional arrangements, schedules and indicative budgets that will take care of anticipated resettlements. These arrangements are also to ensure that there is a systematic process for the different stages of the implementation of a framework that assures participation of affected persons, involvement of relevant institutions and stakeholders, adherence to both World Bank and national procedures and requirements, and outline compensation for affected persons. A specific focus will be given to the legacy issue created by anti-encroachment drive (AED) at the head of the right bank canals at Sukkur: the 26 RDs of embankments of these canals were encroached and government has recently removed some of the encroachers under the AED following the orders of the Supreme Court. The possibility of resettlement of Project Affected People (PAPs) in this area still remains hereby, a comprehensive RPF will be required to be prepared for this component, in compliance of World Bank's OP 4.12 and alignment of the RPF prepared for SWAT, and legislative requirement of the area. It will be prepared to set out the policies, principles, institutional arrangements, schedules, indicative budgets, and monitoring mechanism by which resettlement impacts will be addressed. Keeping that AED has already been carried and continuing in these areas, consultants and irrigation department will:

4. Carefully assess and confirm if there are any areas in the scope of project which have been impacted by this AED;
5. If there are such areas with AED, a census will be done to measure the number of individuals and settlements impacted as per guidelines of OP4.12
6. If any works are extremely important in these areas, client will ensure that any land acquisition and resettlement is carried out in accordance with Bank policy OP 4.12. This may also require an resettlement audit and payment of compensation in retrospect.

The RPF document will include, but not limited to, the following sections:

- a) Executive Summary;
- b) Project Description which sheds the light on the project, the objectives of the RPF, project background, anticipated sub-phases and location, assessment of associated facilities and RPF implementing arrangements
- c) RPF Purpose and Objectives which will present the main objectives of the framework, direct and indirect social impacts and the Consultant methodology that has been used in the preparation of the RPF.
- d) Legislative and Regulatory Framework for the Resettlement policies in the country in relation to the land ownership, expropriation, transfer of ownership and compensation issues. It will also bring forward the main administrative and institutional framework for the issue related to land management and resettlement in the region.
- e) The World Bank Safeguard Policies, in particular the OP 4.12, on involuntary resettlement as the key safeguard policy for the World Bank. This Chapter of the RPF presents in details the various principles related to this safeguard policy including, but not limited to, the resettlement instruments, scope and coverage of the RPF, RAP preparation and approval, Project affected persons and the vulnerable groups, the eligibility procedures and criteria, valuation of assets, implementation procedures, grievance and redress mechanism, budget and funding, disclosure requirements and the WB resettlement document, consultation and implementation process and monitoring and evaluation.

f) Social Assessment and socio-economic surveys which will include the baseline, socio-economic data, and census and the steps for the preparation of the PAPs

g) Estimated Population Displacement, Eligibility categories and Methods of Valuing Affected Assets. This Chapter should present the estimate of displaced population, land acquisition and likely categories of impact, eligibility criteria for various categories of PAPs, the valuation of Land used by the Public and the calculations for Compensation Payments and related Considerations

h) Organizational Elements and Procedures for Delivery of Entitlements which will discuss the RAPs submission and approval process in detail. It will also link between the RAP and the actual project execution including how resettlement will be linked to the civil works.

i) Methods for Consultation with and participation of Affected People will be discussed in clear terms to understand the methodology for consultation and participation by the PAPs in the process until they have received their entitlements. This process is recommended to be elaborate and clear to avoid and minimize confusion and suspicion. Preferably it will be done through different levels of consultations, and bring out the expected outcome from the different stages of the consultation and participation approach that would be adopted.

j) Grievance Redress Mechanisms will be the integral part of the document giving a detailed description for the options available to PAPs for grievance redress should be highlighted. The identification of eligible people for compensation, the valuing and compensation and any other complaints they may have with the entire process mentioned.

k) Budget and Funding Arrangements and time plan will be developed stating the sources of funding for subsequent RAPs, an overall cost estimates for resettlement including for monitoring of the resettlement activities. If there are multiple sites, the RPF should give an indicative budget for resettlement for each of the sites or communities. The financial responsibility of the relevant stakeholders, where applicable, should be categorically stated to avoid ambiguity of source of funds for resettlement activities. These budgets should take into consideration inflationary tendencies. The cut-off dates and other time lines especially because compensation will have to be paid prior to commencement of any civil works, it is important for the RPF to set out implementation schedule for the resettlement.

l) Resettlement Action Plans (RAPs) development methods will be provided to explain the various steps of preparing the RAP and the key elements that should be covered by the RAP including the timeframe, resettlement and the project schedule, grievance redress mechanism, method for consultation and participation, monitoring and evaluation arrangements.

## 27. Task 2 – Review and update of Resettlement Action Plan (RAP) for Akram Wah

A RAP has been prepared to to identify the Project Affected Persons, strategies for compensation/ restoration of business and to compensate losses adequately according the correspondent legislations and safeguard policies, and to apply the project activities with the least disturbance to the communities hosting the project. A review of RAP is required in order to update it if required, with following considerations:

- i. Review the description of existing national legal and policy framework for land acquisition; As well as, review the laws, regulations that apply to reclaiming informally settled public land and involuntary eviction and resettlement.
- ii. Reviewing the World Bank policies related to resettlement in order to ensure that the RAP is developed in full compliance with these policies.
- iii. Identify the key social impacts that will associate with the involuntary resettlement process and the main categories to encounter these impacts.

- iv. Ensure that the area of influence of the project has been delineated, given that 26 RDs of embankments of these canals were encroached and AED has been carried out; establish, identify and quantify the number of people and settlements affected by the AED, in addition to identifying encroachers who may be affected by SWAT's planned rehabilitation plans for these canals (with a specific focus on remodelling/rehabilitation works planned for embankments)
- v. Ensure that socioeconomic/inventory/census survey for these PAPs have been prepared; to identify and quantify different categories of different categories of project affected people (PAPs) who would require some form of assistance, compensation, rehabilitation or relocation.
- vi. Review the entitlements matrix listing all likely effects as per relevant typologies to be developed on assets and resources.
- vii. Review standards for compensation and restoration of the social and economic base of the PAPs to replace all types of loss, as appropriate.
- viii. Review the various consultation activities conducted as part of the RAP to establish that information has been shared transparently through an active and informative consultation process.
- ix. Review the institutional responsibility for implementation and procedures for the grievance redress, arrangements for monitoring and implementation of the monitoring system.
- x. Re-consult the agencies responsible for land acquisition within the institutional arrangement of resettlement activities, given their roles and responsibilities in the RAP.

## **DELIVERABLES AND OUTCOMES**

28. In close coordination with the Consultants' Team Lead, the Social Specialist Consultant will ensure the deliverables defined below and submit five copies of each report to the ID, which will forward the reports to the World Bank along with soft copies for review. Final documents specified below, in English and the final Executive Summary of the RPF reports should be prepared after incorporating client and stakeholder feedback after disclosure. After acceptance of the documents, the ID will arrange the translation of the documents into Urdu and Sindhi.

### **E. Task 1 – Resettlement Policy Framework (RPF)**

- a. Inception Report
- b. Draft RPF and Executive Summary
- c. Final RPF and Executive Summary

### **F. Task 2 – Updated Resettlement Action Plan (RAP) for Akram Wah**

- a. Draft updated RAP
- b. Final RAP

29. The Consultants will complete the Assignment in 4 (four) months from the date of commencement Deliverables will be submitted electronically and in hard copy per the following schedule:

<b>Tasks</b>	<b>Deliverables</b>	<b>Timeline</b>
Inception Reports	Table on contents and explanation on the key element of RPF	Within 2 weeks from start of assignment

Draft updated RAP for Akram Wah	Draft incorporating comment from WB task team, Quality Assurance Team and Regional Safeguards Advisor	Within 30 days from start of assignment but no later than May 31, 2021
Draft RPF	Draft including stakeholder consultation records circulated for comments.	Within 60 days from start of assignment but no later than May 31, 2021
Final RPF	Final draft for Clearance after incorporating comments from WB task team, Quality Assurance Team and Regional Safeguards Advisor	Within 7 days after receiving comments

## CONSULTANT QUALIFICATIONS REQUIREMENT

30. The core competencies include: self-starting; independent and responsible personality; ability to take initiative and work in teams; track record on following through with commitments and meeting deadlines; and strong written and oral language skills in English. The Social Specialist should have the following specific areas of expertise:

### B. Social Specialist

The Specialist should have the following minimum qualifications and experience:

- a) Master's Degree in social sciences preferably in sociology/ anthropology/economics;
- b) At least 10 years of relevant experience with at least 1 year in any donor funded projects;
- c) Work experience with government and/or international organizations will be an added advantage;
- d) Knowledge on country legal process on land acquisition and population displacement and understanding of the World Bank guidelines on social safeguards and social development issues will be given priority;
- e) Fluency in both oral and written English (must) and local languages (recommended).

# TERMS OF REFERENCE

## Social Specialist II

### TO PREPARE ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF) WITH SPECIFIC INPUT ON SOCIAL ASPECTS FOR SINDH WATER AND AGRICULTURE TRANSFORMATION (SWAT) PROJECT

#### BACKGROUND

31. Sindh Province can get much more value from its agricultural sector while also using less water. This coupled improvement will help boost Sindh's rural economy and address water-related environmental degradation. Sindh Water and Agriculture Transformation (SWAT) will support the Government of Sindh in modernizing and rehabilitation vital irrigation infrastructure and facilitate a transformation in agriculture sector management, water resources management, and irrigation service delivery.
32. **Transformation in agriculture sector management.** Current policies and subsidy regimes favor specific commodities and constrain the sector from modernizing and becoming internationally competitive. This is reinforced by the weak state of research and extension (R&E), which preclude the adoption of innovation and diversification. The entry point for transforming this sector is to support 'Smart Subsidies' that enable better targeting and to invest in R&E. The two will collectively promote a transformation towards high-value and water efficient agriculture.
33. **Transformation in irrigation service delivery.** Currently irrigation water is supplied to farmers based on outdated criteria with minimal accountability, flexibility and accuracy. The poor quality of service results in low willingness to pay, which preempts the fiscal space needed to invest in quality improvements, thus creating a vicious downward spiral. The entry point for transforming service delivery is support for decentralization and participatory management of irrigation services, a model which exists in Sindh in the form of the three Area Water Boards. Though their scale is limited, they have proven to be a vehicle for improved irrigation services in their jurisdictions by providing services based upon water availability and farmer needs in an equitable manner. The division and clear demarcation of responsibilities between farmers (water fees) and AWB (service level) generates a virtuous upward spiral that can create both the fiscal space and farmer trust required to embark upon further improvements and innovations.
34. **Transformation in water resources management.** Currently there is no formal water resources management system. The water distribution network for surface water – which is also the biggest source of recharge for fresh groundwater – is managed as an irrigation delivery system, even though it delivers water for multiple uses including domestic, industrial, and environmental uses. Within irrigation management, there is a disproportionate prioritization of water delivery over drainage. The lack of holistic water management results in haphazard water allocation, extensive environmental degradation from water logging, soil salinity, and reduction in environmental flows. The entry point for transforming this is to establish a water resources management system that enables management of water as a resource with recognized economic, social, and environmental values. In addition to higher water productivity, this will also increase sustainability of water-dependent eco-systems.
35. These three transformations are inter-dependent. Higher value and more water-efficient agriculture requires better irrigation services—perhaps the single most important input for agriculture in Sindh. Irrigation needs to be placed within a broader water resource management system to function efficiently and sustainably. The environmental degradation caused by the poor irrigation

and water management practices is undermining the resource base upon which Sindh's rural economy depends.

## **PROJECT OVERVIEW**

36. SWAT will support the Government of Sindh embark upon these transformations by using a water-agriculture nexus approach, whereby water and agricultural activities work together synergistically at four levels:
- (ix) Agricultural and water *policy and legal reforms* that help create incentives and an enabling environment. For agriculture, the reforms focus on modifying the subsidy regime, reducing government intervention in the markets, improving research and extension, and improving value chains. For water, this includes water pricing reforms, and the formulation of a new water law that adjusts the roles of Sindh Irrigation and Drainage Authority (SIDA), Area Water Boards (AWB) and the Irrigation Department—into an Irrigation and Water Resources (IWR) Department.
  - (x) Supporting water and agricultural *institutions* to help translate the policy reforms into real improvements in agricultural water productivity and water resources management. This includes supporting the proposed IWR Department, formulating a Sindh strategic water plan, and establishing a hydro-agro informatics program. For agriculture, this involves improving agricultural statistics, including price and crop monitoring, and providing demand-driven agribusiness and innovation grants.
  - (xi) Modernizing *canal infrastructure and water services* on the Left Bank (East) and the Right Bank (West) of the Indus River to improve water supply to agricultural, urban and industrial users. The Sindh Irrigation and Drainage Authority (SIDA), Area Water Boards (AWBs) will also be strengthened.
  - (xii) Helping *farming communities* at the Farmer Organization (FO) level increase their incomes through a demand driven approach in the provision of infrastructure, technical assistance, and funding for new agricultural practices. This involves the co-location of investments by the Irrigation and Agriculture Departments to ensure synergies.
37. The project will achieve these through a five-component structure which is detailed in the remainder of this section:

**Component 1: Agriculture and Water Policy Reforms (US\$ 100M).** The objective this component is to support the Government of Sindh adopt policies that will help improve agricultural water productivity and water resources management. These policies will also help provide an enabling environment to increase the impact of investments in other project components. Performance Based Conditions (PBCs) will be established to measure the progress of policy reforms. The project disbursements will be made according to a pre-agreed schedule of the PBCs.

**Component 2: Water Resources Management (US\$ 30M).** This component will provide the foundation for integrated water resources management in Sindh by supporting policy and institutional reforms, improving planning, and establishing a hydro-agro informatics program that will benefit both water and agriculture sectors.

**Component 3: Water Service Delivery (US\$ 180M).** This component will improve water services, including water supply and drainage, for farmers, cities, and industries. It will finance the construction of infrastructure on the Left Bank of the Indus River, (and potentially medium sized canal works on the Right Bank) and undertake preparatory studies for larger Right Bank infrastructure. The component helps to strengthen the Area Water Boards and Farmer Organizations, including establishment of AWBs/FO on the Left Bank. The component also finances around 20-40 pilot FO-level integrated agricultural development sub-projects which

combine inputs from both SIDA and Agriculture Department, and focuses on conjunctive surface water and groundwater management, combined with climate-smart agriculture technical assistance to improve farmer incomes.

**Component 4: Investments Supporting policy reform (US\$ 110M).** Support actions targeting at implementing the agricultural policy reforms introduced in the Component 1. Some of these investments will be province-wide, but many of them will be focused on those parts of the province where the irrigation systems have improved, in order to obtain the synergies between agricultural and water improvements.

**Component 5: Project Coordination and Monitoring (US\$ 10M).** The Component provides support to the Project Coordination and Monitoring Unit (PCMU) under the P&D Development. The PCMU is expected to provide overall coordination of project activities to ensure synergy between the different project components. In particular, the PCMU has responsibility for:

- 9) Helping to facilitate water and agricultural policy reforms under Component 1, and managing the PBC process between the Bank and the Sindh Government.
- 10) Implementing Component 2, Water Resources Management, with support from specialized consultants.
- 11) Ensuring collaboration between SIDA and the Agriculture Department on FO Subprojects
- 12) Serving as the focal point for World Bank – Sindh Government interactions, including procurement and financial management oversight, and consolidated reporting.

## **OBJECTIVES OF ASSIGNMENT**

38. Programs and projects financed with IDA resources need to comply with the World Bank Operational Policies. Therefore, components and related activities eligible for funding under this project will be required to satisfy the World Bank's safeguards policies, in addition to conformity with the legislations of the Government of Pakistan on environmental and social considerations associated with the programs and projects. Since details of the sites and specific investments of the project are not available at this stage, other than Akram Wah rehabilitation for which ESIA and RAP have been prepared, site-specific environmental and social impact assessments cannot be conducted. The consultant will therefore prepare an Environmental and Social Management Framework (ESMF)
39. In alignment with the objective of the assignment, the scope of work for the social specialist is enlisted as follows:
  - a) **Preparation of Environmental and Social Management Framework (ESMF)** – This is considered as the overarching safeguards governance document for the entire SWAT project to prevent execution of interventions from causing significant individual or cumulative negative environmental and social impacts. ESMF sets out the principles, rules, guidelines, and procedures to assess the environmental and social risks and impacts envisaged from each sub-project activity. It contains measures and plans to reduce, mitigate, and/or offset adverse risks and impacts, provisions for estimating and budgeting the costs of such measures, and information on the agency or agencies responsible for addressing project risks and impacts, including on its capacity to manage environmental and social risks and impacts. It will serve as a guidance tool to minimize potential individual and cumulative negative impacts expected from implementation of multiple physical interventions by implementing mitigations during the entire project cycle. It will also highlight directions to enhance the positive impacts of project interventions and protect the environmentally sensitive areas from additional disturbance from human interventions as well as the social impacts inter-related with them. The ESMF will also address the outcome from the policy and plan level intervention of the SWAT project.

- b) Provide Input in Gender Action Plan (GAP)** – A Gender Action Plan has been prepared by the World Bank safeguards team for the SWAT project in coordination with SIDA and SIAPEP social teams. The document has acquired its draft form, where, the consultant will be required to provide their professional input to finalise the document.

## **SPECIFIC TASKS AND SCOPE OF WORK**

### Task 1 - Environmental and Social Management Framework (ESMF) (Please see Annex 1 for the indicative structure of ESMF)

40. The ESMF will be lead by an Environmental Specialist, also serve as Team Lead, where the Social Consultant is required to assist and lead for the social sections to prepare a comprehensive ESMF report that is concise and presents the broader perspective of the environmental and social compliance in the project and will describe the key roles and responsibilities of the implementing agency to ensure the environmental and social sustainability of the project. This report will cover organizational needs to implement the recommendations to mitigate any possible negative impacts. To prepare ESMF, the following tasks will need to be completed:
- q) Review relevant water policy, planning and development documents and designs, and related environmental and social studies to identify and understand project context, areas, and associated environmental and social risks and impacts.
  - r) Identify and describe applicable WB Safeguard Policies and EHS Guidelines. Explain the requirements, standards and guidelines relating to Project siting and design, approval, mitigation measures, and treatment standards, public consultation, and monitoring.
  - s) Provide a thorough analysis of the country’s regulations vis a vis all applicable WBG environmental and social requirements and if there are gaps identified between the two, the analysis should apply the stricter standards among them, and indicate the specific measures/actions to be followed to ensure all requirements are met.
  - t) Define the geographic area in which project activities will be carried out and study area corresponding to the project’s affected area. assemble secondary information in order to establish a preliminary baseline assessment of environmental and social issues and aspects pertinent to the project. Maps (in a common GIS format) are required at appropriate scales to show project-related development sites, pre-construction, and construction activities as well as surrounding areas likely to be impacted. These maps should include topographic contours as well as locations of major surface waters, roads, railways, villages and communities, administrative boundaries, existing land use and all critical habitats including parks and recreation areas, and historical and cultural resources. The relevant information should be collected to the level which corresponds to the level of detail of project area which are available at the time of ESMF preparation. For example, if it is known that the potential project areas will be located in the specific cities but it is not determined where in those cities the project would be located, the information at the city level should be collected.
  - u) The detailed project and component descriptions shall be prepared based on the project related documents. The typologies of sub-projects should also be explained. Explain all the project intervention including associated infrastructure, facilities and technical assistance. The information should be explained to the level available at the time of preparation of ESMF. Identify and describe all components of the project which may necessitate Environmental and Social Impact Assessment, Environmental and Social Management Plan or other types of environmental and social management instruments as per the national/regional/local regulatory framework as well as WB Safeguard Policies. Please refer to Annex 3 for the proposed structure explaining the project components in ESMF. Please also note that the general scope of TA activities to be supported under the project such as water and agricultural policy and institutional reform, strategic water plan development and specialized studies should be explained.
  - v) As part of the project preparation process, a broad “Water and Environmental Overview” will be prepared by the external consultant. In coordination with the external consultant, this

overview should be incorporated into the ESMF with emphasis on activities under Component 2. Social issues will also be included in this overview.

- w) The general scope of the Sindh Strategic Water Plan (SSWP), financed under the project, will be also prepared by the external consultant. Make sure that the scope of SSWP will be included as part of the ESMF will be prepared by the PCMU in coordination with the external consultant. The SSWP will integrate the elements of cumulative impacts and strategic social and environmental assessments into the planning methodology.
- x) The ESMF will also prescribe an overall scope of the planning studies which will be financed under this project (Potential topics include restoration of Manchar Lake, Right Bank salinity management, upgrading of Left Bank Outfall Drain, and Delta ecological restoration). The overall scope of the planning studies will be prepared by the PCMU in coordination with the external consultant.
- y) Analyze potential environmental and social risks and impacts due to the implementation of the project. The risks and impacts should be identified and assessed for the different types of sub-projects and cover all types of environmental and social aspects including but not limited to physical environment, biological environment, cultural environment and socioeconomic conditions. Special attention should be given to the inclusion of preliminary analysis of potential environmental and social impacts expected from water and agricultural policy reform and plan development to be supported under the project.
- z) Conduct a gender analysis of across the project components to identify inclusion specific risks to women beneficiaries, with a focus on opportunities for improved targeting and mainstreaming. Based on which, a Gender Action Plan maybe suggested to be developed as part of the Environmental and Social Monitoring and Management Plan of the ESMF.
- aa) Develop environmental and social screening methodology, procedure and institutional responsiveness to identify potential environmental and social risks and impacts caused by each sub-project activity under the project. The full range of potential project activities/investments should be considered when the screening methodology and procedures are developed. The environmental and social screening procedure should explain the sub-project categorization based on the potential risks and impacts as the result of the screening exercise and the type of environmental and social management instruments and requirements to be given for each sub-project category proportionate to the level of risks. The environmental and social screening checklist should be developed and attached as an annex of ESMF. Sub-project categorization and E&S requirements to be informed by the result of screening should be commensurate with the level of E&S risks of the specific sub-projects. It should demonstrate the application of mitigation hierarchy (i.e., avoidance, minimization, mitigation, compensation) on all relevant E & S issues and where possible, technical specifications should be provided for both generic and site-specific measures that can be readily adopted for the bidding documents. In addition, provide a sample BOQ with standard of specification recommending the obligation of the contractor;
- bb) Provide guidelines (including procedures, timing and institutional responsibilities) for preparation of sub-project specific environmental and social assessment and management plans, including generic environmental and social mitigation measures including environmental codes of practice (ECoPs) applicable to the range of investment activities (especially small scale Farmers Organization subprojects) expected under the project. The ECoPs provide guidelines for environmental management of the expected activities. ESMF should also specify explicit plans that will be prepared and implemented by the contractor prior to site mobilization, including but not limited to the Contractor's ESMP, Traffic Management Plan, Health and Safety Plan, Labor Influx Management Plan, Workers' Camp Management Plan, GBV Management Framework/Plan, Spoils Disposal Management Plan, Site Rehabilitation and Restoration Plan, Land Slide Protection Plan, Waste Management Plan, Material Extraction Plan, Storm water prevention and protection plan, etc.;
- cc) Carry out meaningful stakeholder consultation of ESMF. Special attention should be given for the inclusion of women and vulnerable/marginalized people in the consultation process. Grievance Redress Mechanism (GRM) needs to be established for the project. Separate

GRMs for labor issues and GBV should also be developed. Consultation results should be recorded and incorporated in the draft ESMF.

- dd) Identify the institutional mechanisms, responsibilities, and budget, including monitoring and inter-agency co-ordination needed to implement the ESMF and ensure all environmental and social considerations, as well as prevention, mitigation and management aspects are properly operationalized;
- ee) Carry out an assessment of institutional capacity to ensure proper environmental, social, health and safety management of the project, including implementation of sub-project environmental and social management and monitoring plans, and propose capacity strengthening measures as required;
- ff) Finalize the ESMF in English, and ensure disclosure of both on the websites of relevant authorities as well as in hard copy at appropriate locations where project-affected people can access it.

## **DELIVERABLES AND OUTCOMES**

41. In close coordination with the Consultants' Team Lead, the Social Specialist Consultant will ensure the deliverables defined below. Final documents specified below, in English and the final Executive Summary of the ESMF reports should be prepared after incorporating client and stakeholder feedback after disclosure. After acceptance of the documents, the ID will arrange the translation of the documents into Urdu and Sindhi.

### **G. Task 1 – Environmental and Social Management Framework (ESMF)**

- a. Inception Report
- b. Draft ESMF and Executive Summary
- c. Final ESMF and Executive Summary

42. The Consultants will complete the Assignment in 4 (four) months from the date of commencement Deliverables will be submitted electronically and in hard copy per the following schedule:

<b>Tasks</b>	<b>Deliverables</b>	<b>Timeline</b>
Inception Reports	Table on contents and explanation on the key elements	Within 2 weeks from start of assignment
Draft ESMF	Draft including stakeholder consultation records circulated for comments.	Within 60 days from start of assignment but no later than May 31, 2021
Final ESMF	Final draft for Clearance after incorporating comments from WB task team, Quality Assurance Team and Regional Safeguards Advisor	Within 7 days after receiving comments

## **CONSULTANT QUALIFICATIONS REQUIREMENT**

43. The core competencies include: self-starting; independent and responsible personality; ability to take initiative and work in teams; track record on following through with commitments and meeting deadlines; and strong written and oral language skills in English. The Social Specialist should have the following specific areas of expertise:

### **C. Social Safeguard Specialist**

The Specialist should have the following minimum qualifications and experience:

- a) Master's Degree in social sciences preferably in sociology/ anthropology/economics;
- b) At least 10 years of relevant experience with at least 1 year in any donor funded projects;
- c) Work experience with government and/or international organizations will be an added advantage;

- d) Knowledge on country legal process on land acquisition and population displacement and understanding of the World Bank guidelines on social safeguards and social development issues will be given priority;
- e) Fluency in both oral and written English (must) and local languages (recommended).

Annex-1

### **Indicative Structure of Environmental and Social Management Framework (ESMF)**

A sample Table of Contents for the ESMF is presented below. The Consultant is free to modify the structure of the report, if needed, as long as all the requisite content is included.

#### **Executive Summary**

##### **1. Chapter 1: INTRODUCTION**

- 1.10 Background
- 1.11 Overview and Need of Project
- 1.12 Project Development Objectives
- 1.13 Project Proponent and Beneficiaries
- 1.14 Project Components
  - 1.14.1 Section A: Presentation of Project Components (including the general scope of the Sindh Strategic Water Plan (SSWP) and overall scope of the planning studies)
  - 1.14.2 Section B: Water Resources Management
  - 1.14.3 Section C: Main Canals Rehabilitation Subprojects
  - 1.14.4 Section D: Community Driven Farmer Organization Subprojects
  - 1.14.5 Section E: Water and Agricultural Policy Reforms
  - 1.14.6 Section F: Technical Assistance Activities
- 1.15 Broader Project Locations (Districts, mapping)
- 1.16 Objective of the Environmental and Social Management Framework
- 1.17 ESMF Preparation Approach
- 1.18 Implementation strategy of ESMF

##### **2. Chapter 2: PREVAILING ENVIRONMENTAL AND SOCIAL CONDITIONS IN PROJECT AREA**

- 2.6 Water and Environmental Overview (to be prepared based on the input from the external consultant)
- 2.7 Physical Environment
  - g. Geographic and Topographic Characteristics
  - h. Land use
  - i. Climate – historic as well as projected (as per climate change scenarios)
  - j. Natural Hazard (Storm, cyclone)
  - k. Water Resources
  - l. Air Quality
- 2.8 Biological Environment
  - d. Terrestrial Flora and Fauna
  - e. Fresh Water Ecosystems
  - f. Protected Areas and Important Habitats
- 2.9 Cultural Environment
  - a. Tangible cultural and historical assets
  - b. Intangible cultural and historical assets
- 2.10 Baseline Socio-Economic Profile of Project Area
  - l. Population demographics (number, age, sex, marital status)
  - m. Housing, possessions, and productive assets
  - n. Gender analysis
  - o. Access to basic civic facilities (for education, health, water, connectivity, etc.)
  - p. Level of education
  - q. Health condition

- r. Employment and occupation
- s. Land ownership and use
- t. Sources of income and livelihoods
- u. Level of income and poverty
- v. Ethnicities, conflict, and vulnerabilities

### **3. Chapter 3. ENVIRONMENTAL AND SOCIAL LEGISLATION, REGULATORY AND INSTITUTIONAL FRAMEWORK RELEVANT TO THE PROJECT COMPONENTS**

- 3.1 National/Provincial Policies, laws and regulations
- 3.2 International policies, treaties, and conventions
- 3.3 World Bank Environmental and Social Standards (ESSs) and WBG EHS guidelines
- 3.4 Gap analysis between World Bank ESSs and National/Provincial policies, laws and regulations
- 3.5 Requirement of Environmental Clearances as per the national/provincial laws and regulations

### **4. Chapter 4: GENERIC ASSESSMENT OF ENVIRONMENTAL AND SOCIAL IMPACTS**

- 4.1 Background
- 4.2 Project benefits and intended impacts
- 4.5 Alternative Analysis (environmental and social)
- 4.4 Preliminary Assessment of Environmental risks and impacts by the types of activities supported under the project.
  - 4.5.1 Section A: Presentation of Project Components
  - 4.5.2 Section B: Water Resources Management
  - 4.5.3 Section C: Main Canals Rehabilitation Subprojects
  - 4.5.4 Section D: Community Driven Farmer Organization Subprojects
  - 4.5.5 Section E: Water and Agricultural Policy Reforms
  - 4.5.6 Section F: Technical Assistance Activities
- 4.5 Social risks and impacts (for each section from A to F above)
- 4.6 Comments and Recommendations

### **5. Chapter 5: Stakeholder Consultation and Information Disclosure**

- 5.1 Stakeholder analysis
- 5.2 Objectives and methodologies of stakeholder consultation and information disclosure
- 5.3 Summary of stakeholder consultation (including comment and response matrix)
- 5.4 Feedback for project design consideration
- 5.5 Disclosure status

### **6. Chapter 6: ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK**

- 6.1 Introduction
- 6.2 Environmental and Social Management Framework
  - 6.2.1 Environmental and social screening principle, methodologies, and procedures for all potential project investment activities
  - 6.2.3 Requirements for further environmental and social assessment as required for specific investments – e.g., ESIA, ESMP, etc.
    - 6.2.3.1 Section A: Presentation of Project Components
    - 6.2.3.2 Section B: Water Resources Management
    - 6.2.3.3 Section C: Main Canals Rehabilitation Subprojects
    - 6.2.3.4 Section D: Community Driven Farmer Organization Subprojects
    - 6.2.3.5 Section E: Water and Agricultural Policy Reforms
    - 6.2.3.6 Section F: Technical Assistance Activities
  - 6.2.3 Environmental and social requirements of contractor
  - 6.2.4 Generic environmental management measures for each investment typology, including Environmental Codes of Practice (ECoP)
  - 6.2.5 Generic social management measures for investment typology

- 6.2.6 Generic environmental and social management plan
- 6.2.6 Grievance Redress Mechanism and Handling Complaints
- 6.2.7 Gender Action Plan
- 6.3 Implementation Arrangement and Budget
  - 6.3.1 Assessment of institutional capacity and proposed capacity strengthening plan
  - 6.3.2 Institutional arrangements and responsibilities, coordination mechanisms, and procedures
  - 6.3.3 Budget for implementing the ESMF
- 6.4 Monitoring, Evaluation and Reporting

## **7. Annexes**

ANNEX I: Environmental and Social Screening Checklist

ANNEX II: Generic TORs for preparation of Environmental and Social Impact Assessment (ESIA), ESMP (as applicable), and Resettlement Action Plan (RAP)

ANNEX III: Details of Consultation, Photographs, and Attendance Sheets

ANNEX V: List of References

**Indicative list of project components to be explained in ESMF**

## Chapter 1

## 1.2 Project Components

- 1.1.7 Section A: Presentation of Project Components
- 1.1.8 Section B: Water Resources Management
- 1.1.9 Section C: Main Canals Rehabilitation Subprojects
- 1.1.10 Section D: Community Driven Farmer Organization Subprojects
- 1.1.11 Section E: Water and Agricultural Policy Reforms
- 1.1.12 Section F: Technical Assistance Activities

<b>Component 1: Agricultural &amp; Water Policy Reforms (\$100 M)</b>	<b>PBC</b>	<b>ESMF Section</b>
<b>1.1 Improving the enabling environment for water efficient agriculture</b> (zoning; access to inputs; improving output markets; smart subsidies)	\$72 M	<b>E</b>
<b>1.2 Strengthening technology and knowledge base</b> (research and extension policy; provincial extension forum)	\$8 M	
<b>1.3 Water policy reforms</b> (water law, IWRM Dept., water pricing)	\$20 M	
<b>Component 2: Water Resources Management (\$30 Million)</b>	<b>Investments</b>	
<b>2.2 Support for WRM and Irrigation Policy and Institutional Reforms</b> (water law, restructuring irrigation dept, pricing Reform)	\$ 2 M	<b>A</b>
<b>2.2 Sindh Strategic Water Plan and Specialized Studies</b> (Water plan, flood & drought plan, specialized studies)	\$ 10 M	
<b>2.3 Hydro-Agro Informatics (HAI) Program</b> (HAI Center, remote sensing, flow information, groundwater, floods and drought, ag extension)	\$18 M	
<b>Component 3: Water Service Delivery (\$180 million)</b>	<b>Investments</b>	
<b>3.1 Right Bank Preparatory Studies:</b> FS/Design, ESIA. RAP for major canal works, such as Dadu, Rice, Northwest, Warah Canals.	\$10 M	<b>B</b>
<b>3.2 Main Canal Infrastructure</b> Akram Wah, Lower Nara Head Regulator, Chotiari Reservoir, Dadu canal (tbc), etc.	\$100 M	
<b>3.3 Integrated FO Area Agricultural Development:</b> Demand-driven infrastructure funded by SIDA	\$50 M	<b>C</b>
<b>3.4 AWB and SIDA Support:</b> Capacity building for improved service delivery	\$20 M	<b>F</b>
<b>Phase 2 Right Bank Main Canal Works</b>	\$185 M	
<b>Component 4: Agricultural Investments (\$110 M)</b>	<b>Investments</b>	
<b>4.1 Investments in knowledge, innovation and information</b> (statistics; crop and price monitoring; demand-driven agribusiness and innovation grants)	\$50 M	<b>F</b>
<b>4.2 Integrated FO Area Agricultural Development:</b> Demand-driven climate smart agricultural support and WCA infrastructure funded by Agriculture Department.	\$50 M	<b>C</b>
<b>4.3 Agriculture Delivery Unit Support:</b> Specialized cross-disciplinary unit to support Components 1 and 4.	\$10 M	<b>N/A</b>
<b>Component 5: Project Coordination &amp; Monitoring (\$10 M)</b>	<b>Investments</b>	
<b>5.1 Project Management Consultant</b> (FAO?)	\$6 M	<b>N/A</b>
<b>5.3 PCMU Support Consultants:</b> Safeguards, Procurement, FM	\$2 M	
<b>5.4 PBC Verification Consultant</b>	\$1 M	
<b>5.5 Workshops, Communication, Study Visits</b>	\$1 M	

## Indicative Structure of Resettlement Policy Framework

### Table of Contents

1. Objectives of RPF
2. Requirements of RPF
  - 2.1 Avoid Land Acquisition and Involuntary Resettlement
  - 2.2 Eligibility for Compensation
  - 2.3 Entitlements without Legal Claims to Land
  - 2.4 Compensation and Rehabilitation
  - 2.5 Livelihood Restoration
  - 2.6 Resettlement Assistance
  - 2.7 Vulnerable Groups
  - 2.8 Consultations
  - 2.9 Timing of Relocation
  - 2.10 Organization and Administrative Arrangements
  - 2.11 Monitoring and Reporting
  - 2.12 Cut-off Date
  - 2.13 Linking Resettlement Activities to Civil Works
  - 2.14 Eligibility and Entitlements
3. Grievance Redress Mechanism
4. Community Consultations and Participation for RPF Preparation
5. Preparing Resettlement Action Plans (RAPs)
  - 5.1 Methodology of Screening
  - 5.2 Community Participation and Consultations
  - 5.3 Field Surveys
  - 5.4 Valuation of Assets
  - 5.5 Compensation, Income Restoration and Relocation
6. Implementation Arrangements
  - 6.1 PIU
  - 6.2 External Monitoring Agency
  - 6.3 Board of Revenue
  - 6.4 District Administration
7. Budget and Financing

Annex-1: Land Acquisition and Resettlement Screening Checklist

Annex-2: Process and Outline of Resettlement Action Plan