

## GOVERNMENT OF PAKISTAN

### INTEGRATED FLOOD RESILIENCE AND ADAPTATION PROJECT (IFRAP)

#### Terms of Reference (TORs)

#### Consulting Services – Social Safeguards Specialist for FPMU

### 1. Background and Project Context

The Integrated Flood Resilience and Adaptation Project (IFRAP) aims to support the immediate needs of Balochistan for flood recovery and reconstruction following the 2022 floods and build a foundation for long-term flood resilience. The project is funded by the World Bank and implemented by the Government of Pakistan.

The Federal Project Management Unit (FPMU), established under the Ministry of Planning, Development and Special Initiatives (MoPDSI), acts as the central coordinating, supporting, and overseeing body for the entire IFRAP Project. The FPMU ensures cohesive project implementation, compliance with national and World Bank policies, and integrated reporting across all operational components:

- **Component 1:** Community Infrastructure Rehabilitation
- **Component 2:** Strengthening Hydromet and Climate Services
- **Component 3:** Resilient Housing Reconstruction and Restoration
- **Component 4:** Project Management, Technical Assistance, and Institutional Strengthening (FPMU)

Given the focus on housing, infrastructure, and hydromet, strict adherence to the World Bank's Environmental and Social Framework (ESF), including the management of involuntary resettlement, labor conditions, and stakeholder engagement, is critical. The FPMU Social Safeguards Specialist holds a crucial oversight and quality control role for social performance across the project.

### 2. Specific Tasks and Responsibilities

The Social Safeguards Specialist will report directly to the Project Director, FPMU. H/she will primarily perform an overseeing, advisory, and quality assurance role to ensure that social safeguard requirements are uniformly applied and met by the respective Project Implementation Units (PIUs) managing the implementing Components (1, 2, and 3).

Key responsibilities include, but are not limited to:

- **Oversight and Quality Assurance (ESF Compliance):**

- Provide expert technical backstopping and quality control for the Social Safeguard Specialists/teams within the Component PIUs on the preparation and implementation of all social safeguard instruments (e.g., Resettlement Plans, Labor Management Procedures, Stakeholder Engagement Plans).
- Review, clear, and ensure consistency and quality of all component-level social safeguard documentation submitted to FPMU, MoPDSI, and the World Bank, ensuring full compliance with the World Bank Environmental and Social Standards (ESSs), particularly ESS5 (Land Acquisition, Restrictions on Land Use and Involuntary Resettlement) and ESS2 (Labor and Working Conditions).
- **Implementation Monitoring:**
  - Develop and implement a centralized social monitoring and reporting framework for the FPMU to track compliance performance of all Components.
  - Conduct frequent field visits to project sites to verify the effective and timely implementation of Resettlement Plans (RPs) and other social instruments by PPMUs and contractors.
  - Provide oversight and guidance on land acquisition, compensation payments, and income restoration activities executed by the Component PIUs.
- **Grievance and Stakeholder Management:**
  - Oversee the establishment and functioning of the project-wide Grievance Redress Mechanism (GRM), ensuring consistency and effectiveness across all components and adherence to World Bank requirements.
  - Review and guide the execution of the Stakeholder Engagement Plan (SEP), ensuring meaningful consultation with Project Affected People (PAPs), vulnerable groups, and other stakeholders.
  - Provide guidance on addressing social development issues and participating in conflict resolution related to the project.
- **Reporting and Coordination:**
  - Consolidate quarterly and annual Social Safeguards Compliance and Progress Reports for FPMU and MoPDSI submission, highlighting progress, non-compliance issues, and corrective actions across all components.
  - Lead coordination meetings with the social safeguards teams of all implementing PIUs to ensure alignment and cohesive project-wide social risk management.
- **Capacity Building:**
  - Identify capacity gaps and lead the provision of in-house training for the safeguards staff of the PIUs and contractors on World Bank ESF requirements, social mobilization, and grievance handling.

### 3. Qualification and Experience

- **Education:**
  - A minimum of a Master's degree (or minimum sixteen years of education) in Sociology, Anthropology, Rural Development, Social Policy, or a closely relevant social science field.

- **Experience:**

- A minimum of seven (07) years of demonstrated post-qualification professional experience in social development and management, with a strong focus on social safeguards for large-scale development projects.
- At least three (03) years of direct, hands-on experience working with Government, donor-funded projects, with in-depth knowledge of their Social Safeguard Policies and other related standards.
- Proven experience in oversight, monitoring, and quality assurance of social safeguard instruments (RPs, Social Impact Assessments, GRMs) across multiple, decentralized project components.
- Experience in community-driven development projects and working under conditions similar to those in Balochistan, including knowledge of local languages are highly desirable advantage.

#### **4. Time Frame of Consultancy & Location of Assignment**

The services are required for the duration of the project, with continuity subject to satisfactory performance. The Consultant will be based in Islamabad (FPMU Office) and the assignment will require frequent and mandatory travel to Quetta and the various project districts in Balochistan for oversight and verification purposes.

#### **5. Selection Process**

Consultants will be selected in accordance with the procedures for Selection of Individual Consultants set out in the World Bank Procurement Regulations for IPF Borrowers dated July 01, 2016, and revised February 2025.