GOVERNMENT OF PAKISTAN

BALOCHISTAN WATER SECURITY AND PRODUCTIVITY IMPROVEMENT PROJECT (BWSPIP)

Terms of Reference and Scope of Services

Qualifications and Terms of Reference

Consulting Services – Social Development Specialist (Individual Consultant) for Component A: Flood Management of Kachhi Plains

1. Background

Balochistan, the largest province of Pakistan by area, faces persistent challenges related to water scarcity, climate variability, recurrent flooding, land degradation, and limited institutional capacity for effective water resources management. Seasonal floods, particularly in the Kachhi Plains, frequently cause extensive damage to agricultural land, infrastructure, and livelihoods, while inadequate floodwater retention and utilization mechanisms result in the loss of valuable water resources that could otherwise support agriculture and rural development.

To address these challenges, the Government of the Islamic Republic of Pakistan, through the Government of Balochistan (GoB), with financing from the World Bank (IDA), is implementing the Balochistan Water Security and Productivity Improvement Project (BWSPIP). The project aims to enhance water security, strengthen flood resilience, improve agricultural productivity, and reinforce institutional systems for sustainable and climate-resilient water resources management across selected river basins and flood-prone areas of the province.

The Flood Management of Kachhi Plains Project (FMKP) is a major sub-project under BWSPIP, focusing on both structural and non-structural flood management interventions, including flood protection and conveyance infrastructure, floodwater harvesting and retention, watershed and catchment restoration, and community-based flood risk management measures. Balochistan Irrigation Department (BID) Project Implementation Unit (PIU) is responsible for overall implementation and coordination of FMKP activities.

To ensure compliance with relevant social safeguard policies (e.g., World Bank's Environmental and Social Framework (ESF), the services of a Social Development Specialist will be required that will play a critical role in ensuring that the project complies with relevant social safeguards policies including community health and safety, labor management, land acquisition, cultural heritage and stakeholder engagement. His/her tasks are designed to prevent, mitigate, or compensate for any adverse social impacts particularly on disadvantaged and vulnerable populations.

2. Specific Tasks and Responsibilities

The Social Development Specialist will be responsible for designing, implementing, and managing the Social Safeguard framework for Component 1 of BWSPIP i.e Flood Management

of Kachhi Plain in line with the BWSPIP Environmental and Social Management Framework (ESMF). The responsibilities will include, but not be limited to:

- Provide overall support and guidance to the Project teams (PIU) on social issues related to project implementation, especially requirements of the World Bank's Environmental and Social Framework (ESF).
- With the Environmental Specialist, lead the preparation and implementation of Environmental and Social Management Plans (ESMPs), Environmental and Social Impact Assessments (SIAs) and ensure their alignment with the BWSPIP Environmental and ESMF).
- Support PIU in integrating ESCP requirements into bidding and contract documents.
- Monitor progress against ESCP implementation indicators and ensure ESCP reporting requirements are met.
- Maintain, update and ensure implementation of the BWSPIP Stakeholder Engagement Plan (SEP)
- Ensure implementation of the Labor Management Procedures (LMP)
- Ensure implementation of the BWSPIP Resettlement Framework and development and implementation of Resettlement Action Plan (RAP), or Voluntary Land Donation (VLD) Framework as necessary.
- Provide oversight of land acquisition and involuntary resettlement activities in project (if required).
- Ensure that all project activities comply with World Bank social safeguard policies and procedures.
- Facilitate inclusive stakeholder engagement processes, ensuring the participation of all affected communities, including vulnerable groups such as women, children, and marginalized populations.
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- Review work plans and implementation schedules for all social safeguard activities within the project components.
- Review baseline assessments, socio-economic surveys, preparation of screening reports, and selection of supportive communities for inclusion in the Project in collaboration with Consulting Firms and line departments' staff, and maintain regular liaison with all stakeholders.
- Provide training and capacity-building support to project staff, implementing partners, and community members on social safeguard policies and practices.
- Contribute to periodic updating of the Project OperationsManual (POM) in respect of social development and social safeguard outcomes.
- Prepare periodic progress, planning reports, and social impacts mitigation monitoring reports.
- Provide support in developing a communication strategy and communication plan to disseminate project and social development information through active stakeholder engagement.

- Develop indicators for monitoring of social safeguard documents. Monitor and develop potential collaboration with specific key stakeholders such as agencies dealing with cultural, religious, gender, and tribal issues.
- Collaborate closely with other project teams, including environmental specialists, engineers, and community engagement officers, to ensure integrated and comprehensive safeguard measures.
- Liaise with government authorities, civil society organizations, and other relevant stakeholders to facilitate effective implementation of social safeguards.
    - Any other task assigned by the Project Director relevant to project activities.
- Prepare monthly and quarterly E&S progress reports in the light of M&E framework agreed with the World Bank.
- Undertake regular field visits for the purpose of monitoring field activities and compliance with the social safeguards instruments. Flag non-compliance issues and recommend corrective actions.
- Build capacity of local communities to manage social risks during and after construction.

- Prepare an accessible, transparent, and responsive Grievance Redress Mechanism.Train field staff and community representatives on how to use the GRM.
- Provide guidance and be involved in addressing grievance/s received through the project's Grievance Redressal Mechanism (GRM) and participate in conflict resolution.

3. Qualification and Experience

    - Master's (Minimum sixteen years of Education) degree in Sociology, Rural Development, Community Development, Social Sciences, or any other relevant degree
    - 07 years of post-qualification relevant working experience.
    - Knowledge of social safeguard frameworks, including involuntary resettlement, indigenous peoples' rights, and social inclusion.
    - Specific experience in similar geographical conditions and knowledge of local languages will be an advantage.
    - Knowledge of local languages will be accorded due weightage
    - Familiarity with social safeguard policies in international donor-funded projects will be an advantage

4. Salary and Benefits

    A market-based, competitive salary (lump sum with no additional benefits) will be offered based on qualifications and experience.

5. Time frame of Consultancy

    The services of the Consultant will be acquired for the duration of the Project, but may be reduced subject to conditions that will be included in the consultancy agreement/contract.

6. Selection Process:

   Consultants will be selected following the procedures set out in “The World Bank Procurement Regulations for IPF Borrowers” for the selection of Individual Consultants.