GOVERNMENT OF PAKISTAN
BALOCHISTAN WATER SECURITY AND PRODUCTIVITY IMPROVEMENT PROJECT (BWSPIP)

Revised Terms of Reference and Scope of Services
Consulting Services – Social Safeguard 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 then 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 undern 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.

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2. Specific Tasks and Responsibilities

- Provide overall support and guidance to the PIU on social safeguard and social risk management issues in line with the World Bank ESF.
- Lead and support preparation, implementation, monitoring, and updating of Social Impact Assessments (SIA), Social Management Plans (SMPs), Resettlement Action Plans (RAPs), and Voluntary Land Donation (VLD) documentation.
- Support implementation and monitoring of the Environmental and Social Commitment Plan (ESCP), Stakeholder Engagement Plan (SEP), Labor Management Procedures (LMP), and other safeguard instruments.
- Monitor contractor compliance with social safeguard obligations, labor management requirements, community health and safety provisions, and stakeholder engagement commitments.
- Undertake regular field visits to monitor social safeguard compliance and recommend corrective measures where necessary.
- Facilitate meaningful consultations with affected communities, vulnerable groups, women, farmer organizations, water user associations, tribal/community elders, and other stakeholders.
- Ensure effective implementation, operation, and monitoring of the Grievance Redress Mechanism (GRM), including maintenance of grievance records and timely resolution of complaints.
- Support implementation of land acquisition and involuntary resettlement activities, where required, in accordance with applicable safeguard instruments.
- Ensure all Voluntary Land Donation (VLD) processes are transparent, voluntary, documented, and compliant with World Bank requirements.
- Review socio-economic surveys, baseline studies, screening reports, and safeguard assessments prepared under the project.
- Develop safeguard monitoring indicators and reporting systems.
- Prepare monthly, quarterly, and annual safeguard monitoring and progress reports.
- Provide training and capacity-building support to PIU staff, contractors, consultants, and community representatives on social safeguards, ESF requirements, GRM, and stakeholder engagement.
- Coordinate closely with environmental specialists, engineers, contractors, consultants, district administration, civil society organizations, and relevant stakeholders.
- Support development and implementation of communication and awareness strategies related to project safeguard activities.
- Perform any other assignment related to social safeguards and community engagement assigned by the Project Director.

3. Qualification and Experience

The Consultant must possess the following qualifications and experience:

- Master's degree (minimum 16 years of education) specifically in Sociology, Social Sciences, Rural Development, Community Development, Development Studies from a recognized university.
- Minimum 07 years of post-qualification general professional experience in social development, social safeguard management, community engagement, or rural/community specifically in Integrated water resources, flood management, rural infrastructure development projects.
- Demonstrated specific experience in the development sector. Experience related to irrigation, water resources, flood management, rural infrastructure, livelihood improvement, or community development will be accorded due weightage
- Proven experience and knowledge of community-driven development projects involving stakeholder consultations, participation of local communities, trainings, awareness sessions, formation/engagement of community-based organizations, farmer organizations, vulnerable groups, and conflict-sensitive engagement approaches will be required
- Demonstrated experience in development and management of grievance redressal mechanisms, labor management, and social risk mitigation measures. (Certifications required)
- Experience working in similar geographical and socio-cultural conditions, particularly remote, rural, tribal, and flood-prone areas. Furthermore, familiarity with development issues, local governance systems, tribal/social dynamics, and socio-economic conditions of Balochistan (not mandatory) but will be accorded due weightage
- Strong communication, coordination, documentation, and reporting skills.
- Knowledge of local languages.

4. Salary and Benefits

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

5. Time Frame of Consultancy

The services of the Consultant shall be acquired for the duration of the Project, subject to satisfactory performance and annual performance evaluation.

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6. Selection Process

Consultants shall be selected following the competitive procedures set out in the World Bank Procurement Regulations for IPF Borrowers under Open Competitive Selection of Individual Consultants.