

**TERMS OF REFERENCE
ENVIRONMENTAL AND SAFEGUARD SPECIALIST
AT AGRICULTURE DELIVERY UNIT (ADU),
SINDH WATER AND AGRICULTURE TRANSFORMATION PROJECT (SWAT), HYDERABAD- SINDH**

1. PROJECT BACKGROUND

The Government of Pakistan has renewed its partnership with the World Bank for the development of the water and agriculture sectors in Sindh and has launched the World Bank-financed Sindh Water and Agriculture Transformation Project (SWAT). The project became effective in January 2023 and will last for six years.

The project has the following four major programme components where component-1 is implemented by Irrigation Department; component-2 by Sindh Irrigation and Drainage Authority; and components 3&5 by Agriculture Department.

Component-1. Water Resources Management: This includes support for policy and institutional reforms; sindh strategic water plan development; and establishment of a hydro-agro informatics centre. *Component-2. Water Service Delivery:* This includes support for upstream distributary canal modernisation works; institutional strengthening of Farmers's Organizations (FO), Area Water Board (AWB), and Sindh Irrigation and Drainage Authority (SIDA); rehabilitation of the left bank main canal; and preparatory studies for the right bank canal.

Component-3. Agriculture Incentives and Investments: This includes support for on-farm water management; smart subsidy to promote water-thrifty crops; cost-sharing grants for value chain development; improve management of agriculture statistics, agri-market information, and soil salinity; and help farmers adopt climate-smart agriculture practices.

Component-5. Agriculture Flood Emergency: This includes cash support to farmers affected by the floods of August 2022.

Agriculture Department has established a Project Implementation Unit (PIU) also called Agriculture Delivery Unit at Hyderabad, to manage the implementation of its components. The position is part of the PIU/ADU. While the ADU is providing the overall management, the work is divided among the various wings within the agriculture department. These are agriculture extension, agriculture reaserch, on-farm water management, agriculture marketing and crop reporting service.

2. OBJECTIVE:

The objective of the position is to help the social and gender specialist team working under the agriculture Delivery Unit in implementing environmental and social management framework of the SWAT project.

3. SCOPE OF WORK / DUTIES AND RESPONSIBILITIES

The Safeguard specialist will be responsible to:

- Assist in ensuring compliance with the Environmental and Social Management Framework (ESMF) and other safeguard instruments..
- Support the environmental and social screenings of proposed sub-project sites under the supervision of the environment, social and gender specialist.
- Participate in capacity building and training of project staff and different wings of the agriculture department on ESMF and other safeguard instruments.
- Assist in the collection and review of environmental and social baseline data during the preparation of the Environmental and Social Management Plan (ESMP) or other safeguard instruments.
- Assit in handing GRM of the project under the Agriculture Componet.
- Help in organizing and conducting public consultations during the preparation and implementation of the safeguard instruments.
- Provide assistance to the Agriculture Department in the development of policies related to environmental sustainability and aspects.
- Support the compliance efforts with environmental regulations and standards at the national and international levels, as well as specific environmental, social and gender requirements set

by the World Bank, including assisting in the preparation of necessary documentation and oversight of environmental management during project implementation.

- Coordinate with the Agriculture Department to support the implementation of Climate-Smart agriculture practices proposed under the project in coordination with CSA team.
- Assist in conducting environmental progress review meetings with the project partners' team, as needed, to assess the project's and address any instances of non-compliance.
- Participate in field visits and support the review of the implementation status of mitigation measures outlined in the safeguard instruments

Prescribed Qualification and Experience

1. Must have 18 years of education with a Master's Degree in environmental studies and Sociology/Social science from a reputed HEC-recognized national University/institute. The candidate having a master's degree by research work or with equivalent foreign qualification from accredited university will be given preference.
2. Must have international certifications in health and safety.
3. Minimum 08 years of verifiable work experience in the public and private sectors in the field of environmental and social safeguards implementation and management, and on similar nature of foreign-funded projects i.e. World Bank.
4. The candidate should have sound knowledge of environmental and social screening, assessment, monitoring and implementation, E&S management framework, environmental and social management plans, E&S risk and mitigation, implementation, and institutional arrangements of the safeguards.
5. The candidate should have experience with the integration of cross cutting environmental and social dimensions including stakeholders engagement and grievance redressal mechanism
6. Personal motivation, focus, and ability to work effectively and independently with the donor's environmental safeguard team.
7. Written and oral fluency in English, Urdu, and Sindhi is required.
8. Computer and E&S report writing skills are also desired.

4. EXPECTED OUTPUTS & DELIVERABLES

1. Prepare safeguard instruments as per ESMF/World Bank safeguard requirements.
2. Environmental and social screening checklists/assessments of the sub-project areas were carried out.
3. Assist in preparing E&S safeguard periodic progress reports (Monthly/Quarterly/Bi-annual).
4. Carry out capacity building on the ESMF and other aspects of the E&S safeguards.
5. Prepare contract specifications on environmental, social, health and safety safeguards covered in the bidding document.