

ENVIRONMENTAL, SOCIAL SAFEGUARD & GENDER SPECIALIST (ESS&GS)

Terms of Reference (TORs)

The ESS&G Specialist will assist the Unit in implementing the environmental component over the project period. The incumbent will be based in the PSU and provide overall guidance to the project under the World Bank's Operational Policies.

1. Introduction:

Program Support Unit (PSU) has been established in the P&D Board to coordinate & monitor TA component amounting USD 15 million of Punjab Resource Improvement and Digital Effectiveness (PRIDE) Program, worth USD 304 Million. It is a five year program funded by IBRD, World Bank Group with objectives to strengthen Public Financial Management (PFM) Systems and revenue mobilization in the Punjab Province to promote coherent PFM systems. The Program will also support the GoPb's Development response to COVID-19 challenges. The PSU in the P&D Board is responsible to coordinate and implementation of activities under the P&D Board.

2. Objectives

The main objective of the PRIDE Program is *“to increase Own Source Revenue and improve reliability of resource allocations and access to digital services for people and firms in the province of Punjab”*. The PRIDE Program primarily addresses three challenging areas; (i) fiscal risk management (ii) revenue mobilization (iii) expenditure management through better use of information systems. Efficiency improvements in public expenditure and increased fiscal space for growth-enhancing expenditure on infrastructure and human capital could contribute to the Country's goal of reaching middle income status by 2047. The proposed Program will support selected actions under Public Financial Management Reform Strategy (PFMRS) 2020-25 and RISE Punjab. The expected results of the Program correspond with the Government's expenditure framework across three Result Areas which are; (i) strengthened budget formulation and fiscal risk management (ii) increased use of digital technology for delivery of selected public services (iii) improved collection of own source revenue.

3. Scope of work

The overall scope of work of the “Environmental, Social Safeguard & Gender Specialist” is as under:

- The ESS&G Specialist will provide expert support to executing agencies in the office and field, provide support to implement activities related to the program components to compliance the environmental safeguard and mitigation measures. The main responsibilities are:

- Deal with Environmental aspects of the program and provide feedback to the Unit head on implementation of environmental action plan under the activities of the program.
- Support in compliance of the credit conditions and covenants pertaining to Environmental safeguards.
- Update in Implementation of Environmental aspects of the program
- Oversee environmental monitoring of the ESMF and site specific ESMPs
- Provide technical support to works consultants in the development of site specific ESMPs.
- Coordinate with implementing agencies and works contractors for onsite implementation of ESMPs.
- Organize and conduct the trainings on ESMF and ESMP compliances as proposed in mitigation plan.
- Prepare monthly, quarterly progress reports of Environment and Social Management Plans (ESMP).
- Ensure the HSE compliance onsite by the civil works consultants / contractor at program site.
- Coordinate and conduct Environmental field monitoring visits of program areas
- Review and revision of documents and ensuring timely delivery of outputs as agreed between the World Bank and PSU.
- As and when required contribution to the ongoing activities.
- Assist Unit head in routine office matter when required
- Work as the focal point for World Bank to provide necessary requirements of environmental compliance by the Unit Head/Supervisor.
- Provide orientation and training on social and resettlement aspects to counterpart agencies, PSU staff and field teams that will be involved in sub-project screening, preparation and implementation.
- Guide the monitoring process of social aspects (resettlement, social safeguards, gender, community participation etc) in all project or sub-projects. Develop and guide implementation of tools for monitoring of social safeguard aspects.
- Provide guidance from a social perspective to any information campaigns undertaken by the Project.
- The Specialist will be required to update and monitor the implementation of the COVID-19 SOPs/Checklist prepared by the project for its activities.
- Perform gender analysis and prepare reports accordingly.
- Identify gender gaps and propose recommendations.
- Promote women empowerment through gender sensitive initiatives.
- Provide support on any additional tasks/support related to social analysis, economic and sector work.
- Any other task assigned by the Unit head.

4. Qualification & Experience

- Master's degree or equivalent in Environmental Sciences and/ or Social Sciences with at least 8 years of relevant work experience in dealing with Environmental management and implementation in development projects.
- Prior experience of working with donor funded projects in the relevant field is highly desirable
- Proven track record in working in organizations covering a broad range of resettlement and social development issues.
- Good understanding of the World Bank's / multilateral financial institutions operational policies, processes and procedures including its safeguard policies.
- Good understanding of the World Bank's / multilateral financial institutions operational policies, processes and procedures related to Environment.
- Demonstrated ability to work independently with limited supervision on a wide range of environmental activities, and achieving results with agreed upon objectives and deadlines.
- Strong English communication skills, both written and oral.

5. Duration of Contract

Initial duration of contract shall be one (01) year, extendable subject to satisfactory performance.

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