

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

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 implement TA-Component of Punjab Resource Improvement and Digital Effectiveness (PRIDE) Program. It is a five year program funded by International Bank for Reconstruction & Development (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 PSU in the P&D Board is responsible to coordinate 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. Main Responsibilities:

1. The ESS&G Specialist will provide conceptual and operational support to the implementing partners /departments/entities to implement activities related to the PRIDE Program Action Plan including material. measures and actions to implement the program in accordance with the Environmental and Social Standards (ESSs).
2. Serve as a lead person on environment and social issues including, stakeholder engagement, grievance management, vulnerable and marginalized groups who may be affected by the activities under PRIDE Program and work closely with other PSU consultants and departmental focal persons to address any challenge.

3. Provides advise and strategic approach to improve implementation of Social and Environmental Safeguards and issues related to environmental management, gender mainstreaming and disaster risk reduction.
4. Deliver assessments, case studies and audits on social and environmental related issues and safeguard standards.
5. Ensure compliance to the environmental and social safeguards and suggest measures to mitigation the environmental and social risks related to PRIDE Program.
6. Deal with Environmental, Social and Gender aspects of the program and provide feedback to the Unit Head on implementation of PRIDE Environmental and Social Action Plan.
7. Coordinate with implementing partners to get update on implementation status of action items agreed under “Environmental and Social Commitment Plan(ESCP)” and “Environmental and Social Systems Assessment”(ESSA) of the program and ensure submission of consolidated reports to the World Bank as per required time lines throughout implementation of the Project.
8. Lead the environment and social impact assessment of the program interventions on pregame beneficiaries especially the vulnerable groups including women.
9. Ensure provision of any other E&S document required under the Environmental and Social Framework(ESF) and referred to in the ESCP, whether they have already been or are to be adopted such as E&S Screening Checklist, SOPs and implementation plan for e waste management, Labor Management Procedures(LMP),Social Risk Assessment and Gender Analysis, Stakeholders’ Engagement Plan (SEP) and the time line specified in those E&S documents .
10. Develop and manage program Grievance Redressal Mechanism (GRM) with special reference to Environment, Social and Gender and support the stakeholder engagement processes, facilitating stakeholder identification, engagement, understanding and use of the GRM (how it works, and how to address receipt and handling of grievances) and disclosure.
11. Ensure that social safety clauses are incorporated in all agreements signed between PSU and the short-term consultants or the consulting Firms.
12. Act as a link between PSU P&DB, Implementing partner/entities and other stakeholders such as Labour and Human Resource Department, Environment Protection Department, Social Welfare Department, Women Development Department, consultants, communities and local governments on environment social and gender matters related to PRIDE program .
13. Examine the reports/studies conducted by Individual consultants and Firms through environment, social and gender lenses and give quality feedback for improvement as per the required standards.
14. Coordinate with concerned stake holders to get their input on reports/studies related to environment, social risks and gender and ensure completion of the assignments as per the required standards for dissemination.
15. Continuous monitoring of environment, social, and gender issues concerning the PRIDE Program especially with a view to assess and evaluate the social impacts of the Program on program beneficiaries including women and vulnerable groups.

16. Design and lead capacity building and Training initiatives for capacity building of implementing partners and PSU & PFMU staff in understanding the Environment, social safe guards and gender issues related to the PRIDE program.
17. Assist Communication Specialist to incorporate Environment, Social and Gender related tools in Communication Strategy for PRIDE program.
18. Develop training and communication materials on Environment, Social and Gender aspects of the Program for public awareness and arrange awareness events in coordination with Event Management Firm.
19. Provide support on any additional tasks/support related to social and gender analysis of Policies/Programs/Projects using gender segregated data.
20. Any other task related to the assignment.

4. Qualification & Experience

- Master's degree or equivalent (18 years of Education) in Environmental Sciences and/ or Social Sciences with at least 8 years of relevant work experience in dealing with Environmental, Social and Gender management and implementation issues in public sector development programs and projects.
- Prior experience of working with donor funded projects in the relevant field is highly desirable.
- Knowledge and understanding of international environmental and social impact assessment standards and practices (with an emphasis on social standards and social impact assessments).
- Good understanding of the World Bank's / multilateral financial institutions operational policies, processes and procedures including Environment, Social safeguard and Gender policies are highly desirable.
- Demonstrated ability to work independently with limited supervision on a wide range of environmental and social activities and achieving results with agreed upon objectives and deadlines.
- Strong communication skills (English and Urdu) both written and oral.

5. Duration of Contract

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