

ISLAMIC REPUBLIC OF PAKISTAN

Government of Sindh

Sindh Irrigated Agriculture Productivity Enhancement Project – World Bank Assisted

Social and Gender Specialist

Terms of Reference

INTRODUCTION

Background of the Project:

1. The Government of Sindh Province (GoSP) has applied to obtain a credit from the World Bank towards implementation of the Sindh Irrigated Agriculture Productivity Enhancement Project (SIAPEP). The project supports Government of Sindh's efforts in efficient management of scarce water resources and is designed to augment adaptation under different climate change scenarios and population growth. Most of the project interventions are well tested and demand driven, with reasonable co-financing from beneficiary farmers. It comprises of four components briefly described below:

Component A: Community Water Infrastructure Improvement

This component consists of three sub-components. Sub-Component A1 will assist Government of Sindh efforts to: improve and rehabilitate tertiary distribution level water courses. Activities under this component will include farmer mobilization, establishment of Water Course Associations (WCAs) and their registration, survey and design, and construction. About 5,500 water courses will be improved through the provision of lining (corresponding to 30 percent of water course length). The farmers will co-finance 24 percent of the costs through provision of skilled and unskilled labour.

Sub-Component A2 will increase the resilience of the rural poor to floods through the strengthening of flood mitigation measures, including the establishment of shelters. It will finance the provision of approximately 380 permanent flood shelters of three types in the seven most vulnerable districts in the irrigated areas of Sindh to increase their resilience to water related disasters such as flooding and heavy rains. Land for construction will be largely public or community owned land located in non-cultivable areas, preferably on higher ground. Once constructed, these shelters will be transferred to the Provincial Disaster Management Authority (PDMA) and their affiliates at the district level for operations and maintenance; some will be used for community activities.

Sub-Component A3: This sub-component will finance the provision of supervision and implementation assistance consultants (PSIAC) for project design and construction supervision for activities under Component A. PSIAC will assist the Project Implementation Unit (PIU) in construction supervision, engineering and designs, procurement, financial management, quality control, and the timely completion of strategic studies and pilot projects.

Component B: Promotion and Installation of High Efficiency Irrigation Systems

Sub-Component B1 will support: installation of HEIS drippers and bubblers for growing high value crops on irrigated and irrigable land; provide technical assistance packages to farmers on operations and maintenance of HEIS; and provide additional training and assistance to farmers in the use of HEIS by specialists and consultants. Approximately 2,600 HEIS's Farms will be installed on 14,300 ha (35,000 acres) of Irrigated and irrigable land. HEIS will be provided (on demand) to the farmers on a 40 percent

cost sharing basis. They will be installed by Sales, Supply and Service Companies (SSCs) who will also provide a technical assistance package for the farmers in operation and maintenance of the system. Additional training and assistance will also be provided by the HEIS specialist in the field teams assisted by the technical assistance and training (TAT) consultants.

Sub-component B2 will support the establishment of HEIS demonstration sites and distribution of kitchen garden HEIS kits, consisting of drip irrigation equipment to female-headed households and landless farmers. It will include 48 demonstration sites of 2 ha (5 acres), two in each district, and the distribution of approximately 10,000 kitchen garden HEIS kits consisting of drip irrigation equipment for a plot of 10m x 10m, including a small water storage of 160 litre with a conveyance pipe for the daily provision of water. The 100 kitchen garden HEIS kits for demonstration purposes will be provided free of charge; individual households requesting a HEIS kit will need to contribute 10 percent of the investment cost of US\$100.

Component C: Improved Agriculture Practices

1. Sub-Component C1 will provide laser guided land levelling equipment and associated deep ripping equipment, and will facilitate training in the use of deep ripping equipment. These will help farmers save irrigation water, curtail irrigation time, improve efficiency of agriculture inputs such as fertilizers, and achieve uniform seed germination, resulting in increased crop yields. Sub-Component C2 will facilitate training to farmers to improve crop production and irrigation agronomy practices. Sub-Component C3 will provide Technical Assistance and Training (TAT) Consultants to provide training to field teams, public sector staff and farmers in HEIS installation, operation and repair, crop diversification, crop production under HEIS, soil measurement and fertilizer application, and to support piloting of activities under Sub-component B2 and training of trainers for operators in laser land levelling and deep ripping under Sub-Component C1.

Component D: Project Management and Monitoring and Evaluation and Strategic Studies

Sub-component D1 will provide support for project monitoring and evaluation and carrying out impact assessments. Sub-Component D2 will provide support for the Project Implementation Unit and Project district offices and field offices, and for carrying out strategic and feasibility studies for pilot activities.

Institutional and Implementation Arrangements

A specific Project Implementation Unit (PIU) consisting of appropriate experts headed by a Project Director within the Directorate General Agriculture Engineering & Water Management (DGAEWM) will have the overall responsibility for implementing the project and will report to the Agriculture Secretary of the Government of Sindh (GoS). The PIU will be responsible for all aspects of project implementation, including technical, operational, procurement, financial management, disbursement, and overseeing the technical assistance and training program. The PIU will be supported by a group of highly qualified staff at headquarters in Hyderabad and its regional implementation offices. The two Directors of On-Farm Water Management in Hyderabad and Sukkur will be responsible for the performance of the district teams and their associated field teams. The project will be implemented by 100 field teams consisting of various experts representing all project components. Three sets of consultants - Project Supervision and Implementation Assistance Consultants (PSIACs), Technical Assistance and Training Consultants (TATC), and Monitoring and Evaluation Consultants (M&EC) – will support the PIU.

The following committees are established for project coordination: Steering Committee (PSC), to provide planning and strategic guidance and facilitate inter-agency coordination at the highest level; and Project Implementation Committee to review the physical and financial progress and ensure implementation of

decisions of the PSC. A Grievance Redress Mechanism (GRM) will be established to deter fraud and corruption, mitigate risks, and provide project staff with practical suggestions to be more accountable, transparent, and responsive to beneficiaries needs. The project will undertake public information campaigns to promote demand for project activities and facilitate management and mitigation of project risks.

The project involves participation of farming community especially for watercourse improvement, installation of HEIS systems and provision of PL leveler and Deep Ripper equipment. Project requires a comprehensive system of monitoring and reporting on implementation of Social Management Plan and Gender Action Plan that takes into account all elements of compliance with World Bank safeguards policies. Also during the execution of different project interventions some disputes and grievances are expected to occur. Such cases shall have to be resolved timely as not to create climate of discontent and mistrust for the success of the project. To cater with the requirements a Social and Gender Specialist will be required to work full time for the project.

SCOPE OF WORK

- SGS will ensure implementation of all social and gender related mitigation measures within the Environmental and Social Management Framework (ESMF) of the Project at the PIU, consultants and contractor level
- SGS will be responsible for ensuring all social safeguards as per World Bank Operational Policies triggered for the project (as per ESMF) are in place
- SGS will ensure a relevant, practical and easy to implement social mobilization strategy, plan and structure in place
- SGS will ensure social and gender-based inclusion of beneficiaries in the project interventions.
- SGS will provide technical lead to the field teams regarding social mobilization and gender mainstreaming activities of the project.
- SGS will monitor and report the implementation of responsibilities of respective stockholders based on SMP and GAP.
- Prepare training plans for staff and stockholders regarding fundamental concepts of Social Assessment and Social Management Plan.
- Train the master trainers in Social mobilization and gender mainstreaming for project interventions.
- Coordinate and monitor the beneficiary selection process for various project activities under a developed criterion.
- Develop linkages with NGOS and Public-sector entities working on empowerment of women and marginalized segments of society.
- Coordinate and oversee the grievance redressal mechanism (GRM) and its operational procedures for effective complaints management/handling and referral system.
- Devise system of inventorying district-wise/ channel-wise all cases of grievances/ dissents in time and importance as these occur, during the project implementation.
- Program system of field check to verify resolution of issues arising and take lead to resolve where required.
- Keeps track of grievances reported by M&E consultants for resolution.

- Provides assistance and advice to field staff for resolving grievances arising on account of project implementation
- Collect analyses and interpret field data regarding social and gender aspect of the project initiatives.
- SGS will prepare a citizens engagement strategy and plan, in light of its current social mobilization approach

QUALIFICATION AND EXPERIENCE

The Social and Gender Specialist should have;

- A Masters Degree in Social Sciences (minimum sixteen years of education)
- 5 to 10 years post qualification experience in the field of social mobilization gender mainstreaming, in Development /Agriculture / Water sector
- At least three (03) years of experience of social mobilization/ gender mainstreaming in the projects
- Experience of developing and managing the grievance redressal mechanism will be required
- Excellent report writing, communication and IT skills will be required for this assignment.
- Women are particularly encouraged to apply.

DURATION AND TIMING

The planned Project life is up to December 31, 2021. The Social and Gender Specialist shall be engaged on an annual contract which will be renewable based on performance.

SELECTION PROCESS

The Social and Gender Specialist will be selected in accordance with Section V of World Bank Guidelines for Selection & Employment of Consultants under IBRD Loans & IDA Credits & Grants, January 2011 through Individual Consultants method.