ISLAMIC REPUBLIC OF PAKISTAN

Government of Sindh
Sindh Irrigated Agriculture Productivity Enhancement Project – World Bank Assisted

Monitoring and Evaluation 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 theSindh 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) Consultantsto 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.

In order to ensure implementation of the project components according to technical requirements within the time frame stipulated over the project period, a program of monitoring and evaluation would be undertaken by the project implementation unit through independent M&E consultants. This activity would effectively managed to cover various components for which as experienced M&E Specialist would be hired from local source, conforming to World Bank's and government's stipulated guidelines (as applicable).

OBJECTIVES OF THE ASSIGNMENT

Serving as a focal point of all M&E activities, including assisting to appoint M&E consultants, the M&E Specialist will work on full time basis reporting to Project Director PIU, while working in close collaboration with M&E consultants, PSIACs, Supply & Services providers, farmers associations and other stakeholders.

SCOPE OF WORK/TORs

- Assisting the Project Director in procuring the services of M&E Consultants as per World Bank guidelines
- Collaborate with M&E Consultants in setting up an efficient and effective M&E system for the project
- Collaborate with M&E Consultants in developing a framework for result based,participatory monitoring and evaluation of projects interventions
- Collaborate with M&E Consultants, in designing and operationalizing an effective Management Information System (MIS) for M&E related project activities
- Review baseline and M&Eprogress report formats and protocols of M&E consultants
- Support M&E Consultants in its implementation of an MIS through capacity building and on-the-job training of the project staff and department
- Devise comprehensive training program to train department staff in monitoring and evaluating of the project so as to continue the activity after the M&E Consultants leave.
- Support PMU and M&E Consultants to prepare project progress reports and updates such as monthly, quarterly and annual progress reports, annual work plans, and interim Impact evaluation report for the mid-term review and project implementation completion report etc.
- Review monthly progress reports prepared by the M&E, PSIA and TAT Consultants and suggest corrective actions to the PIU if needed
- Support preparation of scheme implementation mechanisms and review its effectiveness for various activities of the project
- Support review and revision of the Project Operational Manual
- Undertake regular field visits for the purpose of supervising monitoring of field activities by the M&E Consultants

QUALIFICATION AND EXPERIENCE

The M&E Specialist should have;

- Masters' Degree in Economics, Agriculture Economics, Project Management & Planning, Agricultural Engineering, Irrigation Engineering, Civil Engineering or Rural Development
- Fifteen years' experience of working in agriculture and/or water sector projects, of which
- At least Five (05) years specific experienceof Monitoring and Evaluating in Agriculture & Water Sector Program / Projects preferably in donor funded projects
- Familiarity with various methods of quantitative and qualitative methods of M&E including those of participatory nature
- Excellent analytical and computer skills
- Excellent English language writing skills
- Excellent presentation and communication skills

DUTIES OF ASSIGNMENT / DELIVERABLES

The M&E Specialist shall be responsible for:

- Report to the Project Director
- Assist PD in approving operational plan of M&E consultants.
- Assist the PD in approving project monitoring parameters and project evaluating parameters for M&E consultants.
- Assist the PD PIU in improvement of water management practices and techniques for their performance assessment as well proposed measures.
- Monitor the progress reports submitted by the M&E Consultants and to advise the PD for effective implementation suggested by the consultants.
- Independently develop Monitoring and Evaluation module for M&E of Project development objects.
- Develop M&E frame work to assess the performance of active stakeholder of project.

DURATION AND TIMING

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

SELECTION PROCESS

The **Monitoring and Evaluation 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.