

TERMS OF REFERENCE (TOR)
INDIVIDUAL CONSULTANT

POSITION TITLE: SOCIAL SAFEGUARDS SPECIALIST

LOCATION: PMU – BESP QUETTA

REPORTS TO: PROJECT DIRECTOR

Background

The Project Management Unit (PMU) under the School Education Department, Government of Balochistan, is implementing two major education initiatives: GRADES-Balochistan and STEP-Balochistan. Both projects aim to improve access to education and enhance foundational learning, with a strong focus on early childhood and primary education. GRADES-Balochistan is a province-wide program funded through a USD 100 million IDA-20 credit from the World Bank, while STEP-Balochistan is a targeted intervention in seven districts, supported by the Global Partnership for Education (GPE).

These projects align with the Balochistan Education Partnership Compact (2024–28) & the Balochistan Education Sector Plan 2020-25 and collectively address infrastructure gaps, teacher development, inclusive education, and learning outcomes. The PMU is responsible for ensuring effective planning, coordination, and implementation of both projects to support sustainable education reform across the province.

The Project will be implemented by the School Education Department (SED), Government of Balochistan (GoB) with extensive support and monitoring by the Project Management Unit (PMU).

Purpose

Social Safeguard Specialist will be a part of GRADES and STEP Balochistan, and will be responsible for the implementation of Stakeholder Engagement Plan (SEP), Social related provisions of Environment and Social Management Plan (ESMF), Labor management Plan (LMP), Social related provisions of Environment and Social Commitment Plan (ESCP), and wherever required as per the specifications of projects conduct social assessment as per the requirement of Balochistan. Together with the Environmental Specialist, Social Safeguard Specialist will provide expert support to the PMU office as well as in the field on social safeguards related issues.

Roles and Responsibilities

Key tasks and responsibilities of the consultant are outlined below:

- Work as the focal point for World Bank within the project GRADES to provide assistance, guidance and counsel on necessary requirements of social compliances and gender within the project as per commitment agreed by the executing party with the World Bank.
- Support the implementation of social risk mitigation and management as per Project's Environmental and Social Management Framework (ESMF).
- Ensure that the project remains compliant to the World Bank conditions established under Environment Social Framework of the World Bank.
- Implement the recommendations of the Social Assessments carried out for the Project under SEP, LMP and RPF..
- Provide support/advice to the concerned stakeholders in addressing the social risks, on any such issues which are likely to create or exacerbate conflict within communities or have significant impacts on vulnerable and/or marginalized groups at all stages of the implementation of the Programme.
- To further mitigate and avoid adverse social impacts, with the help of Program Coordinator/Project Director, ensure that no investment shall be funded under the program that: involves land acquisition, resettlement, physical or economic displacement, forced evictions or involuntary movements of any community, and/or physical investment.
- Ensure that exclusion list/criteria have been explained to all stakeholders/partners/executing agencies of the project, and provide explanatory sessions on it as and when required.
- Ensure that the project implements the gender tagged actions, and reports on the same.
- Design and impart training/awareness raising sessions in tandem with the Environment Specialist and assist in coordination activities. This will include developing resource material, commissioning and conducting required assessments to fill information gaps, etc.
- Together with the Environment Specialist, prepare Environment and Social screening checklist, mitigation measures, and monitoring checklist as prescribed in the ESMF of the Project for each subproject type and activities under the project.
- Assist in carrying out social screening of subprojects (grants) and activities (including small works), and help to prepare grants/subproject/activity specific award/selection criteria as per recommendations of the Social Assessment.
- Carry out site supervisions during implementation of project activities, and provide feedback to the Program Coordinator/Project Director.
- Help design citizens engagement strategy for the project and ensure regular feedback by project beneficiaries. Accordingly, report on the Beneficiaries Feedback Indicator for the project.
- Develop and maintain a practical, relevant and effective Grievances Response and Redressal Mechanism as per guidelines established in the ESMF.
- Communicate with grantees, universities, communities / stakeholders, vendors, contractors, and subcontractors for necessary environmental and social compliances.
- Ensure the HSE compliance by sub-projects during construction activities.

- Review/revision of documents and ensuring timely delivery of outputs as agreed between World Bank and the executing party.
- Preparing quarterly progress reports (ESMF compliance) for submission to the World Bank.
- Prepare the social inputs for the project's final report. Any other task assigned by Competent Authority.

Qualification and Experience

Qualification

- A Master's/ Bachelors (Hons.) degree (16 years of education) in social sciences/development studies/ Environmental Sciences/Gender Studies/Business Administration or related field from reputable & recognized local or foreign institution, duly recognized by the Higher Education Commission (HEC) of Pakistan

Experience

- At least, five (05) years of relevant experience, after acquiring stipulated qualifications, in public and/or private sector national/international organizations, preferably in education.
- Experience with the World Bank projects for social assessment and other instruments, stakeholder management and citizen engagement will be considered an asset.
- Strong written and oral communications skills.
- Proven report writing skills.
- Must be able to work with people of different backgrounds and be a good team member.
- Strong interpersonal and communication skills,
- Excellent writing, editing and analytical skills and capability of working independently.

Compensation

- Market competitive salary (lump-sum with no other benefits) based on qualification and experience will be offered.

Procurement Method

- The selection will be made in accordance with the "World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services, Sixth Edition, February 2025) following Individual Consultant Selection with national open market approach.