

TERMS OF REFERENCE FOR THE SOCIAL SAFEGUARDS SPECIALIST

(a) Background

The Government of Uganda (GOU) represented by the Ministry of Water & Environment, and the National Water & Sewerage Corporation (NWSC) have formulated the Integrated Water Management & Development Project (IWMDP) to be financed with a loan from the World Bank.

According to the IWMDP Project Appraisal Document (PAD) and negotiated Financing Agreement, a Project Support Team (PST) shall be established under Component 4 to support the smooth implementation of the Project and one of the staff required under the PST is a **Social Safeguards Specialist**.

(b) Job Purpose

The Social Safeguards Specialist shall work with the PST, the Contract(s) Supervision Consultants, and the IWMDP Project Implementing Directorates/ Departments of the Ministry of Water & Environment, and the relevant District Local Governments/ Municipalities to implement the Resettlement Action Plans (RAPs), Social Risk Management Plans (SRMPs), Gender Mainstreaming Plans (GMP), Community Engagement Plans and the Community Development Action Plans (CDAP), including the Project's Grievance Redress Mechanism.

(c) Reporting;

The position holder will work as **Social Safeguards Specialist** for the Integrated Water Management & Development Project (IWMDP), reporting to the Commissioner - WESLD/ Project Coordinator through the Principal Sociologist – WESLD.

(d) Specific Duties and Responsibilities/ Scope of Work

- i. Providing conceptual and operational technical guidance on the core IWMDP project social development activities
- ii. Support the development and review of social safeguards instruments, checklists, guidelines and tools relevant to the implementation of environmental and social safeguards
- iii. Participating in projects implementation of all social issues including safeguards; facilitate the preparation of action plans and review implementation of social issues and preparation of any documentation and reports required by the project implementing entities and the World Bank to ensure that social issues have been adequately addressed and that the project is in compliance with the World Bank and Government of Uganda Safeguard Policies, particularly those on Involuntary Resettlement, social inclusion, grievance redress, and stakeholder engagement.
- iv. Promoting and contributing substantively to analyses of strengthening social aspects such as gender, child protection, Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA). HIV/AIDs, social inclusion, land acquisition and compensation under the project.

- v. Advising the Project Implementation staff on major or sensitive matters relating to social impacts and risks during implementation
- vi. Advising and/or providing quality operational support on safeguards and non-safeguards related social development issues at both the design review and implementation phases, including advice on identification of social impacts associated to the environmental assessment process in close collaboration with the Project Environment Safeguard Specialist.
- vii. Advising and/or participating on project teams in the design and implementation of operational mechanisms that take into account social opportunities, impacts, constraints and risks of individual projects implemented by the Components.
- viii. Coordinating the mainstreaming of social issues in project design and implementation in accordance with agreed safeguard instruments (Environmental and Social Management Framework (ESMF), Environmental and Social Management Plan (ESMP) and Resettlement Policy Framework/Resettlement Action Plan (RPF/RAP).
- ix. Support facilitating stakeholders including district and community members in identification, prioritization and mitigation of social, equity and gender issues during the project design and implementation, as well as monitoring and evaluation of social impacts of the projects.
- x. Identifying potential sources of grievances, design and implement appropriate grievance redress mechanisms with special attention to land related matters.
- xi. Continuous monitoring of social, equity and gender issues concerning the project and participate in assessment and evaluation of the social impact of project interventions.
- xii. Conducting awareness creation and sensitization of the communities on social, equity and gender dimensions of the project along with suggested safeguards.
- xiii. Advising and/or providing quality operational support on safeguards and non-safeguards related social development issues at both the design review and implementation phases, including advice on identification of social impacts associated with the environmental assessment process in close collaboration with the Environmental Specialist(s) both at MWE and NWSC.
- xiv. Advising and/or assisting the project implementation teams under the MWE and NWSC in the design and implementation of operational mechanisms that take into account social opportunities, impacts, constraints and risks of individual projects implemented by the PMU.
- xv. Ensuring that all social issues including safeguard implementation are assessed and reported in the periodical reports and in the Midterm Review and Project Completion Report.
- xvi. Operationalizing the social safeguards instrument including Resettlement Policy frameworks and support preparation of the resettlement actions plans, including instituting appropriate mechanism of consultations and information dissemination on rights and legislation on involuntary land acquisition, stakeholder engagement, complaint handling mechanisms, etc.

- xvii. Integrating social inclusion (with respect to gender, age, ethnicity or any other relevant factor) into analysis, policies, institutions and operations.
- xviii. Ensuring relevant government MDAs, including Ministry of Gender, Labour and Social Development, the Ministry of Finance, the World Bank, and other stakeholders and partner agencies are well informed on issues related to the implementation of RAPs and required support for timely implementation
- xix. Undertake project site visits to assess and enforce compliance and make the necessary remedies

(e) Performance Indicators:

- i. Analyses provided on social safeguards and non-safeguards related issues,
- ii. Number of coordination and review meetings initiated,
- iii. Quarterly and Annual reports produced and disseminated,
- iv. Number of awareness and sensitization activities undertaken,
- v. Number of site visits conducted, and relevance of advice provided.

(f) Academic qualification and experience:

- i. A Master's degree in sociology or other related field of Social Sciences from a recognized University/institution. Training in land management, acquisition, resettlement and rehabilitation, and social inclusion is an added advantage.
- ii. He/she shall have at least 3 years of experience in implementing social safeguards arrangements on infrastructure projects in a large-scale national Project.
- iii. He/she should have experience in development/management of community engagement activities as well as in depth knowledge of participatory community engagement methodologies.
- iv. Practical experience in implementing Social safeguard policies for the World Bank or other international development agencies.
- v. Experience or previous work on social sector programming in a public institution/ intervention. Knowledge of policies relevant to Land Acquisition and resettlement i.e. Livelihood restoration, vulnerable groups, etc. will be an added advantage.
- vi. He/she must possess adequate communication and documentation skills.
- vii. Good oral and written communication skills. Should be fluent in English.
- viii. Proven high level of integrity in handling public resources and in executing duties.
- ix. A high level of interpersonal and management skills and ability to work with teams
 - x. Must be result focused and be able to work under pressure and tight deadlines
- xi. High level of integrity

(g) Duration of the Assignment:

The duration of the assignment shall be 2 years subject to a probation period of 6 months and satisfactory performance. The contract may be renewed based on need and satisfactory performance.

(h) Duty Station:

The duty station shall be Ministry of Water and Environment Head Office, Luzira, with frequent field visits to project sites.