

TERMS OF REFERENCE FOR SOCIAL SAFEGUARDS SPECIALIST UNDER IRRIGATION FOR CLIMATE RESILIENCE PROJECT (ICRP)

1. BACKGROUND

The Government of Uganda (GOU) represented by the Ministry of Water and Environment (MWE) has received financing from the World Bank towards the cost of the implementation of together with the World Bank have formulated the Irrigation for Climate Resilience Project (ICRP) to be financed with a loan from the World Bank. The project development objective (PDO) is to provide farmers in the project areas with access to irrigation and other agricultural services, and to establish Operation and Maintenance arrangements for irrigation service delivery. The 6-year project will be implemented by MWE.

The Irrigation for Climate Resilience Project (ICRP) aims to support the Government of Uganda (GoU) in the shift towards more resilient agriculture through the development of sustainable irrigation services. The project intends to address Uganda's climate change vulnerabilities by: (i) promoting adoption of irrigation by small farmers, in synergy with other agriculture inputs and technologies; (ii) increasing water storage capacity; (iii) promoting drainage; and (iv) promoting sustainable catchment management. Through the introduction of irrigation services, combined to the provision of extension services and facilitated access to agri-inputs, farmers are expected to record more stable and higher yields, increase intensification (by cropping also during the dry season), and diversification (by introducing higher value crops). This change will be pulled by the market, with irrigation becoming the anchor for stronger producer organizations and development of value chains. The project recognizes the need to explore a range of irrigation models adapted to local needs.

According to the The ICRP Project Implementation Manual (PIM), arrangements require a the Project Support Team (PST) shall to be established under Component 3 to augment the MWE Staff capacity for support the smooth implementation of the Project. One and one of the staff required under the PST is the **Social Safeguards Specialist**.

MWE now invites suitably qualified individuals, with qualifications and experience as detailed below to apply for the position of a **Social Safeguards Specialist**. The successful candidate will be required to commence work as soon as possible. The assignment shall be for a period of two years subject to probation period of six months, and renewable subject to satisfactory performance.

2. OBJECTIVE OF THE ASSIGNMENT

The Social Safeguards Specialist shall work with the PST, the Contract(s) Supervision Consultants, and the ICRP 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).

3. RESPONSIBILITIES AND TASKS

- i. Providing conceptual and operational technical guidance on the core ICRP social development activities
- ii. Support the development and review of social 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 and social inclusion.
- 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.
- xiv. providing inhouse expertise to the project implementation 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 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;
- xx. Provide technical input to the procurement Planning and procurement processing for the works and construction supervision consultancy services contracts to ensure that (a) the Social safeguard requirements are properly reflected in the procurement plan; (b) the Social provisions including the Code of conduct in the bidding documents are complete; and (c) the Social safeguard provisions are comprehensively incorporated in the contract documents, and (d) participate in evaluation of bids to assess the adequacy of the contractor's offers on Social safeguard requirements.

4. PERFORMANCE INDICATORS

- i. Analyses provided on social safeguards and non-safeguards related issues, Quarterly coordination meetings initiated,
- ii. Monthly review meetings initiated,
- iii. Quarterly and Annual reports produced and disseminated,

- iv. Quarterly awareness and sensitization activities undertaken,
- v. Number of site visits conducted, and relevance of advice provided.
- vi. Social safeguard requirements included in the procurement plan, incorporated in the bidding document provisions and in the contract.
- vii. Ensure contract management reports include social safeguard management

5. 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

6. REPORTING

The **Social Safeguards Specialist** for the Irrigation for Climate Resilience Project will report to the Project Coordinator.

7. DUTY STATION

The duty station shall be Kampala, Uganda with frequent field visits to project sites.

8. TIME FRAME

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.