

TERMS OF REFERENCE FOR SOCIAL DEVELOPMENT SPECIALIST – CEDP

1. Background

The Government of Uganda received credit from the World Bank towards implementation of the Competitiveness and Enterprise Development Project (CEDP). The Project Development Objective (PDO) is to improve the competitiveness of enterprises in Uganda through supporting reforms in priority productive and service sectors geared towards a better investment climate with particular focus on MSMEs. Government is scaling up the existing operations through provision of Additional Financing (AF). The AF is intended to complete the implementation of the Land and Tourism components while consolidating and enhancing the achievements realized as well as scaling up activities under these components. CEDP-AF will be implemented by eight MDAs. The overall coordination of the Project lies with the Private Sector Foundation Uganda (PSFU) through a Project Coordination Unit (PCU). More details on the project can be found at www.cedp.go.ug

CEDP-AF will; (i) expand the ongoing work on land zonal offices and help in securing land rights through systematic registration of communal & individual land, tackling land disputes, establishing modern survey and mapping, developing and updating the legal framework and improving land use management; and (ii) further strengthen Uganda's core tourism offerings, more effectively leveraging tourism assets and biodiversity endowments for private sector led growth.

The implementation of CEDP has social impacts which will require management in line with the relevant policies, laws, regulations and guidelines of the Republic of Uganda and the World Bank. Such include potential social risks associated with (i) land acquisition and physical/economic displacement, (ii) influx of labor into project sites during construction activities, (iii) exclusion of vulnerable groups from Program benefits, (iv) and the risk of social tension in the community due to lack of access to a functioning grievance redress and limited community engagement.

The PSFU now invites suitably qualified individuals, with qualifications and experience as detailed below, to apply for the position of **Social Development Specialist** under the PCU. The assignment shall be for a period of two years subject to probation period of three (3) months, and renewable subject to need and satisfactory performance.

2. Objective of assignment

To provide technically support the project coordination unit and stakeholders to undertake the Social Risk Management and Safeguard aspects in accordance with the National Laws, Regulations and the World Bank Safeguard Policies and Guidelines.

3. Key Result Areas:

- a) ensure appropriate social controls and staffing are included in the supervision phases of civil works,
- b) strengthen the implementations for critical ESMP provisions,
- c) improved management of resettlement activities if any,
- d) sensitization on the social risks associated with influx of labor,
- e) address potential exclusion of vulnerable groups from Program benefits,

- f) mainstream functioning grievance redress and community engagement in project sites, and
- g) strengthen the capacity of other stakeholders in management of social issues among others.

4. Specific Duties and Responsibilities:

- a) Work closely with the Environmental and Social Safeguards Specialist, CEDP/PCU and other stakeholders to a) implement the Environmental and Social management Framework (ESMF), Resettlement Policy Framework (RPF) and World Bank Safeguard Policies b) identify project related social risks and support implementation of related social risk management actions.
- b) Review the planning and procurement procedures to ensure that (i) the social requirements are included and costed in contract documents, (ii) social safeguards milestones are included in the contractor's certificates for payment, and (iii) social conditions of approval on the NEMA certificate and other statutory approvals are well considered.
- c) Supervise and monitor the preparation, and implementation of the Contractor's Social Management Plan, Social Impact Assessments (SIA) including the STD/ HIV/ AIDS prevention and mitigation plans. The latter will include support to the development of Terms of Reference for service providers, ensure input to ToR from the relevant institutions (Uganda AIDS Commission) and support the establishment of necessary linkages to and guidance from relevant Local Government units and related HIV/AIDS points of care.
- d) Work closely with the stakeholders to supervise implementation of the Resettlement Action Plan (RAP) and review progress reports by contractor (e.g. Involuntary resettlement, livelihood restoration and support to vulnerable groups, HIV/AIDS, Gender, child protection, safety and OSH), to ensure that they are in compliance with the relevant legal and policy framework. In addition, this will include ensuring collaboration/partnership with MGLSD, the Uganda AIDS Commission (UAC) and relevant District actors in the delivery of the above and provision of compliance support for relevant policies on social issues.
- e) Supervise the preparation and implementation of the Grievance Management Plan. This will include support to the establishment of and enhancing the capacity of Grievance Redress Committees (GRCs) to report, refer and follow up closure of grievances related to the project including those resulting from involuntary resettlement and injurious affection due to CEDP projects. The complaints handling process should be to a wide range of social risks related to the project.
- f) Review social aspects of all CEDP reports to ensure that both social safeguards and other social issues are well identified and recommendations/ actions to address them clearly reflected and followed up.
- g) Sensitize staff and other Stakeholders including contractors and communities on the Safeguards requirements for CEDP infrastructure projects; including the rights and obligations of all the parties involved. This will include sensitization on the importance of identifying and addressing all social issues that may negatively result out of project implementation. Examples include increased socio-economic disparities including poverty and gender inequalities, discrimination, exploitation and marginalization of vulnerable/minority groups, sexual abuse of young girls and harassment of women, increased sexual networks that could contribute to gender-based violence and family break up in addition to spread of STIs/HIV in the project area among others. Referral systems for survivors of Gender Based Violence (GBV) should be established and linked to the project Grievance Redress Mechanism (GRM).

- h) Participate in routine supervision of works, to ensure compliance with social safeguard policies, laws and related national policies as required as well as planned mitigation measures. This will include collaboration with key government actors to promote compliance by all contractors to all pertaining labor laws including establishment of a zero-tolerance workplace program to all forms of sexual harassment. The latter will include education of workers on their rights and responsibilities, display of key policy provisions, ensuring that the contractors comply with the requirement to establish a program to prevent and mitigate sexual harassment as provided for in the Uganda Employment Act among others.
- i) Assist in dissemination of information regarding addressing the social impact of infrastructure projects to users and residents prior to, during and after the execution of works.
- j) Participate in all site meetings and provide technical guidance on the above mentioned areas among other social related concerns.
- k) Prepare regular and ad hoc Social reports for management action
- l) Review the performance of the Supervising Consultant with regard to enforcing social contractual requirements, closely working with the project managers, to ensure that the agreed social safeguards and risk management actions/ requirements are met before payments are approved.
- m) Contribute to the development of new tools and methodologies for addressing social risks in all related projects.
- n) Carry out Baseline, Beneficiary satisfaction and social accountability/ citizen engagement surveys in project areas.
- o) Take part in Training of key technical staff of participating agencies in Environment screening, social management and Resettlement Policy Framework management, Child Protection, gender responsiveness.
- p) Disseminate good practices in social risk management in the infrastructural projects
- q) Perform any other related duties as may be assigned from time to time by management

5. Qualifications, Experience, other skills and competencies:

5.1 Academic qualifications

- a) Applicants should possess an honors' degree from a reputable institution in any of the following areas: Social Sciences, Sociology, SWASA, Anthropology and Social Development Studies.
- b) Masters degree from a reputable institution in the following areas: Social Sciences, Sociology, SWASA, Anthropology and Social Development Studies.
- c) Post-graduate qualification in: Social Development including but not limited to Social Work and Social Administration, Sociology, Women and Gender Studies, or any other related Social Science Discipline.

5.2 Experience:

- (i) Relevant and related experience in managing social impacts of over 6 (six) years on donor funded projects with a demonstrated understanding of Social Safeguards policy requirements.

- (ii) Experience of ten (10) years in dealing with social issues as well as Management of Land acquisition, Resettlements and Rehabilitation and as well preparations of Resettlement Action Plan or implementation relating to infrastructure construction programs and Gender Analysis are desirable.
- (iii) Broad understanding of National Environmental Laws, Policies, regulations and World Bank Environmental and Social Framework.
- (iv) Demonstrated knowledge of supporting a comprehensive and balanced approach to environmental safeguards management is required including scoping screening, research, risk assessment, planning, project development and implementation, monitoring and reporting.
- (v) Experience in preparation of key project documentations including: Stakeholder Engagement Plan, LMP, ESMP and ESCP.
- (vi) Experience working on a world bank funded project is an added advantage.

5.3 Other required skills and competences:

- (i) Ability to independently and effectively plan, organize, manage and evaluate important and complex projects for individual and team work
- (ii) Ability to make quick and good judgement
- (iii) Excellent communication skills (verbal and written)
- (iv) Excellent interpersonal skills, including diplomacy and tact
- (v) High level of honesty, integrity and versatility
- (vi) Should be able to work with minimum supervision and deliver under pressure

6. Deliverables:

- (i) Social risk management system established.
- (ii) Implementable social risk management instruments prepared including social risk screening, reporting and other tools and forms
- (iii) Social risk management skills and knowledge analysis for CEDP-AF implementing entities and all sub-projects and training undertaken.
- (iv) Coordination mechanism for social safeguards initiated.
- (v) Social risk management monitoring data base developed and functional.
- (vi) Progress reports describing all activities undertaken on social risk management prepared monthly and quarterly.
- (vii) Annual Social Safeguards/SRM Status Report showing overall performance of all components with regards to social safeguards/SRM performance

7. Reporting:

The Social Development Specialist will report to the Project Coordinator-CEDP for overall supervision and day to day technical matters under the contract.

8. Duty Station:

- (i) The Social Development Specialist will be deployed on a full-time basis and the duty station shall be the CEDP-PCU Office in Kampala with frequent travel upcountry.
- (ii) Out of pocket expenses towards work related travel will be reimbursed as per rules and regulations applicable to the staff of CEDP-PCU.

9. Facilities to be provided by the employer

The Employer shall provide office space, with connectivity to internet, printer and access to other office amenities during the term of his contract.

10. Duration of Services

The Social Development Specialist will be appointed on a contractual basis for an initial period of 12 months, with a possibility of renewal based on need and satisfactory performance.