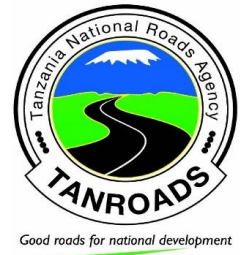




THE UNITED REPUBLIC OF TANZANIA

MINISTRY OF WORKS AND TRANSPORT



TANZANIA NATIONAL ROADS AGENCY

**Tanzania Roads to Inclusion and Socioeconomic Opportunities Project
(RISE): P164920**

**TERMS OF REFERENCE
FOR**

**TERMS OF REFERENCE FOR RECRUITMENT OF SOCIAL SPECIALIST FOR
STRENGTHENING TANROADS' CAPACITY IN IMPLEMENTATION OF
ENVIRONMENTAL AND SOCIAL MANAGEMENT FOR RISE**

MAY 2023

TERMS OF REFERENCE FOR RECRUITMENT OF SOCIAL SPECIALIST FOR STRENGTHENING TANROADS CAPACITY IN IMPLEMENTATION OF ENVIRONMENTAL AND SOCIAL MANAGEMENT FOR RISE

1.0 INTRODUCTION

The Government of the United Republic of Tanzania has received a credit from the World Bank towards the cost for the Tanzania Roads to Inclusion and Socio - Economic Project (RISE) and intends to apply part of the proceeds of this credit to eligible payments under the Contract to strengthen TANROADS Capacity in implementation of Environmental and Social Management Plans (ESMP) and Health and Safety Management Plans (HSMP) through recruitment of One (1) Social Specialist. The Social Specialist will be working with the Manager of Environment & Social Management and TANROADS Environment and Social Department to manage issues related to Environmental and Social Management Plan (ESMP), Health and Safety Management Plan (HSMP) , Environmental and Social Management Framework (ESMF), Environmental and Social Commitment Plan (ESCP), Labour Management Procedure (LMP), Gender Based Violence (GBV) Action Plan, and other relevant E&S instruments implementation and monitoring for the RISE sub- projects.

In order to ensure sustainable implementation of road development projects in relation to the World Bank Environmental Social standards, in particular, the World Bank Environmental and Social Framework (ESF), TANROADS has set aside funds to finance the recruitment of a Social Specialist, based on a commitment in the Environmental and Social Commitment Plan (SCP) for the RISE project. The Social Specialist will be responsible for management and oversight of RISE in relation to compliance with the provisions of the ESF, as set out in the ESCP and including but not limited to stakeholder engagement, labor and working conditions, community health and safety, inclusion of vulnerable groups, resettlement and land acquisition and Gender-Based Violence related to RISE project and specifically social aspects including

2.0 OVERALL OBJECTIVE OF THE SOCIAL MANAGEMENT SERVICES TO BE PROVIDED BY THE SOCIAL SPECIALIST

The overall objective of the assignment is to carry out day to day implementation of the project Environmental and Social Commitment Plan (ESCP), subproject Environmental and Social Management Plans (ESMP), HSMP, Stakeholder Engagement Plan, Environmental and Social Management Framework, Stakeholder Engagement Plan (SEP) for RISE project. The specialist shall coordinate with Environmental Specialist on ESF implementation activities/responsibilities for RISE project. This work will involve carrying out timely and efficient monitoring of the implementation of the ESCP, and environmental and social management actions for

the project.

3.0 SCOPE OF ASSIGNMENT FOR THE SOCIAL SPECIALIST

The Social Specialist shall ensure TANROADS complies with the provisions of all social related documents required under the ESF and referred to the Environmental and Social Commitment Plan (ESCP), such as the Stakeholder Engagement Plan (SEP), Labor Management Procedures, Vulnerable Groups Planning Framework, and Resettlement Planning Framework and Environmental and Social Management Framework (ESMF), which have been prepared for the Project and with specified timelines in the documents, as well as other specific instruments such as Environmental and Social Impact Assessments (ESIAs), GBV Action Plan , Environmental and Social Management Plans (ESMPs) and Resettlement Action Plan (RAP).

The Scope of the Social Specialist shall include the following activities: -

- (i). To ensure the project specific Environmental and Social studies (e.g. subproject ESIA, ESMP and RAP) adequately address project social impacts and risks and to propose mitigation measures, monitoring, institutional arrangement as well as mitigation costs, in accordance with the World Bank ESF;
- (ii). To incorporate relevant subproject ESF requirements (e.g. subproject ESMP, RAP) in bidding documents.
- (iii). To review Management Strategies & Implementation Plans (MSIP) to be submitted by bidders and ensure that MSIP adequately address the impacts and risks identified in subproject ESIA, ESMP and RAP.
- (iv). To Ensure project specific tools such as Contractor ESMP, GRM, LMP and Worker Code of Conduct, SEP, VGPF and GBV/SEA Action Plan are prepared, implemented and timely and adhered on site;
- (v). To follow up day to day implementation of the ESMP, HSMP and ESMF, ESCP, LMP, GBV Action Plan, and other relevant E&S instruments, for all RISE components and report on monthly basis as per requirements of the World Bank;
- (vi). To follow up the implementation of mitigation measures for road social impacts and risks as proposed in the ESMP and other relevant E&S instruments, and ensure these are adequately adhered to by Contractor(s) and also suggest for adaptive management of proposed project changes or unforeseen circumstances. The agreed adaptive management process is set out in the

ESCP.

- (vii). To follow up the preparation of site specific ESIAs, ESMPs, RAPs, and HSMP for road projects and ensure these are approved by TANROADS for implementation by Contractors throughout the project cycle;
- (viii). To review and comment on the Monthly, Quarterly and Annual Reports for road projects, which are submitted by Contractors and Supervision Consultants;
- (ix). To Follow up on proper management of social aspects of natural resource use, cultural heritage, and community health and safety in line with the ESF for all RISE sub-projects;
- (x). To ensure good cooperation between TANROADS, Contractors, supervision consultants, Local, Regional and National Authorities regarding gender, labor, community health and safety, resettlement and other social issues related to the RISE project.
- (xi). To follow up on the necessary assessments, recommendations and analysis and ensure these are undertaken by the Contractor(s) and Consultants during project implementation as recommended by authorities; including the assessment and management of gender, labour, community health and safety, resettlement and other social issues.
- (xii). To supervise the Contractor(s) and Consultant (s) social project implementation as guided by the ESCP and ESMF, and in-line with specific ESMP and HSMP, and throughout the project cycle;
- (xiii). To monitor and co-ordinate effective implementation and compliance with the World Bank ESF and related World Bank standards, including through visits to inspect project sites, and prepare monitoring reports on projects' social management plan, procedures and their effectiveness;
- (xiv). To review schedule of Contractor(s) works and proactively provides timely notification to the key stakeholders and the general public prior to the execution of construction works;
- (xv). In collaboration with Environmental Specialist for the project, to monitor contractor compliance with worker occupational health and safety, including use of adequate Personal Protective Equipment as provided under national law and the ESF.
- (xvi). To prepare projects completion report as per requirement of the WB and the Client.

4.0 REPORTING

The Social Specialist shall report to the Manager of Environment & Social Management. The Social Specialist shall be responsible for:

- (i) Compiling regular reports on the implementation of project ESCP, including social risks and impacts relating to occupational health and safety and community health and safety, cultural heritage, stakeholder engagement, labor and working conditions, vulnerable groups, including historically marginalized/vulnerable groups, Gender-Based Violence and other project specific social issues relevant to the scope of works.
- (ii) Preparing monitoring reports on monthly basis on the implementation of ESMP, LMP, SEP, GBV Action Plan, RRAPs and other project E&S instruments relevant for all sub projects according to national law and the World Bank ESF. Reporting shall include concerns raised by stakeholders, potential interested and affected parties, and will propose mitigation measures;
- (iii) The Social Specialist will be required to prepare **Monthly, Quarterly and Annual Summary Reports** on the RISE compliance with the requirements of the projects' Environmental and Social Management Plans (ESMPs), HSMPs, LMP, GBV Action Plan and SEP, and the project ESCP.

5.0 QUALIFICATIONS AND EXPERIENCE REQUIRED

The desired attributes for the position are as follows: -

a) Education:

- (i). A college/university degree in Sociology, law, Community Development, Social anthropology, development studies, or a related discipline.
- (ii). A Master degree in the Social sciences related to the above disciplines or a related field is an advantage.

b) Professional experience:

- (i). He/She must have at least Six (6) years' cumulative experience in addressing social issues, resettlement, for donor funded development projects.
- (ii). He/She must have participated in preparation of Social Impact Assessments and Resettlement Action Plans (RAP), the preparation and monitoring of the implementation of Social Management Plans (SMPs); Stakeholder Engagement Plans, and GBV Action Plans, and Labor Management Plans. for donor funded road projects
- (iii). Experience in stakeholder engagement and information disclosure, preparing and implementing Grievance Redress Mechanisms (GRM) and dealing with Gender Based Violence (GBV) issues. Experience preparing and implementing GBV/Sexual Exploitation and Abuse (SEA) and Sexual Harassment

- GBV/SEA/SH) Action Plans and related work is expected for this position.
- (iv). Experience working with vulnerable groups, including persons with disabilities, women, and other historically marginalized communities. Professional experience or knowledge of environmental and community health and safety issues related to roads and other infrastructure projects is an added advantage.
 - (v). The Social Specialist must be computer literate with competency in word processing, spreadsheets, and slideshow/power point program.

c) Language and regional experience requirements:

- (i) Must have a working experience of at least three (3) years in developing countries; and
- (ii) Proficiency in written and spoken English is mandatory.

6.0 FACILITIES TO BE PROVIDED BY THE EMPLOYER

The Employer will provide the following facilities to the Social Specialist:

- (i). Office accommodation including office furniture and equipment;
- (ii). Work-related transport to project sites;
- (iii). Relevant information and documents necessary for proper execution of the assignment

7.0 DURATION, PERFORMANCE REVIEW AND TERMINATION

7.1 Duration

Duration of assignment will be 24 Months with possible extension if need arises.

7.2 Performance Review

Notwithstanding Sub-Section 7.1 above, succession of the Services from twelve (12) months to another will be subject to satisfactory performance of the Expert.

8.0 PAYMENT TERMS

- 8.1 The Consultant's salary is negotiable but will not be more than the estimated value per month. A monthly lump sum amount of remuneration per month will include all his overheads, social charges and other associated costs including local transportation within Dar es Salaam and insurance premium costs.
- 8.2 The Consultant shall be responsible for all taxes and duties applicable as per the Government of Tanzania rules and regulations.
- 8.3 In case of travel requirements outside TANROADS HQ and within Tanzania for project-related assignments, the Consultant shall be paid travel expenses in line with the Government rules and procedures.
- 8.4 Payment to the expert in respect of remuneration will not be adjusted for inflation for the duration of assignment.

9.0 RESPONSIBILITIES OF SOCIAL SPECIALIST

The Social Specialist shall be responsible for the following: -

- 9.1 All information, data and reports obtained from TANROADS shall be treated as confidential.
- 9.2 All plans, drawings, specifications, designs, reports, other documents and software prepared by the Consultant for TANROADS under this Contract shall become and remain the property of TANROADS, and the Consultant shall, not later than upon termination or expiration of this Contract, deliver all such documents to TANROADS.
- 9.3 Arranging and paying for his/her own accommodation and daily local transport to and from his duty station.

10.0 LEAVE AND WORKING HOURS

10.1 Leave

The Social Specialist will be entitled to twenty-eight (28) days paid annual leave during the assignment.

10.2 Working Hours

- 10.2.1 Ordinary working period starts from 8:00 AM to 4:30 PM commencing Monday to Friday excluding public holidays;
- 10.2.2 The Consultant will be expected to work on reasonable extra time when need arises at no additional payment; the Consultant's remuneration shall be deemed to cover for such overtime.

11.0 DUTY STATION

Dar es Salaam (TANROADS HQ offices), Tanzania with field visit as per requirement. (There is a possibility of TANROADS HQ Offices to move to Dodoma mid-way the Contract).