

**Terms of Reference**  
**Social Safeguards and Gender Specialist**

**Background**

Government of Punjab, Planning & Development Board in collaboration with World Bank Group (WBG) and multiple implementing agencies is implementing Punjab Tourism for Economic Growth (PTEG) Project with total project cost of USD 55 million over five years (30<sup>th</sup> April 2023). The project aims to promote the tourism sector by strengthening the institutional capacity through better skills development, increase private sector participation and improve infrastructure services in support of the tourism sector in the province of Punjab.

1. To support the Government of Punjab in drafting and implementing a tourism policy supported by comprehensive institutional reforms for effective implementation framework.
2. Develop tourism sectors assets, institutions and infrastructure to increase tourist volume.
3. Leverage private sector's potential to create new economic opportunities for job creation, revenue generation, innovation, entrepreneurship and production efficiency increase.
4. To promote an environment of pluralism and tolerance in the province through raised awareness of a varied culture and heritage.

**Major Responsibilities:**

The main objective is to assist the PMU (PTEGP) in implementing the social and environmental components over the project period. The incumbent will be based in the PMU and provide overall guidance to the project in social and resettlement aspects under the World Bank's Operational Policies.

The specific tasks will include:

- Lead and supervise assessment of land acquisition and involuntary resettlement activities in the project domain. This will include screening supervision of sub-projects, development and finalization of Resettlement Action Plans (where required) and assessment and inclusion of social safeguards aspects in Environment and Social Management Plans for sub-projects. The Specialist will lead the production of RAPs and ensure that their quality is line with Bank standards and obtain their clearance from the World Bank.
- Oversee and guide the implementation of social aspects under ESMPs and resettlement aspects under RAPs. This will include guiding in the conduct of resettlement planning and implementation of RAPs in sub-projects and ensuring that mitigation measures on social safeguards are adequately implemented.
- Provide orientation and training on social and resettlement aspects to counterpart agencies, PMU staff and field teams that will be involved in sub-project screening, preparation and implementation.

- Guide the monitoring process of social aspects (resettlement, social safeguards, gender, community participation etc) in all sub-projects. Develop and guide implementation of tools for monitoring of social safeguard aspects.
- Provide guidance from a social perspective to any information campaigns undertaken by the Project.
- The Specialist will be required to update and monitor the implementation of the COVID-19 SOPs/Checklist prepared by the project for its activities.
- Oversee the implementation of Grievance Redress Mechanism.
- Prepare monitoring reports on RAP and ESMPs for submission to the World Bank.
- Perform gender analysis and prepare reports accordingly.
- Identify gender gaps and propose recommendations.
- Promote women empowerment through gender sensitive initiatives.
- Provide support on any additional tasks/support related to social analysis, economic and sector work.
- Any other task assigned by Project Manager/ Supervisor.

**Qualification & Experience:**

- a. Master degree in a sociology, anthropology, gender studies or other social sciences.
- b. A minimum of 5 years relevant experience and proven track record in working on projects covering a broad range of resettlement and social development issues.
- c. Good understanding of the World Bank’s operational policies, processes and procedures including its safeguard policies.
- d. Demonstrated ability to work independently with limited supervision on a wide range of social development activities, and achieving results with agreed upon objectives and deadlines.
- e. Strong English communication skills, both written and oral.

**Selection Method:**

Selection will be in accordance with the procedures set out in the Section V ‘Selection of Individual Consultants’ World Bank’s Guidelines: Selection and Employment of Consultants by World Bank Borrowers January 2011 (Revised July 2014).

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