

Assam Inland Water Transport Development Society (AIWTDS)

(Funded by the World Bank)

Terms of Reference for the position of Social Development Specialist

A. Background.

The Government of Assam plans to transform the quality of inland water transport services and integrate high quality passenger and vehicle ferry services into Assam's wider transport network. The Government of Assam (GOA) has received funding from the World Bank to support the Assam Inland Water Transport Project (AIWTP) which has led to the establishment of Assam Inland Water Transport Development Society (AIWTDS), under the existing Directorate of Inland Water Transport Assam, to implement the project. AIWTD Society seeks to engage Social Development Specialist for providing operational support for all safeguard activities envisaged under the project.

B. Scope of work

The project envisages various construction activities at select locations. These activities may lead to adverse impacts on private and community assets during pre-construction and construction stages, besides impacting those without formal titles and residing/operating on government land. In addition to addressing these impacts, the project will also require identifying and addressing of issues relating to tribal, labor/workers including migrant labors, and their working conditions; sexual exploitation and abuse/sexual harassment/gender-based violence; issues relating to disadvantaged and vulnerable groups. Also, it would require engaging and effectively communicating with various relevant stakeholders during the entire project cycle.

Assessment of the E&S risks and impacts arising from these activities would be undertaken in accordance with World Bank Environment and Social Framework, 2016. Hence many of the Environment and Social Standards (ESS) under the ESF, would be relevant and involve undertaking of requisite assessments and preparation of necessary mitigation instruments (action plans and frameworks), in compliance with existing and relevant national and state legislations and requirement of each ESS. Therefore, PIU/PMU needs to hire an experienced Social Development Specialist to effectively coordinate necessary studies as part of project preparation and implementation. Specific tasks would be as below

Overall responsibility for overseeing the preparation of key plan documents including: Land Acquisition Plan, Social Impact Assessment (SIA), Resettlement Policy Framework, Resettlement Action Plan(s), Tribal Development Plan (if required), Stakeholder Engagement Plan, Labor Management Procedure and Gender Based Violence Risk Mitigation Plan and Labor Influx Management Plan by coordinating with ESIA consultant agency, DPR consultant, Revenue Department, etc.

Key responsibilities

1. Manage Consultants responsible for the preparation of the afore-mentioned plan documents.
2. Review draft outputs of the contracted agencies for conducting ESIA, provide timely feedback, observations and comments
3. Facilitate preparation computerized data base related to the Land acquisition, resettlement impacts
4. Ensure integration of ESIA/ESMP findings related to social aspects in investment plans, engineering designs and bidding documents
5. Assist and guide AIWTDS for information dissemination, stakeholder consultations, and proper disclosure of documents and ensure disclosure of these outputs including translation of the executive summaries (into local language of the prepared mitigation instruments)
6. Co-ordinate with State Revenue Departments and Land Acquisition Units of Assam to implement land acquisition
7. Interact with counterpart (Social Development Specialist) at the World Bank to obtain comments and feedback on these draft outputs towards finalization and approval of the reports (Environment and Social Impact Assessment (SIA), Resettlement Policy Framework, Resettlement Action Plan(s), Stakeholder Engagement Plan, Labor Management Procedure and Gender Based Violence Risk Mitigation Plan and Labor Influx Management Plan
8. Support the bank in ensuring that project design helps to address Bank's corporate commitment on gender and citizen engagement
9. Facilitate establishment of Grievance redressal committees for the overall project;
10. Undertake periodic field visits to various project locations to supervise plan preparation/implementation on a monthly basis
11. Support AIWTDS in responding to queries from stakeholders.
12. Work with contractors (and other consultants), and others as applicable to organize and facilitate consultations and workshops with stakeholders.
13. Ensure compliance to all laws relating to construction stages such as prohibition of child labour, HIV/AIDS and gender issues by conducting necessary training/orientation programs
14. Contribute to ensuring that the project is meet Bank's corporate commitment on 'gender' and 'citizen engagement' during implementation and provide data periodically towards the agreed indicators
15. Coordinate the meetings of various committees established for the implementation of Resettlement plans.
16. Develop modules/material and provide general training on social aspects (resettlement, gender, SEA/SH/GBV, stakeholder engagement, labor aspects etc.) to all staff in AIWTDS.
17. Maintain and continuously update the computerized data base related to the delivery of Resettlement Entitlements and generation of periodical progress reports.
18. He/She will also be responsible for internal monitoring of the implementation of mitigation plans, besides facilitating and contributing to the periodic external impact evaluation studies that would be undertaken at specified intervals during implementation stage of the project

19. Track, document, and ensure follow up to stakeholders on all grievances and provide reporting data for progress reports.
20. Prepare monthly or quarterly status reports for AIWTDS and the World Bank on social management aspects based on site visits, inputs from contractors and construction supervision consultants.
21. Any other duties assigned by the State Project Director, AIWTDS.

Experience:

1. Minimum ten (10) years' experience in the field of social development including SIA, Land Acquisition, Resettlement, undertaking stakeholder consultation, conducting/facilitating socio-economic surveys, undertaking social impact assessments and preparation of Resettlement Action Plans, Indigenous Peoples Development Plans in accordance with World Bank's requirements. S/he should have worked on at least three (3) infrastructure projects preferably of similar nature, of which at least one should have been funded by multilateral agencies.
2. Knowledge of legal/regulatory requirements of GOI and GOA on land acquisition, resettlement and rehabilitation and existing government welfare /rehabilitation schemes.
3. Experience of working as Social Development specialist for major Infrastructure projects.
4. Familiarity with the working with Donor (World Bank, ADB, etc.) funded projects/World Bank NGOs and other development agencies.

C. Qualification:

Masters/ Post Graduate degree in Social Sciences relevant discipline e.g. Social work / Sociology / Anthropology.

D. Experience:

- i. Minimum ten (10) years' experience in the field of social development including SIA, Land Acquisition, Resettlement, undertaking stakeholder consultation, conducting/facilitating socio-economic surveys, undertaking social impact assessments and preparation of Resettlement Action Plans, Indigenous Peoples Development Plans in accordance with World Bank's requirements. S/he should have worked on at least two (3) infrastructure projects in any World Bank/ADB funded projects/Externally Aided Projects or similar Govt. of India funded projects/National level reputed projects.
- ii. Knowledge of legal/regulatory requirements of GOI and GOA on land acquisition, resettlement and rehabilitation and existing government welfare /rehabilitation schemes.
- iii. Experience of working as Social Development Expert/Officer for major Infrastructure projects.
- iv. Familiarity with the working with Donor (World Bank, ADB, etc.) funded projects/World Bank, NGOs and other development agencies

E. Place of Posting – Position will be based out of Guwahati.

F. Age Criteria – Not more than 50 Years as on the date of application.

G. Period of Service:

The contract shall be initially for a period of 1 (one) year with a provision of further extension on an annual basis up to the end of the project, subject to satisfactory performance as assessed by the State Project Director, AIWTD Society.

H. Remuneration:

The monthly remuneration would be Rs 1, 30,000/- or 30% hike on the existing remuneration whichever is less. Depending on qualification, experience and competency of the candidate, the remuneration is negotiable.