

SOCIAL AND GENDER SPECIALIST

TERMS OF REFERENCE (TORs)

Project Background:

The Punjab Clean Air Program (PCAP) is a strategic, multi-sectoral initiative launched by the Government of Punjab with the support of the World Bank. Its core objective is to address the growing air pollution crisis across the province through integrated policy actions, technological interventions, institutional strengthening, and behavioral change campaigns. The Program targets both urban and rural sources of air pollution, including transport emissions, industrial discharges, agriculture practices (such as crop residue burning), waste management inefficiencies, and construction activities. The program emphasizes collaboration across key departments, including Environment Protection, Agriculture, Transport and Planning & Development Board.

Environmental and Social Risk:

Environment and Social risks are Substantial, stemming from potential mismanagement of battery and electronic waste, possible land acquisition for bus depots, exclusion of vulnerable groups, and occupational health and safety concerns.

Objective:

The program aims to reduce population-weighted exposure to PM2.5 by implementing multi-sector interventions in air quality management (RA1), transport sector (RA2), and agriculture sector (RA3). The IPF Component supports technical studies, capacity building, verification of DLIs, institutional strengthening, and environmental and social risk management. The Social & Gender Specialist will support the PCAP-CMU to manage social risks according to the World Bank (WB) PforR Policy and Directive, World Bank Environmental and Social Framework (ESF), and Government's environmental and social (E&S) Framework, as well as ensure gender related commitments are met.

Key Responsibilities:

- Oversee the development and implementation of training for PCAP-CMU, PIU, and other relevant agency staff on the World Bank ESF Policy and Environmental and Social Standards (ESS) applicable to PCAP, including E&S screening, community and occupational health and safety, and labor management procedures.
- Conduct specialized training and awareness sessions on child labor, gender-based violence (GBV), sexual exploitation and abuse/sexual harassment (SEA/SH), stakeholder engagement, and the operation of grievance mechanisms (GM), including SEA/SH-sensitive GM.

- Manage the Project's E&S risks and impacts according to the Environmental and Social Commitment Plan (ESCP) and relevant national and provincial policies, laws, and institutions within the Government's E&S Framework.
- Ensure that both direct and contracted workers participate in the implementation of the Project in compliance with ESS2: Labor and Working Conditions.
- Develop, implement, and ensure effective operationalization of the Grievance Redress Mechanism (GM), including SEA/SH-sensitive GM and project workers' GM, in line with the Environmental and Social Commitment Plan (ESCP).
- Ensure integration of labor management measures and continuous monitoring of GM implementation throughout the program life, in consultation with the Environment Specialist.
- Respond to and manage E&S incidents relating to PCAP as specified in the ESCP.
- Lead the planning, implementation, and monitoring of strategies to ensure social inclusion and gender equity across the program, by identifying and addressing barriers to participation and benefits, and developing actionable measures to promote inclusive development outcomes.
- Responsible for development of grievance redressal mechanism, Labour management measures and ensure their implantation throughout the program life.
- Conduct social and gender analyses to identify key challenges, risks, and opportunities in project interventions.
- Facilitate consultations and focus group discussions with marginalized groups, including women, youth, and vulnerable populations.
- Regular submission of environmental, social, health and safety performance reports to the World Bank.
- Engage with stakeholders to identify and address social and gender-related challenges by facilitating consultations and focus group discussions with marginalized groups, including women, youth, and vulnerable populations, to ensure inclusive participation and development outcomes.
- Oversee the implementation of standard operating procedures for land acquisition and resettlement in PCAP
- Visit project sites regularly, supervise implementation, and report social issues to PCAP-CMU
- Prepare social screening checklists and/or social impact assessments for all sub-projects.
- Develop and/or implement a Gender Inclusion & SEA/SH Action Plan to promote the inclusion of women and marginalized groups in P-CAP activities, Program Stakeholder Engagement Plan (SEP) including GM, and Disability Inclusion Plan
- Coordinate with E&S focal points within implementing agencies
- Oversee the design and implementation of annual citizen feedback surveys and publication of results
- Provide input on the Buyback Scheme Consultancy to ensure that the scheme is socially inclusive and equitable

- Collaborate with community groups, NGOs, and government agencies to ensure that P-CAP projects are socially inclusive
- Monitor the social impact of P-CAP projects and prepare reports for the World Bank and other stakeholders
- Any other task assigned by the competent authority

Qualifications & Experience

- Master's or higher in Social Sciences, Gender Studies, development Studies, or related field from HEC recognized university.
- Minimum Eight (8) years of documentary verifiable post qualification relevant experience in public or private sector national / international organizations to deal with social assessments, involuntary resettlement, gender equality, GBV, inclusion of vulnerable groups, labor management, community and stakeholder consultations, and grievance redress.
- Knowledge of the World Bank ESF and/or Social Safeguards Policies, including OP/BP 4.01 Environmental Assessment and OP/BP 4.12 on Involuntary Resettlement, or other multilateral organization standards, such as AfDB ISS, IFC-PS, or ADB
- Proven experience in conducting social impact assessments (SIAs) for public and/or private sector projects.
- Experience in developing and implementing Gender Action Plans (GAPs) for large-scale infrastructure or transport projects.
- Familiarity with Punjab's social policies and gender sensitive approaches in sectors such as Transport, environment etc.
- Experience in managing grievance redress mechanisms (GRMs) and resolving community complaints.
- Familiarity with gender sensitive approaches in sectors such as Transport, environment etc.
- Knowledge of international social and gender frameworks and conventions.
- Proficiency in data collection and analysis tools related to social inclusion.

Reporting

The Specialist shall report to the Program Director. He/she will work in close coordination with procurement specialists at PCAP-CMU and other members of the PCAP team.

Duration of contract:

The Social & Gender specialist will work full-time in this role. Initial duration of contract shall be (01) year, extendable subject to satisfactory.

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