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 ***Accelerating Malawi’s Economic Growth***

**Government of the Republic of Malawi**

### **Roads Authority (Malawi)**

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**REQUEST FOR EXPRESSION OF INTEREST**

**(INDIVIDUAL CONSULTANTS SELECTION)**

**(Appointment Type: Local Hire)**

COUNTRY: **MALAWI**

NAME OF PROJECT: **RESILIENT AND STRATEGIC TRANSPORT OPERATIONAL ENHANCE PROJECT– RESTORE**

PROJECT ID:                         **P500625**

ASSIGNMENT TITLE: **SOCIAL SAFEGUARD SPECIALIST**

REFERENCE NUMBER:      **MW-RA-SSS-CS-INDV**

DATE OF ISSUE: **14th MARCH 2024**

1. **Background**

The Government of Malawi (GoM) through the Ministry of Finance (MoF) has applied for financing toward the cost of the Resilient and Strategic Transport Operational Enhance Project (RESTORE). The Roads Authority (RA) as the implementation agency intends to apply part of the proceeds of this financing to eligible payments under the contract for hiring a Social Safeguard Specialist.

The RA invites applications from suitably qualified and interested candidates to fill the position of Social Safeguard Specialist, recruited as individual consultant following World Bank Procurement Regulations dated September 2023.

**Position Title :** Social Safeguard Specialist (1 Position)

**Time Commitment :** 100%

**Accountable :** Project Coordinator

**Duration of Assignment :** 5 years

1. **The Objectives of the Assignment**

The overall objective of the assignment is to ensure that RESTORE activities comply with the requirements of the environmental and social safeguards as outlined in the governing Environmental and Social Management Framework (ESMF) and the Resettlement Policy Framework (RPF) in adherence with the World Bank’s Regulations for IPF Borrowers dated September 2023.

**3. Duties and Responsibilities**

The Social Safeguard Specialist shall be responsible for determining to what extent the Environmental and Social Standards of the World Bank and national legislations and regulations are followed during implementation of project activities such as: project components screening, construction of the infrastructures, and implementation, reviewing of Environmental and Social Management Plans (ESMP) and Resettlement Action Plans prepared by consultants for the various project sub components, level of compliance with regard to the provisions in the Environment Management Act 2017, Occupational Health and Safety Act 1997 and other cross cutting issues.

Specifically, the Social Safeguard Specialist will perform the following duties:

1. Ensure effective integration of social considerations in identification, consultation, planning, implementation and monitoring project activities to ensure that they are consistent in adhering to safeguards requirements
2. Support in the development of key safeguard instruments; Labour Management Procedures (LMP), Resettlement Policy Framework (RPF) and related Resettlement Action Plans (RAPs)
3. Update the Stakeholder Engagement Plan (SEP) including the Grievance Redress Mechanism (GRM) and monitor its implementation
4. Review project related documentation to better understand the implications of proposed project activities and prepare a Resettlement Action Plan (RAPs) and Livelihood Restoration Plans (LRP) where required in line with RPF.
5. Undertake an assessment of project affected persons (PAPs) (defined as those who may be relocated, or whose incomes or livelihoods may be displaced or disrupted, by the project) including determining the socio-economic status of potential PAPs and Provide guidance on eligibility, valuation, compensation and other resettlement assistance, as needed, or when a Resettlement Action Plan (RAP) may need to be prepared;
6. In a case where a RAP may need to be prepared, facilitate and provide oversight for RAP formulation and its implementation, including ensuring that resettlement compensation for replacement of lost assets and land access, as well as livelihood restoration activities, are successfully carried out.
7. Conduct consultations with key stakeholders about the project, and acceptable resettlement and other alternatives, as appropriate;
8. Prepare social safeguards information materials in line with the SEP and disseminating the information to the relevant stakeholders especially affected communities and other key stakeholders.
9. Undertake site visits during project execution with the aim of monitoring the effectiveness of social safeguards measures as stipulated in the ESMP and provide proposed actions to improve on mitigation measures.
10. Work with the Environmental Health and Safety Specialist, in engaging with impacted communities on Community Health and Safety (CHS) issues and undertake site supervision of project sites to ensure CHS measures are adhered to
11. Conduct consultations with key stakeholders throughout the project cycle social impacts as stipulated in the SEP.
12. Establish grievance redress mechanisms (GRM) to affected people for complaints about project impacts. Formulate grievance logs and resolutions templates with third-party appeal provision to ensure no conflict of interest and disturbance with program activities.
13. Undertake social safeguards trainings for PIU staff, stakeholders and project staff including Grievance Redress Committees
14. Interface with relevant national authorities to ensure implementation of social safeguards, including ensuring that LMP, SEP, ESIAs, ESMPs, RAPs, and Grievance Redress Mechanisms (GRMs) are developed and conform with Government and World Bank requirements.
15. Ensure social & gender inclusion mainstreaming in the project (such as need for sex disaggregated data, gender analysis, vulnerability analysis etc)
16. Designing and implementing a GBV, SEA, SH and VAC community prevention and response program in the project area.
17. Enhancing mechanisms to mitigate risks of GBV, SEA, TIP and VAC due to the project.
18. Respond to and provide required support to GBV, SEA, TIP and VAC survivors within the project area.
19. Strengthen coordination with national and district authorities to monitor implementation of GBV/SEA/SH mitigation measures in the project area.
20. Strengthen mechanism for surveillance, detection and reporting GBV, SEA, SH and VAC incidence along the project area.
21. Provide adequate attention to the disadvantaged and marginalized groups so that they benefit from the project and minimize their risks.
22. Collaborate with the Contractors in developing social and gender inclusion plans related to: Women’s employment and economic development; workers’ rights; sexual harassment and gender-based violence, HIV/AIDS and such other communicable diseases, trafficking in persons, child labour and community development. Facilitate budgetary formulation. Provide Capacity building and monitor implementation.
23. Provide oversight for RAP Completion Audit(s) to be carried out by independent consultant 6-12 months after resettlement activities are completed.
24. Perform other tasks and responsibilities related to social issues as required by the project coordinator.
25. **Reporting Requirements**

The Social Safeguards Specialist will report directly to the Project Coordinator. The consultant will work in close collaboration with consultants, contractors and other stakeholders engaged in project implementations. In the performance of this contract, the Social Safeguards Specialist must submit the following reports to the Project Coordinator:

1. ESIA implementation and monitoring status reports, including the status report on the RAPs and other safeguards documents developed for project investments.
2. Reviews as requested of all project reports and documents associated with the social aspects to ensure quality and compliance with respect to the ESIA guidelines and World Bank safeguard policies.
3. Semi-annual status reports on implementation of the ESIA and associated safeguards documents, including RAPs, as input to formal project supervision missions and as part of the project’s obligation to implement, monitor and evaluate application of the ESIAs and RAPs.
4. Terms of Reference as requested for the development of site-specific Resettlement Action Plans based on the principles and guidelines detailed in the RPF, once the locations of some project interventions areas are confirmed.
5. Monthly timesheets to identify time spent.
6. **Qualification and experience**

The Social Safeguards Specialist must have the following qualifications and expertise:

1. Minimum of Master’s degree in Development Studies, Anthropology, Social Development. Political Economy, Economics, or any related disciplines is better benchmark for a specialist position
2. At least 5 years of experience in social management and monitoring of transport projects or engineering projects especially in the road sector or similar large infrastructure works/projects; experience with international development organizations in developing countries, preferably in Africa;
3. Have thorough working knowledge of World Bank Environmental and Social Standards, especially Assessment and Management of Environmental and Social Risks and Impacts (ESS1), Labour and Working Conditions (ESS2), Community Health and Safety (ESS4) and Land Acquisition, Restrictions on Land Use and Involuntary Resettlement (ESS5), Cultural Heritage (ESS8) and Stakeholder Engagement and Information Disclosure (ESS10); and have demonstrated experience in successfully preparing ESIAs, ESMPs and RAPs by World Bank standard;
4. Knowledge of social development issues associated with large projects;
5. Knowledge of similar international donor social development guidelines and safeguard policies;
6. Familiarity with Government of Malawi standard procedures and practices with regards to infrastructure construction projects will be a plus; thorough understanding of social regulatory framework will be a plus;
7. Fluency in English is required and knowledge of local languages is an advantage;
8. Excellent oral and written communication skills;
9. Computer literacy essential;
10. **Duration of the assignment**

The assignment is for an initial period of one year in the Project Preparatory Activities and will thereafter be extended for the entire period of project implementation of 5 years. The contract will be renewable annually subject to satisfactory performance, need and availability of funding.

1. **Facilities to be provided by the Client**

The Client will provide office space, furniture, office equipment, communication, and internet facilities. For all field related assignments, the Project shall provide transport and costs and other expenses (per Diems etc.) related to the fieldwork.

1. **Location of Employment**

The Social Safeguards Specialist will be based at the PIU Office in Lilongwe but would be required to travel regularly to other relevant field offices where the Project is implementing its activities.

**10. Mode of Application**

Interested Individuals meeting the stated requirements should submit their Expressions of interest including updated detailed curriculum vitae (CVs) and copies of professional certificates must be delivered in a written form to the address below (in person, or by mail, or by e-mail) by **Thursday, 29th March, 2024 on or before 10:00 hours, local time.**

The Project Coordinator,

Resilient and Strategic Transport Operational Enhance Project

Roads Authority

Functional Buildings

Private Bag B346

Lilongwe 3

Malawi.

(Attention: The Procurement Manager)

Email: ipc@ra.org.mw