

## TERMS OF REFERENCE (TOR) FOR TRIBAL DEVELOPMENT SPECIALIST

### (Under Himachal Pradesh – Horticulture Development Project)

#### A. CONTEXT & PROJECT BACKGROUND

Project Description: The Project Development Objective (PDO) is: “to support small farmers and agro-entrepreneurs to increase the productivity, quality, and market access of selected horticulture commodities in Himachal Pradesh”. The project aims to address key well known gaps and deficiencies in the horticulture sector in Himachal Pradesh and transform the sector (and the overall rural economy) to being more productive, efficient and profitable. By doing so, it will contribute to the key aspects of GoHP and the Bank’s strategic objectives related to faster and broader agriculture sector growth and inclusive development. Target beneficiaries under the project will be small and marginal farmers. As majority (70 %) of agriculture producers in Himachal Pradesh is marginal, the project would mostly benefit this category of farmers. In addition, project will have potentially significant impact on promoting gender inclusiveness through employment creation in post-harvest management and processing which traditionally employ a much higher proportion of female labour.

Project Components and Planned Interventions The project components and planned interventions are presented in the table below:

The activities of the project are clustered around three main interlinked technical components that have the following purpose: (i) improving producer’s access to knowledge and horticulture production technologies (including climate resilient technologies), and access to finance; (ii) promoting investments in agribusiness, fostering backward and forward linkages in horticulture product value chains, facilitating access to finance for agribusiness entrepreneurs, and, piloting negotiable warehouse receipts for horticulture commodities; and (iii) supporting the development of an improved platform for market-related information and intelligence, and upgrading and modernizing the promising traditional wholesale markets

**Component A: Horticulture Production and Diversification:** The objective of this component is to enhance horticultural competitiveness at the farm level by supporting access to knowledge, technology and finance in order to increase long term productivity and farm incomes in an environment marked by changing market patterns and increased climate variability. This will be achieved by: (i) enhancing producer’s access to disease free elite planting materials; (ii) supporting sustainable intensification and diversification of horticultural production through technology and knowledge transfer, including harvest, capture, collection, delivery and distribution of water; (iii) strengthening applied research and development; and (iv) enhancing the access to and use of financial services by producers.

**Component B: Value Addition and Agro-enterprise Development:** The objective of this component to improve value realization at the farm level, promote investments in agribusiness, fostering backward and forward linkages in the value chains for horticulture products, support supply chain infrastructure that prevents wastage and value erosion; and enable secondary and tertiary processing that create higher value for the produce. This will be achieved by: (i) building community/farm level marketing capacities and supporting them through matching grants to acquire productive assets; (ii) establishing a modern supply chain comprising pack-houses, controlled atmosphere (CA) stores, and processing facilities to be operated

under operational management arrangement with private partners; (iii) piloting warehouse receipt systems linked to commodity exchanges; identifying, mobilizing and supporting agro entrepreneurs; and (iv) co-financing investments and facilitating access business advisory and to financial services for agribusiness enterprises, including collectives such as producer companies.

**Component C: Market Development:** The objective of this component is to provide an improved platform for market-related information and intelligence, expand market access through alternative marketing channels, enhance transparency in the price discovery process, and improve market infrastructure. This will be achieved by: (i) supporting market information and intelligence services; (ii) introducing of e-marketing platforms; and (iii) upgrading wholesale markets.

**Component D: Project Management, Monitoring and Learning:** This component will ensure the effective implementation of the project activities and monitor and evaluate project implementation progress, outputs and outcomes, building on implementation experience. This component will support: (i) establishment and operations of Project Coordination Unit (PCU), which will oversee and coordinate activities of the implementing agencies of the project; (ii) establishment and operations of Project Implementation Units in the respective implementing agencies; and (iii) setting up of a monitoring and evaluation (M&E) system for the project, including a project management information system and contracting an external M&E agency to monitor project activities and impact. The component will also finance dedicated staffing for the project activities that are attributable to the outcomes of the project, consultancies, training and related material, office equipment, and operational costs.

Against this backdrop, Project Implementing Agency i.e., H.P. Horticulture Development Society (HPHDPS) intends to hire 1 Specialists through competitive bidding process for the position of Tribal Development Specialists on contractual basis for an initial period of one year.

## **BACKGROUND OF THE ASSIGNMENT**

An Environment and Social Management Framework (ESMF) has been formulated for the project which elucidates the likely risks and commensurate mitigation measures to be undertaken before and during the implementation of the project activities at the sub project level. The ESMF includes the Tribal Development Framework. HPHDP implemented in all the 12 districts of the State including the 3 districts of Kinnaur, LahaulSpiti and Chamba (Bharmour, Pangi), designated in Schedule 5. The project will undertake several key activities in these 3 Districts for horticulture development like area expansion, institutional development, infrastructure development etc. In addition to these tribal districts, project activities will also be undertaken in other Districts of the State having sizable tribal population. To implement the Tribal Development Framework, the services of a Tribal Development Specialist are required.

## **OBJECTIVES OF ASSIGNMENT:**

1. To ensure that project engages in free, prior and informed consultations with tribal communities in the entire process of planning, implementation and monitoring of project activities.
2. To ensure compliance with national, state and the World Bank's Social safeguards policies and World Bank Operational Policy 4.10 on Indigenous People that apply to HPHDP; and
3. To ensure the Implementation of Tribal Development Framework for HPHDP.
4. To ensure avoidance or to minimize to the extent possible, any kind of adverse impact on the tribal community and to suggest appropriate mitigation measures;

5. To ensure that the project engages in free, prior and informed consultation with tribal people in the entire process of planning, implementation and monitoring of project;
6. To ensure that project benefits are accessible to the tribal communities living in the project area;
7. To ensure widespread project outreach and participation of small and marginal farmers including women, SC and ST farmers in all project activities.

## QUALIFICATIONS:

**Essential qualification:** Masters in Sociology/ Social Work/ Anthropology/ Rural Development or MBA in Rural Development from recognized university/institutions of repute/.

**Desirable:** PG diploma in tribal studies from recognized university/institutions. Preference will be given to candidates who have knowledge of dialects, customs and culture of tribal areas of HP. Preference will be given to the candidates who have worked for similar assignments with international agencies like World Bank, ADB & EU etc.

**Experience:** Minimum 5 years of relevant work experience in implementation of livelihood programs in tribal areas and other activities related to the key tasks elaborated below. Preference will be given to candidates having experience of working in Externally Aided Projects, Natural Resource Management and other schemes/programmes in Agriculture or Horticulture sector development especially in tribal areas.

## KEY TASKS

1. To coordinate with the Environment and Social Management Cell and other Consultants at the PCU level for implementation of the Tribal Development Framework.
2. Prepare and submit district wise quarterly action plan to the PCU.
3. To prepare culturally appropriate awareness generation material on HPHDP to be used in tribal areas.
4. To formulate training plan and prepare Training Modules/Manuals and Study material for the capacity building of the manpower directly involved in the implementation of project activities in the field, on all aspects of tribal development. To conduct required training and capacity development of PIU, DIU and BIU officials as per the training plan.
5. To undertake screening of project sites in designated tribal Districts and provide support to the Project Implementation Units, District Implementation units and Block Implementation Units in preparation of the Tribal Development Plans.
6. To undertake screening of project sites in non-tribal areas for identification of indigenous people and evaluate the potential positive as well as adverse impact of project activities on these communities. On the basis of the screening ascertain the requirement for Tribal Development Plan and ensure its preparation.
7. To coordinate with the PIUs and BIUs for conducting Free, prior, and informed consultations at the project locations for assessment of views of tribal people and ascertaining community support for the project.
8. To coordinate with the Facilitators hired at the Block level to mobilize tribal farmers including women, for all project activities such as on farm demonstrations, training, exposure visits, workshops, formation of Water User Association etc.
9. To regularly liaise with the Service provider to be hired by the project for development of FPOs and CSCs to ensure active and effective participation of ST farmers including women in Farmer Interest

Groups and Farmer Producer Organizations. ST farmers including women in the management and operations of Common Service Centers.

10. To liaise with the Monitoring & Evaluation Consultant for identification and continuous monitoring of tribal development parameters.
11. To compile block wise Tribal development data and submit district wise quarterly progress report to the PCU.
12. Organize Quarterly meetings with the concerned Deputy Director's/ DIU In charge for appraisal on the on field activities, progress and issues requiring attention of the field authorities.
13. To liaise with district authorities for dovetailing the state/central schemes.
14. To develop Tribal Development Framework which would comprise of the following key features: -

**14.1: Awareness generation vide Free Prior and Informed Consultations:**

It would involve conducting of FPICs, with tribal communities to generate awareness on the project and assess interest and demand for any project interventions. For this purpose, suitable culturally compatible IEC materials would be prepared/used.

**14.2: Socio-Economic Baseline to enable selection of clusters:** The project would undertake a socioeconomic baseline of all tribal clusters wherein project interventions would take place. Assistance can be obtained from M&E Consultant.

**14.3: Preparation and implementation of TDP:** As there could be project interventions in non-tribal areas or areas having lower tribal population, a screening exercise would be carried out to assess if indigenous peoples are present in the project area and possess the following characteristics;

- Self-identification as members of a distinct indigenous cultural group and recognition of this identity by others; collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories;
- Customary cultural, economic, social, or political institutions that are separate from those of the dominant society and culture; and
- An indigenous language, often different from the official language of the country or region.

14.4: Adequate representation for women and tribals would be ensured in any of institutions formed under the project such as FIGs, FPOs, WUAs, etc. Inclusion of Scheduled Tribes (men and women) in farmer organizations and their federations, especially in nontribal areas would be ensured.

**14.5: Special Provision for Community needs:** Hard and backward areas could have specific community needs (e.g. ropeway for access, farm equipment, etc.) special corpus of funds at the PCU level would be created that could be accessed based on business plans submitted by FIGs/WUAs or any specific needs as identified and recorded during FPICs conducted in these areas.

**14.5: Training and exposure visits:** Customized training modules (WUA guidelines, grievance resolution, use of farm inputs, implements, pesticides, fumigants, etc.) would be prepared and imparted in a culturally appropriate manner.

**14.6: Capacity Building:** Personnel - SMS, HEO, HDO, SDS, SDC, involved from PCU, BIU, DIU and other agencies would be oriented on tribal development and social safeguards issues, prior to commencing work in these areas

14.7: **Convergence with existing tribal schemes:** As there exists many central sponsored and state level schemes, the Social Development Personnel at PCU and DIU will identify such schemes, inform the communities and promote convergence in so as to have a better spatial and demographic coverage and thereby maximize benefits from such intervention.

14.8: **Monitoring:** In non-tribal areas, monitoring of project interventions would specifically include parameters relating to tribals (men and women) and amongst by size of farmer - small, marginal, medium.

14.9: **Grievance redressal arrangements:** Grievance redressal mechanism in tribal areas would be headed by a tribal while in non-tribal areas would ensure adequate representation with at least one tribal (man or woman)

15. **Progress Reporting:** The PCU would submit to the World Bank, six-monthly reports that would include the following details specific to social issues:

- Socioeconomic environmental impacts of the project;
- Progress on ESMF & TDF implementation including processes followed, with specific reference to women and tribals; and
- Issues and constraints faced in ESMF and TDF implementation

16. Any other task as may be assigned by PCU.

#### **TRAVEL REQUIREMENTS**

The Tribal Development Specialist will be required to undertake extensive field-visits and tours as per the project requirements.

#### **REPORTING AND PERFORMANCE REVIEW**

The Tribal Development Specialist will report to the Project Director, PCU. The work and performance of the Tribal Development Specialist shall be reviewed by the Project Director on a periodic basis.

#### **TIME FRAME**

Initially the contract will be for one year from the date of signing of contract agreement and extendable for the project period depending upon the performance of the specialist.

#### **REMUNERATION AND PAYMENT TERMS:**

A fixed monthly consolidated remuneration/ consultancy fee of Rs. 60,000 will be paid to the Specialist and this monthly remuneration/fee shall be subject to applicable TDS deductions. The remuneration/fee will be enhanced on annual basis, in accordance with the provisions of HR policy of Himachal Pradesh Horticulture Development Society.