

TERMS OF REFERENCE (TOR) FOR THE SOCIAL DEVELOPMENT SPECIALIST/CONSULTANT

(Under Himachal Pradesh – Horticulture Development Project)

PROJECT BACKGROUND:

The Government of Himachal Pradesh (GoHP) is implementing World Bank funded project on Horticulture Development in the State of Himachal Pradesh (H.P). The project will address key, well known gaps and deficiencies in the horticulture sector in Himachal Pradesh and transform the sector (and the overall rural economy) to be more productive, efficient and profitable. By doing so, it will contribute to the key aspects of the GoI, GoHP and the Bank's strategic objectives related to faster and broader agriculture sector growth and inclusive development. The proposed Project Development Objective (PDO) is "to support small farmers and agro-entrepreneurs in Himachal Pradesh to increase the productivity, quality and market access of selected Horticulture commodities".

The Key Project Indicators (KPI) are: (a) Productivity (in ton/ha) (i) of rejuvenated apple orchards; and (ii) of new plantations of selected horticulture crops. (b) Percentage of Apple Grades A, B and C. (c) Share of selected horticulture commodities sold through new marketing channels for (i) Apple, and (ii) Tomato. (d) Direct project beneficiaries (number), of which female beneficiaries (%).

The project will achieve the PDO by: (i) improving producer's access to knowledge and horticulture production technologies (including climate resilient technologies), and access to financial services so that they are able to better respond to climate variability and emerging market opportunities; (ii) promoting investments in agribusiness, fostering backward and forward linkages in the value chains for horticulture products, piloting negotiable warehouse receipts for horticulture commodities, and facilitating access to financial services for agribusiness enterprises, including collectives such as producer companies; and (iii) supporting the development of an improved platform for market-related information and intelligence, developing new e-market channels outside of regulated markets, and improved services provided by modernizing the promising traditional wholesale markets.

OVERALL PROJECT STRUCTURE

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

BACKGROUND OF THE ASSIGNMENT

In view of the Project design and spread of the Project activities, exhaustive consultations were held with all the stakeholders during the preparatory phases of the project. Environment and Social Specialists were specifically hired for this purpose, who interacted with the NGOs, farmer's associations and other stakeholders and spelled out the likely risks during the implementation of the project activities and after the commissioning of the infrastructure envisaged under HPHDP. Based on the ground realities and the discussions held as well as the primary and secondary data collected on

various aspects of horticulture industry in the State, an Environment and Social Management Framework (ESMF) has been formulated which elucidates the likely social risks and commensurate risk mitigation measures to be under taken before and during the implementation of the project activities. The implementation of ESMF and its social strategies and processes will help in environmental and social sustainability and management of any social risks. For this it is important to educate the project implementation entities and the beneficiaries, particularly the farmers, women and other stakeholders. To monitor and implement the ESMF and to undertake Social Impact Assessment (SIAs) and to formulate Social Management Plans (SMPs) for at sub-project levels, services of Social Development Specialist(s) is required at PCU, HPHDP.

OBJECTIVES OF ASSIGNMENT:

The Social Development Specialist (SDS) will have the primary responsibility for implementation, monitoring and reporting of the social management framework (SMF) of the HPHDP, which comprises strategies on social inclusion, tribal development, gender, social impact mitigation, citizens' engagement and grievance redressal. In addition, the SDS will also:

1. Identify and assess the potential social impacts and risks of the interventions proposed under HPHDP, recommend mitigation measures.
2. Ensure compliance with national, state and the World Bank's Social safeguards policies that apply to HPHDP.
3. Identify opportunities for Social Development benefits; and

QUALIFICATIONS AND KEY SELECTION CRITERIA:

Essential:

- i) Master's degree in Sociology/Social Work /Rural Development /MBA in Rural Development from a recognized university /Institution.
- ii) **Experience:** Minimum 10 years of work experience of leading and managing social safeguard issues, participatory microplanning, developing livelihood plan/tribal development plan, addressing gender issues and women empowerment, community mobilization, conducting social screening, developing guidelines, manuals, IE &C material, institutional building and guiding the implementation of livelihood plan/natural resource management plan/community development plan especially for Natural Resource Departments (Horticulture, Agriculture, Forest, I&PH etc.) Agencies (DRDA) etc. out of which at least 3 years of work experience should be at State Level Team Leader in externally aided projects and/or projects of the government of India or state governments"

KEY TASKS

1. The Specialist/Consultant will acquaint himself/herself with the Project Design and Project Implementation Plan and work in close coordination with other specialists/consultants at Project Coordination Unit and PIU Level.
2. To work as active support team member of State Level Environment & Social Cell (E &S) and provide technical support on social development aspects to E&S Cells at PIUs, DIU's and BIU's levels.
3. To guide and monitor the implementation of Social Management Framework and Tribal Development Frame work at PIU's, DIU's /BIU level.
4. To Coordinate and provide technical supports to PCU/PIU's /DIU's to Cluster Development Plan and Tribal Development Plan and obtain approval of the same from the project authority.
5. To ensure implementation of gender strategy for targeting, prioritization and tracking of small and marginal farmers as project beneficiaries, members of WUA's, Common interest groups, FPCs etc.
6. The specialist will closely work, monitor and coordinate with district level Social Development Specialists/Consultants under PIU/DIU Horticulture. The Specialist will guide district level Social Development Specialists and facilitators to develop the annual action plan for implementing the provisions of Social Management Framework, as per approved action plan and review progress reports and plans submitted by the DCCs in compliance with the ESMF.
7. To coordinate with PIU's and EIA Consulting firm of the Project to conduct E&S Screening, ESIA and ESMPs of moderate to high risk interventions of HPHDP.
8. To scrutinize the plans and proposals /reports /tender documents etc. as per social management Framework and provide technical inputs.
9. To guide the E&S Cells of PIUs for the scrutiny reports, intervention specific reports including E&S screening reports, Social Impact assessment reports (SIA), Social Management Plan(SMPs), Cluster Development Plan/Tribal Development Plans being developed and implemented by the PIUs and tender documents etc. w.r.t compliances as per existing regulations and provisions of ESMF and review & consolidate reports at PCU level. The Specialist will ensure project activities being implemented are in accordance with the existing Central, State and Social Frame Work of World Bank.
10. To liaise with relevant PIUs/DIUs, other Government departments and Tribal Development Department, Tribal Advisory Council and HP SCS &T, Development Corporation as necessary to develop comprehensive tribal development plan and its implementation.
11. To undertake field visits and participate in Free Prior and Informed Consultation (FPIC) periodically in respect of Tribal Development Plan (TDP), Review findings and screening exercise and approval of TDP prepared by DIU.
12. To device mechanism for effective implementation and monitoring of project interventions.

13. To facilitate PIUs for the convergence /dovetailing of existing schemes with Cluster Development Plan /Tribal Development Plan.
14. To conduct TNA and formulate training plan and Training modules w.r.t Social Management Frame Work for the capacity building of the manpower directly involved in the implementation of project activities in the field, on all aspects of Social Development.
15. To build the capacity of E&S Cells of the PIUs for the training need assessment on ESMF.
16. Facilitate PIUs to organise awareness programme, trainings, workshops, exposure visits w.r.t. social aspects of SMF, likely social concerns. mitigation strategy for the social and staff of Project and other stakeholders viz staff, cluster farmers, water user associations (WUA) etc.
17. To organize skill upgradation programme /training of trainers (TOT) programme for the social specialists deputed in the PIUs/DIUs.
18. To identify the relevant institutions /organisations etc. to organize the exposure visits of stake holders by the PIUs.
19. To develop reporting, monitoring, survey formats w.r.t progress of implementation of SMF and develop social dash board, six monthly progress reports as per agreed monitoring and reporting requirements.
20. To develop /revamp the manuals, guidelines, IE& C material relevant to SMF of HPHDP.
21. To monitor the Grievance Redressal Mechanism (GRM) and Social Dash Board of HPHDP.
22. Any other work related to SMF ,assigned by the Project Authority.

TRAVEL REQUIREMENTS

The Social Development Specialist/Consultant will be required to undertake regular field-visits to project areas to oversee the implementation of the ESMF.

REPORTING AND PERFORMANCE REVIEW

The Social Development Specialist/Consultant will report to the Project Director of HPHDP. The work and performance of the Social Development Specialist/Consultant 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 may be further extended depending upon the performance of the specialist.

REMUNERATION AND PAYMENT TERMS:

The fixed monthly consolidated remuneration /consultancy fee of Rs. 80000/- will be paid to the incumbent and this monthly remuneration /fee shall be subject to applicable TDS deductions. However, in case of retired Government/Public Sector Employees Remuneration will be fixed based on the principle of last monthly pay –drawn (Gross Pay) minus the pension as per the policy of the State Government.