COUNCIL FOR DEVELOPMENT AND RECONSTRUCTION

GREEN, AGRI-FOOD TRANSFORMATION FOR ECONOMIC RECOVERY - GATE

SOCIAL AND GENDER SPECIALIST (GATE-IC-Proc-10a)

TERMS OF REFERENCE

I. PROJECT BACKGROUND

The Republic of Lebanon represented (The Borrower) represented by the Council for Development and Reconstruction (CDR) as a representative to the Borrower will implement the Green, Agri-food Transformation for Economic Recovery (the **"GATE"** or **"Project"**), funded by the International Bank for Reconstruction and Development (IBRD or the World Bank or the Bank). The total project cost is Two Hundred Million United States Dollars (US$ 200,000,000).

GATE Project aims to improve the resilience of farmers and Small and Medium Enterprises (SMEs) in the Lebanese agri-food sector. The project is designed to facilitate access to finance, support climate-smart investments, and restore critical infrastructure services to sustain and enhance the agricultural value chain. Through targeted interventions, it seeks to increase agricultural productivity, strengthen food security, and promote sustainable economic growth. The project is structured into key components focusing on value chain investments, infrastructure development, enabling regulatory improvements, and knowledge management.

The Project is structured into five main components, each designed to strengthen the resilience of Lebanon's agri-food sector and support farmers and SMEs.

Component 1: Climate Smart Investments in Agri-food Value Chains (US$71 million):
The objective of this component is to provide access to finance to strengthen the resilience and improve the competitiveness of farmers and SMEs involved in agri-food value chains. The component will promote climate smart practices, create higher value addition, improve links between farmers, agribusinesses and markets, and unlock diversification opportunities. The project will finance activities specifically designed to benefit women and seek to contribute to reducing some of the gender gaps identified in terms of access to finance, inputs, markets, technical capacity building activities, improved confidence and negotiation skills as well as addressing social norms through a carefully designed behaviorally informed outreach campaign, also targeting men.

Component 2: Climate-Smart Infrastructure and Services for Agri-Food Sector Development (US$100 million):
The objective of this component is to restore service delivery, build operational capacity and ensure the sustainability and climate-resilience of public infrastructure underpinning the agri-food sector. It will be structured across two subcomponents: Subcomponent 2.1. Improving rural community infrastructure for agriculture; and 2.2. Restoring access and protecting agency-managed infrastructure and services underpinning agriculture.

Component 3: Improving the Enabling Environment and Restoring Support Services (US$21 million)
The objective of this component is to restore and strengthen the capacity of sector institutions to support the recovery and transformation of the agri-food sector.

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Component 4: Project and Knowledge Management (US$8 million)
This component will support the coordination and management of the implementation of the project. It will finance overall project management, including inter alia: (a) coordination among different stakeholders; (b) monitoring and evaluation (M&E), including reporting climate benefits to the MoE to comply with the Paris Agreement reporting requirements; (c) project Environmental and Social Standards (ESS); (d) hiring of a gender specialist; (e) project fiduciary administration, internal controls, and audits; (f) communication and information activities, and (g) the establishment and maintenance of a grievance mechanism (GM) and a citizen's engagement mechanism. timely communication of results. This component will also finance a third-party monitoring (TPM) mechanism, as well as timely communication of results. In addition, the project will recruit a Service Provider (NGO) specialized in child labor prevention and response and who will be responsible for supporting the project in preventing, mitigating, monitoring, and responding to such risks during implementation. It will finance the development of an action plan to combat child labor and a roadmap to improve social protection for farmers.

Component 5: Contingent Emergency Response Component (CERC) (US$0 million allocated initially)
This component will have zero funding allocation at the onset and will only be triggered in emergency circumstances; the project will support the preparation of a procedure manual governing the CERC operations.

Each component is designed to work together, ensuring a holistic approach to strengthening Lebanon's agri-food sector and supporting economic recovery.

In order to facilitate project implementation, the CDR is establishing a Project Coordination Unit (PCU), to be staffed by professionals, who will lead or support the achievement of the respective project component objectives.

Subcomponent 1.2 of the Project will be implemented by Kafalat which shall provide loans to eligible agribusinesses to finance investments, working capital, and technical services. Kafalat will maintain a Project Management Unit (PMU), staffed with financial and risk management experts, to handle loan disbursement, monitoring, and compliance with World Bank guidelines.

Subcomponent 2.1 of the Project will be implemented by the Green Plan. This sub-component involves investments in climate-smart infrastructure and services. It will work closely with municipalities and stakeholders to develop and prioritize projects such as hill lakes, road rehabilitation, and irrigation improvements. Green Plan will establish a dedicated PMU to oversee implementation and ensure proper coordination.

Consequently, CDR will be responsible for coordinating with both Kafalat and Green Plan and consolidating fiduciary aspects. While Green Plan and Kafalat will manage their respective components independently, CDR will facilitate alignment and coordination to ensure coherence across the project.

II- SCOPE OF WORK AND RESPONSIBILITIES

The CDR is seeking to recruit a **Social and Gender Specialist** (**SGS**), to assist with the supervision of social safeguard instruments of the project.

The tasks of the SGS include:

1. Provide overall social risk management oversight during the implementation of the Project, supporting and advising the client in addressing a variety of social issues at all the stages of the implementation of the **Green, Agri-food Transformation for Economic Recovery (GATE)** and in social related training/awareness raising and coordination activities, including on social impact assessment, labor and working conditions, community health and safety,

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land impacts, stakeholder engagement and grievance mechanism, gender and gender-based violence prevention.

2. Review of various environmental and social management plans and instruments made by the consultants such as ESMPs, CESMPs, ESIAs, .and the regular monitoring reports on Social performance.
3. Prepare and implement the social standards of the Environmental and Social Commitment Plan (ESCP) of the project.
4. Prepare necessary documents, outlined in the ESCP such as environmental and social management plans, sexual exploitation/sexual harassment (SEA/SH) prevention plan, grievance mechanism, community health and safety, security management plans, guidelines and tools in consultation with stakeholders and help the client in commissioning and managing additional and/ or special studies/assessment, if necessary.
5. Monitoring and reporting on the implementation of the Labor Management Procedures including labor and working conditions measures included in the contractor's packages.
6. Monitor fair working conditions for the Project workers, conduct awareness raising programs for laborers at construction sites informing them about their labor right, duties, occupational health and safety issues, hygiene, safety and Code of Conduct, etc.
7. Carry out stakeholder engagement activities as per Project Stakeholder Engagement Plan (SEP) and monitor and report on the SEP implementation.
8. Assist the CDR to establish Project grievance mechanism (GM) as outlined in the SEP, manage grievances and report on the GM implementation;
9. Assist the CDR to establish grievance mechanism for project workers as outlined in the LMP, and report on the workers' GM implementation;
10. Assist the CDR to establish a grievance mechanism for SEA/SH sensitive complaints, manage the SEA/SH GM and report on its implementation;
11. Train and raise awareness among project workers and local communities about all available grievance mechanisms, project Code of Conduct and GBV service providers;
12. Ensure that each subproject and activity under the project is compliant with the national regulations and the WB ESF.
13. Identify non-compliances with the ESF ESSs and propose corrective actions.
14. Ensure representative participation of people from disadvantaged and vulnerable groups in community and stakeholders consultations as outlined in the SEP
15. Ensure the protection of populations at risk and vulnerable groups during project implementation.
16. Collect Success/Failures Stories. Prepare Case studies human interest stories and assist CDR for wider circulation, sharing.
17. Organize and conduct orientation and awareness trainings about the project as required.
18. Compile data related to project output and outcome indicators and collect and compile required data
19. Train the CDR PCU, contractors and supervision consultants on social management plan and social issues associated with the project
20. Contribute to the Environmental and Social Incident Response Toolkit (ESIRT) as needed
21. Carry out regular site supervisions during implementation of subprojects and activities, provide feedback to the PCU.
22. Compile relevant sections of monthly, quarterly and annual progress data, and prepare inputs for the quarterly ESHS report to be submitted to the World Bank.
23. Assess baseline condition of project sites and field locations;
24. Produce report in a manner understood by non-technical people for effective dissemination purpose.
25. Conduct baseline and other surveys as required for collecting and analyzing data required for the evaluation of the Reconstruction sub-projects.
26. Work closely with the contractor and consultants engineers and assistant engineers in order to avoid and minimize adverse impact from the project implementation to the extent possible and document all the information;

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27. Coordinate and follow up on the Social requirements of the activities implemented by the different entities under the project, namely CDR, MoE, MOA, LARI, MoET, and Green Plan and Kafalat's PMU and report on their implementation.
28. Participate in supervision missions and/or meetings with the WB team as required.
29. Review the studies and reports under the project.
30. Prepare quarterly Environmental and Social Monitoring reports to be submitted to the World Bank
31. Ensure that inclusion of women in projects activities.
32. Ensure project activities involving women are scheduled at times and locations convenient for them.
33. Advise on gender-responsive actions such as targeted training for women in the agriculture, access to resources, and participation in decision-making about project activities
34. Involve men and women in project feedback mechanism
35. Identify and engage with relevant government agencies, NGOs, CBOs, and women's groups for project implementation.
36. Conduct gender training sessions for project staff and stakeholders to raise awareness and build capacity.
37. Support activities specifically designed to benefit women and seek to contribute to reducing some of the gender gaps identified in terms of access to finance, inputs, markets, technical capacity building activities, improved confidence and negotiation skills as well as addressing social norms through a carefully designed behaviourally informed outreach campaign, also targeting men.
38. Develop and maintain a monitoring and evaluation (M&E) system that includes gender-disaggregated data and indicators of women's and men's involvement and benefits.
39. Track progress on gender actions implementation and report on outcomes.
40. Reformulate project activities as needed based on monitoring results to enhance gender outcomes.

III- Qualifications and Experience

- An undergraduate university degree (BA or BSc or higher degree) in a related field (such as sociology, anthropology, law, psychology, gender studies, international affairs or other relevant studies) with at least 5 years of relevant experience.
- Knowledge of and/or experience in application World Bank's or other internationally accepted social impact assessment standards and Lebanese laws and procedures related to social impact assessment procedures.
- Previous experience with ESIA and ESMP related to infrastructure/buildings or other projects.
- Knowledge of and/or experience in application of World Bank's ESF or other internationally accepted social safeguard standards.
- Must possess strong oral and written communication skills in English and Arabic and knowledge of country context.
- Willingness to travel to remote areas of Lebanon.

IV. Reporting Line

The SGS will report directly to the CDR PCU Project Manager and collaborate closely with technical teams, field staff, and relevant stakeholders.

V. Duration of Assignment

The initial contract duration is 11 months, renewable based on performance and project requirements.

VI. Location

The position will be based at the CDR Offices, with occasional field visits as required.

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