

Green, Agri-Food Transformation and Economic Recovery – Gate

TERMS OF REFERENCE

Social Specialist (Part Time) – Green Plan (Proc. Ref.: G-GP-CS-INDV5)

I. Project Background

The Republic of Lebanon (the Borrower) represented by the Council for Development and Reconstruction (CDR) has received a Loan from the International Bank for Reconstruction and Development (IBRD) in the amount of US\$ 200,000,000 toward the cost of the Green, Agri-food Transformation for Economic Recovery Project (Gate).

(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
- Component 2: Climate-Smart Infrastructure and Services for Agri-Food Sector Development
- Component 3: Improving the Enabling Environment and Restoring Support Services for Agri-food Sector Development
- Component 4: Project and Knowledge Management
- Component 5: Contingency Emergency Response Component

The Green Plan has been delegated by the CDR to implement and manage the Subcomponent 2.1.

This sub-component – *Improving rural community infrastructure for agriculture (US\$28 million)* – 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 Project Management Unit (PMU) to oversee implementation and ensure proper coordination.

II. Objectives of the Assignment

The Social Specialist will support the Project Management Unit (PMU) in ensuring that all social, gender, and stakeholder aspects of Subcomponent 2.1 under the GATE Project are effectively implemented in compliance with the World Bank's Environmental and Social Framework (ESF) and national requirements.

To achieve this, Green Plan requires the services of a ***Social Specialist (Part Time)***.

III1. Tasks and Responsibilities

1. Social Risk Management and Oversight

- Provide overall social risk management oversight during project implementation, supporting and advising the Green Plan in addressing social issues across all stages.
- Manage and mitigate social risks of Green Plan activities under GATE component 2.1, including impacts on labor and working conditions, community health and safety, land, stakeholder engagement, gender issues, and GBV/SEA/SHP, while ensuring grievance management and preparing periodic social monitoring reports with recommended mitigation measures.
- Oversee consultants preparing ESIA and ESMPs for hill lakes, agricultural roads, and other infrastructure, ensuring compliance with national legislation and ESF and provide formal review comments and approvals.
- Conduct regular field visits to monitor implementation of ESCP and ESF instruments, verify compliance and recommend corrective measure
- Review the supervising reports and add field findings, and prepare Green Plan's overall summary on social performance and compliance.
- Propose and follow up on corrective actions in cases of non-compliance, reporting progress and outcomes.
- Coordinate with the Social Specialist in CDR PCU to ensure harmonized implementation and submit quarterly reports to this PCU about compliance of project activities with ESF requirements.

2. Management of Labor and Working Conditions

- Ensure integration of LMP, Code of Conduct, and Grievance Mechanism into procurement documents, bidding processes, and contractors' contracts, and monitor implementation, documenting compliance.
- Monitor working conditions, occupational health and safety, and worker awareness of rights, duties, hygiene, and Code of Conduct, reporting on training outcomes.
- Ensure timely notification, documentation, and reporting of E&S incidents and accidents to the World Bank.

3. Stakeholder Engagement and Grievance Management

- Lead implementation of the SEP, facilitating inclusive consultations with communities, municipalities, and vulnerable groups, and document outcomes.
- Establish and manage the GRM in coordination with the Environmental Specialist, ensuring transparent and timely resolution of complaints, maintaining a grievance log and summary reports.
- Facilitate continuous stakeholder communication and document engagement outcomes.
- Participate in supervision missions and/or meetings with the WB team as required and conduct site visits.

4. Promotion of Gender Equality and Inclusion

- Advise on and implement gender-responsive measures, including targeted training for women, equitable access to resources, participation in decision-making, and scheduling activities convenient for women, documenting progress and outcomes.
- Develop and maintain an M&E system with gender-disaggregated data to track participation, benefits, and progress of women and men.
- Ensure inclusive participation in consultations and feedback mechanisms, documenting gender-balanced engagement.
- Engage government agencies, NGOs, CBOs, and women's groups to strengthen gender mainstreaming, documenting collaboration outcomes.

5. Capacity Building and Awareness Raising

- Conduct awareness and training programs for staff, contractors, workers, and communities on gender, GBV/SEA/SW, labor rights, OHS, hygiene, grievance mechanisms, and Code of Conduct, maintaining records of materials, attendance, and evaluations.
- Document lessons learned and propose improvements to strengthen social and gender management.

6. Monitoring, Evaluation, and Reporting

- Monitor ESHS performance of contractors and project activities, consolidating findings into regular reports.
- Conduct baseline and follow-up surveys to collect and analyze social and gender data, and integrate the findings into project monitoring and evaluation reports with comprehensive data analysis.
- Review and update ESF instruments to ensure adequacy and alignment with project needs.
- Prepare comprehensive progress reports summarizing activities, compliance, stakeholder engagement, gender results, grievances handled, and corrective actions.

IV. Qualifications and Experience

- Advanced university degree in Social Sciences, Sociology, Social Development, Anthropology, or a related field. Additional certifications in social risk management or gender and inclusion are considered an asset.
- Minimum 8 years of professional experience in social risk management of international donor-funded infrastructure projects, preferably World Bank-financed, including the preparation and supervision of ESIAAs and ESMPs for agricultural or rural development projects.
- At least 4 years of proven experience in implementing and monitoring the World Bank Environmental and Social Framework (ESF) and other internationally accepted social safeguard standards.
- Minimum 4 years of hands-on experience in stakeholder engagement, grievance redress mechanisms, community participation, and promotion of gender equality and social inclusion.
- Demonstrated experience in designing and delivering training and awareness programs on social risk management, labor management, gender, and GBV/SEA/SW prevention.

- Familiarity with Lebanese laws and procedures related to social impact assessments and social safeguards.
- Proficient in Microsoft Office Suite (Word, Excel, PowerPoint, Project).
- Excellent written and oral skills in both English and Arabic.

V. Reporting Line

The *Social Specialist* will report directly to the Project Manager of Green Plan PMU and collaborate closely with technical teams, field staff, and relevant stakeholders.

In addition to the deliverables mentioned in the § III, the consultant shall submit: (i) a monthly activity report summarizing key activities, outputs and progress; and (ii) a monthly timesheet indicating the number of days/hours worked.

VI. Duration of Assignment

The consultant will be engaged on a part-time basis (10 – 12 days per month) for an initial period of one year, renewable subject to satisfactory performance and continued project needs.

VII. Location

The position will be based at the Green Plan Offices. Regular field visits to rural areas are required.