

## TERMS OF REFERENCE

**Welfare Benefits Board (WBB)**  
**Ministry of Finance, Economic Stabilization & National Policies (MoF)**

### **SOCIAL PROTECTION PROJECT (SPP)**

### **SOCIAL SAFEGUARDS SPECIALIST (SoSS)**

#### **1. BACKGROUND**

**1.1 Context.** Sri Lankans have been hit by a significant economic downturn over the past two years. The spread of the coronavirus pandemic, as well as fiscal and monetary indiscipline have shrunk the economy. Sri Lanka's gross domestic product contracted by 7.8% in 2022, while inflation peaked at 69.8% in September 2022, and the Sri Lankan Rupee (LKR) depreciated close to 80 percent against the US dollar in 2022. As a result, the poverty rate doubled from 13.1% to 25% (\$3.65 per capita, 2017 PPP) between 2021 and 2022. Around 75% of households were estimated to have experienced a reduction in their incomes, and 37% of households were facing acute food insecurity in November 2022. Moreover, women-headed households, which were already 60 percent poorer than male headed households, were pushed deeper into poverty.

**1.2 The Project.** The Social Protection Project (P178973), approved by the World Bank (WB) Executive Board, supports the Government of Sri Lanka (GoSL) in implementing key reforms that will increase efficiency and effectiveness of spending and improving the responsiveness of the social protection system. The Project Development Objective of the Project is to support Sri Lanka in providing better targeted income and livelihoods opportunities to the poor and vulnerable.

**1.3 Project Components and Funding.** The total value of the Project is US\$200 million. The first component of the Project is allocated with \$185 million to streamline and finance the new country welfare benefit payment Aswesuma. The second component is allocated with US\$7 million to pilot an economic inclusion program – which will be Sri Lanka's first comprehensive "Economic Inclusion Pilot" – using global experience, and the third component of US\$8 million is to strengthen the government's capacity to deliver the social protection programs.

**1.4 Implementation Arrangements.** The Project has two implementing agencies: Ministry of Finance, Economic Stabilization & National Policies (MoF) and Ministry of Women, Child Affairs, Social Empowerment (MoWCASE). The Welfare Benefits Board (WBB), under MoF, will manage the day-to-day operations for strengthening of the social registry and payments to beneficiaries for new cash transfer program Aswesuma, while the Department of Samurdhi Development (DSD), under MoWCASE, will manage the day-to-day operations for the economic inclusion pilot and integrated family support.

The Project Management Team (PMT) in WBB is looking for a qualified Social Safeguard Specialist to help WBB conduct social safeguards activities related to the above Project.

## **2. OBJECTIVE OF THE ASSIGNMENT**

The overall objective of the assignment is to provide technical support to WBB in implementing Project's environmental and social safeguards activities in line with Project Appraisal Document and/or Project Operations Manual. The Social Safeguards Specialist will be responsible for establishing, maintaining, and overlooking social safeguard arrangements and procedures, including monitoring and evaluation system development.

## **3. SCOPE OF WORK**

- Provide technical direction for the management on environmental and social (E&S) risks and impacts under the Project as per World Bank's Environmental and Social Framework (ESF).
- Support the implementation of E&S instruments required under the Project, including Environmental and Social Commitment Plan (ESCP), Stakeholder Engagement Plan (SEP), an Indigenous People's Planning Framework (IPPF), and including E&S Guidelines included in the Project Operations Manual (POM).
- Work on the tasks outlined below in collaboration with the project's Communications Specialist, Grievance Mechanism Officer, Procurement Specialists, and other technical teams.
- Ensure the implementation of all provisions stipulated in terms of E&S Management in the Environmental and Social Commitment Plan (ESCP) of the project are duly implemented throughout the project cycle.
- Ensure the requirements stipulated in the SEP are implemented throughout the project lifetime including risk communication actions; maintain documentation of consultations carried out.
- Ensure the provisions of the ESCP on labour management commitments are implemented (including Code of Conduct and GRM for project workers) by respective teams in the project and monitoring records are maintained.
- Support the Grievance Mechanism Officer to operationalize the Grievance Redress Mechanisms for the project, including the preparation and endorsement of necessary guidelines and protocols for the intake, resolution, documentation and communication of the grievances.
- Conduct Environmental and Social (E&S) Screening and due diligence of livelihood support interventions and support to achieve E&S sustainability.
- Support the preparation of the Gender action plan and provide technical guidance for teams to implement the actions.
- Ensure vulnerable groups are not excluded and targeted / specialized support is provided to them.
- Support the implementation of Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) prevention measures including SEA/SH incident reporting mechanism.
- Review TORs, Consultancy documents, guidelines and other documents prepared via the project to ensure adequate inclusion of environmental and social due diligence in the process.
- Ensure Implementation of the Projects E-Waste Management Guidelines over the course of the project.
- Maintain close coordination with the relevant stakeholders, including technical focal points and divisional/district level officials of implementing agencies and provide necessary technical assistance to facilitate the implementation, management and monitoring of E&S requirements of the project.
- Facilitate/organize & conduct capacity building programs on the World Bank's Environmental and Social Framework, Stakeholder Engagement Plan, IPPF, E&S guidelines in the Operations Manual and implementation procedures and other

relevant topics to all project implementing agency teams as necessary to implement commitments in the Environmental Social Commitment Plan.

- Monitor and report to Project Management and the World Bank on the overall environmental and social performance of the project as part of PMT's periodic progress reporting and prepare relevant updates outlined in the ESCP and guided by the World Bank.
- Any other task as assigned by the Project Director (PD).

#### **4. REPORTING OBLIGATION**

The Social Safeguards Specialist will report directly to the Project Director and work closely with other PMT and WBB staff.

#### **5. DURATION OF THE ASSIGNMENT**

This shall be a full-time work assignment at PMT in WBB, MoF. The services of the Social Safeguards Specialist is required for a period of 1 year with possible extension for the Project duration.

#### **6. CONFIDENTIALITY AND CONFLICT OF INTEREST**

The consultant undertakes to comply with GoSL's and WB's policies and rules with regard to corrupt and fraudulent practices, conflict of interest and confidentiality. The consultant shall maintain confidentiality on all sensitive information obtained during the assignment and shall not publish wholly or in part the findings or such information, without prior written consent by the WBB. Any draft reports and other documents produced by the consultant will be discussed and cleared by the PD before their final issue.

#### **7. QUALIFICATIONS AND EXPERIENCE REQUIREMENTS**

- Read web advertisement to find out Educational / Professional Qualifications.
- Prior experience working & engaging with communities & multiple stakeholders at different levels, especially in the Social Protection sector and providing livelihood support.
- Knowledge on issues affecting vulnerable groups and gender issues in development, particularly related gender-based violence.
- Experience working with donor funded projects and implementation of safeguards, with World Bank/Asian Development Bank financed operations is an advantage.
- Knowledge of environmental and social regulatory requirements of Sri Lanka and the Social Protection Sector.

#### **8. PROFESSIONAL COMPETENCIES**

- Ability to read and write excellent English and produce project reports in English for regular and continuous presentations to World Bank staff.
- Ability to guide and deliver the range of social safeguards activities required by the project.
- Ability to interact with staff in the relevant agencies.
- Effectiveness in analyzing and resolving project implementation issues.
- Familiarity with the relevant Government procedures and regulations.
- High level of computer literacy, including Word, Excel, email and the internet.

- Strong communication skills and good interpersonal relations.

## **9. METHOD OF RECRUITMENT**

Advertised to select the best candidate.

The procurement method - Individual consultant selection method using the World Bank Procurement procedures