



## MINISTRY OF TRADE INDUSTRY AND COOPERATIVES

### GREAT LAKES TRADE FACILITATION PROJECT

*Reducing trade costs and increasing the capacity for commerce*

## Terms of reference for the Social Development Specialist

### 1.0 BACKGROUND

The Government of Uganda has received financing in the amount of US\$ 14 million (United States Dollars) equivalent from the World Bank towards the Great Lakes Trade Facilitation Project (GLTFP), a regional project implemented by the governments of the Democratic Republic of Congo, the Republic of Rwanda, the Republic of Uganda, and the Common Market for Eastern and Southern Africa (COMESA). The objective of the GLTF Project is to facilitate cross-border trade by increasing the capacity for commerce and reducing the costs faced by traders, especially small-scale and women traders, at targeted locations in the borderlands.

Implementation of the Project is spearheaded by the Ministry of Trade, Industry and Cooperatives together with the Ministry Works and Transport and in collaboration with the border agencies. The GLTF project will support activities under the following four components;

- (i) Improving Core Trade Infrastructure and Facilities in the Border Areas including border infrastructure and facilities, a border market and related feasibility studies at Mpondwe, Goli and Bunagana
- (ii) Implementation of Policy and Procedural Reforms and Capacity Building to Facilitate Cross Border Trade in goods and services including implementation of the charter on minimum treatment of cross border traders, training and capacity building for traders and officials and support for implementation of the COMESA Simplified Trade Regime (STR) at the targeted border points.
- (iii) Performance Based Management in Cross Border Administration: This component entails professionalization and change management in the border agencies and applying performance based management and incentive mechanisms

- (iv) Implementation support, Communication, Monitoring and Evaluation: This component comprises implementation support and communications: project M&E and systems for monitoring small-scale cross-border trade.

Infrastructure related activities will require preparation and implementation of comprehensive Environmental Impact Assessments (ESIA), Environmental and Social Management Plans (ESMP), and Resettlement Action Plan (RAP) in accordance with the law and governing procedures of Uganda and the World Bank.

## **2.0 DETAILS OF THE JOB OF THE SOCIAL DEVELOPMENT SPECIALIST**

The social development specialist will be recruited to perform the following tasks:

- Undertaking social risk and impacts assessments and support development of appropriate plans, including coordinating of hired consultants.
- Initiating preparation of social safeguards action plans including reviewing RAPS, ESIA/ESMPs, stakeholder engagement plans, Gender Based Violence (GBV) action plans and any other social action plans in compliance with relevant safeguards policies of the Government of Uganda and the World Bank;
- Providing recommendations to the GLTF Project Implementation Unit (PIU) and making necessary changes prior to submission of relevant safeguard instruments to the World Bank; ensuring consistency in the level of proficiency and presentation of the documentation;
- Coordinating and facilitating the work of consultants engaged to carry out environmental and social impact assessments, preparation of resettlement action plans, stakeholder engagement plans, GBV action plans, etc and monitoring of implementation social action plans;
- Coordinating training of PIU and other agency project teams on social safeguard requirements; including: identification of technical gaps,

required support from outside the project, preparation of training materials, conducting technical training workshops to PIU staff and project implementation agencies.

- Initiate strategies for the improvement of stakeholder participation in project activities including local communities, central government, local government, civil society, Private sector and special groups; youth and women;
- Reviewing the standard GLTF Project Framework for Prevention & Mitigation of Gender-Based Violence (GBV) Risks, including through consultations with relevant Ugandan stakeholders, order to ensure that its provisions reflect the national specificity of each project site. Preparing, where appropriate, ad-hoc guidelines/inputs on GBV prevention & mitigation in Uganda, to be included into social documents required by the various safeguards instruments;
- Coordinate regular visit to the project implementation sites to assess all social concerns including Gender Based Violence (GBV) and providing guidance on mitigation;
- Initiate a Gender Based Violence (GBV) prevention and Mitigation Plan for adoption and coordinate its implementation and enforcement by the contractors under the GLTF Project.
- Work with the Ministry of Gender, Labour and Social Development, District Community Development Officers, local leaders, contractors and project implementing agencies to ensure that prevention of GBV is fully mainstreamed in the project areas and activities.
- Initiate and oversee a GBV Rapid Response Strategy to respond and resolve at earliest time possible any emerging cases.
- Assist in the selection and re-evaluation of contractors on social safeguard related matters;
- Supporting PIU in the review of documentation pertaining to social compliance with a focus on bidding documents, reviews on-site, reports from contractors etc. during project implementation;
- Assisting in securing recognition of the GLTF within local communities and facilitate related meetings
- Assist Project Staff and district community officers in their activities related to consultation, dialogue, awareness, stakeholder engagement and

standard operating procedures regarding the identification, data collection and management; monitoring and evaluation of GBV and social aspects;

- Ensure that evidence, technical knowledge and analysis of lessons learned are collected, managed, disseminated and available to all the key stakeholders.
- Compile regular situational reports on the social impacts of the project and the progress on redress measures in liaison with stakeholder communities;
- Assist with the development and distribution of public relations programmes to educate the general public and community members about the GLTF projects to support active community participation and ownership of the project.
- Assist in coordinating implementation of the monitoring and evaluation manual of GLTF Project and assist with preparation of reports on performance of social compliance with estimates on economic benefits and the gender bias including men, woman, people with disabilities and the youth, among others.
- Develop and maintain contacts with, local representatives, civil society, resource persons and the media regarding project activities;
- Undertaking field visits to ascertain progress in the implementation of the social action plans, support field collaborating entities including assessing the functionality of the established grievance redress mechanisms of individual projects;
- Collation of appropriate performance and monitoring indicators to input into the Monitoring and Evaluation (M&E) Framework of the project;
- Contribute to project progress reports pertaining to overall implementation of social requirements of the project, including prevention and mitigation;
- Preparation of Quarterly/Annual Social Monitoring and Evaluation reports
- Perform other related duties as may be assigned by the PC;

## **Competencies**

- Demonstrate integrity and ethical standards
- Strategic thinking/results orientation and commitment to excellence/decision making

- Ability to express opinions, information with skill and confidence; responding quickly and appropriately to the needs of an audience/communities
- Neutral to cultural, gender, religion, race, nationality, age, social and GBV sensitivities
- Relevant experience in working with land acquisition, social risk and impacts assessments, gender sensitivities and risks, stakeholder engagement and consultation processes.
- Demonstrated strong coordination and facilitation skills
- Team player with abilities to build wide and effective networks within and external to the Project
- Good Analytical skills,
- Results oriented, flexible and problem solving skills
- Leveraging the resources of national government and partners / building strategic alliances and partnerships

## **Qualifications**

The Social Development Specialist/Social Scientist is expected to have at least a Masters' Degree in Social Sciences, gender studies, cultural studies, public health, demography, socio-economics, Sociology or Economics or in a related field.

He or she should have at least five years of experience in the area of social development, including supporting compulsory land acquisition, community development and participation, social inclusion, gender-based violence, gender equality, protection of vulnerable groups and with two years of which working with rural communities in similar related activities.

He or she should have strong track record of technical abilities to produce results.

Good written and oral communication skills and proficient computer skills are required. Administrative and community management competences would be an asset. Understanding of the local language is an added advantage

Experience and knowledge of working with social safeguards is required. Working with World Bank projects and its social safeguard operational policies is an added advantage.

**Reporting Arrangements:**

The Social Development Specialist/Social Scientist shall report to the Project Coordinator through the respective Component Managers and perform his or her duties in close coordination with the staff (especially the Environmental Specialists and the delegated social scientists from MTIC and MoWT, Procurement, M&E and all the technical staff).