



REFORM SUPPORT UNIT (RSU)
SCHOOL EDUCATION & LITERACY DEPARTMENT
GOVERNMENT OF SINDH



TERMS OF REFERENCE (TORs)
(Social Safeguard Specialist / Consultant-PPS-8/9)
ASPIRE-AF project, Reform Support Unit (RSU)
School Education and Literacy Department (SE&LD)
Government of Sindh

In order to strengthen the Project Coordination and enhance the overall efficacy of Action to Strengthen Performance for Inclusive Education (ASPIRE), project there is a need to hire (consultants) on a short-term basis (consultants for initially one-year period) in order to effectively manage the extensive impact of the projects in question.

Applications will be evaluated in accordance with SPPRA rules..

The candidates are required to submit their CVs, at following address.

Reform Support Unit, SE&LD (RSU).

Project Background

Actions to strengthen Performance for Inclusive and Responsive Education (ASPIRE-AF) additional finance was approved on 30th July, 2025 with the amount of 30 Million \$.(25% share to be given to Sindh province). The Program's support for improved equity in service delivery (both in access and quality) and sector management, is highly justified, based on Pakistan's needs to: (i) respond to school disruption caused by various crisis; (ii) expand access and improve education quality; and (iii) enhance sector resilience and management through better coordination, with a focus on lagging districts generally and girls and OOSC specifically. To achieve these goals, the Program will: support the safe reopening of schools; expand access to quality traditional and multi-modal education as a mechanism to support students during emergencies and to engage the high number of OOSC into the system; and, create stronger coordination and management practices between Federal and Provincial governments.

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Objective.

The primary objective of this assignment is to strengthen the capacity of the Reform Support Unit (RSU) and the ASPIRE Project team to identify, assess, manage, monitor and report social risks and impacts, and to ensure that all Project activities comply with the social safeguard requirements of the Government of Pakistan, the Government of Sindh and the World Bank. The Social Safeguard Specialist will lead the implementation and supervision of all aspects related to social safeguards, labor management and protection, citizen engagement and social mobilization under the Project.

I. Scope of the Assignment:

The Reforms Support Unit (RSU), School Education and Literacy Department (SELD) is seeking to strengthen its existing management through the placement of the above referred Social Safeguard Specialist, responsible for the implementation and supervision of all aspects related to social safeguards and social mobilization related to the Project and ensuring that all social safeguard commitments are incorporated into project activities and work processes. The Social Safeguard Specialist shall focus on social safety issues such as labor management and protection, and shall assist and advise the RSU in carrying out project related functions in accordance with the World Bank's applicable social safeguard policies and standards, the Project Appraisal Document (PAD) and the Social Management Framework (SMF) of the Project. While assisting the Senior Program Manager (SPM) ASPIRE and in collaboration with the ASPIRE Team, the Specialist will support the implementation of the Social Safeguards policies and procedures of the Government of Pakistan and the World Bank, including the preparation (if needed) and implementation of all relevant social safeguard instruments.

II. Roles and Responsibilities:

- Under the oversight of the Chief Program Manager (CPM) RSU, guidance of the SPM ASPIRE, and with inputs from PCU ASPIRE MOFEPT and in close cooperation with other concerned wings of SE&LD, the Social Safeguard Specialist will perform the following functions, duties and tasks:

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- Serve as focal person for social safeguards under ASPIRE, ensuring compliance with the Social Management Framework (SMF) and other applicable social safeguard instruments of the Government and the World Bank.
- Prepare (if needed), update and implement the relevant instruments, including the SMF, ESIAAs/management plans, RAP/ARAP and Labor Management Procedures.
- Conduct social risk and impact screening of all identified subprojects and interventions, and coordinate with the RSU for endorsement.
- Prepare, update and implement the Stakeholder Engagement Plan and the Citizen Engagement Strategy, and report on the Beneficiary Feedback Indicator.
- Establish and operationalize a functional Grievance Redressal Mechanism (GRM), including SEA/SH and VAC complaints, and monitor and report on grievances.
- Assess labor risks (hazardous, child and forced labor) and support development of the Contractors' Code of Conduct and labor management procedures.
- With the Procurement Specialist, ensure social safeguard and labor compliance clauses are included in contractor contracts, and monitor contractor performance.
- Orient contractors and workers on safety guidelines and protocols, and supervise compliance.
- Liaise with district focal persons of implementing partners and supervise Technical Support Partners (TSPs) on SMF implementation.
- Carry out frequent field visits to monitor compliance of schools and project sites with Government and World Bank social safeguard requirements.
- Develop and implement a social safeguards capacity building plan, and work with the communication team on gender-sensitive IEC material.
- Maintain compliance records and update safety indicators; prepare monthly, quarterly and annual social safeguards reports for the RSU/ASPIRE leadership and the World Bank.
- Coordinate with the World Bank Social Development Specialist, procurement, engineering and environment/safety teams, and flag issues to the RSU/SPM ASPIRE.
- Perform any other social safeguard-related tasks assigned by the CPM RSU or the SPM ASPIRE.



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III. Qualification and professional experience:

The ideal candidate will bring a strong mix of technical expertise in social safeguards, community engagement and grievance redress, together with strong coordination and reporting skills, to guide the management of social risks under ASPIRE. Key requirements include:

Qualifications

- At least, Master's degree or equivalent (sixteen (16) years of education) in International Development, Public Policy, Social Sciences, and other related disciplines, from a foreign or local university duly recognized by the Higher Education Commission (HEC) of Pakistan.
- Preferred: additional qualification, Diplomas, and trainings in International Development/ Public Policy/ Social Sciences.

Experience

- At least, five (05) years of documentary verifiable relevant experience, after acquiring stipulated qualifications, in community engagement, planning, implementation and management of empowerment of local actors, and complaints resolution/grievance redress management. Preferred: eight (08) or more years of relevant experience.
- Strong knowledge of social safeguard risks, requirements and procedures for government and donor-funded development projects, preferably in multi-sectoral community-based projects/programs.

Skills

- Strong and demonstrated capacity for planning, organization, and management with excellent reporting and coordination skills.
- Ability to work in a team, develop synergies and establish effective working relations with various stakeholders.
- Strong interpersonal and communications skills, resourcefulness, initiative, tact and ability to cope with challenging situations.

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- Written and oral fluency in Urdu/Sindhi and English language.
- Proficient in using MS Office (Word, Excel, & Power Point)..

IV. Duration and Reporting

The consultancy will be for a period of one year, based in Karachi, Sindh, extendable subject to satisfactory performance and Project requirements. The Social Safeguard Specialist will report to the Senior Program Manager (SPM) of the ASPIRE Project and the Chief Program Manager (CPM) of the Reform Support Unit. The consultant will work closely with the ASPIRE Team, the PCU ASPIRE MOFEPT, the World Bank Social Development Specialist, the procurement and engineering teams, district focal persons, Technical Support Partners and other concerned wings of SE&LD.

Reporting mechanism: the Specialist will submit monthly, quarterly and annual social safeguards monitoring and progress reports to the SPM ASPIRE and CPM RSU for review and onward submission to the World Bank, and will promptly flag any social risks, grievances or compliance issues to the SPM ASPIRE and CPM RSU.

V. Application Process

Interested candidates meeting the above criteria should submit a detailed CV, cover letter, and relevant supporting documents as per the guidelines provided by RSU/SE&LD. Applications will be evaluated in accordance with SPPRA rules.