

Terms of Reference
Social Safeguard Specialist – RAAMP (State Level)

I. Introduction & Project Background

1. The Federal Government of Nigeria (FGN) has initiated the preparation of the Rural Access and Agricultural Marketing Project (RAAMP), the successor of the Second Rural Access and Mobility Project (RAMP-2). The project will be supported with financing from the World Bank and the French Development Agency (AFD) and will be guided by the Government's Rural Travel and Transport Policy (RTTP). The lead agency for the Federal Government is the Federal Department of Rural Development (FDRD) of the Federal Ministry of Agriculture and Rural Development (FMARD). The Federal Project Management Unit (FPMU) is overseeing the project on behalf of FDRD, while the respective state government of thirteen (13) participating states will implement it. State Project Implementation Units (SPIUs) will be responsible for the implementation of the project at the state level. The overall objective of RAAMP is to improve rural access and agricultural marketing in selected participating states whilst enhancing sustainability of the rural and state road networks. The participating states are: six northern states (Kano, Katsina, Sokoto, Kebbi, Bauchi, Plateau) and seven southern states (Abia, Akwa Ibom, Kogi, Ogun, Oyo, Kwara, and Ondo).
2. The Nigeria road network is relatively dense consisting of about 194,000 km of roads. This includes 34,000 km of federal roads, 30,000 km of state roads and 130,000 km of registered rural roads. The road density is about 0.21 km of roads per square km. In spite of the relatively high road density, the rural accessibility index for Nigeria (defined as the proportion of the rural population living within 2 km away from an all-weather road) is low, at only 25.5 percent, leaving about 92 million rural dwellers unconnected. Rural access is limited where the poor population is concentrated. These considerations demand the expansion and improvement of rural road network, and, also, conservation of rural road/transport assets.
3. Furthermore, an improved rural access will enhance the agricultural potentials and marketing opportunities for the agrarian rural communities in Nigeria and, by extension, help in the improvement of livelihoods of the rural population.
4. The development objective of the proposed RAAMP is to improve rural access and agricultural marketing in selected participating states while strengthening the financing and institutional base for sustainable management of the rural and state roads network. The total financial outlay of RAAMP is US\$ 475m. Contributions from the World Bank, AFD and the participating state governments are US\$180m (38 percent), US\$ 236m (50 percent) and US\$ 59m (12 percent) respectively.
5. RAAMP has four components. They are:
 - a. **Component 1: Rehabilitation and maintenance of rural access and state roads – US\$221m.** Disbursements under this component will be made based on the achievements of the predefined Disbursement Linked Indicator (DLI).
 - b. **Component 2: Connecting farms to rural agro-logistics centers - US\$155.5 million).** This component has four sub-components. They are: (i) Sub-component 2.1 - Establishing agro-logistics centers; (ii) Sub-component 2.2 - Support to farm level

post-harvest agro-logistics activities; (iii) Sub-component 2.3 - Support to Small and Micro Enterprises (SMEs) operating model facilities at the agro-logistics centers ; and (iv) Sub-component 2.4 - Technical assistance to enhance the performance of farm level post-harvest agro-logistics activities and SMEs operating the agro-logistics centers.

- c. **Component 3: Establishing the State Road Fund (SRF); designating a State and Rural Access Roads Administration entity (SRRRA); establishing the Road Asset Management System (RAMS) — US\$1.833m.**
 - d. **Component 4: Institutional development, road safety, and project management support - US\$49.582 million.** This component has five sub-components. They are: (i) Sub-component 4.1 - Institutional development and project management; (ii) Sub-component 4.2 - Support to sexual exploitation and abuse mitigation and monitoring; (iii) Sub-component 4.3 - Pilot road safety initiatives to establish crash database and data management system and road safety audit, as well as sensitization; (iv) Sub-component 4.4 - Preparatory tasks.; and (v) Sub-component 4.5 - Climate resilience
6. The SPIU, [state name] State intends to procure the services of a safeguard specialist (individual consultant) to help the SPIU in assessing, mitigating and managing safeguard risks and impacts.
 7. *Project safeguard issues:* The components under RAAMP that would trigger environmental safeguard polices are: Component 1: Rehabilitation and Upgrade of Rural Transport Infrastructure and Component 2: Connecting farms to rural agro-logistics centers. RAAMP has triggered the following safeguard policies: Environmental Assessment OP/BP 4.01; (ii) Natural Habitats OP/BP 4.04; (iii) Physical Cultural Resources OP/BP 4.11; (iv) Involuntary Resettlement OP/BP 4.12. The project is classified as Environmental Category B as no unprecedented nor cumulative adverse environmental and social risks and impacts are envisaged to result from the implementation of activities that will be financed by the World Bank under RAAMP.

II. Objective of the Assignment

8. The overall objective of the safeguard specialist is to support the SPIU, Ogun State in the identification, mitigation and management of all safeguard related risks and impacts under RAAMP.

III. Scope of Work

9. The safeguard specialist's scope of work includes, but not necessarily limited to, the following:
 - Prepare internal social safeguard guidelines for the preparation, implementation, monitoring and reporting of various sub-project safeguards instruments;
 - Review-from a social safeguards point of view- ESMF/ESMP/ESIAs/RAPs and other social safeguards documents prepared by consultants to ensure compliance with relevant safeguards policies of the Government of Nigeria and the World Bank;
 - Support SPIU and the MDAs in the review of documentation pertaining to social compliance (including bidding documents, reviews on-site, reports from contractors etc.) during project implementation;

- Contribute to project progress reports pertaining to overall implementation of social requirements of the project;
- Coordinate and facilitate the work of consultants engaged to carry out environmental and social impact assessments and resettlement planning and monitoring of safeguards instruments implementation;
- Prepare training materials, and conduct technical training workshops to SPIU and MDAs staff and project implementation agencies on social safeguards requirements;
- Undertake field visits to ascertain if the grievance redress mechanisms established for the project are functioning appropriately and the individual projects are implemented in an environmentally and socially sustainable manner;
- Make arrangements for the SPIU endorsement of resettlement plans and submit these to the relevant government agencies and WB for clearance. Disclose them locally and post on the website.
- Develop and maintain the projects information management system/database on social safeguard aspects, including a system to track the project's relevant documents and records.
- Maintain an updated library of relevant social safeguards documents.
- Coordinate with WB in-house safeguard specialists to review, clear and disclose the site-specific safeguards instruments, and assist in conducting any field reviews by WB on safeguards compliance;
- Monitor the social management and resettlement plan implementation and supervise the consultation processes and relevant activities on social safeguards.
- Monitor the livelihoods and living standards of the affected persons (APs) by conducting field visits and consultations with the APs and stakeholders.
- In coordination with the Environmental Specialist and other specialist's in the SPIU, monitor compliance with safeguards requirements and provisions for the civil works contracts and devise a corrective action plan to address significant non-compliances or issues that may be identified;
- In coordination with Environmental Specialist, arrange with project's procurement staff, the recruitment and mobilization process of a third-party monitoring agency, if needed, and assist their monitoring by providing relevant information;
- Ensure consultation is carried out for each sub project with key stakeholders before the appraisal of each sub project and arrange for disclosure activities;
- Facilitate the implementation of the project's Grievances Redress Mechanism (GRM) by monitoring the status of grievances, facilitating their resolution, maintaining documentation, and reporting the progress through monitoring reports;
- Conduct necessary capacity building for project staff, government agencies, contractors and other stakeholders on project-related WB requirements for safeguards;
- Coordinate with government counterparts, and other relevant stakeholders for the implementation and monitoring on safeguards;
- Liaise with the World Bank safeguards team on the safeguards related matters of the state; and
- Prepare regular social safeguards monitoring reports;

IV. Duration of the Assignment

10. The total length of the assignment will be 24 months (full-time). Subject to the satisfactory performance, the assignment could be extended.

V. Reporting Requirements

11. The Social Safeguards specialist will operate within the SPIU and will be working in collaboration with the Federal Ministry of Environment (FME) and all other relevant ministries. The Social Safeguards specialist will report to the Project Coordinator (PC) and will work closely with other staff at the SPIU to ensure smooth and effective implementation of the project.

VI. Qualification, Skills, Knowledge and Competencies:

12. A master's Degree in social sciences or Land Management with at least at least 8 years' experience in social safeguard's assessment and management, project implementation and capacity building out of which 5 years should be in a similar position.

Skills, Knowledge and Competencies:

- (a) Experience in social safeguards assessment, planning and implementation in Nigeria;
- (b) Experience in safeguards assessment, planning and implementation and safeguards capacity development WB-funded or other internationally-funded projects;
- (c) Familiar with World Bank Safeguard policies;
- (d) Conversant with resettlement laws and covenants in Nigeria;
- (e) Ability to understand the changing environment, and to anticipate developments and opportunities, threats, and weaknesses to project a clear pathway forward for the project;
- (f) Ability to dissect a situation/issue and be able to identify treatment options founded on a logical argument;
- (g) An understanding of the functions of the organization as well as of the specific policy and operating environment;
- (h) Completes assignments and work activities with a concern of accuracy, demonstrating attention to detail and thoroughness of performance;
- (i) Correctly perceives the solution to a work situation and applies knowledge and experience in deciding the course of action;
- (j) Being proactive and taking action before it is required in order to create opportunities or avoid problems;
- (k) The ability to plan and set individual goals and targets to achieve an objective;
- (l) The ability to work together in a team with the comfortable sharing of ideas to reach a decision;
- (m) The ability to regularly review or check work to reduce errors and to improve organizational systems/performance;
- (n) The ability to write accurate and concise reports;
- (o) Excellent written and oral communication skills in English;
- (p) Computer literacy and competence in the use of standard software applications for statistical analysis; and
- (q) Experience in the use of Microsoft Office applications (Word, Excel and PowerPoint) as a minimum.