

लुम्बिनी प्रदेश सरकार
वन तथा वातावरण मन्त्रालय

वन निर्देशनालय

बुटवल, रूपन्देही, नेपाल

दधिलाल फडैल
वन निर्देशक

०७१-५७२९६८
९८५७०१७४१०
९८५७०१९९६८

(समृद्धिका लागि वन परियोजना/प्रादेशिक परियोजना व्यवस्थापन इकाई)

प.सं.: २०८१/०८२

मिति: २०८१।०५।२६

च.नं.:

विषय: Expression of Interest (Eoi) सहितको विवरण पेश गर्ने सम्बन्धी विस्तृत सूचना ।

(सूचना प्रकाशन मिति: २०८१।०५।२६)

वन निर्देशनालय, रूपन्देहीमा रहेको समृद्धिका लागि वन परियोजनाको प्रादेशिक परियोजना व्यवस्थापन इकाईको लागि आवश्यक तपसिलको विज्ञ पदमा स्वीकृत कार्यसूची अनुसार काम गर्न इच्छुक व्यक्तिले आफ्नो अघावधिक वैयक्तिक विवरण र पुष्टि हुने कागजातहरू तथा तपसिलमा उल्लेखित पद अनुसारको आवश्यक कागजातहरू संलग्न गरी यो सूचना प्रकाशन भएको १५ दिन (२०८१ आश्विन ०९ गते, कार्यालय समय) भित्र यस वन निर्देशनालय, बुटवल, रूपन्देहीमा Expression of Interest (Eoi) खामबन्दी गरी पेश गर्नहुन सम्बन्धित सबैका लागि यो सूचना प्रकाशन गरिएको छ ।

तपसिल

S.N.	Ref No.	Specialist Position	Tentative Assignment duration*	Market Approches
1	NP-MOTIFE-BUTWAL-417371-CS-INDV	Forestry and Enterprise Specialist	200 Days	Open and National
2	NP-MOTIFE-BUTWAL-439164-CS-INDV	Social and Gender safeguard Specialist	180 Days	Open and National
3	NP-MOTIFE-BUTWAL-439163-CS-INDV	Environment Safeguard Specialist	180 Days	Open and National
4	NP-MOTIFE-BUTWAL-439165-CS-INDV	Monitoring and Evaluation Specialist	180 Days	Open and National

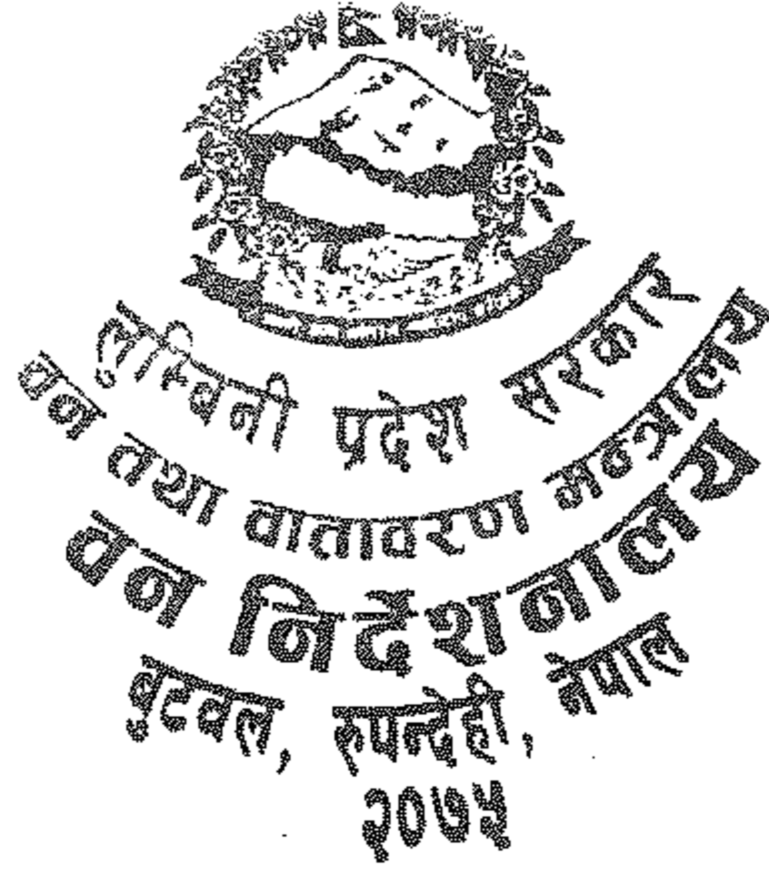
*Tentative Assignment duration: The selected specialist will be assigned for the fiscal year 2081/82 (2024/25 AD) and can be renewed annually for project period with satisfactory performance and budget availability. Tentative Assignment duration may be changed according to date of agreement and remaining period of the fiscal year.

प्रदेश सरकारको सोच: "समृद्ध लुम्बिनी, आत्मनिर्भर प्रदेश"

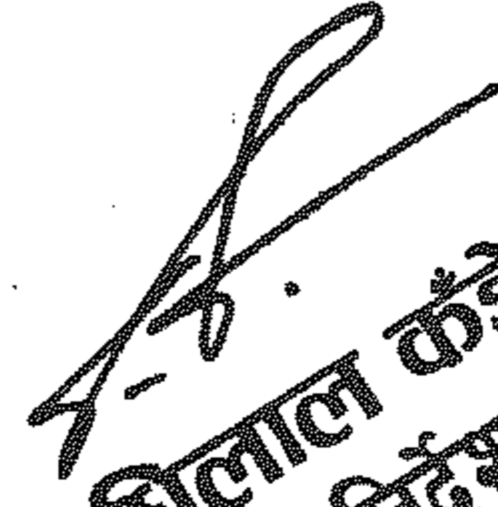
Website: www.pfdir.lumbini.gov.np

E-mail: forestdirectorate5@gmail.com

ffplumbini@gmail.com



Government of Lumbini Province
Ministry of Forests and Environment
Forest Directorate
Forests for Prosperity Project
Provincial Project Management Unit
Butwal, Rupandehi


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TERMS OF REFERENCE (TOR)

FOR

SOCIAL AND GENDER SPECIALIST

(Ref No: NP-MOTIFE-BUTWAL-439164-CS-INDV)

1. Background

The Government of Nepal (GON) is implementing the Forests for Prosperity Project (FPP) in fifty selected Municipalities of the Madhesh and Lumbini Provinces from the Nepali fiscal year 2078/79 (2021/22 AD). The project aims to improve sustainable forest management, increase forest benefits, and reduce net greenhouse gas emissions in the participating municipalities. The Project has the following four components:

Component 1 Policy and capacity building This component will support government institutions at federal, provincial, and local levels.

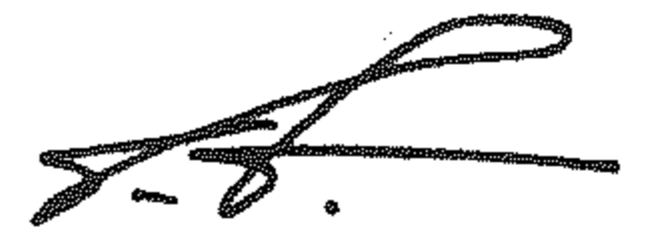
Component 2 Community-based Sustainable Forest Management and Plantation This component will improve forest productivity through SFM and establish plantations and agro-forestry by smallholder farmers on privately degraded, underutilized, or marginal land and degraded public lands.

Component 3 Forest-based enterprise improvement and development This component will support the forest product-based private sector to improve the enabling conditions and provide access to finance. This will also address constraints related to the enabling and regulatory environment for improving, establishing, and operating existing and new small-scale forest-based businesses and promote a favorable policy and regulatory environment.

Component 4 Project governance, monitoring, and learning This component will finance the management of the project, including project governance and oversight, annual work planning and budgeting, financial management, procurement and contract management, environmental and social risks management, and monitoring through federal and provincial Project Management Units (PMUs) as well as documentation of lessons learned from project implementation.

The project will have a Project Management Unit (PMU) at the federal government level and an additional Provincial Project Management Unit (PPMU) in each Madhesh and Lumbini Provinces. The role of each PPMU is to support and manage project governance and oversight, planning, budgeting, contract and financial management, procurement of goods and services,




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technical assistance, monitoring, and environmental and social risk management.

The Lumbini province PPMU constitutes a government-deputed Project Coordinator, Account Officer, and project-recruited Experts and Consultants. This Provincial Forest ministry has already assigned Project Coordinator and Account Officer and immediately needs consultants, experts, and support staff to initiate the approved program and implementation. Hence, the Lumbini Province Project Management Unit is looking for Social and Gender Safeguard Specialist for the Lumbini Province.

The Objective of the Position

- The objective is to provide full oversight and support for implementing forestry programs and forest-product enterprise development from the Social safeguard and Gender inclusion aspect of the project to the PMU and PPMU.
- The Specialist will also provide ongoing support and guidance to staff working on Social safeguards at the Province level.

Scope of Work

- Providing social review and technical support to the PPMU in identifying, assessing, and managing social impacts and enhancing project quality and compliance with the World Bank's Environmental and Social Standards.
- Undertaking social screenings and social assessments, developing mitigation plans required for component activities, and incorporating them into relevant environmental and social impact assessments (ESIA) and Environmental and Social Management Plans (ESMP). Prepare other required environmental and social management plans, including the Resettlement Action Plan (RAP) and Indigenous Peoples Development Plan (IDPD), and support the completion of other measures and actions as stipulated in the ESCP.
- Organizing and facilitating citizen engagement and stakeholder engagement activities to ensure adequate integration of stakeholder and beneficiary feedback into project activities, including overseeing the implementation of the project-based GRM.
- Providing progress reports on involuntary resettlement activities, including the provision of compensation and completion of resettlement and rehabilitation activities
- Supporting processes to determine whether free, prior, and informed consent (FPIC) is required under the project activities
- Periodically reviewing, reporting on, and updating, as required, the environmental and social management plans prepared, including SEP, ESMF, ESIA, ESMP, RP, RAP, IPPF, IPPD, Labor Management Procedures (LMP), and ESCP.
- Supporting the Gender Specialist to ensure the adequate consideration of gender and social inclusion-related aspects in project activities and supervising and monitoring the implementation of the Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) Prevention and Response Action Plan.
- Maintaining regular communication with the project officials.
- Manage any other unanticipated project-related social issues that emerge.
- Provide overall guidance and technical input to the project team to ensure GESI issues are considered while implementing, monitoring, and reporting project activities.
- Ensure that OHS, labor management has adequately considered the needs and priorities of women and has adopted appropriate measures that promote gender equality and inclusion.
- Assess the potential for the project's differentiated impact based on gender and exclusion and identify options to maximize benefits and minimize adverse effects.

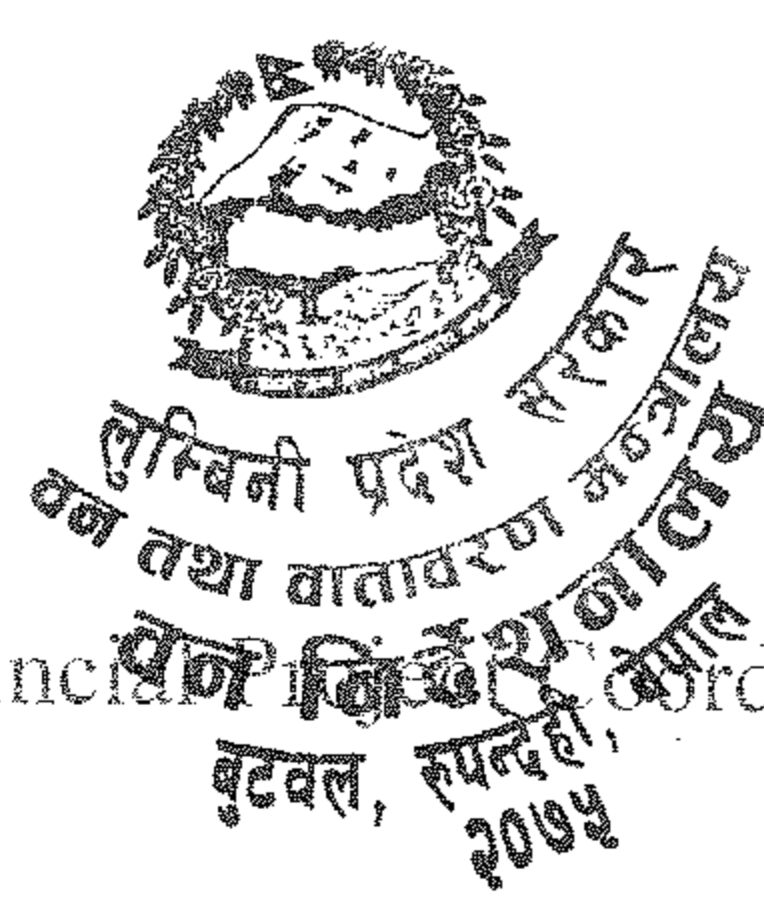
- Collaborate with relevant institutions and organizations to improve the management of safeguards and establish networks and maintain contacts with appropriate government officials,
- Provide Preparation of Terms of Reference for consulting services or related fields.
- Assessment, monitoring, and evaluation of forest-based enterprises in project areas with a special focus on environmental and social safeguards.
- Provide support to Agriculture Development Bank Limited (ADBL) Province and branch offices regarding social safeguards to forest based enterprises and Business Development Support Program Organizations.
- In collaboration with the other Specialist and relevant stakeholders, prepare guidelines, Standard Operating Procedures (SOPs); tools, and other safeguard-related instruments
- Monitor and provide ongoing environmental and social guidance through the N/PPC to the forest management authorities such as the Ministry, Forest Directorate, DFO, Local Government, project implementation teams, and service providers to implement safeguard plans satisfactorily, consistent with GoN, provincial government, and World Bank policies and other requirements,
- In coordination with PPMU specialists, prepare regular monitoring reports (bi-annually) on the project's environmental, social, health, and safety (ESHS) performance. Evaluate environmental and social risks with collaboration with environmental safeguard specialists that may emerge and/are triggered by project initiatives and provide recommendations on mitigation strategies,
- Technical assistance and quality oversight in social and environmental assessments,
- In collaboration with the PMU, PPMU, and local government, periodically review and assess environmental and social safeguard implementation,
- Manage and provide gender and social inclusion as well as social safeguard-related training and capacity building to the related government employees, social organizations, and communities,
- Support the Provincial Project Coordinator regarding gender and social safeguard perspective for other projects implemented by REDD IC.
- Support the relevant offices and focal desks for updating the National Forest Information System (NFIS),
- Undertake other duties as directed by the Provincial Project Coordinator and focal person.

Expected Outputs

- The Specialist will prepare necessary documents, such as environmental and social safeguard guidelines/code of practices, Standard Operating Procedures (SOPs), and tools, in consultation with the relevant implementing agencies, the project coordinator, and stakeholders.
- He or she will report detailing the status of safeguard implementation as well as issues arising from project initiatives and recommendations for the PMU and technical service providers with regard to environmental and social safeguard management
- The specialist reports on the identification of environmental and social risks from project activities, mitigation measures, and action plans and will be responsible for preparing monitoring report
- The specialist will prepare training materials and deliver environmental and social safeguard training,

Working and Reporting Requirements

- The specialist will closely work with the Program and Planning Section of the Forest



Directorate, PPMU, and report to the Provincial Coordinator.

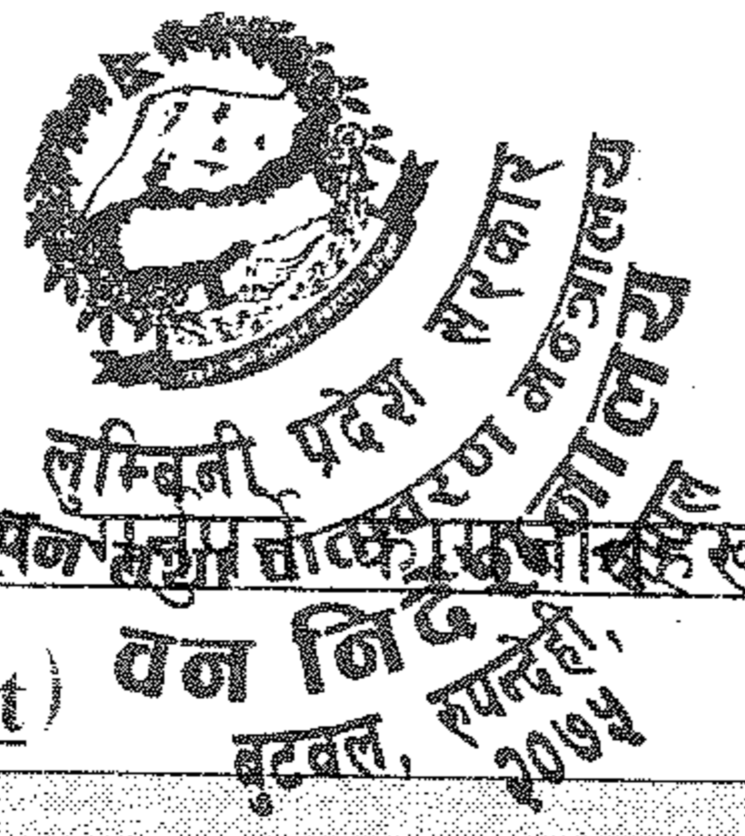
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Expected Duration and Location

- The consultant is expected to assist the project team for a net input of 180 days over a gross period of this fiscal year 2081/82 (2024/25 AD) from the agreement date of this contract and can be renewed annually for the project period with satisfactory performance and budget availability. The consultant is expected to work in PPMU and travel outside (mainly in project areas) on project-related matters when the situation demands.

Qualification requirement

- Master's degree in a relevant field such as Forestry Science, Environmental sciences, Natural Resource Management, Sociology, Anthropology, and other social sciences or equivalent;
- General work experience of at least 10 years.
- A minimum of 10 years of relevant operational experience with proven track record, in Government agencies, donor agencies, NGO/INGOs, development projects financed by various donors, and/or multilateral agencies etc., on including Gender, environmental, and social safeguards. Prior work experience in forestry projects and familiarity with the World Bank's safeguard policies will be an advantage;
- Experiences in forest-based enterprise in operation, assessment, monitoring, and evaluation will also be an advantage,
- Demonstrated capacity to undertake operational and analytical tasks, work in teams, coach staff, and share knowledge;
- Demonstrated ability to work independently with limited supervision and achieve results with agreed-upon objectives and deadlines;
- Strong English and Nepali communication skills, both written and oral.
- PAN/VAT Registered.



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Expression of Interest (Eoi) का साथ पेश गर्न हुने तोकिएका प्रमाणहरू

पद: सामाजिक तथा लैंगिक विज्ञ (Social and Gender Specialist)

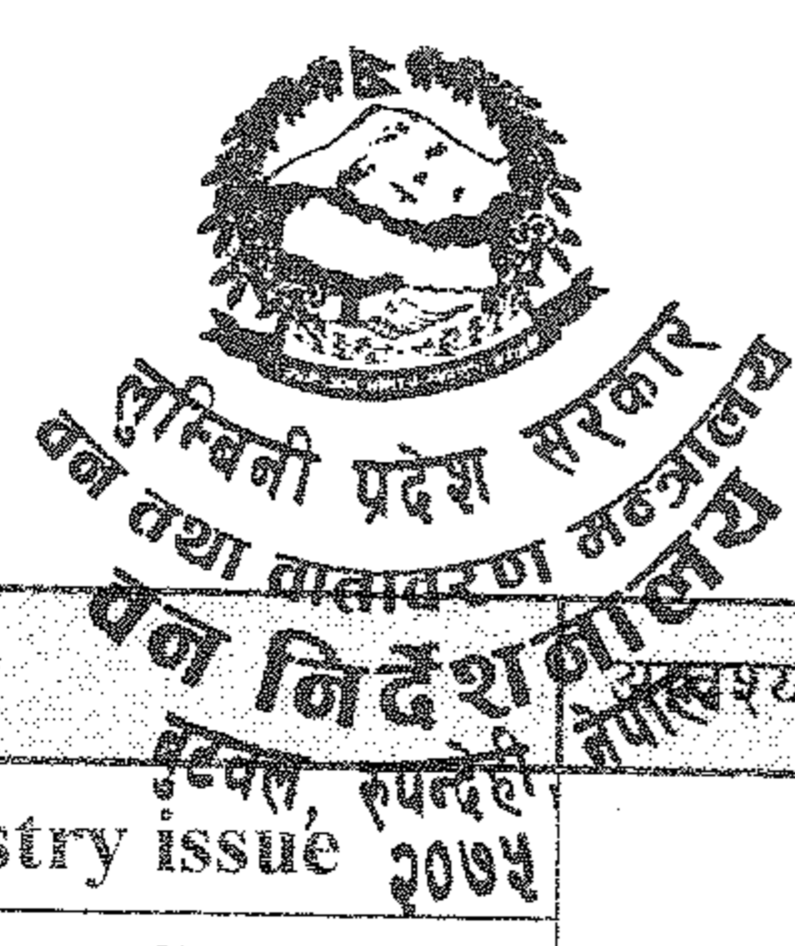
Instructions for Expression of Interest (Eoi) of Social and Gender Specialist (NP-MOTIFE-BUTWAL-439164-CS-INDV)

A. Eligibility Criteria

S.N.	Details	Documents Required
1	Master's degree in a relevant field such as Forestry Science, Environmental sciences, Natural Resource Management, Sociology, Anthropology, and other social sciences or equivalent	Transcript, Character Certificate, Equivalent Certificate for abroad study
2	General computer skills (MS word, PowerPoint, Excel etc.)	Self-Declaration

B. Ranking Criteria

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1	General qualifications (General education, training, and experience)	
1.1	Academic Qualification (a+b)	
a	Master's degree in a relevant field such as Forestry Science, Environmental sciences, Natural Resource Management, Sociology, Anthropology, and other social sciences or equivalent	शैक्षिक योग्यताको प्रमाणपत्रहरू (ट्रान्सक्रिप्ट, चारित्रिक प्रमाणपत्र, समकक्षता समेत)
b	Ph.D. degree in a relevant field such as Forestry Science, Environmental sciences, Natural Resource Management, Sociology, Anthropology, and other social sciences or equivalent	
1.2	Experience in relevant operational experience and proven track record, including Gender, environmental, and social safeguards	सम्बन्धित निकायले काम शुरू तथा अन्त्य गरेको समयावधी खुल्ने गरी जारी गरेको कागजपत्र
1.3	Participated at least 7 days-training on Gender, environmental, and social safeguards or related field	तालिम सम्बन्धी कागजपत्र (उल्लेखित विषयसँग सम्बन्धित उम्मेदवारले प्राप्त गरेको तालिम समावेश गर्ने)
2	Adequacy for the Assignment (relevant education, training, experience in the sector/similar assignments)	
2.1	Experience of working in environmental and social impact assessments (ESIA), Environmental and Social Management Plans (ESMP) and or related activities	सम्बन्धित निकायले काम शुरू तथा अन्त्य गरेको समयावधी खुल्ने गरी जारी गरेको कागजपत्र (आंशिक समयको लागि काम गरेको हकमा सो अवधिमा खुद कति समयको लागि काम गरेको सो खुलाउनु पर्ने) (उल्लेखित विषयसँग सम्बन्धित उम्मेदवारले हासिल गरेको अधिकतम अनुभव समावेश गर्ने)
2.2	Experience in assessment, monitoring, and evaluation of forest-based enterprises with a special focus on environmental and social safeguards	
2.3	Work experience in different aspect of Forestry, REDD+, Climate Change or NRM Sector	
2.4	Experience of working with donor (WB/ADB/UNDP/EU/USAID) on forestry related social and gender issue	
2.5	Experience of working in Labor right, Labor Management or related activities	



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2.6	Experience of working with government on forestry issue	
2.7	Specific experience dedicated to prepare guidelines, Standard Operating Procedures (SOPs), tools, and other safeguard-related instruments	
2.8	Familiarity with the World Bank's Safeguard Policies	
2.9	Experience in social livelihood uplifting programs/activities	
3	Others	
3.1	Working experience with government agencies/civil societies etc.	उल्लेखित काम गरेको भनि सम्बन्धित निकायले जारी गरेको कागजपत्र (उल्लेखित विषयसँग सम्बन्धित उम्मेदवारले हासिल गरेको अधिकतम अनुभव समावेश गर्ने)
3.2	Experience transferring the knowledge through training specially forestry and enterprise related	
3.3	Experience of preparing training documents/manuals	
3.4	Work experience on FFP Project having more than one month	
3.5	Expert belonging to FFP project implemented areas	स्व:घोषणा
3.6	Social and Gender related article publication in national/international journal	प्रकाशित लेख (प्रकाशन समय, लेखक र जर्नल खुल्ने गरी, तीनवटा भन्दा बढी राख्न पर्ने)

EoI पेश गर्ने उम्मेदवारहरूलाई जानकारी

- १) General Experience तथा Specific Experience को हकमा सम्बन्धित विषयमा हासिल गरेको कार्य अनुभवलाई मात्र मान्यता दिइनेछ ।
- २) कार्य अनुभवको हकमा उम्मेदवारले प्राप्त गरेको माथि तालिकाको विवरण महलमा उल्लेखित विषयमा प्राप्त गरेको अधिकतम कार्य अनुभव (बर्ष महिना दिन समेत खुल्ने गरी) सम्बन्धी सम्बन्धित निकायले जारी गरेको कागजपत्र संलग्न गर्नुपर्नेछ ।
- ३) तालिम हकमा उम्मेदवारले माथि तालिकाको विवरण महलमा उल्लेखित विषयमा प्राप्त गरेको तालिम समावेश गर्नु पर्नेछ ।
- ४) माथि तालिकाको विवरण महलमा उल्लेखित प्रशिक्षण, तालिम सामग्री, कार्यविधि, नीति नियम, निर्देशिका, कानुन तर्जुमा कार्य अनुभवको हकमा उम्मेदवारले आफु सम्मिलित भई वा एकलै तयार गरेको भए तालिम सामग्री, कार्यविधि, नीति नियम, निर्देशिका, कानुन तयार गरेको भए सो पुष्टि हुने कागजातहरू समावेश गर्नुपर्ने ।
- ५) शैक्षिक उपाधी, अनुभव, तालिम/सिप (विषयसँग सम्बन्धित तालिम) हासिल गरेको मिति र समयावधि स्पष्ट खुल्नेगरी प्रमाणपत्रहरूको प्रमाणित प्रतिलिपी गरी पेश गर्नुपर्नेछ ।
- ६) संलग्न गर्ने कागजपत्रहरू माथि तालिकामा उल्लेख गरे अनुसार सिलसिलेवर मिलाएर राख्नुपर्नेछ । अन्य थप कागजातहरू अन्तिममा राख्नुपर्नेछ ।
- ७) एक भन्दा बढी विज्ञ पदमा आवेदन दिने उम्मेदवारहरूले प्रत्येक पदको लागि छुट्टाछुट्टै EoI र आवश्यक कागजातहरूको सेट पद अनुसार छुट्टाछुट्टै खामबन्दी गरी पेश गर्नुपर्नेछ ।