

# **TÜRKİYE CLIMATE SMART AND COMPETITIVE AGRICULTURAL GROWTH PROJECT (TUCSAP)**

## **Terms of Reference**

### **SOCIAL SPECIALIST**

**Ref no:  
CS.EU&FA.CS4-13E**

#### **1. Background**

The Ministry of Agriculture and Forestry (MoAF) has received financing from the World Bank in the form of a loan (hereinafter called “loan”) toward the cost of the “Türkiye Climate Smart and Competitive Agricultural Growth Project (TUCSAP)” (the Project). MoAF intends to apply a portion of the proceeds of this loan to eligible payments under the contract for which this Terms of Reference is issued.

The Project supports the agri-food sector in transitioning toward a more sustainable, competitive and climate-smart growth orientation by enhancing capacity in a range of areas, including information generation and dissemination to contribute to sustainable soil and land- use planning/management; agricultural data collection and analysis; and animal health aspects, and by supporting innovation and the use of smart farming/climate-smart technologies and practices by farmers and agricultural enterprises. The project investments are expected to contribute to increased agricultural productivity/competitiveness, resilience, and sustainability. The Project has started to be implemented in targeted regions in Türkiye.

The implementation of the Project follows World Bank’s (WB) fiduciary, environmental, and social policies and national requirements.

The Project is implemented through four components, namely as (1) Institutional Capacity Strengthening for Climate Smart Agri-food Policy, Planning, and Investments, (2) Enhancing Animal Health Capacity for Effective Disease Surveillance, Diagnostics and Control, (3) Investments for Enhanced Productivity, Resource-Efficiency, and Climate Resilience, (4) Project Management, Monitoring, and Evaluation.

Component 1 supports the strengthening capacity for sectoral planning, with a specific focus on narrowing information gaps in relation to Türkiye’s soils and land natural capital, to contribute to their sustainable planning and management. Component activities will also enhance MoAF’s digital blueprint for data collection and information management to support smart policy monitoring and programming.

Component 2 supports two main activities: strengthening the capacity of Veterinary Control Institutes (VCIs) (Subcomponent 2.1) and support to establish the National Veterinary Medicinal Control Center (Subcomponent 2.2). The component follows best practices (i.e., World Organization for Animal Health, EU) to support feasibility assessments, laboratory facilities, laboratory equipment, technical training for staff (as per the National Reference Laboratory defined plans for all laboratories), and information systems. Designs to maximize green and resilient (e.g., energy saving, seismic resistance) elements in infrastructure and equipment will be considered in the feasibility assessment.

Component 3 supports the dissemination, validation and adoption of Climate Smart Agriculture (CSA) technologies and practices, as well as Research, Development and Innovation (RD&I) efforts. The adoption of CSA technologies and practices will contribute to improved agriculture

performance via productivity gains, cost reductions, more efficient resource-use (fertilizers, pesticides, energy, water) and improved climate resilience, while also generating important climate mitigation benefits and reducing pollution. Investments under this component are also expected to generate key agricultural data to support decision making by farmers and enterprises and to inform policy design. The component encourages the uptake and effective use of innovative/disruptive CSA technologies/practices by closing knowledge and skill gaps and by providing financial support and technical assistance to producers and enterprises. Subcomponent 3.1 will pilot a geothermal greenhouse business model to build infrastructure and mobilize private (including small/middle size) investors rapidly, while maintaining the advantages of a cluster. Subcomponent 3.2 will primarily focus on awareness creation, dissemination and providing co-funding opportunities for digitally enabled technologies and solutions (smart and precision agriculture). Subcomponent 3.3 will pilot and promote innovative approaches for manure management to overcome existing knowledge, physical and logistical barriers. Subcomponent 3.4 will support the implementation of the RD&I agenda around CSA in alignment with priorities identified in the recently launched Green Deal Plan including reducing the use of pesticides, enhancing nutrient management (through biofertilizers), and enhancing energy and water efficiencies and support climate-related assessments.

Component 4 supports all project management functions. It includes support for a Project Coordination Unit (PCU) and Project Implementation Units (PIUs) for: (i) strengthening capacity for day-to-day project management of technical, fiduciary, Monitoring and Evaluation (M&E), Environmental and Social (E&S) issues; (ii) grievance redress, citizen engagement, and implementation of the communications; and (iii) M&E of project activities, including impact assessments, beneficiary satisfaction surveys, and development of an integrated system for project management and monitoring of project outputs and outcomes.

## **2. Scope and Objective**

MoAF established and maintains a Project Coordination Unit (PCU) hosted at ABDGM (General Directorate of EU and Foreign Relations) to manage and coordinate the entire Project with qualified and experienced personnel and resources to support the management of Environmental, Social, Health and Safety (ESHS) risks of the Project, including Environmental and Social (E&S) Specialists. The E&S team will be responsible for the activities of BTGM, TAGEM, TRGM, GKGM and ABDGM in addition to their supervision duties.

A Social Specialist will be hired by the PCU. The Social Specialist needs to be recruited to assist in the project implementation in respect to oversee and ensure implementation of social impact and risk mitigation plans and monitoring of all social aspects related to the project.

Specifically, the Social Specialist will ensure that the sub-projects are carried out by different Directorate Generals (DGs) with due regard to appropriate social standards and practices, and in accordance with the World Bank Environmental and Social Framework (ESF)<sup>1</sup> instruments: (Environmental and Social Management Framework<sup>2</sup> (ESMF), Stakeholder Engagement Plan<sup>3</sup>

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<sup>1</sup> <https://www.worldbank.org/en/projects-operations/environmental-and-social-framework>

<sup>2</sup> For English version please see:

<https://www.tarimorman.gov.tr/ABDGM/Belgeler/TUCSAP%20Proje%20Sayfas%C4%B1/%C4%B0ngilizce/ESMF.pdf>

<sup>3</sup> For English version please see:

[https://www.tarimorman.gov.tr/ABDGM/Belgeler/TUCSAP%20Proje%20Sayfas%C4%B1/%C4%B0ngilizce/SEP\\_24-Jan-2022.pdf](https://www.tarimorman.gov.tr/ABDGM/Belgeler/TUCSAP%20Proje%20Sayfas%C4%B1/%C4%B0ngilizce/SEP_24-Jan-2022.pdf)

(SEP), Labor Managements Procedures<sup>4</sup> (LMP), Resettlement Framework<sup>5</sup> (RF) prepared for the project) and as per the Environmental and Social Commitment Plan<sup>6</sup> (ESCP). Besides, the Social Specialist will lead the preparation of site specific ESF instruments (Environmental and Social Impact Assessment [ESIA], Environmental and Social Management Plan [ESMP], Stakeholder Engagement Plan [SEP], Resettlement Plan [RP], Labor Management Plan [LM Plan], Ex-post Social Audit etc.) their review and approval and will also be responsible for the supervision and monitoring of the sub-project specific ESF instruments in close coordination with provincial institutes and/or respective directorate's relevant staff. The Social Specialist will also be responsible for the supervision and monitoring of the gender and citizen engagement activities described in the Project Appraisal Document (PAD).

The Social Specialist will work in close collaboration with the environmental team and other relevant specialists in the project team such as procurement specialists, financial management specialists, Monitoring and Evaluation (M&E) specialists, etc.

### 3. Qualifications and Skills

- At least Bachelor's Degree in social sciences, sociology, economics, public relations, education, psychology, or any other field relevant with the project and scope of the services required.
- Master's Degree/PhD in social development, sociology, social studies, or related fields in the social sciences will be an asset,
- Minimum 3 years' general work experience as social specialist (experience in agriculture projects and grant allocation will be an asset),
- Minimum 1 year experience as social expert in management and preparation of ESIA studies, E&S due diligence studies, and social baseline data collection, stakeholder engagement, public consultation and disclosure in the local and international context such as World Bank/IFC/EBRD/EU, AFD and United Nations and/or resettlement expertise,
- Proven experience and ability to engage and communicate effectively with diverse stakeholders including citizens of diverse backgrounds, communities, civil society organizations, local government, civil works contractors, government agencies, etc.
- Proven experience with the World Bank's ESF or similar environmental and social policies of the IFIs,
- Experience of working with public agencies and institutions will be an asset,
- Fluency in written and oral Turkish and English is required,
- Proficiency in key computer applications, e.g., Word, Excel, PowerPoint, MS Project,
- Excellent interpersonal and communications skills,
- Ability to travel without restriction,

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<sup>4</sup> For English version please see:

[https://www.tarimorman.gov.tr/ABDGM/Belgeler/TUCSAP%20Proje%20Sayfas%C4%B1/%C4%B0ngilizce/LMP\\_24Jan-2022.pdf?layout=modal](https://www.tarimorman.gov.tr/ABDGM/Belgeler/TUCSAP%20Proje%20Sayfas%C4%B1/%C4%B0ngilizce/LMP_24Jan-2022.pdf?layout=modal)

<sup>5</sup> For English version please see:

<https://www.tarimorman.gov.tr/ABDGM/Belgeler/TUCSAP%20Proje%20Sayfas%C4%B1/%C4%B0ngilizce/RF-24-Jan-2022.pdf>

<sup>6</sup> For English version please see:

<https://www.tarimorman.gov.tr/ABDGM/Belgeler/TUCSAP%20Proje%20Sayfas%C4%B1/%C4%B0ngilizce/Turkey.P175011.ESCP.Final.pdf>

- Teamwork skills,
- Analytical thinking and problem-solving skills, and
- Completed military service for male candidates.

#### **4. Duties and Responsibilities**

- a) Work in close collaboration with the environmental specialists and other relevant specialists in the project team, such as procurement specialists on internal supervision of project operations and PIUs' activities to ensure compliance with the ESF instruments prepared for TUCSAP (ESMF, ESCP, LMP, RF, SEP), sub-project specific environmental and social documents to be prepared (ESIA, ESMP, SEP, RP, LMPs, Ex-post Social Audit, etc.) and with the timelines specified in the E&S documents and in the Project Operational Manual (POM);
- b) Ensure the Project and all its sub-projects are implemented in accordance with the requirements of Turkish Legislation and the World Bank's Environmental and Social Framework (ESF),
- c) Ensure that relevant environmental and social procedures in line with national legislation and the World Bank Environmental and Social Framework (ESF) are conducted in case of any change in the design of the sub-projects, if deemed necessary, and follow up on their implementation;
- d) Carry out E&S screening of the sub-projects regarding E&S risk categorization according to the World Bank's ESF requirements to ensure all potential social impacts are identified and addressed under applicable RPs/Ex-Post Audits/ESMPs/ESIAs and implemented prior and during civil works. In particular, ensure that vulnerable and disadvantaged groups are identified, and differentiated measures are taken to protect them for being disproportionately affected by the project, and ensure their equal participation in project benefits;
- e) Review, revise and consolidate ESIA, ESMP, RPs, Ex-post social audits, SEPs, LMPs, procedures/method statements for site-specific issues in line with Turkish Legislation and the World Bank Environmental and Social Framework (ESF);
- f) Facilitate and support the maintenance and the management of the Grievance Redress Mechanism (GRM) in close coordination with the PIUs. This includes collecting information from the field, logging and analyzing this information, as well as following up on any questions, comments and complaints, as necessary, and monitoring the closure of grievances and reporting to project management and stakeholders;
- g) Ensure GRM is adapted to be able to receive, report, and address complaints of any kind, including complaints related to sexual exploitation and abuse (SEA) and sexual harassment (SH) in full confidentiality;
- h) Monitor and control the social performance of the Project activities and as well as the grant programs to be implemented, as defined in the Project documents; namely Environmental and Social Management Framework (ESMF); Resettlement Framework (RF), ESIA/ESMPs, SEPs, Resettlement Plans /Ex-post Social Audits;
- i) Keep the PCU and PIUs fully informed about social issues and monthly social performance of the project, on the need to update E&S documents when/if necessary, in the course of implementation of the Project, as well as in case of the domestic legislation changes;
- j) Anticipate/identify social risks and define measures to adopt a mitigation hierarchy approach (avoid, minimize, reduce, compensate/offset of these risks and impacts) in case of not defined risks in the Project document have been faced;

- k) Ensure (including close monitoring and evaluation), in coordination with the M&E Specialists, that the commitments given in the ESIA/ESMPs, SEPs, LMP, RPs, Ex-post social audits reports and other relevant management plans (Traffic Management Plans, Community Health and Safety Plans, etc.) are finalized, approved and implemented on the field as scheduled;
- l) Ensure necessary mitigation measures/actions are implemented for the implementation of RF, all eligible persons are compensated in a timely way and appropriately, that proper approaches and tools are being used to conduct site activities in compliance with RF, RP and Ex-post Social Audits as well as other Project requirements;
- m) Support the PCU and PIUs for preparing and presenting Quarterly Progress Reports to the World Bank, to document the social issues within the scope of the construction and compliance activities completed during the period and to track the resolutions of any issues that may occurred, for all sub-projects under implementation;
- n) Assist the PCU/PIUs in the preparation of social assessment issues of tender documents for the coverage of social risks and their management; in particular, support the relevant stakeholders in the finalization of the environmental, social, health and safety (ESHS) qualification criteria in the bidding documents;
- o) Conduct site visits for the assessment of the social issues of the Project; assist/participate in audits and monitoring missions conducted by the World Bank or the any other authorities and other implementing agencies;
- p) Conduct “on-the-job” or specific trainings on the social issues (including gender, SEA/SH and social inclusion) related to the project scope requested by the other PIUs and ensure PCU and PIU teams are well aware of the project documents especially LMP, SEPs, RPs, Ex-post social audits reports and etc.;
- q) Monitor and supervise the implementation of SEPs and all engagement activities conducted by implementing agencies and provide recommendations to PIU teams and update PCU on any issues that would require additional measures to be taken for communicating project related issues to stakeholders;
- r) Work closely with GDs and Provincial Organizations and monitor land acquisition activities to ensure that land acquisition activities are executed in line with all relevant national legislation and ESS5.
- s) Ensure that all approvals/licenses are in place prior to carrying out the project activities and make sure all the records are kept accurately including the permits collected by the Contractor/s;
- t) Provide guidance to the PIU management and personnel for achieving compliance with all applicable ESF social standards and requirements,
- u) Undertake key responsibilities regarding Project’s Stakeholder Engagement Plan and Program (SEP):
  - Incorporate all stakeholder engagement activities into the overall environmental and social management systems,
  - Plan, organize and implement stakeholder engagement activities including stakeholder consultation meetings, as per SEP in a timely and effective manner,
  - Develop an internal system to communicate progress and results of stakeholder engagement to the senior management and staff members,
  - Expedite and monitor the PCU team for proper implementation of processes related to

Grievance Redress Mechanism and stakeholder engagement issues,

- Coordinate the parties for proper implementation of processes regarding the Grievance Redress Mechanism and stakeholder engagement issues,
- Provide consultation on specific stakeholder engagement activities,
- Coordinate communication and outreach throughout the project implementation,
- Coordinate interface and reporting to/from the World Bank on the implementation of SEP and the site specific SEPs,
- Consolidate reporting on overall SEP activities and project progress sent by PIUs.

- v) Be open and responsive to concerns raised by affected groups and local authorities (in collaboration with the environmental safeguards specialist) regarding social aspects of sub-project implementation. Meet with these groups during site visits, as necessary;
- w) Carry out beneficiary satisfaction surveys;
- x) Revise POM in cooperation with PIUs and PCU as needed;
- y) The Social Specialist will report to the Project Technical Team Leader.
- z) Perform other duties assigned by Project Technical Team Leader emerging in the frame of this Terms of Reference.

A more detailed list of services may be provided to the Social Specialist upon contract of employment.

## **5. Duration and Location of Employment**

The position will be based in Ankara as a member of the Project Coordination Unit and the Social Specialist will be expected to travel to civil works sites and other relevant sites under the project. The Social Specialist will be required on a long-term/short-term and full-time/part-time basis.

The contract will have one year duration with two-month probation period.

## **Annex 1: Project Documents**

- Loan Agreement between the International Bank for Reconstruction and Development (IBRD) and Republic of Türkiye
- General Conditions for IBRD Financing: Investment Project Financing (December 15, 2021)
- The World Bank Procurement Regulations for IPF Borrowers – November 2020
- WB's “Guidelines on Preventing and Combating Fraud and Corruption in Projects Financed by IBRD Loans and IDA Credits and Grants”, dated October 15, 2006 and revised in January 2011 and as of July 1, 2016 (Anti-Corruption Guidelines)
- National regulations as and when become relevant
- TUCSAP Project Procurement Strategy for Development (PPSD)
- Project Operations Manual (POM) of Türkiye Climate Smart and Competitive Agricultural Growth Project (TUCSAP)
- TUCSAP Environmental and Social Documents
  - Environmental and Social Management Framework (ESMF),
  - Stakeholder Engagement Plan (SEP),
  - Labor Managements Procedures (LMP),
  - Resettlement Framework (RF),
  - Environmental and Social Commitment Plan (ESCP).

(available at <https://tucsap.tarimorman.gov.tr/Sayfa/Detay/1517>) TUCSAP Grant Manual (being prepared)

- TUCSAP Communication and Visibility Plan (Draft)
- TUCSAP Grievance Redress Mechanism procedures