

Tamil Nadu Slum Clearance Board
Tamil Nadu Housing and Habitat Development Project

Terms of Reference
Social Development Specialist

Introduction

1. The Government of Tamil Nadu is currently preparing the Tamil Nadu Housing and Habitat Development Project (the Project) to be financed by The World Bank. The objective of the project is to improve housing conditions of low-income households in Chennai. The proposed Project is expected to support the GoTN in both resolving the immediate issue of providing adequate housing for the at-risk population **and** improving the performance of the state's housing sector at three levels: (i) policy, (ii) institution, and (iii) program level. At the *institutional* level, the Project would assist the GoTN to strengthen alignment of the institutional set-up and to enhance capacity that responds to the policy goals and efficient implementation. This would entail establishing formal coordination mechanisms between state and municipal-level agencies working on housing and urban development issues and strengthening of existing processes and procedures. At the *program* level, the Project would support the Government's commitment to move away from one-size-fits-all approach of providing free housing to EWS by introducing a new way of housing delivery model that: (i) diversifies housing products (e.g. products for different income segments (within EWS and LIG), (ii) promotes mixed uses, (iii) integrates incentives for maintenance of the units, (iv) improves community participation in the design and maintenance of buildings; (v) is responsive to gender issues, and (vi) incorporates environmental considerations in location, design and construction.

2. The project would support *sustainable and resilient housing* that would finance the provision of housing by the TNSCB for the EWS and LIG populations in Chennai, particularly those living in slums in high-risk disaster areas. Housing units would be built using disaster-resilient design and standards and in areas with relatively lower risk of disasters. In addition, the project will look at *institutional reform and strengthening of Tamil Nadu's urban housing sector*.

3. The project will support relocation of people affected severe flooding of 2015 that highlighted the extreme vulnerability of low-income households and their livelihood. Thus, World Bank's Operational Policy on Involuntary Resettlement 4.12 is applicable to the project. The objectives of the policy are:

- a. avoid where feasible, or minimized, exploring all viable alternative project designs.
- b. Where it is not feasible to avoid resettlement, resettlement activities should be conceived and executed as sustainable development programs, providing sufficient investment resources to enable the persons
- c. displaced by the project to share in project benefits.
- d. Displaced persons should be meaningfully consulted and should have opportunities to participate in planning and implementing resettlement programs.

- e. Displaced persons should be assisted in their efforts to improve their livelihoods and standards of living or at least to restore them, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher.

Activities of the Programme

4. The project will require land for relocation, accordingly the Operational Policy on Involuntary Resettlement will apply to the project as a whole. Other Bank's corporate requirements on Gender, Citizen Engagement and Grievance Management will essentially require analyses of the social issues to identify gaps and develop appropriate actions and corresponding monitoring indicators to monitor the outcomes. Essentially, the project will address state and applicable country laws and World Bank's operational policy, and corporate mandates that cover social inclusion, gender, participation, accountability, transparency, land requirement, labour management and impact of labour influx and gender-based violence.

Objective

5. To ensure that the project intervention better social development and gender outcomes i.e. social inclusion (gender and other vulnerable groups), participation, transparency, accountability, effective and accessible grievance management, enhance safety and security of women, compliance with labour laws and labour influx.

Scope of Work

6. Scope of work will cover three stages: preparation, implementation, and monitoring through the project cycle. The details are as follows:

Preparation

1. Coordinate the preparation of safeguard documents – Social Assessment, Resettlement Action Plan, Resettlement Management Framework, to enhance access to benefits and minimize and mitigate adverse impacts.
2. Coordinate gender analysis for gender informed project design including identify gaps and actions with monitoring indicators.
- d. Based on gender analysis, develop a detailed plan that identifies opportunities and entry points for mainstreaming gender into the project.
- e. Coordinate preparation of stakeholder engagement plan to develop citizen feedback mechanism including grievance management for the project.
- f. Coordinate preparation of household level skill development plans and livelihood plans
- g. Identify agencies, NGOs, community-based organizations, and women's associations or groups to support project implementation.
- h. Coordinate the detailed preparation of labour influx management action plans.
- i. Coordinate disclosure of safeguard documents both in Tamil and English prior to project appraisal.

- j. Coordinate preparation of communication strategy and implementation of Right to Information Act.
- k. Lead execution of communication strategy in partnership with all stakeholders identified.
- l. Provide inputs from the safeguard instruments and gender strategy for the Operational Manual.
- m. Ensure that the grievance redress mechanism system is set-up.
- n. Mainstream training modules on gender, participation, systems on transparency, grievance management, social mobilisation and others social issues in the training plans and calendar.
- o. Ensure indicators to monitor social development outcomes are included in the M&E system.

Implementation

1. Develop monthly plans to detail the activities to implement the actions plans on social safeguard management, skill, livelihood and gender.
2. Organise orientation and sensitization workshop for the implementing partners on the “process” of planning and implementing safeguard management plans, livelihood improvement, gender action plan, labour influx management plans and labour welfare laws.
3. Support implementing partners to ensure equal and equitable benefits to men and women and suggest modifications or new activities within the project (as needed) that could increase gender equity.
4. Provide support to implementing teams on social and gender inclusive planning, implementing and monitoring of activities.
5. Provide support to implement the communication strategy.
6. Organise bi-monthly workshops with implementing partners to facilitate cross learning.
7. Mainstream social development and gender issues in training materials, manuals, documentation of case studies
8. Co-ordinate programmes that promote gender equality, address violence against women and advance rights of girls and women.
9. Coordinate with the government departments, NGO and other stakeholders to promote interventions to address gender based violence.
10. Coordinate implementation of labour influx management plans and compliance with labour laws.
11. Coordinate dissemination of information of the GRM system in the project area.

Monitoring and Reporting

1. Ensure data collection to track performance of each social development outcome.
2. Ensure disaggregated (gender, social and economic profile) baseline data is collected and analysed at the planning stage.
3. Coordinate studies for thematic analysis.
4. Monthly progress report containing the list of activities planned for the reporting period, progress towards the target and result of targeted activities to achieve social development outcomes.
5. Any other tasks assigned by the Deputy Project Director / Project Director from time to time.

Qualification

Master's degree in Social Sciences preferably social work, sociology, economics, planning or any another related field.

Experience

1. At least eight years of experience in carrying out social development analysis, preparing safeguards/gender action frameworks and plans in the urban and/or housing sector.
2. At least five years of experience of implementing social safeguard action plans of projects supported by international financing institutions, preferably the World Bank/Asian Development Bank.
3. Work experience of working with community groups especially in urban sector.
4. Ability to build and maintain effective working relationships with internal and external stakeholders.
5. Ability to conduct workshops and presentations to community groups and forums to raise awareness about the Project and ensure community participation and support as and when needed.
6. Excellent IT / computer skills including MS Office (Word, Excel, Power point etc)
7. Excellent written and oral communication skills in English and Tamil.
8. Ability to work efficiently and effectively in a multidisciplinary team.

Duty Headquarters

The duty headquarters of the Social Development Expert will be the TNHHDP Project Management Unit located in Tamil Nadu Slum Clearance Board, Chennai. She/he will be required to travel frequently within and outside the city and occasionally outside the state for project purposes.

Duration

Appointment to the post will be on contract basis initially for a period of two year and likely to be extended based on the performance.

Reporting Arrangements

The Social Development Expert will report to the Deputy Project Director/Project Director, TNHHDP.