

State Institute “Agriculture Entrepreneurship Development” Project Management Unit
One Health for Pandemic Prevention Food Systems Resilience and Ecosystem Health in
Central Asia Project (OHP)

Terms of reference for Social Development Specialist

I. BACKGROUND

The One Health approach is an integrated and unifying framework that aims to achieve optimal health for people, animals, and ecosystems. It recognizes the interdependence between human, animal, plant, and environmental health, and it mobilizes various sectors and communities to address global challenges, such as pandemic prevention, antimicrobial resistance (AMR), food safety, and environmental sustainability. This approach is essential for fostering well-being and tackling complex health issues in interconnected systems.

Phase 1 of the One Health for Pandemic Prevention Food Systems Resilience and Ecosystem Health in Central Asia Program for Tajikistan is funded from US\$31.79 million grant, with US\$30 million sourced from the International Development Association (IDA) and an additional US\$1.79 million from the Pandemic Fund. This initiative, part of the World Bank's Multiphase Programmatic Approach (MPA), aims to support the five Central Asian countries (Kazakhstan, Kyrgyz Republic, Tajikistan, Turkmenistan, and Uzbekistan) in addressing prevalent challenges related to zoonotic diseases, AMR, and food safety.

The One Health Program in Tajikistan, implemented as part of Phase 1 under the World Bank's Multiphase Programmatic Approach (MPA), is designed to strengthen the country's capacities for preventing, detecting, and responding to zoonotic diseases, AMR, and food safety risks. It supports investments across national and regional One Health coordination, communication, information sharing, regulatory frameworks, knowledge development, workforce capacity, risk-based surveillance, prevention and response systems, laboratory capacity, and data systems.

The project includes four key components:

1. **Strengthening One Health Governance** – Establishing a cross-sectoral governance structure to enhance coordination and policy alignment.
2. **Enhancing One Health Knowledge and Workforce Capacity** – Developing and implementing workforce training programs and research initiatives.
3. **Improving One Health Prevention, Detection, and Response Systems** – Strengthening national and regional laboratory networks, enhancing risk-based surveillance, and supporting digital information systems.
4. **Project Management, Monitoring & Evaluation, and Learning** – Establishing systems to manage and track project progress, ensure compliance, and facilitate knowledge dissemination.

The One Health Program in Tajikistan is implemented by the State Institute “Agriculture Entrepreneurship Development” Project Management Unit (SI AED PMU). The implementing agency works closely with national and regional stakeholders to ensure effective and sustainable implementation of the One Health approach.

The Project primarily focuses on technical assistance, capacity building, procurement of laboratory equipment, construction of research centers and laboratories, and One Health risks related to the laboratory civil works.

II. PROJECT DEVELOPMENT OBJECTIVE

To strengthen the capacity to prevent, detect, and respond to priority zoonotic diseases, antimicrobial resistance, and food safety issues in Asia Tajikistan through a regional One Health approach.

III. SCOPE OF WORK

The following agencies are engaged in implementing the project: the Ministry of Agriculture (MOA), the Ministry of Health and Social Population Protection (MoHSPP), the Committee on Food Security (CFS), and the Committee on Environmental Protection (CEP).

The Social Specialist

During the implementation of the assignment, the Social development specialist should be guided by the World Bank's Environmental and Social Framework (ESF) requirements as well as the current legislation of the Republic of Tajikistan and will ensure the effective implementation of the commitments outlined in the Environmental and Social Commitment Plan (ESCP). The Social Development Specialist will implement activities related to social risk management within the Project framework. The specialist shall undertake the following tasks:

- Ensure the implementation and monitoring the implementation of the social measures specified in the Environmental and Social Commitment Plan (ESCP) and the Environmental and Social Management Plan (ESMP);
- Ensure implementation and monitoring of the implementation of the Labor Management Procedures (LMP), the Stakeholder Engagement Plan (SEP), and Resettlement Policy Framework (RPF) of the project, including the Grievance Redress Mechanism (GRM) for the employees of the Program and the GRM for the general public on the activities of the program;
- Organize consultations with project stakeholders (as per SEP) on the ESMF/LMP/RPF, provide clarifications on ESMF social provisions and procedures, and maintain consultation minutes, including disclosure of public consultations.
- Ensure that social screening and analysis is carried out for each subproject as soon as the conceptual technical design and scope have been defined; closely coordinate with the PIC for review and endorsement of social screening decisions and recommendations; and ensure that recommendations for addressing resettlement issues are included in subproject designs (this should include opportunities for enhancing the social outcomes of subprojects).
- Support the timely preparation of Environmental and Social Assessments/Management Plans for subprojects, as necessary (depending on the screening outcome).
- Ensure compliance with national and World Bank ESF standards and procedures on Involuntary Resettlement, including the implementation of Resettlement Policy Framework (RPF) and/or resettlement action plans (RAPs) if needed.
- Prepare ARAP/RAP (if any) for project affected people in Russian with English Translation;
- Coordinate with Gender Experts to incorporate measures for strengthening social inclusion of women, youth, disabled people, poor people, and excluded groups, and recommend

actions to address issues/concerns relating to labor influx (particularly during construction), including gender-based violence. Also include all other gender related actions and measures as defined by the Project Appraisal Document.

- Create, provide public disclosure, maintain and use a Grievance Redress Mechanism (GRM) to resolve Project-related issues and complaints;
- Coordinate the GRM implementation at all levels, maintain a grievance database and report on GRM activities;
- Organize and conduct training for the Project staff, including workers and other stakeholders on the following issues:
 - Social assessment.
 - Occupational health and safety.
 - Implementation of the provisions of the Labor Management Procedures and management of labor relations complaints.
 - Labor regulation procedures.
 - Monitoring compliance with the ESMP provisions and other social standards.
- Maintain and record incident/accident-related data, follow ESIRT (Environmental and Social Risk Tool) guidelines, and inform the Bank as necessary.
- Submit quarterly/semi-annual/annual (as per project ESCP) reports to the PIC and the World Bank on the progress of work and the adequacy of measures taken to monitor compliance with the established social parameters during the implementation of the project, identify deficiencies and propose corrective measures;
- Accompany/Facilitate PIC and World Bank missions to project sites and travels to project regions if needed.
- Handle sensitive information with discretion and maintain strict confidentiality in all professional matters.

IV. REPORTING

The **Social Development Specialist** will report to and work under the direct supervision of the Project Coordinator and AED PMU Director/Deputy Director.

V. LANGUAGES

The **Social Specialist** shall work in the Tajik, and Russian, languages. The Reports/Documents shall be prepared in the Tajik, if needed in Russian languages with English translation for provision to Bank.

VI. QUALIFICATIONS

- University Degree in a social science discipline (anthropology, sociology, political economy, social development, gender studies, cadastre, geography, law, economics, agriculture or social safeguard related expertise);
- At least 3 years of experience and knowledge of the operational policies of international financial institutions in the field of social safeguards measures, including social standards of the Environmental and Social Framework of the World Bank and other Financial Institutions ESF policies;

- Experience on preparation of Environmental and Social Framework instruments such as Environmental and Social Management Plan (ESCP), Labor Management Procedure (LMP), Resettlement Action Plan (RAP) and Grievance Redress Mechanism (GRM).
- Experience in delivering training and developing related materials (e.g. manuals, presentations etc.) to a variety of audiences (e.g. rural population, government staff and specialists, NGOs);
- Experience in conducting public consultations and stakeholder participation processes.
- Familiarity with ESF analytical tools, ability to assess current situation of the local context, good understanding of local development.
- Strong analytical, organizational, and problem-solving skills.
- Computer skills (MS Office, Internet, E-mail, etc.);
- Proficiency in Tajik and Russian is required. English language skills will be considered an advantage.

VII. DURATION OF THE ASSIGNMENT

The assignment will start in _____ and will initially be for a duration of one year, including a six-month probation period. The SI AED PMU will decide on the extension of the contract with the approval of the World Bank.

VIII. CLIENT'S INPUT

The SI AED PMU will provide the Social Development Specialist with the necessary facilities, equipment and furniture, arrange transport for field trips and corporate phone and number for GRM contact. In order to ensure the effective implementation of this assignment, the SI AED PMU will also provide the Social Development Specialist with all relevant Project reports, research materials and documents.