



**NATIONAL AGRICULTURAL HIGHER EDUCATION PROJECT**  
**(Project Implementation Unit)**  
**INDIAN COUNCIL OF AGRICULTURAL RESEARCH**  
**KRISHI ANUSANDHAN BHAWAN-II, NEW DELHI-12**



**Website: [www.icar.org.in](http://www.icar.org.in)/ <https://nahep.icar.gov.in>**  
**Project ID no. P151072**

**EOI No.1(34)/2018-NAHEP**

## **EXPRESSION OF INTEREST**

National Agricultural Higher Education Project (NAHEP) under Indian Council of Agricultural Research (ICAR), a World Bank Project of 1100 crore invites EOI from well qualified and experienced Consultants to provide support to the PIU of NAHEP under category of **Social Safeguard (01 No)**: The Social Safeguard Consultant will have the overall responsibility to ensure that Social Safeguard aspects both in terms of EAPs/Social management plans etc. as well as proactive inclusion are being satisfactorily undertaken by the Project through various activities and by the partner Agricultural universities.

**Implementation period:** (2017-18 till March, 2024)

**Monitoring Organization:** Project Implementation Unit (PIU), NAHEP, ICAR, New Delhi.

Interested persons may visit the website: [www.icar.org.in](http://www.icar.org.in)/ <https://nahep.icar.gov.in> for detailed terms of reference (TOR) of the consultancy regarding requisite qualification, experience etc. Further enquiry or information regarding above consultancy service may be obtained from Deputy Secretary, NAHEP at 011-25841473/ 09958592973 or at the address given below on any working day from 1000 to 1700 hours. Expression of Interest must be submitted in hard copies/email to the address given below by 29.10.2021 till 1600 hours latest.

**National Director, NAHEP**

**Project Implementation Unit**

**5<sup>th</sup> Floor, KAB-II, PUSA Campus, New Delhi- 110012 (India)**

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**National Agricultural Higher Education Project  
Terms of Reference for Consultant (Social Safeguard)**

**1. BACKGROUND**

The Govt. of India (GOI) has received financing in the amount of US\$ 82.5 million from the International Bank for Reconstruction and Development (IBRD) for funding the National Agricultural Higher Education Project (NAHEP) of the Indian Council of Agricultural Research (ICAR). The total cost of the project is estimated at US \$ 165 million. It is proposed to apply part of the proceeds for eligible payments towards Consultancy Services for Social Safeguard Specialist to be hired for providing support to the Project Implementation Unit (PIU) of the NAHEP, ICAR.

NAHEP will support the education development of Agricultural Universities (AUs) including State Agricultural Universities, Central Agricultural Universities and Central Universities with Agriculture faculty, Deemed-to-be Universities and ICAR. Objective of the NAHEP is to further improve policy, quality assurance through accreditation, common academic regulations and governance, effective curricula delivery systems, improvement of faculty competence, student development, attracting talented students, IT support and up-gradation of infrastructure and facilities in enabling the system to catch up nationally and internationally.

This programme is envisaged to ensure accountability and to bring about reforms through planning, execution, monitoring and evaluation of education related activities in AUs and to enhance their visibility. The NAHEP has three major Components:

**Component 1:** Support to Agricultural Universities.

This component has three sub-components:

Sub-component 1A: Investments toward 21<sup>st</sup> Century Agricultural Universities

Sub-component 1B: Investments in Centres for Advanced Agricultural Science and Technology

Sub-component 1C: ICAR innovation grants to AUs

**Component 2:** Investments in ICAR for Leadership in Agricultural Higher Education. This component will have the following sub-component:

Sub-component 2A: Investments in ICAR to support excellence in AUs

**Component 3:** Project Implementation Unit: The objective of this component is to administer, supervise, monitor and evaluate overall project implementation. Whole activities of the project would be managed by a central Project Implementation Unit (PIU) which is established at the Education Division of ICAR. The Project Implementation Unit (PIU) is headed by the National Director (ND), who is responsible for the coordination and facilitation of implementation of the entire project under the direction and supervision of the PMC. The PIU includes a Project Director, and three National Coordinators (NCs), one for each Component. The PIU also comprises expertise in Administration, Finance, Procurement, M&E, Management Information Systems (MIS), Learning and Capacity Building (L&CB) and Social/ Environmental Safeguard aspects. The overall project also proposes to monitor carefully and report on the impact of project interventions on vulnerable groups, on a regular and timely basis so that corrective actions can be taken. Accordingly, an Equity Action Plan (EAP)/ Indigenous Peoples Policy Framework (IPPF) has been prepared to address the issues of gender equality and social inclusion, with special attention to the needs of the ST and SC students and faculty members. The emphasis on participating agricultural universities will have a positive impact on equity.

To meet the objectives, and to ensure effective implementation of EAP adopting safeguards and approach, PIU-NAHEP is recruiting a Social Safeguard Specialist to be a part of the Project Implementation Unit (PIU) to provide support in meeting the project's agenda.

## **2. CONCISE STATEMENT OF OBJECTIVES**

To provide required support in the implementation of Social Management Framework of the project.

## **3. OUTLINE OF THE TASKS TO BE CARRIED OUT**

The Social Safeguard Specialist will be based at PIU, NAHEP office and is expected to handle the overall implementation of SMF. He/she will liaise with the implementing units of the sub-projects at SAUs/ ICAR DU level. This would include support in preparation and implementation of EAPs/ social management plans, monitoring, facilitating integration of Social Safeguard friendly aspects into the IDPs, CAASTS and Innovation grants.

### **Key Tasks and Responsibilities:**

The social specialist will work closely with other team members of the PIU and will undertake the following tasks:

- Lead and coordinate ICAR's efforts in providing advice, building capacity, and advancing the implementation of social safeguards policies within project states.
- Work closely with Project Coordinator, NAHEP on effective implementation of EAP, including oversight and quality assurance support. This will also include support to partner AUs directly or through their Social Development Experts, as required.
- Advising ICAR' team and partner universities on the policies relating to assessment and mitigation of social risks and impacts particularly on indigenous peoples, labor and working conditions, gender mainstreaming, citizen engagement, stakeholder consultations and institutional development during implementation.
- Take a lead in updating EAP for the Project, if needed, in consultation with the Bank, and under supervision of NC.
- Review Equity Action Plans from the partner institutions, consolidate and analyze reports for consideration of the PIU/ Bank.
- Ensure that social concerns are adequately integrated into proposals for IDPs, CAASTs and Innovation grants
- Develop and administer as needed, training programs for capacity building based on the Equity Action Plan in coordination with the Capacity Building Specialist in the NPIU and the Social Development Specialists in the SPIUs.
- Provide support to the external evaluation
- Accompanying World Bank/NPIU officials in various appraisal missions of the project

#### **4. OUTCOMES**

The Social Safeguard Specialist will have the overall responsibility to ensure that Social Safeguard aspects both in terms of safeguards as well as proactive inclusion are being satisfactorily undertaken by the Project through various activities and by the partners. He/she will develop a reporting format to capture progress and compliance on identified parameters and using the same, would provide a monthly report to the National Coordinator, and World Bank.

#### **5. DURATION OF THE ASSIGNMENT:**

This assignment covers the expected project duration i.e., March 2024. However, the National Director, reserves the right to terminate the contract if the services are not satisfactory.

#### **6. REPORTING REQUIREMENT**

The Social Safeguard Specialist will report to the designated National Coordinator at the PIU. Based on the annual action plan, she/he will submit monthly reports for the works undertaken, quarterly reports summarizing the activities undertaken in the quarter and a final report at the end of the assignment.

#### **7. PROCEDURE FOR REVIEW OF PROGRESS AND FINAL REPORT**

- (i) The quarterly reports from the specialist / consultant will be reviewed by the NAHEP nodal officer for Social Safeguard.
- (ii) The Consultant will attend the meetings called by ICAR from time to time to monitor the progress.

## **8. DATA SERVICES AND FACILITIES TO BE PROVIDED BY THE PROJECT**

- (i) The PIU-NAHEP will provide adequate office space for the Consultant's sitting arrangement. However, he/she may also be allowed to work from his own place to enable him/ her to perform his/ her services as per the requirement/ objective of the assignment.
- (ii) Facilitating visit to specific locations/AUs, and meeting the concerned officers as per the requirement of the project activities.

## **9. QUALIFICATIONS AND EXPERIENCE**

### **Educational Qualifications:**

The candidate should have Master/Ph.D. Degree in relevant Social Sciences disciplines (such as Anthropology, Sociology, Political Economy, Social development, etc.) or other related discipline. Proficiency in English, Hindi and Computer usage is essential.

### **Experience:**

- (i) A minimum of eight years of professional experience in Social Safeguard development (e.g. voice and participation, gender, community-driven development, citizen engagement) in the context of development.
- (ii) Experience in addressing social safeguard issues in project design and implementation, reviewing potential social impacts of development projects, and promoting social sustainability aspects of project implementation.
- (iii) Relevant experience in the field of social accountability and citizen engagement (including public consultations; participatory monitoring and evaluation; and grievance redress mechanisms).
- (iv) Should be familiar with the World Bank Social Safeguard policies, particularly on Indigenous People.

The candidate should have strong analytical skills, practical experience with participatory processes of stakeholder engagement and should be able to integrate social developmental considerations in an operational context. This requires strong technical competency on social issues and safeguards with demonstrated ability to contribute to project management and engagement with senior technical specialists. Experience of working in complex and challenging settings is desirable.

**10. Annexure: Details of terms and conditions for the consultancy:**

1	The period of this contract will be for one year from the date of award of the contract. The contract can be further extended for another year subject to satisfactory performance. The engagement of the consultant may be terminated on 15-day notice from the authority and 30-day notice from the consultant.
2	Payment will be on a lumpsum monthly basis @ Rs.1,00,000/- per month. TDS will be deducted as per rules.
3	The consultant shall be based in Delhi but may also travel in India for exigencies of the project work and shall be reimbursed as per the organization applicable rules mentioned below at S.No.5.
4	A total of eight (08) number of casual leave will be applicable in one year. No other leave will be admissible. The consultant working in the PIU shall be permitted to work from home for a maximum period of 30 days in a calendar year with the prior approval of National Director, NAHEP. In case of absence from headquarters for official assignments, He/ She should remain accessible for communication on e-mail, telephone and post with their concerned reporting officer, National Director and DS (NAHEP). However, in case of exigencies he/she can be called at any time to report back to PIU immediately. No accommodation to the consultant shall be provided.
5	List of applicable reimbursable expenses in respect of travel outside Delhi: (i) Daily allowance will be paid to the Consultant as mentioned in note for the number of days of tour. Number of days for DA will include the days spent on the assignment at the AUs including travelling days. (ii) NAHEP will try to arrange for the accommodation of the consultant at subsidized rates at ICAR/SAU guest houses located in different parts of the country. Payment towards the subsidized rates of accommodation has to be made by the Consultant. Consultant can claim reimbursement for the same from NAHEP subject to production of actual receipts. (iii) A daily allowance @ Rs. 1000 per day for Tier-1 class cities and Rs. 500 per day for other class of cities will be admissible in addition to the guest house charges. (iv) Economy airfare from Air India will be allowed with prior approval of the National Director, NAHEP.

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