



DtfA/Western Africa Regional Digital Integration Program (WARDIP)/SOP1

TERMS OF REFERENCE

Recruitment of Social and Environmental Specialist

1. Project context

The Project Development Objectives of the Western Africa Regional Digital Integration Program (WARDIP) is to increase broadband access and usage and to promote the establishment of a single digital market in West Africa. WARDIP builds consensus and momentum around the vision of achieving a Single Digital Market (SDM) in Africa. Regional digital integration within ECOWAS will progress in line with the African Union Commission SDM Strategy. Coordination is needed at the country, regional, and continental levels to shift to an integrated digital market in Western Africa.

The implementation of the WARDIP project is expected to increase the secure flow of digital services within and between participating West African countries. This objective is expected to be achieved through the following actions:

- Developing regional regulations and standards.
- Support for countries in the region in the transposition of regulations.
- Development of key international infrastructure in lagging West African countries; and
- Upgrading key digital infrastructure at the national level, such as digital payment infrastructure.

To this end, the project will support ECOWAS in developing regional regulations and guidelines, establish knowledge sharing mechanisms at the regional level and monitor the transposition of these regional regulations and guidelines at the national level. At the national level, the project will support countries in the region that are lagging behind in terms of international digital connectivity and whose digital economy is less developed, by providing them with a legal and regulatory framework.

2. Components of the project

Component 1: Enabling environment for the establishment of a continental SDM
(implemented by AU Commission and Smart Africa)

Component 2: Connectivity Market Development and Integration

This component would support reforms to reduce barriers to the provision of cross-border telecom services through open markets and broadband connectivity infrastructure deployment under an MFD approach.



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Component 3: Data Market Development and Integration

This component aims to enable the secure exchange, storage and processing of data across borders to support regional deployment and access to data-driven services, innovation and infrastructure, including reducing regional restrictions on the free flow of data and increasing investments into data infrastructure.

Component 4: Online Market Development and Integration

The component aims to support the development and integration of the online market, which would enhance the enabling environment for the cross-border delivery and access of digital goods or services.

Component 5: Project Management and Implementation Support

This component will finance support to the recipients' project management and implementation of project-associated activities, including procurement, financial management (FM), monitoring and evaluation (M&E), project communication, environmental and social safeguards, and citizen engagement. It will support independent audits and quality assurance to ensure compliance with procurement and FM best practices, as well as M&E to support implementation. Additionally, upgrades and enhancement of IT equipment and systems in the ECOWAS Commission will be financed. This component will also support Environmental and Social Framework (ESF) compliance, with a particular emphasis on addressing the high security- and GBV-related risks associated with the deployment of infrastructure and civil works

3. Environmental and Social Safeguard issues of the Project

The project is expected to develop a Grievance Mechanism (GM) to handle complaints arising from project activities and provide transparent and timely feedback to stakeholders and beneficiaries. The GM will be shared with beneficiaries and stakeholders to increase understanding of its use and existence. It includes measures for management of Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH), detailing the procedures, entry points, Gender Based Violence (GBV) service referrals, adherence to workplace code of conduct and accountability mechanisms for complainants.

In line with the Environmental and Social Standards (ESS) of the World Bank, mechanisms will be put in place to redress any grievance and conflict emanating from the Project related activities



4. Roles/Responsibilities

As part of this Project, environmental and social safeguard documents have been developed in accordance with the environmental and social standards (ESS) that apply to the planned activities. These are the Environmental and Social Commitment Plans (ESCPs), Stakeholder Engagement Plans (SEPs), etc.

Working under the supervision of the Project Coordinator, and the Directorate of Digital Economy and Post, the Social and Environmental Specialist will be responsible for environmental and social issues within the framework of the WARDIP Project.

In this capacity, he/she will be responsible for the following tasks:

- Assess the potential impacts of the project and propose mitigation, and enhancement, measures accordingly
- Coordinate, monitor, and document the implementation of project grievance management mechanisms. Establish the Grievance Mechanism (GM) and ensure its functionality.
- Ensure that all potential sources of disruptions in project implementation and conflicts are identified in advance and that a resolution strategy is defined and implemented on time.
- Establish a monitoring plan to manage electrical and electronic waste in an environmental sound manner, as well as occupational and health safety aspects
- Ensure that regional and international legal provisions as well as the World Bank's environmental and social standards are taken into account in the conduct of the activities of the project.
- Ensure the coordination, monitoring/surveillance and reporting of the implementation of environmental and social safeguard provisions recommended in the environmental and social safeguard documents.
- Continuously evaluate the environmental and social risk management measures of the projects to propose corrective actions if needed
- Ensure the transfer of skills to the actors and structures involved in environmental and social monitoring
- Participate in the development of annual work plans and budgets by defining the needs for studies, training and any other activity in terms of environmental and social risks management and ensuring their implementation



- Design tools, initiate and coordinate the collection of data for monitoring environmental and social safeguard measures and their integration into the monitoring and evaluation plan
- Ensuring that bidding documents and contracts include necessary environmental and social provisions. Also ensuring that bidding documents incorporate the aspects and provisions associated with the environmental and social risks as well as the monitoring and mitigation measures as defined in the design and feasibility studies, and detailed studies (cost and timelines).
- Oversee contractor performance in managing specific environmental and social issues and provide corrective instructions if necessary.
- Ensure the implementation of all other tasks related to the position.

5. Qualifications, experience, and skills

Qualifications

- Have a University Degree in environmental or social sciences (Sociology, Development Studies, Geography, Economics, Planning) or any other certificate deemed equivalent.
- Having a postgraduate degree would be a particular advantage.
- Have received additional training in Social and environmental assessment.

Experience

- Have at least five (5) years of experience in Social and environmental risk management of development projects,
- Including two (2) years in the development, implementation and assessment of Social Management and Environmental Frameworks, ESMPs, etc. in development projects.
- Having experience as a Social and Environmental Specialist for a project financed by the World Bank would be a major asset.
- Having experience working with one of the ECOWAS institutions or agencies is a major asset.

Skills

- World Bank's Environmental and Social Framework (ESF)
- Good knowledge of national, regional and international legislation on Social and environmental management.
- Very good command of office tools (Word, Excel, PowerPoint, etc.)
- multicultural work environment; Fluency in English and French.



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6. Consultant's Activity Report

This is a part time position to be engaged on a retainer basis. The Consultant shall provide an activity report within a specific timeframe of engagement. The Consultant's Supervisor shall approve the Consultant's report within three (3) days of its submission by the Consultant or shall, within the same period, indicate to the Consultant the reasons why its report was not approved.