

UKRAINE AGRICULTURE RECOVERY INCLUSIVE SUPPORT EMERGENCY  
(ARISE) PROJECT (P180732)

Terms of reference  
Social specialist consultancy services

Country: Ukraine

Project ID: P180732

## I. BACKGROUND

### Project context

**Ukraine Agriculture Recovery Inclusive Support Emergency (ARISE) Project** is a World Bank financed Project to be implemented by the of the Ministry of Agrarian Policy and Food of Ukraine (MAPF) and the Business Development Fund (BDF). The Project was prepared under the emergency procedures. It became effective in December 2023 and will be closed in September 2025. The Project aims to maintain inclusive agricultural production and provide immediate and effective response to an eligible crisis or emergency.

**ARISE supports the Government of Ukraine (GoU) to maintain agricultural production** and addresses two challenges faced by Ukraine's agriculture since Russia's invasion of Ukraine - how to support uninterrupted food crop plantings and harvestings over the next two years and how to make agricultural recovery inclusive by providing more opportunities for smaller farms. By addressing these challenges, the Project will not only make a positive contribution to the future of agriculture and food security in Ukraine, but also to the future outlook for global food and nutrition security (FNS) over the next years.

### The Project consists of four components:

**Component 1: Supporting access to finance to farms through affordable credit.** This component aims to maintain access to short-term finance for farms and reduce the cost of borrowing against the headwinds of the conflict, so that farmers could continue agricultural production in 2023 and 2024. This increased production will strengthen both domestic and global food security, boost farm incomes, and reduce the risk of food trade restrictions. The project will provide retroactive compensation as part of the existing 5-7-9 loan program. It will cover the cost of the interest rate subsidy for agricultural loans included in Ukraine's general budget in 2023 and 2024. approval of which will be a disbursement condition. Loans will be received by agricultural producers, majority of which are small and medium farms. Component 1 will be implemented by BDF.

**Component 2: Supporting access to finance to small-sized farms through grants.** This component aims to support agricultural production by small-sized farms, recognizing their unique challenges to access sufficient commercial finance under Component 1 and/or secure inputs on credit from the input suppliers. The component is aligned with Pillar I "Responding to Food Insecurity" and Pillar IV "Strengthening Policies, Institutions and Investments for Rebuilding Better" of the WBG's Global Food Crisis Response Framework (June 20, 2022). Grants under Component 1 will support farms of the size up to 120 ha and up to 100 cows, breeding goats and

sheep, with direct transfers per hectare and animal. The direct payments per ha will cover about 15 percent of total needs for investing in crop planting. It will be implemented by MAPF.

**Component 3: Project management.** This component supports project management, coordination, M&E, and implementation of environmental and social measures under the Bank's Environmental and Social Framework (ESF). Two project implementation units (PIU) will be established to manage implementation, including fiduciary aspects; knowledge management/communication; grievance redress mechanism (GRM); citizen engagement; and monitoring the implementation of ESF related issues. One PIU will be hosted by BDF, covering the activities under Components 1 and 3. Another PIU will be established by MAPF, covering the activities under Components 2 and 3.

**Component 4: Contingent emergency response component (CERC).** A provisional zero-amount component is included, which will allow for rapid reallocation of credit/loan proceeds from other components during an emergency under streamlined procurement and disbursement procedures. This component allows the Government to request the World Bank to recategorize and reallocate financing from other project components to cover emergency response and recovery costs.

## **Environmental and Social Framework**

**The [Environmental and Social Framework \(ESF\)](#) became effective on October 1, 2018 and applies to all Investment Policy Financing (IPF) projects initiated after this date.** It makes important advances in areas such as labor, non-discrimination, climate change mitigation and adaptation, biodiversity, community health and safety, and stakeholder engagement – including expanding the role of public participation and grievance mechanisms. The ESF enhances commitment to sustainable development through ten Environmental and Social Standards (ESS) that are designed to support Borrowers' environmental and social (E&S) risk management. The ESF uses a risk-based approach that applies increased oversight and resources to complex projects and promotes increased responsiveness to changes in project circumstances through adaptive risk management and stakeholder engagement.

**The ESF enables Borrowers to better manage project risks as well as improve environmental and social performance, consistent with good international practices.** It has provided scope for Borrowers to be innovative and has helped prompt dialogue on specific E&S risks relevant to their own national development agendas. Project has prepared an Environmental and Social Commitment Plan (ESCP) and a Stakeholder Engagement Plan (SEP), which describe measures to disclose and consult on the Project activities and describe procedures for grievance handling. A GRM will be readily accessible to all project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. The Project will prepare an Environmental and Social Management Framework (ESMF), including Labor Management Procedures and template ESMP, for management of possible minor civil works (to be adapted in the event of CERC activation). The Project will review and rely on PFIs' Environmental and Social Management Systems (ESMS) to screen for risks associated with issuing loans for production.

**To implement the ESF, the Ministry of Agrarian Policy and Food of Ukraine and the Business Development Fund will each hire one social and one environmental specialist for their respective PIUs.** These specialists will work closely together and collaborate with the PIUs to be

responsible for screening, assessing, and managing the impacts associated with grants and loans for agricultural production.

## **II. OBJECTIVE**

Social Specialist (hereinafter – Consultant) for BDF shall make arrangements to: i) establish effective coordination between the Client, Implementation Entities, Projects management units, BDF and MAPF staff, financial intermediate institutions, the World Bank and other Project implementation parties and ii) ensure compliance with the environmental and social standards under ESF (Environmental and Social Framework of the World Bank) during Project implementation, iii) contribute to the development and implementation of the stakeholders engagement strategy at national, local and regional level iv) operationalize project level grievance redress system, v) Ensuring monitoring of the implementation of IBRD ESF standards during Project implementation.

## **III. SCOPE OF SERVICES**

The Consultant will perform the following tasks:

- establish, maintain and operate an Environmental and Social Management System (ESMS) in consistent with ESS 9, ESCP and other ES guidelines (EHSGs) on a day-to-day basis in the operational activities of the Client;
- coordination BDF PIUs in preparation, disclosure and implementation relevant site specific instruments as indicated by the Project ESMS and WB ESSs requirements;
- preparation of regular monitoring reports on the impact on the environment as a result of the implementation of the Project, including the implementation of the ESCP, the state of preparation and implementation of environmental protection tools provided for in the ESCP, activities to attract interested parties and the functioning of the complaint mechanism(s);
- evaluation of the level of implementation of ESMS in participating financial institutions (FFIs) and their further consulting support to develop and implement its own ESMS in compliance with the provisions of ESMS prepared for whole Project.
- participating in BDF HR policies development for consistency with ESS 2 including development Code of Conduct to prevent and manage incidents of SEA/SH and OHS and emergency preparedness measures relevant to risks associated with the current national emergency.
- taking part in the development and implementation of the personnel training plan before the start of work on the Project.
- identifying and consulting key stakeholder groups, organization of public consultations/hearings with stakeholders as part of the Project implementation and ensuring access of stakeholders to the results of public consultations/hearings
- organizing a mechanism for collecting feedback and resolving grievances at the Project level, collecting feedback/grievances and reporting on their handling within the Project
- addressing the risk of SEA/SH incidents and a grievance process
- development of a systematic approach to cooperation with relevant Project stakeholders for effective communication
- providing reports on the review of social impacts associated with the Project and recommendations for their prevention in the future;
- participate in the preparation of Quarterly, Interim and Final Project Completion reports required by the Loan Agreement, as well as other Project reports as required by MAPF;
- participating in Project Operational manual preparation in terms of implementing of ESS requirements and procedures

- monitoring for implementation of LMP provisions, Contractor's Code of Conduct, compliance with provisions on prevention of child and forced labor.
- establish, maintain, and operate an accessible GM for Project workers described in the LMP and consistent with ESS2.
- reviewing of draft TORs, evaluating reports and monitoring of compliance of performed with the methodological requirements of beneficiary satisfactory surveys reports;
- participation in war-hazard emergency preparedness and response guidelines (EPRG) preparation for selected beneficiaries describing relevant hazards, available mitigation measures and framework for developing an emergency preparedness and response plan for times of war.
- promptly notify the World Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.
- performing other assignments and facilitating the activities and objectives of the Project in accordance with the requirements of the BDF.

#### **IV. REPORTING**

The Consultant will report to the Project Coordinator in BDF

The Consultant shall submit monthly reports to the Project Coordinator from the side of BDF. The reports shall include description of services provided by the Consultant during the reporting period.

#### **V. REQUIRED EDUCATION AND QUALIFICATIONS**

- Fluent English, and Ukrainian language, including knowledge of social and environmental impact terminology relating to the Projects
- Experience in working with social engagement on agriculture projects or other relevant spheres funded by International financial and donor organizations;
- Experience in conducting social studies of public opinion and social monitoring;
- At least 5 years of experience in the area of social communications, PR, social engagement, environmental safety
- Experience in social and environmental impact sphere (including gender policy, citizen engagement / beneficiary feedback) during project development
- Strong communication skills with both government partners and communities (rural and urban). Experience working in a variety of sectorial contexts (e.g. transport, infrastructure) in both project design and implementation;
- Successful cases of working with public opinion;
- Advanced level of PC skills, knowledge and practical skills of using standard MS packages (MS Word, Excel, Power Point), email and databases;
- Experience in conducting public events (round tables, public hearings, trainings) all over Ukraine;
- An experienced analyst and an expert on communications in a team.