

**TERMS OF REFERENCE AND SCOPE OF SERVICES
FOR OCCUPATIONAL HEALTH AND SAFETY SAFEGUARDS SPECIALIST:
SOUTHERN AFRICA TRADE AND CONNECTIVITY PROJECT (SATCP)
(P164847)**

1. Background

The Government of Malawi (GoM) has obtained a credit and grant from the International Development Association (IDA) under the Southern African Trade and Connectivity Project (SATCP) to support efforts to reduce trade costs and time, increase access to improved infrastructure, and increase value chain development in targeted corridors of Malawi and Mozambique. The project will be implemented over a period of 6 years.

Trade and regional integration are central to southern Africa's recovery from the impacts of the COVID-19 pandemic. As the world experiences a crisis of unprecedented proportions, the region is being affected by supply disruptions and declines in trade flows, export prices, fiscal shortfall and capital outflows. Malawi and Mozambique are no exceptions. The Gross Domestic Product of both countries is expected to decline, pushing more Malawians and Mozambicans into poverty. For Mozambique and Malawi, it is particularly important to strengthen regional trade and economic links through a spatial focus on Mozambique's economic corridors by reducing trade costs. The corridors of Beira and Nacala connect central and northern Mozambique with Malawi, Zimbabwe, and Zambia and by extension, Botswana and the Democratic Republic of Congo. These two corridors can be considered fundamental and the newly elected government has emphasized the need to focus on improving logistics and rail access, and expanding aggregation and export processing. For Malawi, these two corridors feature the closest and potentially cheapest routes to the sea. These are therefore critical options for access to regional and global markets. Strengthening regional integration can increase trade and investment, contributing in turn to structural transformation, job creation and poverty reduction in southern Africa.

2. Project Objectives

The project development objective is to reduce trade costs and time, improve access to infrastructure, and increase value chain development in targeted corridors of Malawi and Mozambique. Reducing trade costs and improving the road network will facilitate the development of value chains by improving access to global and regional markets. There is substantial economic potential for increasing regional trade, especially with regard to agribusiness, light manufacturing, and services including logistics and tourism and attracting private investment in these sectors

The SATCP will be implemented through four components namely:

Component 1: Reducing trade costs through trade facilitation, including border infrastructure and regulatory framework reforms.

Component 2: Strengthening regional coordination and supporting Project implementation.

Component 3: Increasing investment in regional value chains; and

Component 4: Improving the transport infrastructure of market access.

The Project will focus primarily on supporting the Tripartite Technical Committee of the Nacala Development Corridor, as well as the country's private-public dialogue, to ensure that solutions will benefit the development and strengthening of the private sector. The project is being managed by Project Implementation Units (PIUs) under the Ministry of Transport & Public Works and Roads Authority that are responsible for the implementation of all non- infrastructure and infrastructure investment components. The PIU structure include a multisector technical team comprising staff from various ministries and departments attached to the project as well as a team of fiduciary consultant staffs recruited to support the implementation of the Project. Ministry of Transport & Public Works therefore intends to apply part of the proceeds using World Bank funds to recruit an **Occupational Health and Safety Specialist** to be positioned in the PIU for the Project as guided by these Terms of Reference (ToRs).

3. The Objective of this Assignment

The assignment will be executed in line with ESMF developed and the application of the Environmental and Social Standards (ESS) of the World Bank. These include the application of ESS 2, Labour and Working Conditions (focus on Occupational Health and Safety (OHS)) measures, ESS4, Community Health and Safety measures which require implementation of

national Malawian laws and regulations, World Bank Environmental, Health and Safety Guidelines (EHS), Good International Industry Practice (GIIP) and be steered by guidance notes for borrowers and good practice notes to, in the context of the project. The main objectives of the assignments are to: i) identify potential hazards to project workers, particularly those that may be life threatening; ii) provide preventive and protective measures, including modification, substitution, or elimination of hazardous conditions or substances; iii) include training requirements for project workers and maintenance of training records; iv) document and report occupational accidents, diseases and incidents; v) describe emergency prevention and preparedness and response arrangements to emergency situations; and vi) propose remedies for adverse impacts such as occupational injuries, deaths, disability and disease. The main aim of this assignment is to ensure that all OHS risks and impacts are managed in accordance with national Occupational Health and Safety Policies and framework, World Bank's Environmental and Social Framework (ESF), and Good International Industry Practice (GIIP). Working with other team members, the Occupational Health and Safety Specialist will ensure the implementation of the project's occupational health and safety safeguards instruments, monitor compliance by project implementers and report progress. The assignment shall also ensure that community health and safety measures are in place for the project.

3.1. Scope of the Assignment

Working in collaboration with Safeguards PIU members namely' Environmental Safeguards Specialists and Social Safeguard Specialist, the incumbent will familiarize themselves with the Environmental and Social Management Framework (ESMF), Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plans (ESMP), Labour Management Procedures (LMP), ESS2 on Labour and Working conditions, ESS4: Community Health and Safety , World Bank Group Environmental Health and Safety Guidelines and other safeguards instruments. The OHS specialist shall ensure that relevant OHS management plans and safeguards instruments are in place and also ensure timely, efficient and effective implementation of the tools during the project, and where appropriate, recommend on the improvements to be made to the PIU. The Occupational Health and Safety Specialist will be responsible for the day-to-day facilitation and coordination of all activities related to occupational health and safety safeguards under the project, including developing standard

operating procedures, addressing health and safety issues of the various activities within the project works scope, ensuring compliance with World Bank's ESF, Malawian OHS laws and policies, Good Industrial International Practices (GIIPs) and other occupational health and safety guidelines established in the project's approved and disclosed safeguard instruments as outlined in the Environmental and Social Management Framework (ESMF). The incumbent will present a progress report to the Project Manager on a monthly basis, highlighting a synthesis of progress against planned actions, key challenges, and proposed management decisions. The Occupational Health and Safety Specialist will report to the Project Manager and will have the following major duties and responsibilities: -

- i. Considering World Bank Environmental Health Safety Guidelines (EHSG), Good International Industry Practice (GIIP), and guidance notes for borrowers and good practice notes The OHSSS will review the existing OHS procedures and update where applicable the OHS strategy, system and the operational plans for the project.
- ii. Develop, update, coordinate and facilitate the development and/or revision of occupational safety and health Standard Operating Procedures (SOP) for the various activities under the Project which shall also include community health and safety measures.
- iii. Approve and Oversee contractor OHS plans, implementation and compliance.
- iv. Implement in house Occupational Health and Safety measures for the project;
- v. The appointee will work with project environmental and social teams to review severe OHS incidents and near misses that have occurred on project including community health and safety measures.
- vi. Facilitate the development of Health and Safety Manual and a health and Safety Management plan for the project, and incorporate the relevant OHS measures (including emergency preparedness and response measures) into the Labour Management Procedures (LMP).
- vii. Conducting occupational health and safety site inspections on a regular basis with adequate frequency.
- viii. Providing internal audits on occupational health and safety issues.

- ix. Facilitating wellness health awareness and screening Programs.
- x. Support project teams and clients in investigating the root cause/s of the incidents and developing appropriate remedial and mitigation measures.
- xi. Prepare and deliver reports to the project on OHS incidents, patterns of incidents, and proposed recommendations
- xii. Help develop and implement a comprehensive intervention to improve worker OHS, and Community Health and Safety for communities directly impacted by the project.
- xiii. Develop and implement a training program on occupational health and safety for project clients and contractors
- xiv. Recommend measures to help protect workers from potentially hazardous work methods, working at heights, scaffolding measures, trenches and excavation, working adjacent to flowing water, and other relevant processes, or materials.
- xv. Advise communities or institutions regarding health or safety issues
- xvi. Inspect or evaluate workplace environments, equipment, or practices to ensure compliance with safety standards, World Bank Environment Health and Safety guidelines and government regulations
- xvii. Develop or maintain hygiene programs, such as noise surveys, continuous atmosphere monitoring, ventilation surveys, or asbestos management plans
- xviii. Inspect work environments to ensure workplace safety
- xix. Conduct safety training or education programs and demonstrate the use of safety equipment
- xx. Investigate health-related complaints and inspect facilities to ensure that they comply with public health legislation and regulations, and World Bank's ESF and ESHS requirements.
- xxi. Develop or maintain medical monitoring programs for employees and contractors
- xxii. Coordinate "right-to-know" programs regarding hazardous chemicals or other substances, and safety procedures.
- xxiii. Maintain or update emergency response plans or procedures.

3.2. Qualifications, Skills and Expertise

The candidate should meet the following minimum qualifications and expertise:

- i. Masters' Degree or Postgraduate Diploma in disciplines such as engineering (Civil, Electrical, Environmental, Quality and Safety), Health and Safety or closely related field. Those with postgraduate qualifications and or international certificate in OHS e.g. NEBOSH, in relevant or similar fields will have an added advantage.
- ii. A minimum of 8 years of demonstrable project experience in developing, implementing and/or supervising OHS in construction, with experience in transport infrastructure, and or extractives sectors at similar or senior level.
- iii. Knowledge of OHS management systems, including experience auditing/ assessing health and safety programs and systems.
- iv. Membership of professional bodies and experience in implementing World Bank funded projects and/or other multilateral Banks' OHS policies will be an added advantage.
- v. Demonstrated ability to address technical issues of occupational health and safety and to effect a cultural change to create a culture of safety across a workplace or organization
- vi. Have a working Knowledge of World Bank Environmental and Social Framework especially ESS2, and ESS 4.
- vii. Have excellent oral and written communication skills in English, as well as team participation and management skills
- viii. Proficiency in using computer applications e.g. MS Word, Excel and Power Point.

4. Reporting Arrangements

The OHS Safeguards Specialist will report to the Project Manager for all their technical and administrative operations and will work in collaboration with other specialists under the project, i.e. Social Safeguards Specialist, and Environmental Safeguards Specialist.

5. Duration of the Assignments

The assignments are for period of four years with contract eligible for review and renewal annually depending on performance and availability of funds. The selected candidate will sign an employment contract, subject to a probationary period of three months.

6. Remuneration

A competitive salary package will be negotiated based on qualifications, knowledge and experience and in line with salaries for National Professional Project Personnel for Malawi donor Funded Projects. It will also be inclusive of consultant's costs (fees, medical fees, mobile phones and units, transport, pension and gratuity, etc).

7. Facilities to be provided by the Client

The following shall be provided by the Client: office space, furniture, office equipment, communication, and internet facilities. For all field related assignments, the Project shall provide transport and costs and other expenses (per diems etc.) related to the field work.

8. Location of Employment

The OHS Safeguards Specialist will be based at the Ministry of Transport & Public Works Project Implementation Unit in Lilongwe but would be required to travel regularly to project implementation sites across the country.

9. Selection

The applicant will be selected on the basis of the method of selecting individual consultants in accordance with the World Bank's "Procurement Regulations for IPF Borrowers" (Procurement Regulations) dated July 2016, revised November 2017 and August 2018 under the "New Procurement Framework (NPF), and the "Guidelines on Preventing and Combating Fraud and Corruption in Projects Financed by IBRD Loans and IDA Credits and Grants", dated October 15, 2006 and revised in January 2011 and as of July 1, 2016, and other provisions stipulated in the Financing Agreements. The main criteria for selection will be relevant work experience and qualification. The attention of interested Consultants is also drawn to paragraph 1.9 of the World Bank's Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers January 2011 edition³, revised July 2014 ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest.