

**Terms of Reference (TOR)**  
**International Social Development Consultant**

**Reconstruction of National Highway N-5 under Pakistan's Resilient Recovery, Rehabilitation  
and Reconstruction Framework Project**

September 16, 2024

**1. Introduction**

The National Highway Authority (NHA) of Pakistan is preparing the "Reconstruction of National Highway N-5 under Pakistan's Resilient Recovery, Rehabilitation and Reconstruction Framework Project" (Project) to be financed by the Asian Infrastructure Investment Bank (AIIB or the Bank) and potentially other co-financiers. To support the Project preparation, the NHA has engaged an engineering and design (E&D) consultant, National Engineering Services Pakistan (Pvt.) Limited (NESPAK), to prepare technical designs and Environmental and Social (E&S) instruments, in compliance with Pakistan's national and local legislations and AIIB's Environmental and Social Framework (ESF).

With the support of the Project Preparation Special Fund (PPSF) provided by AIIB, the NHA intends to engage an International Environmental Consultant and an International Social Development Consultant to enhance the E&S capabilities of the Project Implementation Unit (PIU) of the NHA, guide and supervise the PIU and the NESPAK team in carrying out E&S assessments and studies, review and improve E&S instruments prepared by NESPAK to ensure full compliance with AIIB's ESF, and frequently communicate with AIIB about the progress and quality of the E&S assessments. This TOR is for the International Social Development Consultant (Consultant). A separate TOR is prepared for the International Environmental Consultant.

**2. Project Description**

The 1,800-kilometer long North-South National Highway-5 (N-5) is the lifeline of Pakistan's economy. It connects the port city of Karachi in the south to the provincial capital of Peshawar in the northwest and extends all the way to the Afghanistan border. It serves most of the country's large urban centers and economic areas. The N-5 carries about 55 percent of the inter-city traffic and 65 percent of the freight and commercial traffic in Pakistan.

Despite its significance and economic importance, the N-5 faces infrastructure deficiencies and other constraints, which reduce the efficiency that a modern road network provides. At the same time, N-5 is extremely vulnerable to climate and climate-related threats as manifested during the 2022 floods. About 100 kilometers of crucial links of the N-5 were severely damaged in these floods, affecting cross-country traffic. In some sections of the N-5, the average daily traffic exceeds 60,000 vehicles, far exceeding the design capacity of the road. The higher-than-design traffic not only deteriorates the pavement quality, but also poses safety risks. As a result, most sections of the road have been assessed below 3 stars (with a 5-star maximum rating of the International Road Assessment Program), posing safety risks to vehicles and occupants.

The Project spans eight (8) sections of the N-5 highway, covering a total of 487 kilometers, as outlined in Table 1. It will be implemented in two phases, also detailed in Table 1. The final selection of sections



for Phase 1 will be determined during Project preparation, and adjustments may be made to refine the start and end points of each section. Phase 1 construction is expected to begin in January 2026 and be completed by June 2030. Phase 2 construction is scheduled to start in April 2026, with completion anticipated by December 2030. The total estimated cost of the Project is approximately USD 800 million.

**Table 1: Sections of the N-5 Highway Included in the Project**

No.	Section	Road (Centerline) Length (km)	Preliminary Phasing
1	Okara – Manga	83	2
2	Lahore – Gujranwala	68	1
3	Kharian – Dina	41	1
4	Dina – Rawat	72	2
5	Rawalpindi – Hassanabdal	48	1
6	Nowshera – Peshawar	40	2
7	Hyderabad – Hala	65	1
8	Ranipur – Rohri	70	2
Total		487	

The Project includes the following components, which could be further refined during the Project preparation:

- 1) **Reconstruction of Eight (8) Sections of the N-5 Highway.** This component involves several upgrades, including expanding the existing 4-lane dual carriageway to a 6-lane dual carriageway where necessary, constructing a 7.3-meter-wide service road (or as per the available right of way) in urban areas, and upgrading the road corridor with climate-resilient infrastructure through the addition of cross-drainage structures and other measures. It also includes widening and improving existing bridge structures, rehabilitating deteriorated road sections, and enhancing highway safety through geometric improvements, installation of road safety devices, pedestrian crossings, and dedicated U-turns, etc.
- 2) **Intelligent Transportation System (ITS).** This component involves the development of an ITS system designed to be compatible with the existing ITS used by motorways and scalable to accommodate new roads. The system will focus on enhancing safety and efficiency in transportation operations. It includes the installation of necessary hardware and software, system testing, training of NHS staff and stakeholders on the efficient use of the ITS system, and ongoing hardware and software upgrades.
- 3) **Project Management Support and Institutional Capacity Development.** This component will provide support to the PIU of NHA through the hiring of consultants to strengthen the technical capacity for project management, procurement, monitoring, financial management (FM), and environmental and social activities, along with conducting institutional capacity building activities to enhance climate risk response, transportation operations and management capabilities.
- 4) **Supervision Consultants.** This component will finance the Supervision Consultant(s) (SC) required for this Project.

### 3. Environmental and Social Instruments Required

Based on the above Project information, a combined approach (a framework approach and site-specific assessments) is recommended for the Project's E&S risk assessments and management.

Comprehensive E&S risk and impact assessment studies will be carried out and these studies are included in the scope of work of NESPAK. Several E&S instruments will be prepared as an outcome of these studies, including, but not limited to:

- (i) Site-specific Environmental and Social Impact Assessment (ESIA) / Environmental and Social Management Plan (ESMP) for the selected sections in both phase 1& 2;
- (ii) Resettlement Action Plan (RAP) / Land Acquisition and Resettlement Plan (LARP);
- (iii) Environmental and Social Management Planning Framework (ESMPF);
- (iv) Resettlement Policy Framework (RPF);
- (v) Labor Management Plan (LMP);
- (vi) Stakeholder Engagement Plan (SEP); and
- (vii) Gender Action Plan (GAP).

#### **4. Objective of the Assignment**

The objective of the assignment is to enhance the social development aspect of the E&S capabilities of the Project Implementation Unit (PIU) of the NHA, guide and supervise the PIU and the NESPAK team in carrying out the social development aspect of E&S assessments and studies, review and improve the social development aspect of E&S instruments prepared by NESPAK to ensure full compliance with AIIB's ESF, national and local laws, and frequently communicate with AIIB about the progress and quality of the social aspect of E&S assessments.

The Consultant is expected to work closely with the International Environmental Consultant (hired separately) in the enhancement of the E&S assessments.

#### **5. Scope of Services**

The Consultant will carry out the following tasks at a minimum:

- 1) **Capacity Assessment and Building:**
  - Assess the social development capacity of the E&S teams of NHA and NESPAK, and develop a Capacity Building Plan based on the results.
  - Prepare capacity-building materials (such as presentations, guidelines, brochures, reports) and conduct training sessions, workshops, and meetings.
  - Provide hands-on training and guidance in Pakistan to the E&S teams throughout the contract period.
  - Develop a Capacity Building Summary Report after all capacity building activities have been completed.
- 2) **Social Development and Safeguards Support:**
  - Guide, supervise, and assist NHA and NESPAK in implementing the social development aspects of E&S assessments and studies, ensuring compliance with national/provincial regulations and AIIB's ESF requirements.
  - Review and revise E&S instruments developed by NESPAK (ESIA, RAP/LARP, ESMPF, RPF, LMP, SEP, GAP) and any other social safeguard studies required by AIIB and NHA.
- 3) **Verification and Data Review:**
  - Review available data, baseline studies, and results of scoping sessions, considering the legal and administrative framework, national policies, and AIIB's standards on social development, socioeconomic assessment, resettlement, gender, and public disclosure.

- Verify and update the social and economic baseline data, including guiding NESPAK in updating surveys of displaced populations to address data gaps.
  - Provide recommendations for alternative actions to optimize project outcomes, focusing on economic aspects and social safeguards.
- 4) Grievance and Stakeholder Engagement:
- Supervise and facilitate the PIU in establishing project-specific Grievance Redress Mechanism (GRM) systems.
  - Review consultation and disclosure procedures, guiding the E&S team in stakeholder identification and consultations.
- 5) Review and Reporting:
- Review and provide independent professional opinions on various interim reports (e.g., ESIA, RAP) and the adequacy of assessments, mitigation, and compensation measures.
  - Prepare outlines for RAP/LARP, RPF, and SEP, and support the finalization of these documents in coordination with the International Environment Consultant.
  - Ensure integration of appropriate mitigation measures into project designs and contract documents.
- 6) Collaboration and Coordination:
- Maintain frequent and effective communication with AIIB E&S specialists and the International Environmental Consultant to ensure mutual understanding of quality expectations.
  - Assist the NHA and NESPAK E&S teams in addressing social and resettlement impacts during all project phases (pre-construction, construction, and operation).
  - Support the review and updating of time-bound implementation schedules for compensation disbursement, land acquisition, and resettlement plans.
  - Maintain coordination with the International Environmental Consultant throughout the assignment.
- 7) Field Visits and Compliance:
- Conduct field visits to project areas as required, preparing brief reports on key findings and providing regular guidance on compliance with national and AIIB standards.

## 6. Deliverables

The Consultant's deliverables include the following:

- A Work Plan, including schedule of deliverables
- Drafts and final documents of RAP/LARP, GAP, RPF, and SEP.
- Drafts and final documents of the social sections of ESIA, ESMPF, and LMP.
- Capacity Building Plan, capacity building activities (e.g., training sessions, workshops), capacity building materials (e.g., presentations, reports, guidelines), and Capacity Building Summary Report after the completion of all capacity building activities

All documents shall be prepared in English.

## 7. Reporting and Duration of Assignment

The Consultant will report to the Director Lands of NHA and will consult the AIIB Project Team in all official matters before finalizing any report. All reports will be prepared in English. The initial contract

10%
40%
50%

*Riv*

will cover a total of sixty (60) working days, either continuous or intermittent, with the possibility of extension if deemed necessary during implementation.

### **8. Required Qualifications**

The Consultant should have a master's degree in social development or similar fields. He/she shall have at least ten (10) years of relevant work experience in social impact assessment and resettlement planning and a minimum of five (5) years of international working experience in investment projects of relevant sectors particularly road/highway projects in developing countries. Experience in Pakistan is desired. Experience in similar assignments, especially Category A projects (those have significant adverse environmental and social impacts that are irreversible, cumulative, diverse or unprecedented, per AIIB ESF) is highly preferred.

The Consultant should have experience working on projects financed by Multilateral Development Banks (MDBs) and familiar with AIIB's operations procedures for investment lending especially its E&S policies.

### **9. Working Conditions**

The Consultant may work remotely per the approval of the Director Lands of NHA. When working onsite in Islamabad, the work environment of office space, desk, and transport from office to residence will be provided by NHA. When carrying out field work, NHA should provide local guidance and assistance, but the Consultant should be responsible for his/her own security and safety.

### **10. Contract and Payments**

The Contract shall be time-based, with payments to be made the end of service upon submission of timesheet and approval by the Director Lands of NHA. Travel expenses, accommodation, transportation, and per-diems shall be reimbursed as per actual as specified in the contract.

