



**Government of Sindh**  
**Sindh Peoples Housing for Flood Affectees**  
**(SPHF)**



**REQUEST FOR EXPRESSION OF INTEREST**

**SELECTION OF CONSULTANTS**

Name of country: Islamic Republic of Pakistan  
Project: Sindh Flood Emergency Housing Reconstruction Project (SFEHRP)  
Credit No.: IDA-72530  
Assignment of Title: Services for Third Party Validation of Environment & Social Safeguards  
Activity No: PK-SPHFC-539910-CS-CQS  
Date: 02<sup>nd</sup> March 2026

1. The Government of Sindh (GoS) has received credit through EAD, Govt. of Pakistan from the International Development Association and intends to apply part of the proceeds of this credit to the payments under the contract for **Sindh Flood Emergency Housing Reconstruction Project** (the Project) to perform the consulting services.
2. The company - Sindh Peoples Housing for Flood Affectees (SPHF), Government of Sindh being the implementing agency of the project is now seeking to procure the services for **Third Party Validation of Environment & Social Safeguards**. The objective of this assignment is to engage an independent, qualified, and experienced Third-Party Validation (TPV) firm to undertake objective, systematic, and comprehensive validation of Environmental, Social, Health and Safety (ESHS) aspects of the SFEHRP across all project districts.
3. The required consulting services will include but not limited to the following scope:
  - Environmental Compliance Monitoring
  - Social Safeguards Compliance
  - Labor Management, OHS and Working Conditions
  - Institutional and IP Capacity Assessment
4. The services are to be started in April 2026 and are expected to continue for a period of **24 months**. Detailed Terms of Reference (TORs) are available at the SPHF website [www.sphf.gos.pk](http://www.sphf.gos.pk)
5. The company now invites consulting firms to indicate their interest in providing the required services. The interested firm are requested to provide information demonstrating that the firm has got the *required qualifications* and *relevant experience* to perform the Services.
6. Consultants may associate with other firms in the form of a joint venture or a sub-consultancy to enhance their qualifications.
7. A Consultant will be selected in accordance with the Consultant's Qualification based Selection (CQS) method set out in the WB Procurement Regulations for IPF Borrowers (Procurement in Investment Project Financing, Goods, Works, Non-Consulting and Consulting Services -Fourth Edition, November 2020).



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8. Further information can be obtained from SPHF at the address mentioned below during office hours.
9. Expression of interest must be delivered in written form to the address below in person, by courier, or through email addressed to the Chief Procurement Officer [cpo@sphf.gos.pk](mailto:cpo@sphf.gos.pk) by **18 March 2026** during the office hours.

---Signed---

**Khalid Mehmood Shaikh**  
**Chief Executive Officer – SPHF**

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Karachi.

## TERMS OF REFERENCE

### Services for Third Party Validation of Environment & Social safeguards

#### (Activity ref # PK-SPHFC-539910-CS-CQS)

#### 1. Background

The SFEHRP is being implemented by SPHF with financing support from the World Bank / ADB / IsDB and other donors. The project involves interventions related to multi-hazard resilient housing reconstruction, WASH infrastructure and allied facilities across 24 districts of Sindh province.

Given the scale, geographic spread, involvement of multiple Implementing Partners (IPs), and the project's categorization under applicable Environmental and Social Safeguards/Standards, SPHF intends to engage an independent Third-Party Monitoring (TPV) firm to provide objective, systematic, and risk-based monitoring of Environmental, Social, Health & Safety (ESHS) compliance, institutional capacity, and implementation processes.

#### 2. Objective of the Assignment

The primary objective of this assignment is to engage an independent, qualified, and experienced Third-Party Validation (TPV) firm to undertake objective, systematic, and comprehensive validation of Environmental, Social, Health and Safety (ESHS) aspects of the SFEHRP across all project districts.

Specifically, the TPV firm shall perform the following:

##### 2.1. Independent Verification of Compliance

Carry out independent verification of compliance of project activities with applicable World Bank Environmental and Social Standards (ESSs), national regulatory requirements, and SPHF's Environmental and Social instruments. This includes ensuring that all field-level interventions adhere to approved safeguards, mitigation measures, and operational procedures.

##### 2.2. Validation of E&S Instruments Implementation

Assess and validate the effective implementation of key E&S instruments, including but not limited to:

- Environmental and Social Management Framework (ESMF)
- Environmental and Social Codes of Practice (ESCOPs)
- Stakeholder Engagement Plan (SEP)
- Labor Management Procedures (LMP)
- Grievance Redress Mechanism (GRM)

The TPV shall verify whether these instruments are not only prepared but are operationalized at field level, understood by Implementing Partners (IPs), and being implemented consistently.

### **2.3. Institutional Performance Assessment**

Evaluate the institutional capacity, performance, and accountability mechanisms of Implementing Partners (IPs) and field teams in managing E&S risks. This includes assessing staffing adequacy, technical understanding of ESS requirements, reporting systems, and responsiveness to identified issues.

### **2.4. Risk Identification and Gap Analysis**

Identify environmental and social risks, non-compliances, implementation gaps, and systemic weaknesses in project execution. The TPV shall highlight both site-specific and systemic risks, including those related to vulnerable groups, environmental degradation, and occupational health and safety.

Provide practical, actionable, and context-specific recommendations to SPHF and IPs to strengthen E&S risk management, improve compliance, and enhance the long-term sustainability of project interventions.

### **2.5. Documentation of Good Practices**

Capture and document good practices, innovations, and successful models (e.g., community-led OHS practices, WASH sustainability models, plantation initiatives) that can be replicated across districts to enhance project effectiveness.

### **2.6. Enhancing Transparency and Accountability**

Support SPHF and financing partners by providing credible, evidence-based, and independent assessments that enhance transparency, improve decision-making, and ensure accountability in project implementation.

## **3. Scope of Work**

The TPV firm shall undertake a comprehensive assessment covering the following thematic areas:

### **3.1. Environmental Compliance Monitoring**

The TPV shall verify compliance of all construction and WASH-related activities with environmental safeguards, including:

#### **a) Compliance with E&S Instruments**

- Review adherence to ESMF, ESCOPs, and site-specific mitigation measures
- Validate implementation of environmental screening and monitoring checklists
- Verify that mitigation measures are implemented at the household and settlement levels

#### **b) Natural Resource Management (Sand Sourcing)**

- Assess the source of sand and construction materials
- Verify that materials are procured from authorized and sustainable sources
- Ensure that sand extraction does not lead to:
  - Riverbed degradation
  - Erosion or flooding risks
  - Habitat destruction or biodiversity loss

**c) Waste and Pollution Management**

- Assess management of construction waste and wastewater
- Verify zero discharge of untreated wastewater into natural water bodies
- Check presence and functionality of septic tanks/ABRs
- Assess potential risks of contamination to groundwater and surface water

**d) Environmental Risk Monitoring**

- Monitor dust emissions, noise levels, and air pollution
- Verify use of water sprinkling and dust control measures
- Assess risks from gaseous emissions e.g., Anaerobic Baffle Reactor (ABR)

**e) Incident Reporting**

- Verify reporting and documentation of incidents/accidents
- Assess corrective actions taken and their effectiveness

**3.2. Social Safeguards Compliance**

The TPV shall evaluate the effectiveness of social safeguards implementation:

**a) Stakeholder Engagement and Implementation**

- Assess the implementation of the Stakeholder Engagement Plan (SEP)
- Verify that consultations are:
  - Inclusive
  - Documented
  - Conducted in local languages
- Evaluate outreach to vulnerable and marginalized groups

**b) Monitoring of Land Titling and Land Use Compliance under RPF**

- The TPV should monitor the process and timeline of land titling under the project in line with the project principles.
- The TPV should monitor the agreements of use of lands designated as 'other private land' and verify the use of land through VLD and Occupancy Agreements in line with the project RPF.

**c) Grievance Redress Mechanism (GRM)**

- Review functionality and accessibility of GRM systems
- Assess timeliness and effectiveness of grievance resolution
- Verify awareness of GRM among communities, especially vulnerable groups

**d) Social Mobilization**

- Review social mobilization strategies adopted by IPs
- Assess quality and effectiveness of community engagement tools
- Evaluate community participation in planning and implementation

**e) Community Institutions**

- Assess the formation, functionality, and performance of community institutions under the project.

**f) Inclusion and Equity**

- Verify that vulnerable <sup>1</sup>groups are:
  - Identified
  - Included in project benefits
  - Supported through targeted measures

**3.3. Labor Management, OHS and Working Conditions**

The TPV shall assess compliance with labor and occupational health and safety standards:

**a) Labor Management Procedures (LMP)**

- Verify adherence to LMP provisions
- Assess labor conditions, contracts, and payment practices
- Ensure absence of child labor and forced labor

**b) Occupational Health and Safety (OHS)**

- Assess implementation of OHS measures at construction sites
- Verify availability and use of PPE (helmets, gloves, masks, safety shoes)
- Assess site safety measures, including:
  - Barricading
  - Signages (local language)
  - First aid boxes
  - Emergency preparedness

**c) Incident and Accident Management**

- Verify reporting and investigation of accidents and near-misses
- Assess corrective and preventive actions

**d) GBV/SEA/SH Risk Mitigation**

- Assess awareness and implementation of GBV/SEA/SH mitigation measures
- Verify presence of Codes of Conduct
- Assess availability of confidential reporting mechanisms

**3.4. Institutional and IP Capacity Assessment**

The TPV shall evaluate the capacity of Implementing Partners to manage E&S risks:

**a) Human Resources and Systems**

- Assess availability of qualified E&S staff at IP level
- Review reporting systems, documentation, and data management

**b) Understanding of ESS Requirements**

- Evaluate knowledge and application of World Bank ESS among IP staff
- Identify gaps in understanding and implementation

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<sup>1</sup> Elderly women, Elderly men, widows, widowers and person with disabilities

### c) Training and Capacity Needs

- Identify training gaps and recommend capacity-building programs
- Assess the effectiveness of previous trainings conducted by SPHF for IPs

## 4. Methodology

The TPV shall adopt a mixed-method approach, including:

- Desk review of project documents
- Field visits and random spot checks
- Key Informant Interviews (KIIs)
- Focus Group Discussions (FGDs)
- Community consultations
- Geo-tagged verification

### 4.1. Settlement-based survey and sampling approach

The project covers approximately 50,000 settlements across 24 districts. The TPV firm shall adopt a representative, risk-based sampling approach to ensure adequate coverage, reliability of findings, and efficient use of resources.

A representative sample survey (minimum 5%) shall be conducted at the settlement level, ensuring that the selected sample adequately reflects the diversity of project areas, implementation progress, and risk profiles.

The sampling approach shall:

- Ensure coverage across all 24 districts within each quarterly cycle
- Include settlements from different geographic zones, socio-economic contexts, and implementation stages.

## 5. Deliverables

S. No.	Deliverable	Timeline
1.	Inception Report	2 weeks from the signing of contract
2.	Quarterly TPV Reports	7 calendar days after the end of each reporting period
3.	Bi-Annual Report	30 calendar days after the end of each reporting period
4.	Annual Report	30 calendar days after the end of the reporting period

## 6. Reporting

The TPV firm shall report to the SPHF and IFIs in line with the ESCP

## 7. Duration

24 months

## **8. Team Composition**

The TPV firm shall deploy a multidisciplinary team with relevant academic qualifications and professional experience in Environmental and Social (E&S) safeguards, monitoring and evaluation, and development projects, preferably financed by International Financial Institutions (IFIs).

### **a) Firm's Experience**

- The firm must have a proven portfolio of at least five (05) completed assignments in monitoring, evaluation, and/or environmental and social safeguards compliance.
- The firm must have successfully completed at least five (05) assignments/projects financed by International Financial Institutions (IFIs), such as the World Bank, Asian Development Bank (ADB), or other multilateral development partners, demonstrating familiarity with their operational policies and procedures.
- The firm must demonstrate experience in conducting Environmental and Social Framework (ESF) or safeguard policy compliance audits, monitoring, or evaluations for at least five (05) large-scale infrastructure and/or development projects.
- The firm should possess in-depth knowledge and practical experience of Environmental and Social Frameworks (ESF), including World Bank ESF, ADB Safeguard Policy Statement (SPS), and equivalent international standards.

### **b) Team Leader/Project Manager**

#### **Qualification**

Master's degree in Environmental Sciences, Environmental Engineering, Social Sciences, Development Studies, Public Policy, or a related field.

#### **Experience**

- Minimum 10–12 years of overall professional experience.
- At least 5 years of experience in managing multi-site or large-scale development projects.
- Demonstrated experience working on E&S safeguards, monitoring and evaluation assignments.
- Prior experience with International Financial Institutions (World Bank, ADB, EIB, etc.) and familiarity with Environmental and Social Framework (ESF) or similar safeguard systems is required.

### **c) Environmental Specialist**

Master's degree in Environmental Sciences, Environmental Engineering, Natural Resource Management, or related discipline.

#### **Experience**

- Minimum 7–10 years of relevant professional experience in environmental assessment, monitoring, or compliance.
- Experience in the implementation or monitoring of environmental safeguards in development projects.

- Experience working on IFI-funded projects and familiarity with environmental safeguard policies or Environmental and Social Standards (ESS) is preferred.

#### **d) Social Development Specialist**

##### **Qualification**

- Master's degree in Social Sciences, Sociology, Anthropology, Development Studies, or related discipline.

##### **Experience**

- Minimum 7–10 years of relevant professional experience in social safeguards, stakeholder engagement, or social development programs.
- Experience in social risk management, community engagement, and social inclusion.
- Experience with IFI-funded projects and familiarity with social safeguard frameworks or Environmental and Social Standards (ESS) is preferred.

#### **e) Field Monitors**

##### **Qualification**

- Bachelor's degree in Environmental Sciences, Social Sciences, or related disciplines.

##### **Experience**

- Minimum 3–5 years of relevant field experience in monitoring, data collection, or community engagement.
- Experience in construction monitoring, WASH projects, or community-based programs will be preferred.
- Proficiency in local languages (Sindhi/Urdu) and familiarity with local context is highly desirable.

The firm must have 7-10 years of experience with IFIs and related ESS frameworks.

### **9. Confidentiality**

Strict confidentiality and conflict of interest disclosure required.

### **10. Procurement Process**

Consultant will be selected in accordance with the Consultant's Qualifications-based Selection (CQS) method set out in the WB Procurement Regulations for IPF Borrowers (Procurement in Investment Project Financing, Goods, Works, Non-Consulting and Consulting Services - Fourth Edition, November 2020).