

**Terms of Reference (TOR) for Gender Specialist  
under  
Second Rural Transport Improvement Project (RTIP-II)  
(Additional Financing-AF)**

**A. Background**

The People's Republic of Bangladesh received a credit from the International Development Association (IDA) in 2012 for the Second Rural Transport Improvement Project (RTIP-II). This recognition has been successfully being implemented since then by the Local Government Engineering Department (LGED) under Local Government Division (LGD) of the Ministry of Local Government, Rural Development and Co-operatives (MLGRD&C). RTIP-II is aimed to improve and maintain/rehabilitate rural transport related infrastructure including inland water transport in 26 districts, covering mainly eastern parts of Bangladesh (excluding Chittagong Hill Tracts). The total project cost was estimated to be about US \$417 million with IDA credit facilities of about US\$ 300 million and the GoB contribution of US\$ 117 million.

During implementation, Bangladesh has experienced widespread, devastating and prolonged flooding in 2017 due to the extensive rainfall recorded from April to October as well as due to excessive water flow from the upstream rivers in India disrupting people's normal life and damaging the properties. The flood resulted in interruption in the transportation network of Bangladesh damaging numerous LGED roads, bridges and culverts constructed and maintained under RTIP-II and other projects. This circumstance requests urgent rehabilitation and maintenance of rural infrastructures in order to resume smooth connectivity of road network in the rural areas. As a result, IDA and GoB decided to come forward with additional financing under RTIP-II to rehabilitate/maintain the damaged roads with an aim to improve rural accessibility in 18 most flood affected districts out of 26 under RTIP-II. These districts are Pabna, Sirajgonj, Tangail, Dhaka, Manikgonj, Gazipur, Narayangonj, Narsingdi, Mymensingh, Jamalpur, Sherpur, Netrokona, Kishoregonj, Munshigonj, Sylhet, Hobigonj, Sunamgonj and Moulvibazar. The total cost of RTIP-II Additional Financing is estimated at about US\$170 million (US\$100 million from IDA and the remaining US\$70 million from GoB funding).

Women's participation in transport sector is significantly less than men in Bangladesh. Nationally, of the total number of people employed in the transport, storage, and communications sector, only 8.1 percent are women. The labor force participation rate of rural women in paid employment is only 22 percent. Furthermore, of the women employed in rural areas, 72 percent are employed as unpaid family workers. These statistics point to the low levels of participation of women in rural areas (especially in the formal sector) and, even worse, in the transport sector. The Government has been financing projects to reduce employment-related gender gaps between men and women. One such project is the Rural Employment and Road Maintenance Project that is employing rural women for road maintenance (low skilled job) since 2007. Breaking through the barriers that create gendered divisions of work will be necessary for women's full participation in the working world. The project will address the needs of women as both transport users and transport providers and thus contribute towards gender equality.

In 2011, Bangladesh formulated a National Women Development Policy (NWDP 2011) with one of the objectives to provide equal opportunity and partnership to women in several areas, including employment and address gender issues in transport sector. The LGED has

developed a Gender Equality Strategy in 2014 taking National Women Development Policy as the basis and a Gender Action Plan approved by LGED. The objective of the strategy and the action plan is to develop women and to create a women-friendly environment at all levels of the LGED activities. The strategy proposed the creation of a Gender and Development Forum, which would be the main executive body for the implementation of the strategy and the action plan. The strategy elements included collecting gender disaggregated data, M&E, building women-friendly infrastructure, creating employment for women along with improved working conditions for women, providing appropriate training for women, and ensuring participation of women in all areas of development.

The Seventh Five Year Plan, 2016–2020 also addresses gender issues in the transport sector. More specifically, the gender strategy section of the Five Year Plan provides guidelines on how to make the public transport system responsive to the travel needs of women. This includes, among others, (i) providing buses with reserved seats for women or women-only buses during peak period, (ii) increasing bus services for girls' schools and colleges, (iii) making safety and security measures in public transport stations a compulsory part of transport management, and (iv) ensuring road safety. This gender strategy shows the commitment of the government to gender equality and women's empowerment in the transport sector.

The NWDP 2011 mentions the importance of transportation as part of a gender responsive work environment. It recognizes that inadequate facilities for childcare, transport, occupational health, and safety discourage women from accessing the job market. It also emphasizes the importance of technical training for women at all levels. This policy specifically states that “Bangladesh has made significant progress towards reducing gender gap, especially in the area of initiative to promote gender-sensitive planning and management of human settlements, especially in urban areas.”

In rural roads design, construction, improvement and rehabilitation, LGED has the mandate to respond to gender needs and expand opportunities for women in the transport sector. This Term of References (ToR) intends to procure a qualified and experienced Gender Specialist in the Project Management Unit (PMU) helping in identification of gender needs in subproject identification, design and implementation and responding to gender based violence and labor influx in the civil works sites. The Gender Specialist will be selected on competitive basis following World Bank Guidelines on procurement of consultants.

## **B. Objective of the Assignment**

The Gender Specialist will work to ensure the needs and priorities of marginalized groups such as women, children, elderly, people with disability, are addressed and met, as well as their capacities in regard to accessing rural roads is recognized. S/he will lead and identify strategic approaches to address gender issues as well as the risks of gender-based violence and labor influx in construction sites with a view to ensure gender inclusive analysis in project interventions. The Specialist will provide a gender analysis of the activities planned and executed under the project and will point out the steps the project needs to take in order to mainstream gender considerations in its activities. The Specialist will also identify risks and take measures to address them aligned with the NWDP 2011 and with the LGED's Gender Equality Strategy (GES) and Gender Action Plan, in compliance with the requirements of the World Bank for gender inclusion, and management of risks of GBV and labor influx in project process.

## **C. Overall Scope of Services**

The Specialist will develop a detailed Gender and GBV Action Plan for the project with activities in accordance with the LGED's Gender Equality Strategy and Gender Action Plan (GAP), and the World Bank Group Gender Strategy 2016-2023 and guidance notes on addressing GBV and labor influx to support the Project Management Unit (PMU) in strengthening social and gender considerations in the project. The Specialist will assist the PMU to develop and monitor the Gender Disability and GBV Action Plans throughout the project implementation. In specific, the activities of the Specialist for supporting the PMU will include, but not limited to, the following:

### **C.1 Supervise and Monitor Preparation of Gender, Disability and GBV Action Plans**

- (i) Review existing national policies, laws and regulations, corporate strategy and action plan of LGED on gender, and the gender strategy and disability, GBV and labor influx guidance notes of the World Bank Group;
- (ii) Consolidate legal and policy framework and identify gaps between national policy and practices in compliance with the requirements of the World Bank Group on gender and disability inclusion, gender-based violence and labor influx;
- (iii) Identify areas of participation of the women, the children, the elderly, the persons with disabilities, and the ethnically small and vulnerable communities, as well as employment opportunities for the poor and destitute women;
- (iv) Engage with communities in the area of influence inclusive of women groups, advocacy groups for children and adolescent girls and of the persons with disabilities, and other stakeholders (including issues related to GBV and GBV-related concerns about the project) with appropriate ethical protocols. These consultations should feed into the identification of potential GBV issues and possible prevention and mitigation strategies;
- (vi) Prepare code of conduct (CoC) on review practices for codes of conduct prevalent in Bangladesh and in LGED with regard to GBV covering behavioural standards for people working on the project;
- (vii) Identify service providers and referrals in the project area for survivors of violence against women and children, sexual exploitation and abuse (SEA) and establish protocol for management of associated risks and impacts of GBV/SEA;
- (viii) Engage the design consultant in collection, compilation and analysis of data related to gender equality and risks of GBV and labor influx in LGED operations for identifying the gaps and risks likely to associate with the project activities for gender inclusion, GBV and labor influx, and help identify measures for attending them;
- (ix) Engage the design consultant in preparation of the project gender, disability and GBV action plans, help PMU review the draft plans, and get them concurred by the World Bank and approved by LGED; and
- (x) Get the approved action plans translated into Bangla and disclosed locally as per requirement of the LGED and the World Bank disclosure policies.

## **C.2 Supervise and Monitor Gender, Disability and GBV Action Plans**

- (i) Identify actions for implementation for complying with the requirements of the gender, disability and GBV action plans and monitor related activities in subproject identification, design, construction and supervision;
- (ii) Provide guidance to PMU and the consultants in developing policy, programs and procedures of the project to implement the gender, disability and GBV action plans and enhance contribution to social development;
- (iii) Promote women's representation in the transport sector at all levels, including management workers, and to integrate gender considerations where deemed necessary, for better management of gender aspects of the Project;
- (iv) Support the PMU to take proper plan to increase women's participation and representation in transport sector institutions by having more female staffs working in RTIP2 PMU and building a plan to promote at least one female staff to management position;
- (v) Support PMU in taking measures for securing safe and comfortable transport for women, girls and persons with disabilities, and follow up with consultants and contractors ensuring that most appropriate mitigation measures are included in the subproject design and civil works construction;
- (vi) Facilitate hiring female workers and vulnerable local communities for simple works, ensuring: (i) equal pay for equal work; (ii) gender friendly work environment; and (iii) work place safety for women and children;
- (vii) Guide and support PMU on the identification and involvement of disadvantaged women, the poor and indigenous communities in the project activities and the generation of benefits for them;
- (viii) Monitor labor contracting by the civil works contractors following the requirements of labor influx management including abidance by code of conduct (CoC) focusing GBV risks and issues securing gender friendly work environment;
- (ix) Follow ethical protocols should GBV be raised in the consultations—no separate consultations on GBV should be organized as part of the normal project design and implementation consultations;
- (x) Assist PMU in establishing gender sensitive monitoring and evaluation system at all levels in collaboration with the consultants for design and construction supervision; and
- (xi) Undertake and initiate research and analysis of operational strategies and impact of the project in attaining the goal of gender, and social development both at project and community level and contribute in the effort of LGED in developing corporate gender, disability and GBV operational strategy and plan.

### **C.3 Design and Conduct Training on Gender and Disability Inclusion and GBV Risks Management**

- (i) Identify knowledge and skill mix of the project staff and awareness of the communities and other stakeholders on gender and disability inclusion in road infrastructure design and civil works construction including risks of gender based violence, sexual exploitation and abuse and labor influx;
- (ii) Identify training needs and develop appropriate training curriculum and programs including potential trainees among the project staff, communities and key stakeholders, and integrate the training plan in annual work program;
- (iii) Identify female labor force among the communities in the project influence area and their skills and interests for engaging in the project civil works, and include skills training program in the annual work program as well for capacity building for formation and management of female labor contractor societies (LCS);
- (iv) Assist PMU in building a line item in the Bill of Quantity on provide training for unskilled female workers in the bidding documents. The bidders will quote for this item in their bids;
- (v) Organize awareness raising campaign to all project-related agencies to promote the increase of female workers ratio and “equal pay for equal work”;
- (vi) Support the PMU as required in training initiatives for capacity development of the poor, women and other disadvantaged groups; and
- (vii) Provide social and gender inputs for all training project both at institution and community level.

Assist PMU to facilitate equal access to benefits and participation of men and women in all respect of policy formulation and adoption, advocacy, gender gap analysis, employment and working environment, training and capacity building, participation and empowerment. Any other tasks related to project requirements will be entrusted by the Project Director from time to time.

#### **D. Duration of the Assignment:**

The Senior Gender Specialist is expected to commence services around January 2022 for a period of approximately 12 months, with project completion in December 2022.

#### **E. Required Qualifications and Experience:**

- The Specialist must have a Masters degree in social science or other relevant fields from a reputed public university with at least 12 years of relevant experiences in social and gender development, preferably in development projects and have understanding of the policies and strategies Government of Bangladesh in relation to gender and the requirement of the World Bank on gender and disability, GBV and labor influx.
- Excellent presentation skills with written and oral communications are desired.
- Excellent IT / computer skills including MS Office (Word, Excel, and PowerPoint).

## **F. Institutional Arrangements:**

The Consultant will work closely with the Project Management Unit (PMU) of RTIP2 AF, LGED and coordinate all relevant works with other units of LGED especially the Gender Development Forum. The consultant will sit in PMU office or in arm's length from the Project Director to whom he/she will be reporting on a day to day basis. He/she will work in close collaboration with the other staff in the PMU.

## **G. Reporting Requirements:**

In addition to deliveries of Gender and Disability Action Plan (GDAP), Gender Based Violence Action Plan (GBVAP) and Labor Management Plan (LMP), the Consultant will report to the PMU using the following:

**Inception Report:** Inception Report within 30 days of mobilization;

**Monthly and Quarterly Reports:** Summarizing briefly the accomplishment over the previous month including details progress, capacity building and training, and consultant's activities, any issues related with achievement of assigned task, and a work plan for the following month;

**Half-Yearly Reports:** Summarizing briefly the accomplishment over the previous six months including details progress, capacity building and training, and consultant's activities, any issues and resolution of these, and a work plan for the following six months;

**Annual Reports:** Annual reports covering all details of the half-yearly reports summarizing all activities to date, any issues and methods for resolution of these, and planning to achieve future targets;

**Completion Report:** The consultant will submit draft Completion Report (DCR) before 15 days of completion of and comments from client to be addressed within a short period of time.