



Government of the People's Republic of Bangladesh
Ministry of Local Government Rural Development and Cooperatives

TERMS OF REFERENCE
OF THE
CONSULTANCY SERVICES FOR PIU SUPPORT
(SOCIAL DEVELOPMENT, GENDER, AND PREVENTION OF
GENDER BASED VIOLENCE EXPERT)
FOR
Western Economic Corridor & Regional Enhancement Program (WeCARE) Phase-I:
Rural Connectivity, Market and Logistic Infrastructure Improvement Project
(RCMLIIP)

December 2020

Local Government Engineering Department

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List of Abbreviations:

IDA	:	International Development Association
IFAD	:	International Fund for Agricultural Development
IFC	:	International Finance Corporation
INDC	:	Intended Nationally Determined Contribution
GOB	:	Government of Bangladesh
LGED	:	Local Government Engineering Department
LGED	:	Local Government Engineering Department
PPA	:	Public Procurement Act
PPR	:	Public Procurement Rule
PMC	:	Project Management Consultant
RHD	:	Roads and Highways Department
SAARC	:	South Asian Association for Regional Cooperation
WB	:	World Bank
WeCARE	:	Western Economic Corridor and Regional Enhancement


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I. INTRODUCTION AND BACKGROUND

INTRODUCTION

- 1.1 The Local Government Engineering Department (LGED) seeks to engage a qualified and experienced individual to provide support to the Project Implementation Unit (PIU) of WeCARE Phase – I in managing social development and gender aspects of the project and preventing gender-based violence of any form.

BACKGROUND

- 1.2 WeCARE program is aimed at providing efficient, safe, and resilient connectivity along a section of a regional transport corridor in Western Bangladesh. To that end, intended outcomes of the program are: Reduced transport and logistics costs (including post-harvest losses) along a regional transport corridor in Western Bangladesh, Safer and resilient road network in Bangladesh, and Faster and reliable internet connectivity in Western Bangladesh, and
- 1.3 The WeCARE program will support the Bangladesh Roads and Highways Department (RHD) to upgrade 260 km of national highway from a two-lane single carriageway to four lanes which will reduce the time and cost of travel for passengers and freight. The local impacts of the corridor would be transmitted through investments in LGED managed rural roads, local markets, and agro-logistics in the ten districts through which the corridor passes. The World Bank and Asian Infrastructure Investment Bank (AIIB) are joint-financing for the Program.
- 1.4 WeCARE is a ten year long Multiphase Programmatic Approach (MPA) initiative. The program will consist of the following five phases:
- **Phase 1: Upgrading of Jashore- Jhenaidah road section as a smart, resilient and safe highway; and local economic infrastructure in four districts**

Scope: This phase will upgrade the Jashore-Jhenaidah national highway (48km) from a two-lane single carriageway to four lane dual carriageway. It will include separate service lanes for slow moving vehicles and vulnerable users on both sides of the carriageway, installation of OFC, and deployment of ITS. It will also finance the upgrading of priority Upazila, Union, and village roads and complementary logistics infrastructure at rural markets (commonly referred to as growth centers) in the four (4) Program Districts of Jashore, Jhenaidah, Magura, and Chuadanga.
 - **Phase 2: Road Maintenance Financing; and Strengthening Road Sector Management & Institutional Capacity**



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Scope: This phase will primarily focus on improving the management and maintenance regime of the primary road network, including the provision of seed funds to reduce the financing gap in the GoB's maintenance budget and operationalization of the road maintenance fund. This Phase will include the development of a Transport Sector Master Plan to enhance multi-modal transport integration and reduce institutional fragmentation in planning, implementation and operations; a comprehensive "Business Delivery Process Review"; and introduction and mainstreaming of good industry practices in areas of private sector financing and investment, contracting, road safety, value engineering, asset management, environment and social safeguards, climate resilience in design, construction and highway operations. The phase will also build on the reform efforts under the Bank's ongoing LGED portfolio, including reforming the maintenance regime of rural economic infrastructure. Training and capacity building activities of the RHD and LGED as well as the industry (e.g. consultants, contractors) will also be financed under this Phase.

- **Phase 3: Upgrading of Bhomra-Satkhira-Navaron section as a smart, resilient and safe highway; and local economic infrastructure in three districts**

Scope: This phase will upgrade the Bhomra-Satkhira-Navaron national highway (62km) from a two-lane single carriageway to four lane dual carriageway. It will include separate service lanes for slow moving vehicles and vulnerable users on both sides of the carriageway, installation of OFC, and deployment of ITS. It will also finance priority Upazila, Union, and village roads and complementary logistics infrastructure in the three (3) Program Districts of Satkhira, Natore, and Shirajganj.

- **Phase 4: Upgrading of Local Economic Infrastructure in three districts**

Scope: This phase will upgrade priority Upazila, Union, and village roads and complementary logistics infrastructure in the three (3) Program Districts of Kushtia, Pabna, and Meherpur. It will also undertake a needs assessment for farmers benefiting from the investments made in all 10 Program Districts.

1.5 WeCARE Phase 1 has the following components:

- **Component 1: Upgrading National Highway Corridor and enhancing digital connectivity:** This component will upgrade Jhenaidah-Jashore highway to a four-lane divided carriageway and will install Intelligent Transportation System features and Optical Fiber Cable features along the highway. This will be implemented by Roads and Highways Department.
- **Component 2(a) - Development and upgrading complementary logistics infrastructure and services:** This sub-component will finance the development of about 15 selected markets and logistics infrastructure involving storage, grading, sorting, packaging, collecting and selling facilities for selected agriculture value chains and livestock/fishing; and associated amenities like parking, sheds, piped-water supply, toilets, sanitation, waste management, banking, real time display of commodity prices using ICT, etc. The component will also finance associated services, including but not limited to, surveys, investigations, data collection, feasibility, design, individual experts, supervision, market allocation and management, training and capacity building of stakeholders & M&E. An ex-ante prioritization approach, utilizing geospatial modelling, will be used to select growth centers and economic hubs that can be improved to stimulate inclusive local economic growth. An ongoing gender needs assessment aims to ensure that the logistics infrastructure and

services are gender sensitive. Specific resilient norms for cyclones/flooding risks will also be incorporated in design and construction.

- **Component 2(b) - Upgrading of secondary and tertiary road network serving selected markets:** This sub-component will finance upgrading and development of about 500km of priority Upazila, Union, and village roads serving selected markets; and associated services, including but not limited to, surveys, investigations, data collection, feasibility, design, individual experts, NGOs, supervision and M&E. Specific attention will be given to ensure safety and resilience in design and construction through the use of cost-efficient alternatives, green and local pavement material able to withstand high temperatures; provision of sufficient numbers of culverts/ditches/cross drainage to address the risk of flooding based on site-specific hydrological studies results; safe provisions for the Vulnerable Road Users (VRUs) and non-motorized transport (NMT) will be addressed by including traffic calming measures like lateral shift, chicane, realigned intersection, traffic circle, speed hump, speed table, raised crosswalk, raised intersection, corner extension, and chokers. The roads will be selected to enhance the logistics efficiency for select value chains in the selected markets based on a multi criteria assessment and rigorous fieldwork that takes into account the location and area of influence of rural markets, difference in the levels of poverty and economic development, levels of existing road connectivity, and the potential to benefit women within the districts.

- **Component 3 - Project implementation support and sustainability:**

This component will be implemented by both RHD and LGED and will finance associated services and goods for following sub-components:

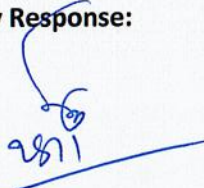
- a) Training and capacity building;
- b) Strategic Environmental and Social Assessment (SESA);
- c) Establishing a Fiduciary Advisory Panel;
- d) Establishing a Transport Sector Integration and Coordination Platform (TSICP) and operationalizing the Road Maintenance Fund Board Act; and
- e) Preparatory Activities for Subsequent Program Phases.

- **Component 4 – COVID-19 Relief and Recovery**

This component will be implemented by both RHD and LGED and will support the following:

- (a) Designing and implementing a program to foster employment opportunities for vulnerable local populations, including, on routine maintenance of roads, clearing of water passages, and hygiene-related small works; and as relevant, the provision of working tools and personal protective equipment;
- (b) Supporting the development and dissemination of an emergency response plan for COVID-19 for RHD and LGED; and
- (c) Supporting the provision of necessary upgrades at RHD and LGED offices to ensure business continuity and improve work environment safety.

- **Component 5 -Contingent Emergency Response:**



This component will provide immediate response to an Eligible Crisis or Emergency, as needed.

1.6 The scope of work for the consultant pertains to the WeCARE activities to be implemented by LGED, i.e. components 2(a) and 2(b) for Phase -1.1.7 LGED has established a Project Steering Committee (PSC) for strategic guidance, an independent Project Management Unit (PIU) and Project Implementation Committee (PIC) for coordination, implementation and other support functions.

II. OBJECTIVE

The main objective of this consultancy service is to support, implement, and advise the PIU for implementation of the Phase – I of WeCARE project.

The consulting services shall be provided by an experienced and qualified individual. The specific objectives include, but are not necessarily be limited to the following:

- 1. Assess social risks that may arise due to implementation of the project and suggest how the PIU can avoid or mitigate such risks.*
- 2. Ensure gender equity in managing the project.*
- 3. Prevent gender based violence of any form in implementing the project.*
- 4. Provide necessary training on these relevant topics to project personnel.*

The consultant will also support LGED-PIU to ensure equitable distribution of benefits across gender, recommend measures for mitigating and managing any adverse gender impacts, including potential impacts related to gender-based violence.

III. SCOPE OF WORK

The specific Scope of Work of the Individual Social Development, Gender, and Prevention of Gender Based Violence Expert Consultant will include:

Social Development

- a. Support PIU in assessment of preliminary social risks and impacts of different work packages to be able to scope the work of different consultants or studies to be commissioned as part of preparation;
- b. Along with other social resource/ experts available within the LGD/LGED-PIU support the development of project strategies for social development;
- c. Undertake a detailed social risk categorization of the project/sub-projects identified for implementation and ensure that appropriate social mitigation measures are proposed before sub-projects are recommended for investment;
- d. Develop or support the development of measures for social risk assessment, including social risk screening checklists for use during the project/program preparation stage to identify investment exclusions;
- e. Undertake follow up monitoring to ensure that proposed mitigation measures are implemented according to agreed upon social risk mitigation plans;
- f. Provide technical support and advise to LGED-PIU during preparation or appraisal on all social / development related issues
- g. Provide support for the updating of all E&S instruments/ documents developed as part of preparation like Environment and Social Commitment Plan-ESCP, Environment and Social Management Framework-ESMF, Environment and Social Management Plan-ESMP as required;

- h. Undertake a detailed review to make sure that all social instruments/ plans prepared for the project by different agencies are aligned with each other;
- i. Support the LGED-PIU in scoping the work of these studies / plan to be prepared in compliance with the ESF, participate in the review and selection of credible and competent agencies for their preparation;
- j. Orient the selected construction firms on the contours of E&S work, provide regular information and coordination support to the E&S Consultant Firm, RAP implementation agency and other firms commissioned by the project;
- k. Participate in the design and DPR preparation process along with other PIU staff and provide social inputs and suggestions to the DPR consultant;
- l. Provide a smooth information flow and coordination between E& S Consultants and the Design/ DPR consultants;
- m. Provide handholding, guidance and mentoring support to these agencies commissioned for E&S related work, provide advice to the PIU on issues relating to social development and contribute to discussions on project related social analysis;
- n. Assess the skill-knowledge of the staff of PIU, Design-Supervision Consultant, Contractor at different stages of project cycle and based on assessment design and deliver orientation and capacity building trainings on different dimensions of social development - participation and inclusion, accountability and transparency;
- o. Orient the Implementing Agencies (IAs), Contractors and others on World Bank's E&S Framework (ESF) requirements and procedures, especially under different environmental & social standards (ESSs);
- p. Supervise various social research/ surveys/ studies and consultancies commissioned on social aspects, review and provide inputs for further strengthening them;
- q. Review all data collection tools and instruments prepared by the SEP/IPP/RAP preparation agency and provide inputs for further strengthening them;
- r. Participate in the public consultations and FGDs to monitor and ensure adequate representation of all vulnerable and disadvantaged groups, including the disabled, women, poor and to see that their voices are heard and incorporated in the planning process;
- s. Make sure that all such community consultations are well-documented and recorded, their objectives and purpose explained well to the participants and all relevant suggestions incorporated in the project design or through additional mitigation measures;
- t. Ensure clear allocation of functions and responsibilities among the IA, local administration and other line agencies for execution of all the elements of E&S mitigation and management measures;
- u. Review relevant ToRs, bid documents and Contractor's ESMP to ensure that all requirements and safety measures desired by the ESS and EHS have been incorporated in the bid documents for civil works and other works commissioned by the PIU;
- v. Undertake periodic monitoring of project activities from social perspective and ensure compliance of all consultants (RAP implementation agency, Execution Contractor, other individual consultants) with the committed timelines and deliverables;
- w. Use these monitoring visits for establish direct contact with community stakeholders, develop rapport with the community, field and contractor's staff to assessment project impacts and their participation in planning and execution of activities;
- x. Based on requirement, support the project in developing mechanisms for assessing social accountability like social audits/ report cards/ client satisfaction surveys or other measures to assess community/ stakeholder perceptions about the project and its impact;
- y. Ensure submission of periodic monitoring reports, review to ensure all deliverables have been achieved by the E&S consultant, and their finalization and formal submission to the LGED and World Bank;



- z. Recommend steps for developing a functional and effective Grievance Redress Mechanism (GRM) specifically for the project to handle all project related grievances and complaints in an effective manner;
 - aa. Review and ensure availability of adequate social development budget to cover their implementation costs;
 - bb. Monitor implementation of the E&S instruments (ESMP, SEP, LMP, RAP, GBV Action Plan, IPP (when developed), CHP based on measures recommended in these plans, provide feedback to the PIU on quality and pace of implementation, recommendations on measures that would improve quality and schedule of implementation;
 - cc. Review the periodic (monthly, quarterly and half-yearly progress report submitted by the E&S Consultant and submit a review of these reports along with their own monitoring reports to the LGED-PIU;
 - dd. Suggest Social Enhancement Plan for the directly or indirectly affected ethnic minorities of the plane land (like Bunna, Churnoker, Mahato, Mathor, Muchi etc.)
 - ee. Carry out structured participatory approach in order to finalize the master plan of the 32 GCMs so that local people's are involved in the development process.
- Regular field visit and RAP monitoring reports.

Gender & Gender-based Violence

- a. Ensure equal participation of women and men in the process of planning and preparation of different E&S instruments;
- b. Assess the project from the perspective of ensuring equal distribution of benefits across gender;
- c. Advocate equal rights for women-girls and recommend additional measures as part of implementation strategy to combat discrimination, gender-based vulnerabilities and cultural stereotypes that lead to inequalities and exclusion;
- d. Update and implement the Gender-based violence action plans (GBV Action Plan) that has been developed for the project.
- e. Ensure effective women's participation in community consultations and other citizens engagement processes that are planned to be undertaken to inform the social instruments being prepared as part of different E&S Standards;
- f. Review the ESS instruments to ensure that gender considerations emerging from consultations and discussions are duly addressed in the plan documents;
- g. In collaboration with project team, develop and disseminate information and outreach materials that is gender sensitive, and which promotes gender equality;
- h. Strengthen the understanding on gender development and mainstreaming issues within the PIU, staff of Contractor and Supervision Consultants by providing them appropriate orientation training;
- i. Ensure monitoring of the gender related indicators that are included in the project's M&E framework and facilitate their achievement;
- j. Based on this risk assessment prepare a project-specific Gender Action Plan (GAP) to effectively integrate gender concerns into implementation, including strategies to ensure participation of women in the implementation of various project components and activities;
- k. Help the PIU in identifying gender-specific vulnerabilities likely to emerge from project investments, including risks of gender-based violence, physical abuse of women and children, including gender impacts related to large scale migrant labor influx at sub-project locations;
- l. Facilitate specific trainings, sensitization workshops and interventions to address potential GBV related risks and impacts and on mitigation measures proposed as part of GBV Action Plan.



- m. Make strong linkage with LGED's Gender Forum assist to adopt LGED wide best practices followed by the project.

IV. DURATION

Duration of this consultancy services would be approximately 24 (Twenty Four) months which is the duration of Phase I of the WeCARE project and could be extended on mutually agreed terms, if required.

V. INSTITUTIONAL ARRANGEMENT

The Consultant will work under direct supervision of the Project Director (PD) LGED. S/he will report directly to the PD or a senior official designated by the PD and will work in close collaboration with other officials/ subject matter specialists deployed at the PIU. For payment purpose, 22 business days of service will be considered a month and eight working hours will constitute a day.

VI. REPORTING REQUIREMENTS

The Consultant need to submit the following reports at a minimum. The PIU may require other relevant reports in addition to the following.

- a. Monthly report
- b. Incident report
- c. Quarterly report
- d. Half yearly report
- e. Final report
- f. Any other relevant reports, information or dataset

VII. EDUCATION AND EXPERIENCE

Technical Qualification- the consultant should have an appropriate post-graduate degree in Social Science/ Social Work/ Management / Anthropology/ Extension and Communication/ Mass Communication/ Gender Studies or equivalent qualification in a related field. Some formal training/ course on gender planning and analysis would be beneficial.

Work Experience: At least - 15 (fifteen) years in the area of social development or gender and social inclusion, including specific experience of working on social management of large-scale development projects, including some on road construction or logistics infrastructure up-gradation. The Social Development, Gender and Prevention of GBV expert should have specific work experience in GBV prevention and familiarity with GBV related laws, policies, service providers and relevant institutions in Bangladesh context. Experience of working in large scale projects for an Implementing Agency or a Supervision Consultant Firm for road/ transportation or rural/ logistics infrastructure projects will be preferred. Familiarity with and demonstrated experience of applying tools for gender analysis or developing strategies for gender mainstreaming in large development project will be considered useful.

Language Proficiency: The consultant will also be required to have Bangla and English Language proficiency (speaking, reading, and writing).

VIII. SELECTION PROCEDURE

Selection of the consultant will follow the procedures for selecting Individual Consultants (ICS) described in the World Bank's Procurement Regulation for IPF Borrowers, July 2016 updated in August 2018.

