

Government of the People's Republic of Bangladesh
Office of the Project Director
Accelerating Transport and Trade Connectivity in
Eastern South Asia (ACCESS) – Bangladesh Phase 1:
(BLPA Component) Project
Plot No. F-19/A, Sher-E-Bangla Nagar,
Agargaon, Dhaka-1207.

Memo No. 18.15.0000.023.14.71.26-162

Dated: May 24, 2026.

Request for Expressions of Interest (REOI)
(Consulting Services – Firms Selection) (National)

Country: Bangladesh

Name of the Project: Accelerating Transport and Trade Connectivity in Eastern South Asia
(ACCESS) – Bangladesh Phase 1: (BLPA Component) Project

Credit No.: IDA 7166-BD

Assignment Title: Consultancy Services for Human Trafficking Prevention and SEA/SH Risk
Mitigation

Reference No.: BLPA-S4

1. The Government of the People's Republic of Bangladesh has received financing from the World Bank toward the cost of the "Accelerating Transport and Trade Connectivity in Eastern South Asia (ACCESS) – Bangladesh Phase 1: (BLPA Component) Project" and intends to apply part of the proceeds for consulting services.
2. The consulting services ("the Services") include "Consultancy Services for Human Trafficking Prevention and SEA/SH Risk Mitigation (Firm)". The main objective of the services is to support BLPA to assess, prevent and mitigate human trafficking risks that may be created, exacerbated or facilitated by project-supported land port upgrading, construction works, ABMS/digitalization, increased trade and transport flows, and port-user/worker interfaces. Related SEA/SH, forced labor, child labor and exploitation risks shall be addressed as part of trafficking risk prevention and safe referral, consistent with the ESF and SEA/SH GPN. Detail scope of services are provided in the Terms of Reference (ToR).
3. The duration of the assignment is for 12 months expected to be started from September 1, 2026. The total key professional staff-months for the assignment are 12 person-months (detailed positions are mentioned in the TOR).
4. The detailed Terms of Reference (TOR) for the services can be found in the web site www.blpa.gov.bd or can be obtained at the address of the undersigned.
5. Accelerating Transport and Trade Connectivity in Eastern South Asia (ACCESS) – Bangladesh Phase 1: (BLPA Component) Project now invites eligible consulting firms ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. **The shortlisting criteria are:**
 - (i) The firm shall have at least seven (7) years of relevant experience in human trafficking prevention, SEA/SH risk mitigation, gender, labor-risk management, service mapping, stakeholder engagement, community awareness and grievance mechanism strengthening.
 - (ii) The firm shall demonstrate experience in infrastructure, transport, trade facilitation, border, migration, logistics or comparable high-risk operational settings
 - (iii) The firm shall have experience applying survivor-centered, child-sensitive and ethical approaches, including confidentiality, informed consent, non-retaliation, minimal data collection and safe referral.



- (iv) Prior experience with World Bank, ADB or other multilateral environmental and social requirements will be an advantage.
6. The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" February 2025 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.
7. Consultants may associate with other firms to enhance their qualifications but should **indicate clearly whether the association is in the form of a joint venture and/or a sub-consultancy**. In the case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected.
8. A Consultant will be selected in accordance with the QCBS (Quality and Cost Based Selection) method set out in the Procurement Regulations.
9. Further information can be obtained at the address below during office time.
10. Expressions of interest must be delivered in a written form, one (1) hard copy and one (1) soft copy (MS Word or Pdf format in a pen drive, content of EOI should be copy & paste permissible, make sure that the content is properly copied and test it to open other computer) by **June 17, 2026 up to 03.00 p.m.** to the address- Project Director, Accelerating Transport and Trade Connectivity in Eastern South Asia (ACCESS) – Bangladesh Phase 1: (BLPA Component) Project, Land Port Building, Plot No. F-19/A, Sher-E-Bangla Nagar, Agargaon, Dhaka-1207, Bangladesh.

Instruction to the Consultant: The consultant should submit the following documents/ papers along with their Expression of Interest (EOI) to ensure completeness and compliance with the EOI requirements.

- Legal documents of the firm (incorporation document, trade license, VAT registration, TIN certificate or similar equivalent documents). It should be for all firms in case of JV.
- Submit letter of authorization (power of attorney) in favour of signatory of the EOI. In case of JV, all firms should give power of attorney in favour of the signatory of EOI. Mention clearly the name, designation, active mobile number and email of authorized signatory.
- In case of JV, please mention clearly who is lead firm and who is/ are JV firm. If there is any sub-consultant, then mention it clearly. Submit JV agreement or letter of intention to form JV.
- The shortlisting will be done as per shortlisting criteria mentioned in para 5 above. Provide the information clearly, precisely and separately (in different chapter/ para) on four criteria of para 5. For relevant experiences to the short-list criteria, provide the information in table that would contain- name/title of the consulting service, contract price of services, start date, completion date, deliverables of the services as per contract, implementing agency, source of fund (GOB or mention the name of development partner), name of the client/ procuring entity (name, designation, address, phone, email)
- Provide table of contents at the beginning of the EOI so that the required information can be found easily. On the cover page of the EOI, mention full name of the firm with postal address, telephone number and email. Provide same information of all firms in case of JV (indicating lead firm, JV partner and/ or sub-consultant)
- Incomplete or inadequate information related to the shortlisting criteria and legal capacity of the firm may result in exclusion from the evaluation process.


(Muhammad Abdur Razzak)
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ACCESS-BLPA Component Project.
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Bangladesh Land Port Authority

Terms of Reference

Consultancy Services for Human Trafficking Prevention and SEA/SH Risk Mitigation

BLPA-S4

1. Background

The World Bank is supporting a regional program for Eastern South Asia covering Bangladesh, Bhutan, India and Nepal. In Bangladesh, the program seeks to improve trade facilitation and logistics through three implementing agencies: Bangladesh Land Port Authority, National Board of Revenue and Roads and Highway Department. BLPA's activities include development of a multi-agency automated border management system platform, upgrading of infrastructure, systems and processes at selected land ports, technical assistance for future priority land ports, and awareness activities on human trafficking.

The BLPA component is expected to improve efficiency, connectivity and trade flows at land ports. These benefits may also create or exacerbate risks if mitigation measures are not in place. Increased traffic, faster processing, construction works, worker presence, digitized/contact-free systems, port-user interactions and border-interface activities may heighten risks of human trafficking, sexual exploitation and abuse and sexual harassment, forced labor, child labor, exploitative recruitment, and abuse of women, children, migrants, informal workers, transport workers and vulnerable port users.

The project's SEA/SH risk has been assessed as Substantial, including risks linked to construction-related labor influx and human trafficking risks associated with improved transport connectivity, port expansion and digitalized border management. The project therefore requires a targeted assignment to help BLPA prevent, mitigate, monitor and respond to trafficking and related SEA/SH and exploitation risks within the project's area of influence.

2. Objective of the Assignment

The objective of this assignment is to support BLPA to assess, prevent and mitigate human trafficking risks that may be created, exacerbated or facilitated by project-supported land port upgrading, construction works, ABMS/digitalization, increased trade and transport flows, and port-user/worker interfaces. Related SEA/SH, forced labor, child labor and exploitation risks shall be addressed as part of trafficking risk prevention and safe referral, consistent with the ESF and SEA/SH GPN.

The assignment shall focus on mitigation measures within the project's scope, including land port upgrading, construction works, contractor and worker management, port operations, ABMS/digitalization, increased mobility, port-user safety, stakeholder engagement, community awareness, grievance management and referral pathways.

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The assignment is not intended to substitute for national anti-trafficking enforcement systems or criminal investigations. BLPA's project role is to prevent and reduce project-related risks, ensure safe referral, strengthen contractor and port-level safeguards, and monitor implementation of agreed mitigation measures.

3. Applicable Standards

The assignment shall be implemented in line with the World Bank Environmental and Social Framework, especially:

ESS1: assessment and management of environmental and social risks and impacts;

ESS2: labor and working conditions, including worker conduct, forced labor, child labor and workplace sexual harassment;

ESS4: community health and safety, including risks to women, children, migrants, port users and surrounding communities;

ESS10: stakeholder engagement, safe consultations, information disclosure and grievance management.

The assignment shall also be aligned with the World Bank SEA/SH Good Practice Note for IPF operations involving major civil works, including survivor-centered referral, confidential reporting, contractor accountability, Codes of Conduct, worker training, community awareness, service mapping and monitoring.

4. Scope of Services

The Consultant shall undertake the following tasks.

4.1 Project-specific trafficking and SEA/SH risk assessment

The Consultant shall assess trafficking, SEA/SH, forced labor, child labor and exploitation risks linked to project activities and interfaces. The assessment shall cover Benapole, Bhomra, Burimari and other relevant project-influenced locations.

The assessment shall examine the following project risk pathways:

- **Construction-related risks:** labor influx, worker-community interaction, labor camps, contractor/subcontractor practices, labor brokers, workplace sexual harassment, forced labor, child labor, unsafe accommodation, and abuse of authority by supervisors or workers.
- **Port-operation risks:** risks affecting women traders, port users, informal workers, vendors, cleaners, loaders, drivers, transport workers, security-linked personnel and temporary workers.
- **Mobility and border-interface risks:** risks arising from improved roads, faster traffic flows, reduced bottlenecks, expanded port activity and increased movement of people and goods.
- **ABMS and digitalization risks:** risks arising from automated processing, contact-free systems, reduced human interaction, possible exclusion of vulnerable users, weak referral protocols, data handling and missed opportunities to identify trafficking indicators safely.

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- **Community-interface risks:** risks to poor women, adolescent girls, children, migrants, jobseekers, households near land ports, and persons dependent on brokers, transport intermediaries or informal networks.

The assessment shall distinguish between broader contextual trafficking risks and risks that may be created, exacerbated or facilitated by the project.

4.2 Hotspot and vulnerability mapping: The Consultant shall prepare a project-area hotspot and vulnerability map.

- The mapping shall identify locations, groups and interfaces where trafficking, SEA/SH, forced labor, child labor or exploitation risks may increase due to project activities.
- The mapping shall include, as relevant, construction sites, labor camps, port entry and exit points, waiting and parking areas, transport corridors, nearby markets, broker/intermediary points, informal employment areas, port-adjacent communities, women's access points, and service referral locations.

4.3 Service-provider and referral pathway mapping: The Consultant shall map available services and referral pathways relevant to trafficking, SEA/SH and child protection in the project land port areas.

- The mapping shall include, as relevant, health services, psychosocial support, legal aid, shelter/safe accommodation, child protection services, MoWCA/DWA structures, One-Stop Crisis Centers, police units/desks responsible for women and children's protection, helplines, local NGOs, community-based organizations, labor offices, immigration/border authorities, port security actors and other relevant support mechanisms.
- The mapping shall assess whether services are accessible, functional, confidential, survivor-centered, child-sensitive and able to receive referrals safely. The Consultant shall identify service gaps and recommend practical project-level measures to address or manage them.

4.4 SEA/SH-sensitive GRM and referral protocol:

- The Consultant shall review and support strengthening of the project grievance redress mechanism so that it can safely receive and refer trafficking, SEA/SH, child protection, forced labor, child labor and exploitation-related concerns.
- This shall include confidential intake channels, anonymous reporting options, minimal data collection, informed consent-based referral, restricted access to sensitive information, non-retaliation measures, safe feedback to complainants, child-sensitive procedures and clear escalation arrangements.
- The Consultant shall prepare a simple project-specific referral and information-sharing protocol clarifying who receives complaints, what information may be recorded, who may access it, how

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survivors or at-risk persons are referred, how child-related concerns are handled, how contractor-related complaints are escalated, and how non-identifying trends are reported to BLPA and the World Bank.

- The Consultant shall not investigate SEA/SH or trafficking allegations.

4.5 Contractor and worker compliance package

- The Consultant shall support BLPA to integrate trafficking, SEA/SH, forced labor and child labor prevention measures into bidding documents, contracts, C-ESMPs, labor-management procedures, worker Codes of Conduct, worker induction, contractor training, supervision checklists, sanctions, monthly reporting and corrective-action processes.
- The Code of Conduct shall apply to contractors, subcontractors, supervising consultants, labor suppliers, security personnel, drivers, cleaners, loaders and other project-linked workers or personnel (and other relevant actors). It shall prohibit sexual exploitation and abuse, sexual harassment, trafficking, forced labor, child labor, exchange of jobs or services for sexual favors, retaliation, intimidation and exploitation of vulnerable port users or community members.
- The Consultant shall develop practical tools for contractor compliance, including CoC signing records, worker induction materials, training modules, site posters, toolbox-talk materials, labor camp/site inspection checklists, risk monitoring forms, referral flowcharts and corrective-action templates.

4.6 Port operation and ABMS mitigation measures: The Consultant shall identify measures through which BLPA can reduce trafficking and exploitation risks in port operations and digitalized border-management processes.

- Recommendations may include safer physical design, lighting, signage, help desks, women-friendly facilities, private spaces for confidential referral, visible GRM information, staff training, referral cards, protocols for suspected trafficking indicators, and coordination with relevant authorities.
- For ABMS and digitalized/contact-free systems, the Consultant shall recommend measures that support prevention without creating privacy risks, exclusion, unsafe referrals or harm to vulnerable users.

4.7 Awareness and communication campaign: The Consultant shall design and support implementation of targeted awareness and behavior-change communication activities for project workers, contractors, supervising consultants, BLPA officials, port security personnel, women traders, transport workers, informal workers, port users, local communities and vulnerable groups.

- Messages shall cover safe migration and trafficking warning signs; prohibition of SEA/SH, forced labor, child labor and sexual favors; contractor and worker obligations; safe reporting channels;

available services; referral pathways; rights of women traders and port users; child protection; and non-retaliation.

- Materials shall be culturally appropriate, gender-sensitive, accessible, non-stigmatizing and prepared in Bangla and other locally appropriate formats.

4.8 Training and capacity building: The Consultant shall conduct training for BLPA staff, contractors, supervising consultants, workers, port-level personnel and relevant stakeholders on trafficking prevention, SEA/SH, forced labor, child labor, Codes of Conduct, GRM procedures, referral pathways and safe handling of sensitive concerns.

- Training shall be practical and role specific. Contractor and worker training shall be linked to CoC obligations and site-level compliance. BLPA and port-level training shall focus on prevention, safe referral, confidentiality, non-retaliation, monitoring and coordination.

4.9 Monitoring framework and reporting: The Consultant shall develop a monitoring framework with indicators, responsibilities, timelines and reporting formats.

- The framework shall track implementation of mitigation measures, contractor compliance, training, awareness activities, service referral readiness, GRM functionality, port-level safety actions and corrective actions.
- Routine reporting shall be non-identifying. Reports shall not include survivor names, personal identifiers, detailed case narratives, photographs, locations that could identify survivors, or unnecessary sensitive information.

5. Ethical and Safeguarding Requirements

- The Consultant shall apply survivor-centered, child-sensitive and ethical principles throughout the assignment.
- The Consultant shall not conduct prevalence surveys, shall not ask individuals to disclose personal experiences of trafficking, SEA/SH or abuse, and shall not collect survivor-identifying information.
- All consultations shall be based on safety, informed consent, confidentiality, dignity, non-discrimination and non-retaliation. Children should not be directly questioned about personal experiences of trafficking, SEA/SH or abuse.
- Any urgent safety concern, child protection concern or credible allegation involving project workers, project sites or project facilities shall be handled through the agreed confidential GRM and referral protocol.

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- The Consultant shall prepare and follow a data protection protocol specifying what data may be collected, how it will be stored, who may access it, how it will be anonymized, how long it will be retained, and how it will be safely destroyed or transferred at assignment closure.

6. Deliverables

- **Inception Report and Ethical Methodology** - Workplan, methodology, consultation plan, project-risk framework, ethical safeguards, data-management protocol, stakeholder list and fieldwork schedule.
- **Project-Specific Human Trafficking, SEA/SH and Exploitation Risk Assessment** - Assessment of risks linked to port upgrading, construction works, labor influx, port operations, ABMS/digitalization, increased mobility, women traders, transport corridors, border interfaces and surrounding communities.
- **Hotspot, Vulnerability and Risk Pathway Map** - Mapping of project-area hotspots, vulnerable groups, risk pathways, project interfaces, transport routes, contractor-related risks and digital/operational risks.
- **Service-Provider and Referral Pathway Mapping** - Localized mapping and quality/accessibility assessment of GBV, trafficking, child protection, legal, health, psychosocial, shelter, police, MoWCA/DWA and NGO services.
- **Project Prevention and Response Roadmap** - Mitigation roadmap with actions, responsibilities, timelines, estimated costs, indicators, coordination arrangements and links to ESCP, ESMP/C-ESMP, LMP, SEP, GRM and contractor supervision.
- **SEA/SH-Sensitive GRM and Referral Protocol** - Confidential intake, referral, information-sharing, child-safeguarding, non-retaliation, contractor-related complaint handling, escalation and non-identifying reporting procedures.
- **Contractor Compliance Package** - Code of Conduct, worker induction module, contractor training materials, supervision checklist, sanctions guidance, labor camp/site monitoring checklist, monthly reporting template and corrective-action template.
- **Awareness and Communication Package** - BCC and awareness materials for workers, contractors, port personnel, women traders, transport actors, informal workers, communities and vulnerable groups.
- **Training Completion and Capacity-Building Report** - Training records, participant summaries, key issues raised, feedback, capacity gaps and refresher training recommendations.
- **Final Implementation and Lessons Report** - Summary of risks identified, measures adopted, progress achieved, remaining gaps, recommendations for BLPA operations and future land port investments.

7. Key Performance Indicators

The Consultant's performance shall be assessed against the following indicators:

- Project-specific risk assessment completed and accepted by BLPA and the World Bank.
- Hotspot, vulnerability and risk pathway map completed for relevant project land port areas.
- Localized referral pathway completed and validated for each relevant land port area.
- SEA/SH-sensitive GRM and referral protocol prepared and operationalized.
- Contractor compliance package prepared and integrated into relevant project instruments and supervision processes.
- Number and percentage of contractors, subcontractors and supervising consultants trained.
- Number and percentage of project workers signing and receiving orientation on the Code of Conduct.
- Number of BLPA staff, port personnel, security-linked personnel and relevant stakeholders trained.
- Awareness materials prepared and disseminated to workers, port users, women traders, transport actors and communities.
- Quarterly non-identifying risk monitoring reports submitted to BLPA.
- Corrective actions tracked and reported within agreed timelines.

8. Reporting Arrangements

- The Consultant shall report to the Project Director, BLPA.
- The Consultant shall also coordinate, as required, with the project's environmental and social specialists, GRM focal points, contractors, supervising consultants, relevant government agencies, service providers and the World Bank task team.
- All reporting on trafficking, SEA/SH, child protection, forced labor, child labor or exploitation concerns shall be non-identifying unless otherwise required under the agreed confidential referral and escalation protocol.

9. Duration and Payment

- The assignment shall be for one year, extendable based on performance and project needs.
- Payments shall be linked to satisfactory completion of agreed deliverables rather than monthly presence alone. Each deliverable shall be reviewed for technical quality, project relevance, ESF/GPN alignment, ethical safeguards and operational usefulness before acceptance.
- Suggested payment milestones may be linked to: inception report; risk assessment and hotspot mapping; service mapping and referral protocol; prevention and response roadmap; contractor compliance package; awareness and training materials; training report; and final report.

10. Required Firm Experience

- The firm shall have at least seven years of relevant experience in human trafficking prevention, SEA/SH risk mitigation, gender, labor-risk management, service mapping, stakeholder engagement, community awareness and grievance mechanism strengthening.
- The firm shall demonstrate experience in infrastructure, transport, trade facilitation, border, migration, logistics or comparable high-risk operational settings.
- The firm shall have experience applying survivor-centered, child-sensitive and ethical approaches, including confidentiality, informed consent, non-retaliation, minimal data collection and safe referral.
- Prior experience with World Bank, ADB or other multilateral environmental and social requirements will be an advantage.

11. Required Team Composition

The team shall include the following key experts.

- **Team Leader / Senior Social Development Specialist:** Master's degree in social science, sociology, development studies, gender studies, international relations, political science or a relevant field. At least 10 years of experience leading social risk assessments, action plans or similar assignments for development projects. Experience with World Bank ESF or equivalent standards is preferred.
- **Human Trafficking Specialist:** Master's degree in social science, criminology, gender studies, migration studies, development studies or a relevant field. At least seven years of experience in trafficking prevention, safe migration, anti-trafficking programming, border/mobility risk assessment or related work.
- **Gender and SEA/SH Specialist:** Master's degree in gender studies, social science, sociology, development studies or equivalent. At least seven years of experience in SEA/SH risk assessment and mitigation, GBV service mapping, survivor-centered referral, SEA/SH-sensitive GRM, Codes of Conduct, training and community awareness.
- **Stakeholder Engagement and Communication Specialist:** Master's degree in communication, public administration, sociology, international relations or equivalent. At least seven years of experience in stakeholder engagement, awareness campaigns, behavior-change communication, GRM communication and community outreach.
- **Field Researchers / Surveyors:** Experience in safe, ethical and gender-sensitive field data collection. All field researchers shall receive training on confidentiality, informed consent, non-retaliation, referral protocols and safeguarding before fieldwork.
- The team shall include, or have access to, **expertise in child protection and labor/ESS2 risks**, as needed.

12. Facilities and Logistics

The Consultant shall provide its own laptops, communication equipment, transport, software and logistical arrangements required to complete the assignment.

BLPA shall facilitate access to relevant project documents, project sites, port-level officials and coordination meetings as appropriate.

13. Confidentiality and Data Protection

- The Consultant shall maintain strict confidentiality of all sensitive information obtained during the assignment.
- No survivor-identifying information, child-identifying information, photographs, recordings, personal case histories or sensitive personal data shall be collected or shared unless strictly necessary, legally permissible, ethically justified, and subject to informed consent and agreed safeguarding procedures.
- All outputs shall present sensitive findings in aggregated and non-identifying form.

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