

Terms of Reference

for

Package-CWSIP/S11: Social Safeguards and Gender Specialist

1. Background

The Chattogram Water Supply Improvement Project (P176429), financed by the World Bank, is being implemented by the Chattogram Water Supply and Sewerage Authority (CWASA) to improve the coverage, reliability, and quality of water supply services in Chattogram, Bangladesh. The Project's Environmental and Social Management Framework (ESMF) and Stakeholder Engagement Plan (SEP) require the establishment of an effective institutional structure within the Project Implementation Unit (PIU) to manage social risks, land acquisition, resettlement, stakeholder engagement, and gender-related impacts arising from Project activities.

To strengthen the integration of social safeguards management and gender mainstreaming, the PIU will engage a **Social Safeguards and Gender Specialist**. This position combines the core social safeguards functions traditionally assigned to the Social Safeguard/RAP/LAP Specialist with dedicated responsibility for gender action planning, GBV/SEA-SH risk management, and inclusion of women and vulnerable groups in Project design and implementation, consistent with the Project's ESMF, Resettlement Policy Framework, Gender Action Plan (where applicable), and the World Bank's Environmental and Social Framework (ESF), particularly ESS5 (Land Acquisition and Involuntary Resettlement) and ESS10 (Stakeholder Engagement and Information Disclosure).

2. Objective

The objective of this assignment is to ensure that the Project's social safeguards obligations and gender-responsive commitments are effectively planned, implemented, monitored, and reported throughout the Project life cycle, in full compliance with national law, CWASA requirements, and the World Bank's ESF.

3. Scope of Work

The Social Safeguards and Gender Specialist will work under the overall supervision of the PIU Project Director and in close coordination with the Environmental Safeguard Specialist, Community Liaison Officer, Design and Supervision Consultants, and relevant CWASA departments. The Specialist's responsibilities are organized under two complementary work streams: Social Safeguards Management and Gender Mainstreaming/GBV Risk Management.

3.1 Social Safeguards Management

1. Lead the implementation of the Resettlement Policy Framework (RPF), Land Acquisition Plan (LAP), and Resettlement Action Plans (RAPs) for all Project components requiring land acquisition or resettlement.
2. Supervise and monitor the implementation of social mitigation and management measures set out in the ESMF and site-specific Environmental and Social Management Plans (ESMPs).
3. Organize, supervise, and/or conduct social monitoring activities, including periodic field visits to Project sites and affected communities.
4. Coordinate with District Collectors, local government institutions, and other relevant authorities on land acquisition, valuation, and compensation matters.



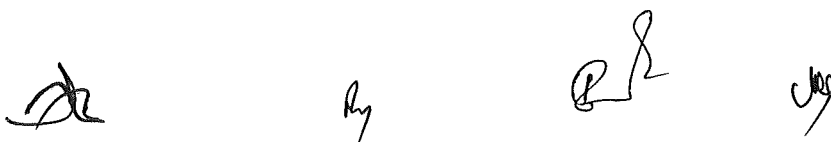
5. Ensure timely and appropriate disclosure of Project information to affected persons and the public, including maintaining up-to-date stakeholder information on the CWASA website.
6. Ensure that all land acquisition and resettlement issues are properly addressed and that LAP/RAP commitments are enforced, including cooperation with government institutions involved in compensation and resettlement processes.
7. Manage and monitor the functioning of the Grievance Redress Mechanism (GRM), ensuring grievances related to land, resettlement, and social impacts are logged, tracked, and resolved in a timely manner.
8. Ensure compliance of contractors with labor management procedures, codes of conduct, and community health and safety requirements under the ESMPs.
9. Prepare monthly, quarterly, and ad hoc reports on the performance of the E&S Unit with respect to social safeguards, for submission to the PIU and the World Bank.
10. Support capacity building and training of PIU staff, contractors, and implementing partners on social safeguards requirements and World Bank ESF standards.
11. Contribute to the preparation of the Project's safeguards completion report at closure.

3.2 Gender Mainstreaming and GBV/SEA-SH Risk Management

1. Lead the implementation and monitoring of the Project's Gender Action Plan (GAP), ensuring gender-responsive targets and indicators are tracked and reported.
2. Conduct or oversee gender and social assessments to identify differentiated impacts of Project activities on women, girls, and vulnerable groups, and recommend mitigation and enhancement measures.
3. Assess and manage risks of Gender-Based Violence (GBV) and Sexual Exploitation, Abuse, and Harassment (SEA/SH) associated with Project activities, including civil works sites and labor influx.
4. Review and strengthen the GRM to ensure it is safe, accessible, and survivor-centered, with confidential and ethical referral pathways for GBV/SEA-SH cases.
5. Support the development and dissemination of Codes of Conduct for contractor and PIU personnel addressing GBV/SEA-SH prevention, and monitor compliance.
6. Design and deliver, or coordinate the delivery of, gender sensitization and GBV/SEA-SH prevention training for PIU staff, contractors, and community stakeholders.
7. Promote the meaningful participation of women in Project consultations, decision-making processes, and employment/livelihood opportunities generated by the Project.
8. Liaise with local women's organizations, service providers, and relevant government bodies (e.g., Department of Women Affairs) to strengthen referral networks for survivors of GBV.
9. Prepare gender-disaggregated monitoring data and incorporate gender outcomes into the Project's regular progress reporting to CWASA and the World Bank.
10. Advise the PIU on the integration of gender considerations into Project design changes, procurement, and communications materials.

3.3 Cross-Cutting Responsibilities

1. Serve as the primary focal point within the PIU for both social safeguards and gender matters, ensuring coherent and non-duplicative management of related risks.
2. Coordinate closely with the Environmental Safeguards Specialist to ensure integrated management of environmental and social risks under the ESMPs.
3. Participate in World Bank supervision missions and support the preparation of Aide Memoires and Implementation Status and Results Reports (ISRs) related to social and gender performance.



4. Undertake any other social safeguards or gender-related tasks assigned by the Project Director consistent with the objectives of this assignment.

4. Qualifications and Experience

- Master's degree in Social Science, Sociology, Social Work, Gender Studies, Development Studies, Anthropology, or a closely related field.
- Minimum of 10 years of relevant professional experience, including demonstrated experience in both social safeguards/resettlement management and gender mainstreaming or GBV risk management in donor-funded infrastructure projects.
- Familiarity with World Bank safeguards policy and the Environmental and Social Framework (ESF), in particular ESS5 (Land Acquisition and Involuntary Resettlement) and ESS10 (Stakeholder Engagement), or equivalent multilateral safeguards frameworks (ADB, JICA, USAID).
- Demonstrated experience conducting social assessments, resettlement planning, and gender/GBV risk assessments.
- Sound understanding of grievance redress mechanisms and survivor-centered approaches to GBV/SEA-SH case management.
- Strong facilitation and training skills, with experience delivering safeguards and gender sensitization training to diverse audiences, including in challenging environments.
- Excellent written and verbal communication skills in English and Bengali. Strong interpersonal, coordination, and stakeholder engagement skills.
- Prior experience working with water and sanitation utilities or urban infrastructure projects is an advantage.

5. Reporting and Duty Station

The Specialist will be based at the CWASA PIU office in Chattogram and will report directly to the Project Director, CWSIP. The Specialist will submit monthly progress reports summarizing social safeguards and gender-related activities, issues identified, and actions taken, and will contribute inputs to the Project's quarterly progress reports and World Bank mission documentation.

6. Duration

The assignment is expected to run for the duration of Project implementation, subject to satisfactory performance review on an annual basis, in line with the overall Project implementation schedule.

7. Deliverables

1. Inputs to monthly, quarterly, bi-annual, annual progress reports covering social safeguards implementation status and gender/GBV risk management activities.
2. Quarterly Gender Action Plan monitoring reports with gender-disaggregated indicators.
3. Updated GRM logs and quarterly grievance resolution summaries.
4. Training materials and records of safeguards/gender sensitization sessions conducted.
5. Project safeguards and gender completion report at Project closure.

