

Government of the People's Republic of Bangladesh
Office of the Project Director
Inclusive Services and Opportunities for Host and FDMN Communities
Directorate General of Health Services
Mohakhali, Dhaka –1212

Terms of Reference (ToR)
for
Gender-Based Violence Specialist (National)
(Package No. SD-05)

1. Project Background

The World Bank is supporting the government's investment in the Displaced Rohingya Population (DRP) and host communities through the approved Inclusive Services and Opportunities for Host Communities and Displaced Rohingya People (ISO) Project. The project's development objective is to improve access to human capital services for vulnerable host communities and DRP.

The Directorate General of Health Services (DGHS) has received a credit of USD 40 million Credit and 40 million Grant under the World Bank financed ISO project to support essential Health, Nutrition and Population services for the Host Community and DRP. Component 4 (Subcomponent 4.1) under this project will be implemented by DGHS. Activities will include (i) repair and renovation of the physical infrastructure of the identified existing required facilities; (ii) deployment of required human resources for health to complement the existing workforce and ensure adequate services in existing and upgraded facilities (iii) provision of required medical and non-medical supplies and equipment based on needs assessments; (iv) uninterrupted supplies of medicines and vaccines; (v) functional referral system amongst the facilities including purchase, operation and maintenance of two water ambulances; (vi) provision of training for all categories of health workers (vii) operationalize medical waste management; (viii) provision of behavior change communication interventions (viii) and ensuring regular monitoring and supervision.

2. Objective of the Assignment

The project seeks to strengthen Gender-Based Violence (GBV) prevention and response systems within the targeted community or organization through a structured and evidence-based approach. It will begin with a comprehensive assessment of existing mechanisms to identify key gaps and challenges. Based on the findings, tailored strategies and action plans will be developed to enhance coordination and effectiveness. Capacity-building initiatives will be implemented for staff, community leaders, and law enforcement officials to improve their ability to recognize, report, and respond to GBV incidents appropriately. Concurrently, awareness-raising and educational campaigns will be conducted to address harmful gender norms and attitudes that perpetuate GBV. Robust monitoring and evaluation frameworks will be established to measure progress, assess impact, and ensure the continuous improvement of interventions.

3. Scope of Services and Responsibilities

The objective of the assignment is to assist the gender-based violence issues of the Project Director (PD) Inclusive Services and Opportunities for Host and FDMN Communities. This activity intends to describe the services ensuring the responsibilities of the consultant. The specialist will be responsible for the following tasks:

i) Situation Analysis:

- Assessment of GBV risk: Analyze available data on existing prevalence data, national legal framework, national policies, and programs including information regarding protection and response services, social norms, and help-seeking behavior relating to GBV, trends, and risk factors.
- Conduct interviews, focus group discussions, and surveys to assess risk in the current portfolio and identify high-risk areas with community perceptions, experiences, and needs regarding GBV.
- The consultant should also be collecting and reviewing the gender related data and information from the UN agencies (following the contractual terms stipulated between the DGHS and the respective UN agency). While doing so, the consultant should have thorough understanding of the UNAs gender-sensitive activities/ interventions within the ISOP design.
- Identification of key data gaps.

ii) Strategy Development:

- Stakeholder mapping of government and civil society actors including identifying national, international, and local civil society and reviewing their role, mandate, and relative influence that are currently working to address GBV in the country and establish partnerships for collaborative efforts.
- Map services currently available to GBV survivors, assess the quality and identify gaps in services - Formulate evidence-based strategies and interventions tailored to the specific context and needs identified.
- Ensure inclusivity and cultural sensitivity in all proposed actions.

iii) Capacity Building:

- Develop training materials and modules on GBV awareness, prevention, and response.
- Deliver interactive training sessions for diverse audiences, incorporating participatory methodologies and case studies.
- Provide ongoing mentorship and support to enhance the effectiveness of frontline responders.

iv) Advocacy and Awareness:

- Design communication materials, including posters, brochures, and social media campaigns, to raise awareness about GBV and
- Promote gender equality.
- Organize community events, workshops, & dialogues to engage stakeholders in open discussions about GBV-related issues.

- Advocate for policy changes and legislative reforms to strengthen GBV prevention and protection mechanisms.

v) **Monitoring and Evaluation:**

- Develop indicators and benchmarks to assess the impact of interventions on reducing GBV prevalence and improving support services.
- Establish feedback mechanisms for continuous learning and adaptation.
- Prepare regular progress reports and presentations to share insights and recommendations with stakeholders.

vi) Any other tasks as requested by the Project Director and donor organization from time to time.

3. **Qualifications**

At least Master's degree from a reputed university in social science/ gender studies/ public health/ anthropology/ sociology or related field.

4. **Experiences**

- Minimum 8 years of experience working in the area of GBV,
- Experience in providing high-level strategic and practical advice and technical support to donors, multilateral and community organizations, and policymakers on what works to prevent violence.
- Published knowledge of what works to address gender-based violence, based on global impact evaluation data.
- Direct experience in collecting and analyzing data related to GBV and internationally acknowledged methods for comparing GBV data across countries is desirable.
- An active member of a global network working on GBV and/or having done work for such will get extra priority.

5. **Reporting and Deliverables**

The consultant will report (Soft Copy and Hard Copy with signed) directly to the Project Director/Project Implementation Unit (PIU) and needs to submit all deliverables to the approving authority of the project (Additional Secretary, Planning wing of HSD, MoHFW, and Director Planning & Research).

The monitoring and evaluation consultant will provide acceptable deliverables/reports to the Project Director which may include but are not limited to the following: (reporting time)

- Comprehensive situational analysis report. (as required)
- Strategic action plan for GBV prevention and response. (as required)
- Training materials and documentation. (continuous)
- Advocacy and awareness-raising materials. (continuous)
- Monitoring and evaluation framework and reports. (as required)

6. Duration of the assignment

The consultant will be engaged continuously for 20 months for the full time basis. The project duration is estimated up to June, 2027. The duration of the service contract with the successful applicants will be for an initial period of one year. The contract will be renewed every year on the satisfactory annual performance of the consultant.

7. Selection Method

A consultant will be selected following the Selection of Individual Consultant (SIC) method as set forth in accordance with the World Bank Procurement Regulations for IPF Borrowers (September 2023), Public Procurement Act 2006 and Public Procurement Rules 2025 (together the “National Procurement Law”).