

Host and Rohingya Enhancement of Lives Project (HELP)
Department of Public Health Engineering (DPHE)
Terms of Reference (TOR)
Position: Gender Consultant
Package no. SD-14

Background: Bangladesh has been coping with the presence of around one million Forcibly Displaced Myanmar Nationals (FDMNs) since 2017, which has resulted in a protracted crisis requiring longer term support to host and Rohingya communities. The Government of the People's Republic of Bangladesh (GoB) has received credit and grant from the International Development Association (IDA) for the Host and Rohingya Enhancement of Lives Project (HELP) on WASH and other related support services. DPHE intends to apply a part of the project financing to hire a '**Gender Consultant**' following the World Bank Procurement Regulations.

The objective of the project is to improve access to basic water supply and hygiene sanitation services and enhance disaster and climate resilience of the host communities and FDMNs. HELP is comprised of four components mentioned below:

1. Resilient water, sanitation, and hygiene (WASH)
2. Climate and disaster resilient infrastructure, energy, and emergency response
3. Strengthening institutional systems to enhance service provision and support resilient development
4. Contingent Emergency Response

Component 1 and parts of Components 3.1, 3.2, and 3.4 of the project will be implemented by Department of Public Health Engineering (DPHE) under Ministry of Local Government, Rural Development and Cooperatives (MLGRD&C). The Project activities will include various types of infrastructure construction and rehabilitation, such as the construction and rehabilitation of piped water supply schemes, community water options, household and community toilets, integrated waste management systems, and capacity building training on WASH and menstrual health and hygiene.

The project will be implemented in accordance with the World Bank Environmental and Social Framework (ESF), Environmental and Social Commitment Plan (SCP) and Stakeholder Engagement Plan (SEP) documents respectively.

Gender Issues to be considered under HELP: The project will be implemented in accordance with the World Bank Environmental and Social Framework (ESF). Environmental and Social Commitment Plan; Environmental and Social Management Framework; and Stakeholder Engagement Plan will be key documents for the project. The gender and gender-based violence risk is substantial due to the fragile context, rural location, mix of local and outside labor inflow, and the proximity of project locations to schools or areas where women and young girls have increased mobility, pose risks for SEA/SH.

Scope of service of Gender Consultant: He/she will undertake the following activities:

- Responsible for resolving all activities related to Gender and Gender Based Violence (GBV)/ Sexual Exploitation and Abuse/ Sexual Harassment (SEA/SH) issues as defined in Environmental and Social Commitment Plan (ESCP) and GBV Action Plan;
- Supervise and coordinate the firms assigned (both Technical and Social mobilization firm) to undertake the gender and social inclusion activities in design and implementation, including addressing GBV issues in field level.
- Responsible for developing and updating of Gender Action Plan, GBV Action Plan, GBV Risk rating/assessment, Standard Operating Procedures for a GBV Grievance Redress Mechanism (GRM) as and when required.

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- Coordinate with project stakeholders on Gender and GBV/SEA/SH related issues including collection of instances of SEA/SH in coordination with the project task team and implementation unit.
- Prepare screening reports on gender and social inclusion in design and construction activities (where appropriate) on equitable terms in all the interventions proposed. Identify the challenges, especially where they are skill related.
- Integrate gender-sensitive aspects in the project activities in close coordination with other key staff of the PMU.
- Ensure proper management of GBV cases as required. Assess quality, confidentiality and comprehensiveness of existing protocols being used if grievances related to SEA/SH are reported.
- Support rolling out the GBV GRM, including training project related staff (The Consultant needed to associated to mentor, monitor, facilitate, guide and make shape related capacity building training), labor, community members, waste workers or others as needed, and document the process of implementation including challenges and lessons learned.
- Support the development or adaptation of Codes of Conduct (CoC) for workers including training and documentation the process of implementation (challenges and lessons learned).
- Support in development and costing of a survivor-centered protocol to respond to cases of GBV reported through the GRM as part of the overall project framework. This should include adding to or creating GBV service providers mapping of priority project areas. If gaps are identified make recommendations to: i) strengthen the reporting response framework outlining procedures and guidelines targeting government partners and contracting firms associated with the project; ii) develop recommendations to strengthen the referral pathway for survivors that should be implemented as soon as a case is reported, verified or not
- Will monitor the application especially for the cases of equal opportunity, safe workplace and other Gender and GBV/SEA/SH issues.
- Any other task assigned by the Project Director/competent authority.

A. **Key Qualifications:** Required academic qualifications and Professional Experience of the consultant are furnished below:

i) **Educational Qualification:**

The Consultant must have a Master's degree in any discipline of social science or other relevant fields from a reputed university.

ii) **Professional Experience:**

Minimum of 10 years relevant professional work experience in development or humanitarian field (preferably in World Bank/development partner assisted project with a focus on the prevention and response to gender-based violence).

- Practical working experience on implementation of programs/projects related to violence against women and girls, sexual exploitation and abuse, gender, and child protection etc.
- Experience of collaborating with Government entities in GBV program implementation considered an asset.
- Preference will be given to candidates with experience working on projects or funds related to Forcibly Displaced Myanmar Nationals (FDMN) and or marginalized communities.
- Excellent verbal and written communication skills and report writing capacity in both Bangla and English.

B. **Duration of the Assignment**

The Consultant shall perform the Services for 40 months or project closing date, whichever is earlier. However, the duration will depend on performance of the individual in this position.



C. Institutional Arrangement

The position is full-time, based in Cox's Bazar, with periodic extensive visits to Noakhali district and Bhasan Char. The role includes providing support to the Regional Project Management Unit (RPMU). The Consultant will work under the direct supervision of the Deputy Project Director and will report to them while closely collaborating with other project officials. S/he will keep coordination with Social and Environmental Safe Guard officer of PMU, Dhaka. The Consultant will be accountable to the Deputy Project Director for daily activities. The consultant needed to be attached with RPMU (as and where required) located in the district Cox's Bazar and Noakhali respectively.

D. Reporting Obligations/Schedule deliverable:

- Periodical Report:** Monthly Activity Report, Field visit report, Monthly GRC & GRM Report, Report required during World Bank Mission and Completion Report etc.
- Incident based report:** Provide periodic and incident reports on the implementation status on Project Gender Services, GBV Response Service and GBV Action Plans as well as GBV/SEA/SH cases/incidence

E. Remuneration

The Consultant will be paid a negotiable consolidated remuneration inclusive of all applicable Taxes and VAT as per law of Bangladesh. Payment shall be made on monthly basis upon satisfactory performance/deliverables certified by competent authority.

F. Procurement/ Hiring method

The Consultant will be hired and contracted as per the "Individual Consultant (IC)-Open" Selection method of World Bank Procurement Regulation (PR), 2016, updated in September 2023.

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Approved

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