

Government of the People's Republic of Bangladesh
Department of Youth Development
Economic Acceleration and Resilience for NEET (EARN) Project
Jubo Bhaban
108, Motijheel, C/A, Dhaka-1000
www.dyd.gov.bd

Terms of Reference (ToR)
For
Environmental Specialist (S15.23)

Expertise : Environmental advisory service
Source : National

Project Background:

Economic Acceleration and Resilience for NEET (EARN) is the World Bank supported government project. Department of Youth Development (DYD) Under Ministry of Youth and Sports (MoYS) is the implementing agency of the project. ECNEC has approved the project dated 20th June 2023 and the World Bank board of directors has approved it dated 27th June 2023. The Financing Agreement (FA) was signed on August 27, 2023. The Project has been declared effective on 13 September 2023.

The EARN project in Bangladesh aims to accelerate economic recovery by involving on NEET youth, especially women, in rural areas. It offers education and skills development with a focus on women-centric facilities and second-chance education. Additionally, it includes enterprise development, SEB skill training, and support for employment and entrepreneurship. The project addresses social barriers, enhances institutional capacity, and provides awareness and counseling. Its ambitious goal is to create around 900,000 skilled workers in priority sectors by 2030, contributing to economic transformation and graduation from LDC status, fostering economic inclusion and diversification.

The World Bank ESSs applicable for the project activities are ESS1 (Assessment and Management of Environmental and Social Risks and Impacts); ESS2 (Labor and Working Conditions); ESS3 (Resource Efficiency and Pollution Prevention and Management); ESS4 (Community Health and Safety); ESS7 (Indigenous Peoples); and ESS10 (Stakeholder Engagement and Information Disclosure). An E&S Management Framework (ESMF) has been prepared responding to the requirements of the applicable ESSs. This ESMF will be followed for E&S screening of each relevant activities/sub-projects and managed during project implementation. Outcome of the screening process will determine the level of detail of E&S Economic Acceleration and Resilience for NEET Project (EARN) Environmental and Social Management Framework iii assessment (ESA) i.e., E&S impact assessment (ESIA) and E&S management plan (ESMP). ESMF provides guidance for meaningful consultation with tribal communities (with indigenous status or origin) and a social inclusion and management framework (SIMF) addressing the varied needs and capacity of the disadvantaged and vulnerable individuals and groups including tribal peoples. A framework Labor Management



Procedure (LMP) has been prepared, following which site-specific detail labor management plan will be prepared during project implementation. A Stakeholder Engagement Plan (SEP) has been prepared that identifies stakeholders and includes strategies for meaningful consultation with disadvantaged and vulnerable individuals, groups and communities during project implementation. The ESMF, LMP and SEP will guide the preparation of site-specific E&S management plans (ESMPs).

Context of the Assignment

The legislations relevant for environmental assessment for EARN Project components are the Environmental Conservation Act 1995 (ECA'95) and the Environmental Conservation Rules 2023 (ECR'23). Other key applicable national policies, strategies, plans, acts, rules and regulations laid out by the Government of Bangladesh have been collated in the Chapter 2. As part of a government entity, DYD is obliged to abide by all these acts, rules and guidelines (legal framework). As per ECR'23, most the components/sub-components and associated activities are likely to fall ranging under the 'Yellow' category, only a few (e.g., construction of DYD HQ in Dhaka, renovation/reconstruction of multi-storied buildings at 64 Youth TCs (YTCs) and 6 regional TCs, laboratory setup at YTCs, some potential trades - repairing of refrigerators/PVC, dairy/poultry/cattle farms, food processing, etc.) falls under 'Orange' category, as has no such significant impact on the surrounding environmental and social components, likely to have localized and reversible environmental and social impacts demands E&S screening and environmental management plan (EMP), based on which only a few demands further environmental assessment (EA). The project requires screening for all activities/schemes and preparing site specific EMP at the initial stage and based on screening result, and if recommended by Department of Environment (DoE), initial environmental examination (IEE) and EMP should be carried out.

To support the project in performing those activities an Environmental Specialist will be required. The specialist will manage, guide, supervise and monitor implementation of ESMF, SEP, LMP and GSEAP per ESCP and ensure compliance following both World Bank and Government requirements.

Objectives of the Assignment:

The main objective of the assignment is to ensure that all infrastructure development activities under the EARN Project comply with national environmental regulations and the World Bank ESF, with special emphasis on ESMPs, occupational health and safety (OHS), and site-specific environmental monitoring.

Specific objectives include:

1. Lead environmental compliance management activities of the project and manage, guide, supervise and monitor implementation of ESMF and commitments laid out in the ESCP and ensure compliance following both World Bank and Government requirements.
2. Conduct regular screening of all the sub-projects/activities for assessing the environmental risk and impacts and develop site specific Environmental Management

- Ensure meaningful stakeholder engagement during screening.

D. Environmental and Social Impact Assessment

- Conduct scoping exercises to define the scope of assessment.
- Collect baseline environmental and social data (e.g., air, water, land use, socioeconomic conditions).
- Identify and assess direct, indirect, cumulative, and induced impacts.
- Carry out stakeholder consultations, particularly with vulnerable groups and affected persons.
- Analyze project alternatives (location, technology, design) to avoid/minimize impacts.
- Draft detailed ESIA reports for high/substantial risk subprojects.

E. Environment and Social Management Plan (ESMP)

- Develop activity-specific ESMPs based on screening/ESIA findings.
- Include mitigation measures, implementation timelines, responsible parties, monitoring indicators, and budget.
- Establish grievance redress mechanisms (GRMs) and community feedback systems.
- Prepare ESMP compliance and monitoring protocols for contractors and service providers.
- Integrate ESMP requirements into tender documents and contractor obligations.
- Ensure periodic review and updating of ESMPs during implementation.

F. Reporting and Documentation

- Prepare periodic environmental monitoring reports and contribute to project progress reports.
- Maintain up-to-date documentation of environmental assessments, clearances, and permits.

G. Coordination

- Liaise with relevant government agencies (e.g., Department of Environment), the World Bank team, consultants, and contractors.
- Support coordination with other thematic specialists (e.g., social, health and safety, biodiversity) to ensure an integrated approach.

Selection Method: A consultant will be selected following the Individual Consultant Selection (ICS) method with limited market approach as set forth in the “World Bank Procurement Regulations for IPF Borrowers”, dated November 2020.

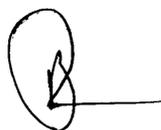
Regional/Country Experience: Bangladesh

Date of Commencement: July 2025 (Tentative).

Assignment Period: July 2025 to June 2026 with the possibility of extension of the service subject to the satisfactory performance of the consultant and mutual consent.

Place of Working: Primarily at PMU of EARN, with field visits all over Bangladesh if required.

Logistics Support: The EARN Project will provide office space, logistics, and institutional support to the consultant in carrying out the assignment.



- Plan (EMP) and continue monitoring to ensure that environmental risks and impacts are properly managed following the WB ESS (Environmental and Social Standards).
3. Prepare necessary documents/instruments (including ESIA/EMP) and coordinate obtaining environmental clearance certificate from the Department of Environment (DoE).
 4. Assist in the preparation of bid documents for the contract packages of the project for incorporation of costs related to EMP and necessary environment clauses.
 5. Develop, organize and deliver environmental compliance management and occupational health and safety (OHS) training and orientation programs and workshops for relevant staffs and contractors.
 6. Lead environmental performance and OHS monitoring of the entire project and its sub-projects' activities coordinating with the POs, contractors, DYD officials and PMU/PIUs.
 7. Assist PMU/DYD in establishing an Environmental, Social and Gender Cell (ESG cell) and make it operational and ensuring sustainability.
 8. Prepare monthly/ quarterly/ semi-annual environment monitoring reports and any other reports as required by the project.

Scope of the Assignment:

The Environmental Specialist will be responsible for the following tasks:

A. Institutional Arrangement for E&S Risks Management

- Develop an institutional framework for E&S management, identifying roles at head quarter and district levels.
- Support PMU in establishing an Environmental, Social and Gender Cell (ESG cell).
- Develop a capacity-building plan including training modules, workshops, and on-the-job mentoring for project staff and stakeholders.
- Ensure coordination with other ministries, local governments, consultants, and implementing partners.
- Establish internal reporting structures and escalation mechanisms for E&S issues.

B. Environmental and Social Assessment and Management Process

- Develop an Environmental and Social Management Framework (ESMF) tailored to each of the activities related to reconstruction, major renovation and repair and upgradation work under the project.
- Integrate E&S procedures into project planning, design, procurement, and monitoring.
- Define triggers and criteria for conducting screening, ESIA, and ESMPs.
- Establish monitoring protocols and feedback loops for adaptive management.
- Align processes with national regulations and World Bank Environmental and Social Standards (ESS).

C. Environmental and Social Screening

- Develop standardized screening checklists for different activity types (reconstruction, major renovation and repair and upgradation work etc.).
- Conduct field-level screening for each subproject/activity to identify potential E&S risks and assign risk categories (Low, Moderate, Substantial, High).
- Document screening outcomes and determine the need for further assessments (e.g., ESIA).



Payment: This is a time-based contract, and payments will be made monthly (that is, payments made each month will be for services rendered during the immediately preceding month), supported by the submission of timesheets by the consultant.

ESMF for EARN Project can be obtained from the following link:

https://dyd.portal.gov.bd/sites/default/files/files/dyd.portal.gov.bd/page/82d444fa_544a_48a1_b29b_42659b2a7bfc/2024-10-27-05-30-2129f6ee80aa0ecf303551f64f78efff.pdf

