

Government of the People's Republic of Bangladesh
Department of Youth Development
Economic Acceleration and Resilience for NEET (EARN) Project
National Sports Council Tower (Lift-19),
62/3, Purana Paltan, Dhaka-1000.
www.dyd.gov.bd

**Terms of Reference (ToR)
For
Selection of Gender and Social Specialist (Package No: S15.10)**

Expertise : Gender studies, Gender Equality and Inclusion, Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) and Gender-Based Violence (GBV)
Source : National

Project Background and Rationality of the Assignment:

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 EARN Project emphasizes women's skill development and empowerment by prioritizing female NEETs in beneficiary selection, delivering gender-responsive and market-aligned training, addressing social barriers, creating safe and accessible learning environments, promoting digital literacy, and offering entrepreneurship support tailored to young women. It highlights targeted outreach and special quotas to ensure female participation, along with gender-responsive skills training designed to address market barriers and empower women through relevant skill development and entrepreneurship support. Through targeted interventions, flexible training models, and women-centered monitoring and evaluation, the project equips young women with the skills, confidence, and opportunities necessary to achieve sustainable economic participation and resilience.

A Gender and Social Specialist is critical for the EARN project to ensure that NEET beneficiary specially female beneficiaries who face the deepest barriers are effectively included. They provide expertise in gender analysis, GBV risk management, community engagement, design

of women-friendly training pathways, gender-responsive M&E, and compliance with World Bank gender requirements. Their role strengthens women's participation, safety, empowerment, and equitable access to skills, entrepreneurship, and income opportunities, ultimately improving project impact and sustainability.

Objective of the Assignment:

The purpose of this assignment is to ensure the effective implementation of gender and social-related initiatives within the project, integrating gender and social perspectives throughout all project activities and managing associated risks, including those related to gender, sexual exploitation, social inclusion, abuse, and harassment. The specialist will support efforts to promote gender equality, address disparities, and improve overall program effectiveness by developing and implementing comprehensive policies, procedures, and training aimed at preventing and responding to GBV/SEA/SH incidents.

Additionally, the Gender and Social Specialist is responsible for ensuring adherence to legal and policy frameworks, enhancing organizational capacity, encouraging innovation, and creating safe, inclusive, and equitable environments for beneficiaries. This role further involves building strategic partnerships to facilitate robust risk management.

Scope of Services:

The scope of the assignment encompasses a comprehensive set of responsibilities focusing on Gender, Gender-Based Violence (GBV), Gender Equality and Social Inclusion (GESI), and related issues. The objective is to ensure the timely and high-quality implementation of all activities, maintain compliance with the Project Environmental and Social Commitment Plan (ESCP), and promote a safe, inclusive environment for all stakeholders. The scope of the assignment will include, but not limited to:

a. Oversight and Compliance

The assignment requires an oversight of all tasks and activities connected to Gender and GBV concerns, Gender Equality and Social Inclusion (GESI). This role involves ensuring that these initiatives are implemented on schedule and meet established quality standards, while strictly adhering to the Project ESCP.

b. Action Plan Management

Revise and update Gender, GESI and GBV prevention Action Plans, as well Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) risk rating and whenever necessary. Oversee the approval process for these instruments through the appropriate authorities.

c. Coordination and Supervision

Coordinate with Service Providers (SPs), the Social Norms Specialized Agency (SNSA), and other relevant authorities to ensure effective implementation, monitoring, and supervision of GESI and GBV prevention action plans in the field.

d. Stakeholder Engagement

Conduct periodic stakeholder engagement activities related to GESI, and GBV/SEA/SH as outlined in the Stakeholder Engagement Plan (SEP). Provide input for SEP updates when required.



e. Reporting and Case Management

Prepare periodic and incident reports on the implementation status of GESI GBV/SEA/SH action plans GBV/SEA/SH response services as per the project requirement. . Document and follow up on GBV/SEA/SH cases and incidents, ensuring proper GBV referral services following global standards.

f. Grievance Redress Mechanism Implementation

Implement the GBV/SEA/SH-specific Grievance Redress Mechanism (GRM), which is included in the Project GRM following GBV guiding principles and WB good practice note. Provide timely reports as required.

g. Complaint Review and Action

Coordinate with GBV Service Providers to review and take necessary action on complaints related to GBV/SEA/SH received through the Gender Based Violence sensitive Grievance Redress Mechanism.

h. Code of Conduct Monitoring

Ensure that GBV prevention and response obligations, including the Code of Conduct (COC) for Service Providers as specified in contract agreements, are met. Monitor the application of these obligations, focusing particularly on equal opportunity, workplace safety, and other relevant issues.

i. Training and Capacity Building

Provide capacity building training on Gender, GESI, GBV, workplace safety, and the GBV/SEA/SH sensitive GRM to enhance the capacity and awareness of PIU staff, Service Providers, SNSA, field staff, Employers and other relevant stakeholders.

j. Focal Point Duties

Serve as the primary point of contact between Service Providers and the Project Management Unit (PMU) regarding any issues related to Gender, GESI, and GBV/SEA/SH.

k. Health Response Protocol

Ensure the application of the GBV/SEA/SH response protocol through proper referral, which includes providing psychosocial counseling, mental health support, and related services.

l. Behavioral Change Communication

Provide support in developing Behavioral Change Communication (BCC) strategies and materials. Support to conduct community-based communication activities, inter-personal communication sessions, and counseling workshops on gender and GBV issues.

m. Consultation and Advisory Services

Provide advice to Service Providers and other stakeholders on GESI and GBV issues. This includes coordination with governmental organizations, UN agencies, NGOs operating at project sites, and GBV Service Providers to address GBV/SEA/SH complaints, grievances..

n. Childcare Facility Guidance

Provide expert opinion to SNSA and SP during the design, establishment, and management of safe, inclusive, and high-quality childcare facilities supported by the SNSA. Ensure these facilities meet national standards and global quality benchmarks.



o. Community Engagement

Support SNSA and SP to develop and evaluate comprehensive strategies for engaging parents and the community, fostering ongoing communication, collaborative feedback mechanisms, and active participation in decision-making to support children's growth and well-being.

p. Health, Safety, and Security Protocols

Support SNSA and SP to assess, recommend, and support robust health, safety, and security protocols, with a zero-tolerance policy for corporal punishment, verbal abuse, exploitation, or discrimination.

q. Reporting and Compliance

Prepare and present timely, detailed reports to the PMU, ensuring all operations comply with national and international regulations and adhere to recognized best practices in childcare.

r. Other Duties

Perform any other tasks focusing on Gender, Gender-Based Violence (GBV), Gender and Social Inclusion (GESI) related issues of Department of Youth Development assigned by the Project Director.

Output & Reporting Requirement:

The Gender and Social Specialist will provide periodic quarterly report to the PMU including final completion report as well as incident report as and when required. The reports will include monitoring of the implementation of GESI and GBV prevention action plans, social assessment report, , GRM report, GBV/SEA/SH related stakeholder engagement reports as well as GBV/SEA/SH incidents and follow up reports and any other reports as and when directed by the PD.

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

Regional/Country Experience: Bangladesh

Probable Date of Commencement: February 2026

Assignment Period: February 2026 to January 2028 (Tentative 24 Person-Months).

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.

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.

