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Government of the People's Republic of Bangladesh
Ministry of Women and Children Affairs
Inclusive Services and Opportunities for Human Capital Development and Livelihood Project
(ISO for HCDLP)
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Terms of Reference (TOR) for Selection of NGO for Community Mobilization and Livelihood Skills Training for Gender Based Violence (GBV) Prevention and Response

Expertise : Community Engagement and Mobilization on Gender Based Violence (GBV) Prevention and Response, and Livelihood Training with Market Linkage

Source : National

Package : MoWCA/CS-03

1. Background

The Inclusive Services and Opportunities for Host Communities and Displaced Rohingya Population Project (ISO) is a World Bank-supported Government of Bangladesh (GoB) project. ISO will be implemented by six implementing agencies operating under five Ministries. These are the Department of Primary Education (DPE) under the Ministry of Primary and Mass Education (MoPME), the Department of Social Services (DSS) under the Ministry of Social Welfare (MoSW), the Directorate General Health Services (DGHS) and the Directorate General Family Planning (DGFP) under the Ministry of Health and Family Welfare (MoHFW), and the Ministry of Women and Children Affairs (MoWCA). ISO was approved by ECNEC on 28 September 2024. Approval by the World Bank board of directors was given on 28 May 2024. The Financing Agreement (FA) was signed on 9 June 2024, and the Project was declared effective on 19 July 2024.

Gender-based violence (GBV) and child marriage remain significant human rights issues in Bangladesh, particularly in the Chattogram Division and Cox's Bazar District, where the 2017 influx of Forcibly Displaced Myanmar Nationals (FDMN) compounded existing challenges. The prolonged crisis, declining humanitarian support, rising conservatism, and social breakdown in camps have heightened incidents of Intimate Partner Violence (IPV), sexual harassment, trafficking, and child marriage, limiting women's and girls' mobility and access to activities. World Bank-funded efforts, such as the Health and Gender Support Project (HGSP) and the Emergency Multisectoral Rohingya Crisis Response Project (EMCRP), have offered crucial support through Women Friendly Spaces (WFS) and One Stop Crisis Centers (OCC) in camps, but the demand for services remains high. Building on these efforts, the ISO will deliver comprehensive GBV prevention and response services across Chattogram, including Cox's Bazar and Bhasanchar, under the Ministry of Women and Children Affairs (MoWCA). With a combination of \$17.5 million each in IDA credit and grants, ISO will enhance OCCs, WFS, shelters for GBV survivors, Regional Trauma Counselling Centre (RTCC), mental health services including psychosocial counselling, and community engagement while fostering youth participation to reduce GBV and child marriage, strengthen institutional capacities, and align with national policies for a safer and more inclusive environment for Rohingya and host communities.

2. ISO Project Description

Overall Objective: To improve access to economic opportunities, safety nets, learning, health, and GBV prevention and response services for vulnerable Host and FDMN communities, advancing gender equality.

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Component Specific Objective (MOWCA): Increased access to life-saving and comprehensive Gender-Based Violence (GBV) and Child Marriage (CM) prevention and response services, skills development support, information and awareness for women, adolescents, and youth in the FDMN camps in Cox's Bazar and Bhashanchar, as well as for Host Communities (HCs) in Chattogram Division.

Targets: The targeted population of the project comprises women, men, boys, and girls who require access to quality GBV and child marriage prevention and response services, GBV referral, mental health, and psychosocial support, and building life skills and self-reliance opportunities, as well as the general communities where they live for their mobilization and behavior-change.

Direct beneficiaries: All the people who seek support from project activities and are reached through community mobilization and behavior change activities .

Indirect beneficiaries: All the communities benefited from the project intervention.

3. Outcomes

The outcomes of the GBV Response and Prevention Component of the ISO Project are:

- The project will directly support integrated, multi-sectoral, and comprehensive response services for Gender-Based Violence and child marriage in Cox's Bazar and Chattogram Division, made accessible through the One Stop Crisis Cells and Centres and shelters. Additionally, communities, comprising women, girls, men, and boys, will actively be mobilized to participate in GBV and child marriage prevention activities.
- Women and girls, men, and boys within the FDMN community will have access to high-quality GBV response and prevention services, child marriage prevention, mental health, and psychosocial support.
- Life skills and self-reliance opportunities provided through life skills training among FDMN and HCs in the project area are also expected outcomes of project intervention.

Finally, the expected project intervention outcome will lead to improvement and strengthening of systems and capacity at the institutional and individual levels for comprehensive and multi-sectoral GBV and child marriage prevention and response services.

4. Outputs

Sub-Component 1: Output for Host Communities

- **Output 1:** Strengthened OCC (Cells & Centres) Services in Chattogram Division.
- **Output 2:** Strengthened Regional Trauma Counselling Centre in Chattogram.
- **Output 3:** Livelihood skills training and economic development for women and girls (This activity will be done by NGO and Seed money will be provided by MoWCA).
- **Output 4:** Shelter for GBV and CM survivors established.
- **Output 5:** Community mobilization for GBV prevention in Chattogram Division strengthened.
- **Output 6:** Strengthened GBV Management Information System (MIS) under MoWCA/PIU implemented by hired MIS firm.
- **Output 7:** Improved Capacity of project personnel and frontline workers (Health, DSS, DWA) for screening and referral of GBV survivors to appropriate GBV services by UNFPA.
- **Output 8:** Strengthened Institutional Capacity of MoWCA and DWA.
- **Output 9:** Established M&E Unit and Framework for PIU/ MoWCA.

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Sub-Component 2: Output for FDMN

- **Output 1:** Strengthened quality integrated GBV Services for FDMN community in Cox's Bazar and Bhashanchar.
- **Output 2:** Improved Community-based MHPSS for FDMN community in Cox's Bazar and Bhashanchar.
- **Output 3:** Youth empowerment through establishing youth centres for GBV and child marriage prevention in the camps.
- **Output 4:** Improved life skills among FDMN women, girls, and youth through the WLCCs.
- **Output 5:** Strengthened Community mobilization for GBV prevention for FDMN in Cox's Bazar and Bhashanchar.
- **Output 6:** Capacity Development of project staff and relevant stakeholders for providing quality service.

5. Objectives of the Assignment

The project aims to engage an NGO to implement comprehensive community mobilization and livelihood initiatives to prevent GBV and economically empower women and girls who are at risk of GBV across all districts and upazilas of the Chattogram Division. The NGO will be responsible for developing and executing a tailored plan that includes community engagement, sensitization, and skills training. By adapting the SASA! Together model for the Chattogram Division, the NGO will work to strengthen Violence Against Women (VAW) Prevention Committees (Nari Nirjaton Protirodh Committee) through targeted training and capacity-building. The NGO will arrange for Community leaders, men, and boys to participate in group discussions, interactive events, and meetings to foster awareness and benefits of GBV prevention, while theatre groups and local influencers will promote awareness of GBV, child marriage, and domestic violence (some other socially relevant messaging on Health related awareness will be added where appropriate). Additionally, the NGO will deliver skills training to approximately 25,000 women and girls who are at risk of GBV and referred from different GBV service points, selecting a minimum of 18,000 for seed funding by MoWCA, and supporting them in creating sustainable livelihoods through market linkages and ongoing mentorship. The project aims to achieve a 20% increase in help-seeking behaviour for women and men participating in SASA activities through the community engagement and livelihood skills training with market linkage activities of the contracted NGO.

6. Duties and Responsibilities

Reporting to the Project Director, the scope of the assignment typically includes, but is not limited to, the following:

Community Mobilization for GBV Prevention

The NGO will play a pivotal role in implementing the SASA! Together Model, customized for all districts, upazilas, and unions of the Chattogram Division, to drive community engagement and prevention efforts. The scope of work includes mobilizing a target of 185,000 individuals—encompassing women, girls, men, boys, and influential leaders—through a variety of activities designed to increase awareness and involvement in GBV prevention. This will involve forming and engaging 400 community groups and delivering capacity-building training to 250 Violence Against Women (VAW) prevention committees across district, upazilas, and union levels. The effectiveness of these interventions will be measured using Project Progress Review Reports, monitoring reports, and other key evaluation tools. The successful implementation of this component will be supported by the active engagement and participation of the host communities and collaboration with all relevant UN partners and stakeholders.

The NGO will employ diverse strategies such as interactive sessions, games, and discussions to engage men and boys, and will work with local leaders, influencers, and government representatives to foster community-wide support for GBV prevention. The implementation will also include organizing 500 Theatre for Development shows and conducting 5,000 awareness activities in educational institutions to address GBV, child marriage, and gender equality. The effectiveness of these interventions will be measured through objectively verifiable

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indicators (OVIs) such as the number of participants reached and the success of various awareness activities. Regular monitoring, evaluation, and reporting will be conducted using Project Progress Reports, monitoring reports, and other key tools to ensure the effectiveness and sustainability of the interventions. Collaboration with different stakeholders will be essential for the successful delivery of this component.

Livelihood Skills Training and Economic Development for Women and Girls

Output 3 focuses on providing livelihood skills training and economic support to GBV and child marriage survivors. The selected NGO will develop a training module based on market demand and deliver this training to approximately 25,000 women and girls who are at risk of GBV. Of these, 18,000 will be selected by the NGO for seed money, funded by MoWCA, to support their entrepreneurial endeavors. The NGO will establish at least two rental physical marketplaces, including one in Cox's Bazar, and develop/strengthen and integrate an online marketplace to connect these entrepreneurs with broader markets at the national and international levels. Continuous support and follow-up will be provided to ensure the sustainability of their businesses.

Selection and Training of Beneficiaries

The NGO will be responsible for selecting beneficiaries based on referrals from OCC, RTCC, shelters, and other GBV service providers and agencies in the Chattogram Division, in consultation with MoWCA. The selection will prioritize GBV and child marriage survivors, women and girls at risk of GBV, and survivors of trafficking, acid attacks, and domestic violence. The NGO will ensure that the training includes business plan development, financial and banking literacy for women and girls, and aligns with market opportunities. Additionally, the NGO will provide guidance on integrating beneficiaries into the job market or value chain, facilitating their economic empowerment in a sustainable way.

The effectiveness of these interventions will be measured using Project Progress Review Reports, monitoring, and other key evaluation tools. The successful implementation of this component will be supported by the active engagement and participation of host communities in the Chattogram Division, and collaboration with all relevant stakeholders.

Additional activities to address inclusion issues including disability, social inclusion, ethnic and other minorities, gender and other diverse identities, environmental protection, accountability to affected populations (AAP), protection from sexual exploitation and abuse and sexual harassment (SEA/SEH), gender balance among staff, staff welfare, and a respectful working environment should be included. National and the World Bank's Environmental and Social Standards must be complied with in collaboration with the MoWCA PIU.

7. Deliverables

Community Mobilization for GBV Prevention

- Adaptation and contextualization of SASA! Together and other GBV and child marriage prevention tools for the Chattogram Division following global and local best practices and standards.
- Strengthen 250 (District, upazila, and union) VAW prevention committees through regular meetings and sensitization.
- Capacity building training/orientation for 250 VAW committee members on GBV and referral at district, upazila, and union levels.
- Formation of 400 groups consisting of community members, religious leaders, and local government representatives as required for the SASA! Together tool in the Chattogram Division.
- Implementation of the SASA! Together tool through regular sensitization meetings, training, and follow-up among community group members.
- Structured assessment of behaviour change among group members on domestic violence prevention using the SASA! Together assessment tool.
- Engaging 50,000 community men and boys through different tools like 2,500 sensitization meetings, tea stall meetings, games for GBV prevention, and other activities in the Chattogram Division.

- 500 Theatre for Development shows for awareness building on GBV and child marriage, OCC services, among community members in all districts of the Chattogram Division.
- Development and implementation of 1 SBCC guideline which includes sensitization, awareness building, behaviour change among community people, religious leaders, local government representatives, local leaders, and the youth for GBV and child marriage prevention and response.
- 5,000 awareness activities in schools, colleges, madrasas, vocational institutions, and other educational institutions on child marriage, GBV, gender equality, etc. in the Chattogram Division.
- Capacity building training for staff on community mobilization, GBV, gender, SASA! Together tool, men and boys' engagement, SBCC, etc.
- Design innovative approaches, techniques, and awareness programs for GBV prevention and response as per assessed needs considering the context of the Chattogram Division.

Livelihood Skills Training

- Conduct market needs assessment and linkage with market/value chain to understand the opportunity of entrepreneurship by the trained women and girls with regular follow-up and business solutions considering the gender and social norms in the Chattogram Division.
- Develop a training module focused on trades with high market demand, ensuring it is free from gender stereotypes and accessible to all women and girls who are at risk of GBV.
- Provide livelihood skill development training to 25,000 selected women and girls as per the developed module, especially for women and girls who are at risk of GBV and child marriage in the Chattogram Division.
- Training on gender, GBV, financial literacy and management, banking, online and offline marketing, Facebook marketing and business, and entrepreneurial skills to the selected beneficiaries.
- Link the trained women and girls with markets and value chains for promoting entrepreneurship and facilitating their economic empowerment in a sustainable way.
- Develop/establish a marketplace in Chattogram or one of the relevant districts under this project and Cox's Bazar (rental) for showcasing products by the project-supported entrepreneurs.
- Develop an online marketplace for showcasing the products by the project-benefited entrepreneurs which will create connections with national and international clients and buyers.

8. Professional Staffing Input Required

Qualification and Experiences of Key Experts for this Service

The following tables provide the key professional minimum qualifications for educational background and professional experiences.

Table 1: Qualification and Experiences of Key-Experts of this service at Chattogram division level.

Sl no	Position	Qualification	Experience
1.	Team Leader/Project Manager	<ul style="list-style-type: none"> • Master's Degree in sociology, social work, anthropology, gender studies, development studies, or other relevant disciplines. • Strong project management skills with a demonstrated track record of successful project delivery. • Efficient in ensuring that an effective monitoring system is in 	<ul style="list-style-type: none"> • Minimum of 20 years of overall professional experience. • At least 15 years of progressive experience with national and/or international organizations relevant to GBV and gender equality, including designing and setting the strategic direction for social norms change on gender and GBV, and/or conducting gender/GBV program analysis. Experience

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Sl no	Position	Qualification	Experience
		<p>place for achieving program targets and sound financial management, ensuring that value for money can be effectively demonstrated to the donors.</p> <ul style="list-style-type: none"> • Skilled in report writing both in Bangla and English, analysing data for decision making and participation. 	<p>with livelihood and skills development programs for women and girls for GBV prevention is preferred.</p> <ul style="list-style-type: none"> • Minimum of 10 years' experience as a Team Leader and/or Project Manager. • Demonstrated experience in developing, managing, and leading strategic liaison with the Government of Bangladesh (GoB), donors, and development partners. • Proven expertise in leading the development of high-quality programming, annual planning, and budgeting processes. • Strong experience and skills in maintaining effective working relationships with government officials, relevant ministries, development partners, and divisional and district-level authorities.
2.	GBV Prevention program Expert	<ul style="list-style-type: none"> • Master's degree in sociology, social work, anthropology, gender studies, development studies or other relevant disciplines. • Have demonstrated knowledge on Gender and GBV prevention program. <p>Have experience on SASA! Together Tool for GBV prevention</p>	<ul style="list-style-type: none"> • Minimum of fifteen (15) years of progressive experience with national and/or international organizations in community mobilization for GBV prevention and response and promoting gender equality, including designing and setting the strategic direction for social norms change on gender and GBV, and/or conducting GBV program analysis. • Proven expertise in designing community mobilization guidelines for GBV prevention for each project activity, GoB agencies, and relevant partners. • Experience using SASA! Together tools for GBV prevention and response. • Experience working with GBV prevention and response committees at the district, upazila, and union levels.

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Sl no	Position	Qualification	Experience
			<ul style="list-style-type: none"> • Experience delivering GBV training for GoB officials, local partners, and relevant stakeholders. • Experience designing and developing monitoring strategies, tools, and information flow processes aligned with the overall project monitoring framework for gender and GBV programs. • Experience conducting mapping of GBV service providers—particularly in project areas with gaps in service mapping—and establishing SEA/SH grievance redress mechanisms and referral pathways in partnership with identified GBV service providers
3.	Communication Expert	<ul style="list-style-type: none"> • Master's Degree, preferably in Social Sciences/Mass Communication or relevant discipline 	<ul style="list-style-type: none"> • At least ten (10) years of experience, preferably in communication and advocacy related to youth development, women's empowerment, social norms, and gender inclusion. • Experience in rapport-building, networking, public relations, liaison, and relationship management for communication and advocacy. • Expertise in supporting communication firms to design and develop project communication strategies and materials, and to implement advocacy strategies and plans through a consortium. • Experience documenting best practices related to gender equality and inclusion and youth empowerment, and preparing evidence-based documents to support policy advocacy.
4.	Monitoring and Evaluation Expert	<ul style="list-style-type: none"> • Master's from preferably Economics, Statistics, Public Administration, 	<ul style="list-style-type: none"> • Minimum of ten (10) years of specific experience in a similar field from a social

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Sl no	Position	Qualification	Experience
		development studies, or other relevant disciplines.	<p>development perspective, with a proven track record.</p> <ul style="list-style-type: none"> • Experience leading, designing, and developing monitoring strategies and tools for GBV prevention and response, including a monitoring framework with defined roles and responsibilities. • Experience designing tools and information flow processes aligned with the overall project monitoring framework. • Experience with data entry and management in MIS platforms. • Experience conducting mapping of GBV service providers—particularly in project areas with gaps in service mapping—and establishing SEA/SH grievance redress mechanisms and referral pathways in partnership with identified GBV service providers.
5.	Manger Livelihood skill and Marketplace Expert	<ul style="list-style-type: none"> • Master's Degree in sociology, social work, anthropology, development studies or other relevant disciplines. • Strong livelihood skill development project management skills with a demonstrated track record of successful project delivery. 	<ul style="list-style-type: none"> • Minimum of fifteen (15) years of experience in livelihood project management. • Experience working with vulnerable groups—such as women, girls, and persons with disabilities—and other at-risk populations for GBV prevention and economic empowerment. • Skilled in report writing in both Bangla and English, and in analyzing data to support decision-making and participation. • Experience establishing online and offline marketplaces to promote entrepreneurs from the project. • Proven ability to ensure effective monitoring systems are in place to achieve program targets and to maintain sound

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Sl no	Position	Qualification	Experience
			financial management, demonstrating value for money to donors.

9. Qualification and Experiences of Non-Key Experts of NGO

The following tables provide the key professional minimum qualification for educational background and professional experience.

Table 2: Qualification and Experiences of non-Key Experts at Chattogram Division

Sl no	Position	Qualification	Experience
1.	Admin and Accounts Officer	<ul style="list-style-type: none"> Graduation in business administration, finance, accounting, or other relevant disciplines. 	<ul style="list-style-type: none"> Here's a polished version with corrected grammar, consistent terminology, and clearer phrasing: Minimum of ten (10) years of specific experience in administration and accounting, with a proven track record. Expertise in work practices and procedures to improve operational efficiency, and in identifying potential issues in accounts, financial processes, and controls. Expertise in supporting project financial planning processes; producing and reviewing financial reports; and ensuring expenditures align with approved contractual budgets. Expertise in maintaining procurement procedures; organizing invoices and all relevant documentation; and facilitating internal and external audits without objections.
2.	District/Upazila Livelihood Training Personnel	<ul style="list-style-type: none"> Graduation in sociology, social work, anthropology, development studies or other relevant disciplines. 	<ul style="list-style-type: none"> Minimum of ten (10) years of experience in livelihood project implementation. Experience working with vulnerable groups—such as women, girls, and persons with disabilities—and other at-risk populations for GBV prevention and economic empowerment.
3.	District/Upazila Gender and GBV Personnel	<ul style="list-style-type: none"> Graduation in sociology, social work, anthropology, gender studies, development studies or other relevant disciplines. Have demonstrated knowledge on gender and GBV program. 	<ul style="list-style-type: none"> Minimum of ten (10) years of progressive experience with national or international organizations in areas relevant to community mobilization for GBV prevention and response, promoting gender equality, addressing social

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Sl no	Position	Qualification	Experience
			<p>norms related to gender and GBV, and/or implementing GBV programs.</p> <ul style="list-style-type: none"> • Demonstrated expertise in designing community mobilization guidelines for GBV prevention for each project activity, including for Government of Bangladesh (GoB) agencies and relevant partners. • Experience working with GBV prevention and response committees at the district, upazila, and union levels. • Experience providing GBV-related training to GoB officials, local partners, and relevant stakeholders. • Experience engaging men and boys in GBV prevention and response.
4.	Community Mobilizer at Union level	<ul style="list-style-type: none"> • Graduation in sociology, social work, anthropology, gender studies, development studies or other relevant disciplines. • Have demonstrated knowledge on gender and GBV program. 	<ul style="list-style-type: none"> • Here's a refined version with clear, consistent phrasing and capitalization: • Minimum of five (5) years of progressive experience with national or international organizations in community mobilization for GBV prevention and response, promoting gender equality, addressing social norms related to gender and GBV, and/or implementing GBV programs. • Experience engaging men and boys in GBV prevention and response. • Experience working with local-level committees

Table 3: Person-Months (PM) of the Key Expert (at Chattogram division Level)

Sl no.	Position	No	PM	Total
1	Team Leader/Project Manager	1.00	31.00	31.00
2	GBV Prevention program Expert	1.00	31.00	31.00
3	Communication Expert	1.00	31.00	31.00
4	Monitoring and Evaluation Expert	1.00	26.00	26.00
5	Manger Livelihood skill and Marketplace Expert	1.00	31.00	31.00
	Total	5.00	150.00	150.00

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Table 4: Person-Months (PM) of the Non-Key Expert

Sl no.	Position	No	PM	Total
1	District Admin and Accounts Officer	TBD	TBD	TBD
2	District/Upazila Livelihood Training Personnel	TBD	TBD	TBD
3	District/Upazila Gender and GBV Personnel	TBD	TBD	TBD
4	Community Mobilizer at Union level	TBD	TBD	TBD
	Total	TBD	TBD	TBD

TBD (To Be Determined): NGO's will propose the number of persons and person's months as per requirements in their proposal.

10. Technical and supporting Staff

The NGO may, as needed, deploy divisional, district, upazila, and local project staff to implement and supervise assignment activities and to operate the project office. The supporting staff may include:

- Multiple Data Enumerator
- Local staff as per requirement

11. Reportable to

The selected NGO will report to the Project Director, ISO, Ministry Women and Children Affairs (MoWCA).

12. Payment structure: The total cost of the assignment will depend on the deliverables.

Table 5: Payment schedule:

Installment	Timeframe	% of Contract	Key Milestone/Deliverables
1 st Installment	Month 1	5	<ul style="list-style-type: none">• Inception report,• Submission work plan,
2 nd Installment	Month 2	5	<ul style="list-style-type: none">• Recruitment of all Key/Non-Key experts.• Contextualization of SASA! Together tool,• Orientation of Team
3 rd Installment	Month 4	12	<ul style="list-style-type: none">• Formation of 100 community groups.• Training of 75 VAW committee members.• Initiate market assessment; 500 sensitization meetings
4 th Installment	Month 8	12	<ul style="list-style-type: none">• 1250 community men/boys reached.• 10,000 women/girls enrolled for livelihood training.• 1st round of ToT on GBV/entrepreneurship
5 th Installment	Month 12	12	<ul style="list-style-type: none">• 250 community groups formed.• 50 Theatre shows conducted.• midline behavior change assessment initiated
6 th Installment	Month 16	12	<ul style="list-style-type: none">• Training of remaining VAW committee members.• 15,000 total livelihood trainees.• SBCC guideline developed

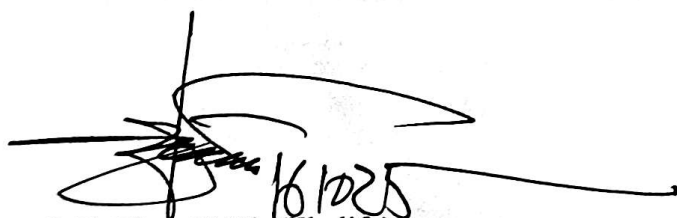
Installment	Timeframe	% of Contract	Key Milestone/Deliverables
7 th Installment	Month 20	10	<ul style="list-style-type: none"> 3,000 men/boys reached. 2,000 awareness events in institutions. online marketplace development started
8 th Installment	Month 24	10	<ul style="list-style-type: none"> 25,000 livelihood trainees completed. offline marketplace setup. 300 theatre shows completed
9 th Installment	Month 28	12	<ul style="list-style-type: none"> All 400 groups are operational. 4,500 awareness events held. structured assessment of behavior change completed
10 th Installment (Final)	Month 31	10	<ul style="list-style-type: none"> All deliverables were achieved. online market launched. sustainability plan submitted. final report, audit & evaluation report approved

Mobilization Advance:

- (i) 10% contract value shall be made as a Mobilization advance after signing of contract upon submission of Bank Guarantee of equal value of Mobilization advance (10%), It will be adjusted within the 2nd to 6th instalment (within 5 instalment) equally.
- (ii) The Payment will be made on acceptance of the deliverables by the client.

13. Selection Method: An NGO will be selected following the Quality Cost-Based Selection (QCBS) method as set forth in The World Bank Procurement Regulations for IPF Borrowers (February 2025) available on the website: <https://documents1.worldbank.org/curated/en/099120102072534901/pdf/SECBOS1a43bff50e019609110773aaa8d12.pdf>

- 14. Regional/Country Experience** : Bangladesh
- 15. Date of Commencement** : 1st January 2026.
- 16. Assignment Period** : 1st January 2026 to 30th June 2028.
- 17. Place of Working** : In all Districts, Upazilas of Chattogram Division.



(Md. Firoz Uddin Khalifa)
Project Director (Joint Secretary)
ISO for HCDLP
Ministry of Women and Children Affairs

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