



Government of the People's Republic of Bangladesh

Ministry of Road Transport and Bridges

Road Transport and Highways Division

Roads and Highways Department

TERMS OF REFERENCE

PACKAGE-SP03-LA

GENDER AND GENDER BASED VIOLENCE EXPERT (NATIONAL)

FOR

WESTERN ECONOMIC CORRIDOR AND REGIONAL ENHANCEMENT

(WeCARE) PROGRAM

Phase-1

JHENAIDAH-JASHORE HIGHWAY (N-7) IMPROVEMENT PROJECT

July 2025

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KEY INFORMATION

Name of the Project	: WeCARE Phase-1: Jhenaidah-Jashore Highway (N-7) Improvement Project
Name of the Package	: Gender and Gender Based Violence Expert
Package No.	: SP03-LA
Organization	: Roads and Highways Department (RHD)
Selection Method	: Individual Consultant Selection (ICS)
Market Approach	: Open – National
Contract Type	: Time-Based
Duration of Contract	: 18 (Eighteen) Months (may be extended or reduced based on project duration)
Duty Station	: Project Site Located at Jhenaidah-Jashore Districts and Project Director Office

1. BACKGROUND OF THE PROJECT

WeCARE program is aimed at providing efficient, safe, and resilient connectivity along a section of a regional transport corridor in Western Bangladesh. To that end, intended outcomes of the program are: Reduced transport and logistics costs (including post-harvest losses) along a regional transport corridor in Western Bangladesh, Safer and resilient road network in Bangladesh, and Faster and reliable internet connectivity in Western Bangladesh.

The WeCARE program will support the Bangladesh Roads and Highways Department (RHD) to upgrade 260 km of national highway from a two-lane single carriageway to four lanes which will reduce the time and cost of travel for passengers and freight. The local impacts of the corridor would be transmitted through investments in LGED managed rural roads, local markets, and agro-logistics in the ten districts through which the corridor passes. The World Bank and Asian Infrastructure Investment Bank (AIIB) are the joint financier for the Program. WeCARE is a ten year long Multiphase Programmatic Approach (MPA) initiative. The program will consist of the following five phases:

- Phase 1: Upgrading the Jashore-Jhenaidah road section as a smart, resilient and safe highway; and local economic infrastructure
- Phase 2: Road Maintenance Financing; and Strengthening Road Sector Management & Institutional Capacity
- Phase 3: Upgrading of Bhomra-Satkhira-Navaron road section as a smart, resilient and safe highway; and local economic infrastructure
- Phase 4: Upgrading of Local Economic Infrastructure

WeCARE Phase 1 has the following components:

Component 1: Upgrading the National Highway Corridor and Enhancing Digital Connectivity. This component is being implemented by RHD and support the following:

- a) Upgrading 48 kilometers of the national highway N-7 connecting the towns/cities of Jashore and Jhenaidah from a two-lane single carriageway to a climate-resilient four-lane dual carriage way with a service lane on each side;
- b) (i) supporting the design of a climate-resilient optical fiber cable (OFC) system and intelligent transport system (ITS) for the Program Corridor; and (ii) supporting the installation, and operations and maintenance of the climate-resilient OFC system and the ITS;
- c) (i) supporting the design of a pilot safe corridor demonstration program (SCDP) for the Section; and (ii) supporting the implementation of the SCDP along the Section, including: (A) implementing road safety countermeasures; (B) providing support for enhancing enforcement of traffic rules, including, inter alia: (I) the acquisition of patrol vehicles and motorcycles, breathalyzers and speed control radar guns; and (II) speed enforcement through CCTV cameras linked to control centers, all for the exclusive use of traffic control; (C) providing support for post-crash response and rescue, including the acquisition of ambulances, tow trucks (wreckers), cranes and metal-cutting equipment; and (D) carrying out public awareness campaigns; and
- d) supporting studies, assessments, surveys, and data collection in relation to, inter alia, the feasibility, design, supervision, and technical aspects of the activities listed in (a) to (c) above, with respect to the Program Corridor or Section, as applicable.

Component 2: Upgrading Secondary and Tertiary Roads; and Complementary Logistics Infrastructure and Services (This component is being implemented by LGED)

Component 3: Project Implementation Support and Sustainability (This component is being implemented by both RHD and LGED)

Component 4: COVID-19 Relief and Recovery

This component will be implemented by both RHD and LGED and will support the following:

- a) Designing and implementing a program to foster employment opportunities for vulnerable local populations, including, on routine maintenance of roads, clearing of water passages, and hygiene-related small works; and as relevant, the provision of working tools and personal protective equipment;
- b) Supporting the development and dissemination of an emergency response plan for COVID-19 for RHD and LGED; and
- c) Supporting the provision of necessary upgrades at RHD and LGED offices to ensure business continuity and improve work environment safety.

Component 5: Contingent Emergency Response Component (CERC)

This component will provide immediate response to an Eligible Crisis or Emergency, as needed.

This Term of Reference (TOR) is being floated to seek the services of an experienced Individual Consultant to work as the Gender and GBV expert to support the PIU to ensure smooth operation of the project.

2. OBJECTIVE OF THE ASSIGNMENT

The specific objectives include but not necessarily be limited to the following:

- a) To support and advice the RHD WeCARE PIU to ensure equitable distribution of benefits across gender, recommend measures for mitigating and managing any adverse gender impacts, including potential impacts related to GBV;
- b) Check all associated reports, data, procedure as instructed by the PIU;
- c) Ensure that gender related activities are conducted in accordance with the GOB and the WB policies but at the same time aids with timely implementation of the project.

3. SCOPE OF SERVICES, TASKS AND EXPECTED DELIVERABLES

The specific scope of Work of the Consultant will include:

- i. Support PIU in assessment of preliminary gender related risks and impacts of different work packages to scope the work of different consultants or studies to be commissioned during the project implementation;
- ii. Along with other social resource/ experts support the development of project strategies for social development including gender;
- iii. Develop or support the development of measures for gender assessment, including, if required, a gender risk screening checklist for use during project implementation;
- iv. Review various social instruments prepared by the E&S consultant and other agencies from a gender perspective, assess the gender related assessment and measures proposed and strengthen the analysis and action if found weak;
- v. Provide technical support and advise to PIU on all gender related issues throughout the project implementation;
- vi. Based on the project's Gender Based Violence Action Plan (GBV Action Plan), effectively integrate gender concerns into implementation, including strategies to ensure participation of women in the implementation of various project components and activities and for mitigating specific risks of violence or physical/ sexual abuse that the work could potentially be exposed to;
- vii. Advocate equal rights for women as unskilled labor force along the RoW, ensure that the contractors arrange daycare centers at the worksite in consultation with CSC and the Contractors and sub-contractors so to promote women's employability without ignoring childcare;
- viii. Recommend additional measures including CoC under GBV Action plan for the Contractors and sub-contractors;

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- ix. Orient Contractors and sub-contractors on the 3 tier GRM, GBV and the Referral systems;
- x. Propose, and subject to approval, guide additional gender studies/ analysis commissioned by the project to better inform it on engendering project approaches and their impacts or enhancing those impacts through more gender-calibrated approaches;
- xi. Participate in the design and DPR review and monitoring process along with other PIU staff and provide gender related inputs and suggestions during the infrastructure development, assist in placement/ location of bus stops along the Highway, access and pedestrian infrastructure having considered the need's assessment of women;
- xii. Help the PIU in identifying gender specific vulnerabilities likely to emerge from project investments, including risks of gender-based violence, workplace harassment, physical abuse of women and children, including gender impacts related to large scale migrant labor influx at project locations;
- xiii. As part of the Supervisory team along with the Construction Supervision Consultants, Health, Safety and Labor Management Consultant, and Implementing NGO monitor and supervise various social research/ surveys studies and consultancies and implementation of the GBV Action Plan;
- xiv. Review all collected data by the SEP/IPP/RAP preparation agencies and provide inputs for further strengthening them from a gender perspective;
- xv. Review the safeguards instruments to ensure that gender considerations emerging from consultations and discussions are duly addressed in the plan documents;
- xvi. In collaboration with project team, development and dissemination of information and outreach materials that is gender sensitive and which promotes gender equality;
- xvii. Ensure equal participation of women and men in the process of planning and preparation of different E&S instruments;
- xviii. During monitoring and supervision stage ensure that consultations and stakeholders engagements undertaken as part of SEP and RAP implementation have adequate representation of all vulnerable and disadvantaged groups, including women, see that their voices are heard and observations incorporated in the planning process;
- xix. Participate in all subsequent public consultations and other citizens engagement processes, to monitor and ensure adequate voice across gender;
- xx. Review relevant TORs, bid documents and Contractor's ESMP to ensure all gender related requirements developed have been incorporated in bid documents and other works commissioned by PIU;
- xxi. Ensure inclusion of gender responsive indicators in the projects results-framework that capture gender-differentiated impacts; advocate for gender disaggregated reporting against indicators;
- xxii. Work closely with the subject matter expert consultant to ensure regular access of the project's 3-tier Grievance Redress Mechanism (GRM) by both women and men, undertake analysis of the GRM to assess the nature of grievances across gender and serve as focal point on GVB and Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) in support of the Project Director;

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xxiii. During implementation phase, facilitate specific trainings, sensitization workshops and interventions to further address potential GBV related risks and impacts and on mitigation measures proposed as part of GBV Action Plan.

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4. REPORTING REQUIREMENT

Prepare reports and documents as necessary and throughout the implementation period, produce the following reports on a regular basis:

- a) Monthly report
- b) Quarterly report
- c) Half Yearly report
- d) Any other relevant report, information or dataset

5. DURATION

Duration of the consultancy services is **18 (Eighteen) months** and it could be extended or reduced according to the project duration.

6. DUTY STATION

The duty station of the consultant is in Project Site located at Jheniadah-Jashore Districts and Project Director office.

7. INSTITUTIONAL ARRANGEMENT & COORDINATION

The Consultant will work under direct supervision of the Project Director, RHD. S/he will report directly to the Project Director or a senior official designated by the PD and will work with close collaboration with other officials/ subject matter specialists deployed at the Project Implementation Unit (PIU).

8. REMUNERATION

The Consultant will be paid a negotiated consolidated remuneration inclusive of all applicable Taxes and VAT as per the law of Bangladesh in BDT currency. For payment purpose, 22 business days of service will be considered a month and eight working hours will constitute a day. This is a time-based contract and payments will be made monthly basis supported by the time sheets and applicable report submitted by the consultant.

9. EDUCATIONAL QUALIFICATION

The consultant should have an appropriate post-graduate degree in Social Science/ Social Work/ Management / Anthropology/ Mass Communication/ Gender Studies or equivalent qualification in a related field. Some formal training/ course on gender planning and analysis would be beneficial.

10. WORK EXPERIENCE

At least 8-10 years in the area of social development or gender, including specific experience of working on social management of large-scale development projects, including some on road construction or transportation infrastructure up-gradation. The expert should have specifically worked on preparation or implementation of social safeguards with related capacity building or gender assessments for at least two (02) large scale projects for an Implementing Agency or a Supervision Consultant Firm for road/ transportation projects. Prior experience of SEA/SH and related grievance management is preferable. Familiarity with and demonstrated experience of applying tools for gender analysis or developing strategies for gender mainstreaming in large development project will be considered useful.

11. LANGUAGE PROFICIENCY

The consultant will be required to have Bangla and English Language proficiency (speaking, reading, and writing).

12. SELECTION PROCEDURES

The Consultant will be selected using Individual Consultant Selection (Open-National) method following the World Bank Procurement Regulations for IPF Borrowers, Sixth Edition February 2025. The selected Consultant shall sign the contract with Project Director, WeCARE Phase-1: Jhenaidah-Jashore Highway (N-7) Improvement Project.

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