

**Government of the People's Republic of Bangladesh**  
**Office of the Project Director (ACE), RHD**  
Bangladesh Road Safety Project  
Roads and Highways Department  
Level-2, Block-A  
Sarak Bhaban, Tejgaon, Dhaka-1208.  
E-mail: [pd.brsp@gmail.com](mailto:pd.brsp@gmail.com)

**Memo No. : 35.01.2690.078.07.014.23-180**

**Date: 19 December 2023**

**Request for Expressions of Interest (REOI)**  
**INDIVIDUAL CONSULTANT SERVICE AS SOCIAL SAFEGUARDS ADVISOR (NATIONAL)**  
**For Bangladesh Road Safety Project (BRSP)**

**BANGLADESH**  
**Bangladesh Road Safety Project**  
**Credit No. 7059-BD**  
**World Bank Project ID No. P173019**

**Assignment Title: Social Safeguard Advisor (Individual Consultancy Service).**

**Reference No.: SP(RHD)-07**

1. The Government of the People's Republic of Bangladesh has received financing from the World Bank's International Development Association (IDA) for Bangladesh Road Safety Project (BRSP) and intends to apply part of the proceeds of this credit for the Services of an individual Consultant as Social Safeguard Advisor (National) for the expertise of a Senior Social Development Specialist to assist Project Implementation Unit (PIU) / Roads and Highways Department (RHD) for management of social risks associated with the project during implementing.  
The project is being led by Roads and Highways Department (RHD) through the PIU headed by a Project Director (PD) to be jointly implemented with Bangladesh Road Transport Authority (BRTA), Bangladesh Police (BP), and Directorate General of Health Services (DGHS), each under a designated Assistant PD (APD) supporting the PD.
2. The Social Safeguard Advisor shall provide the services of an experienced Individual Consultant in social development issues like social inclusion, gender mainstreaming, stakeholder engagement, land acquisition, involuntary resettlement, occupational health and safety, SEA/SH and grievance management. The broad scope of consulting services ("the Services") include, but not limited to, carry out the following in the project:
  - a. Assist the PIU in assessment and management of social risks and impacts, land acquisition and involuntary resettlement, ensuring social inclusion, participation and accountability responding to project E&S frameworks and plans including Environmental and Social Management Framework (ESMF), Stakeholders Engagement Plan (SEP), Labor Management Procedures (LMP), Resettlement Framework (RF) and Gender Action Plan (GAP).
  - b. Assist PD and the APDs in establishment and operation of Project GRM interlinked with the Central GRS of the Government.
  - c. Review the quality of the social screening and assessment reports including social management plans, resettlement plans, labor management plans, SEA/SH preventions plans and social monitoring reports, and help the PD in getting them concurred by the APDs and the World Bank.
  - d. Review quality of land acquisition and resettlement (LAR) plans, guide quality enhancement of LAR management using package-based LAR management plans.
  - e. Help the PD in documentation and dissemination of social management process under the Project including social assessment, stakeholder's engagement, resettlement of project affected persons, grievance response and GBV risks management throughout the design and implementation of project interventions including infrastructure improvement and policy development.
3. The expected date for commencement of the services is **01 March 2024** and the tentative duration of the entire assignment is about **36 (thirty-six) months**. However, the performance for first year will determine the



continuity of the contract for the remaining years. The Contract may be extended for subsequent 12 (Twelve) months; based on project needs and subject to satisfactory performance of the assignment during the first 36 months.

4. Detailed Terms of Reference (TOR) and other information will be available upon request from the address provided below either through email or in person. The TOR can also be found at the following website: [www.rhd.portal.gov.bd](http://www.rhd.portal.gov.bd) / [www.rhd.gov.bd](http://www.rhd.gov.bd); **Scroll down to website; "Bangladesh Road Safety Project"; Notice).**
5. The Roads and Highways Department (RHD) under Road Transport and Highways Division, Ministry of Road Transport and Bridges, Government of Bangladesh now invites eligible Individuals to indicate their interest in providing the Services. Interested Individual should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. All claimed qualifications shall be substantiated with documentary evidence.
6. Social Safeguard Advisor i.e. an individual will be selected following the Open (National) Competitive Selection Procedure of Individual Consultant Selection set out in the World Bank Procurement Regulations for IPF Borrowers, July 2016, and updated in September 2023.

#### 7. Selection criteria/ Qualifications:

(A) The Environmental Safeguard Advisor should have the following qualifications:

- Graduate in Social Sciences (Sociology / Law / Economics/ Management / Finance / Psychology etc.). Post Graduate (Master's or Ph.D) would be preferable.
- At least 15 years' of general experience of which 8 years should be directly related to the relevant tasks of social safeguards activities, land acquisition and resettlement in infrastructure projects.
- The specialist must have demonstrated sound technical expertise in international good practices on social safeguards and have proven track record of providing social safeguard oversight functions.
- Knowledge of World Bank/ Asian Development Bank or similar development partners' processes and guidelines on social safeguards will be necessary.
- S/he must have excellent communication and writing skills with higher-level computer skills in Windows operating system (Word, Excel, Access, etc.) and other applications.
- The consultant will be required to have Bangla and English Language proficiency (speaking, reading, and writing).

#### (B) Special Qualification Requirements

- a. Individuals who are currently working on other bank financed projects and have more than 3 months remaining in their existing contracts (On EOI Publishing Date) will not be considered.
- b. Serving Government civil servants who are on the Government's regular payroll (excludes constructed employees) will not be considered unless they are already on leave of absence without pay from the Government as of the deadline date for submission of applications.

#### (C) SELECTION PROCEDURES:

Limited market approach/ Limited Competitive Selection of Individual Consultants.

8. The attention of interested Consultants is drawn to the Section III, Para 3.14, 3.16, and 3.17 of the World Bank's" Procurement Regulations for IPF Borrowers, July 2016 and updated in September 2023, setting forth the World Bank's policy on conflict of interest.
9. Further information can be obtained at the address below during office hours (09:00 AM to 04:00 PM Bangladesh Standard Time).

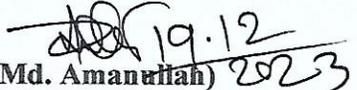
Expression of Interest must be delivered in a written form to the address below (in person, or by mail, or by fax, or by e-mail) by **01:00 PM (Bangladesh Standard Time), 15 January 2024.**

  
(Md. Amanullah)  
ID No.: 005028

**Project Director (ACE, RHD)  
Bangladesh Road Safety Project.**

**Copy:**

1. Secretary, Road Transport and Highways Division, Ministry of Road Transport and Bridges, Bangladesh Secretariat, Dhaka.
2. Chief Engineer, Roads and Highways Department, Sarak Bhaban, Tejgaon, Dhaka.
3. Director General, Central Procurement Technical Unit (CPTU), IMED, Ministry of Planning, Block-12, Sher-E-Bangla Nagar, Dhaka.
4. Joint Secretary (Admin.), Road Transport and Highways Division, Ministry of Road Transport and Bridges, Bangladesh Secretariat, Dhaka. With a request to publish the Invitation for Tender in the MoRTB/RTHD website [Encl, soft copy of Invitation for Tender].
5. Superintending Engineer, RHD, Procurement Circle, Sarak Bhaban, Tejgaon, Dhaka.
6. Additional Project Director (RHD Part/ BP Part/ BRTA Part/ DGHS Part), Bangladesh Road Safety Project, Dhaka.
7. Senior System Analyst, RHD, Management Information Cell, Sarak Bhaban, Tejgaon, Dhaka. With a request to publish the Invitation for Tender in the RHD website [Encl, soft copy of Invitation for Tender].
8. Senior System Analyst, ICT unit, Road Transport and Highways Division, Ministry of Road Transport and Bridges, Bangladesh Secretariat, Dhaka. With a request to publish the Invitation for Tender in the MoRTB/RTHD website, Dhaka.

  
(Md. Amanullah) 19.12.2023  
ID No.: 005028

**Project Director (ACE, RHD)  
Bangladesh Road Safety Project**



**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  
FOR  
INDIVIDUAL CONSULTANT SERVICE  
AS SOCIAL SAFEGUARDS ADVISOR (NATIONAL)  
FOR  
BANGLADESH ROAD SAFETY PROJECT (BRSP)**

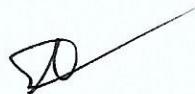
**December, 2023**

**ROADS AND HIGHWAYS DEPARTMENT (RHD)**  
**BANGLADESH ROAD SAFETY PROJECT (P173019)**

**Terms of Reference (ToR)**  
**For**  
**Social Safeguards Advisor (Individual Consultant) (SP-RHD-07)**

**I. Introduction and Background**

1. The Government of Bangladesh (GoB) has prepared the Bangladesh Road Safety Project (the Project) to build road safety management capacity and achieve targeted reduction in traffic fatalities and serious injuries in Bangladesh. The overarching vision of the project is to support GoB in establishing a functional and empowered institutional structure, capable of formulating and implementing the envisioned long-term national program to improve road safety management and outcomes in the country. The project will be implemented by multiple implementing agencies (IAs). The Ministry of Road Transport and Bridges (MoRTB) in coordination with the Ministry of Health and Family Welfare (MoHFW) and Ministry of Home Affairs (MoHA) will set up a national road safety Project Implementation Unit (PIU) with overall coordination and implementation responsibility of the project. The National PIU (PIU) will be supported through four core team members from each of the IAs: Roads and Highways Department (RHD) and Bangladesh Road Transport Authority (BRTA) jointly with Bangladesh Road Transport Corporation (BRTC) under MoRTB, Directorate General of Health Services (DGHS) under MoHFW, and Bangladesh Police under MoHA. The Project is expected to be financed from the International Development Association (IDA) of the World Bank. The Road Transport and Highways Division (RTHD) of MoRTB, as the lead IA, will ensure objective implementation of the project by the PIU.
2. The project would pilot improvement of infrastructure in selected segments, priority investments on highways including important junctions, and post-crash health services and enforcements on the road to reduce accident vulnerability. Minor civil works will be undertaken for repair/rehabilitation of existing emergency care unit of a few hospitals and construction of a highway police training center would also be supported under the project. Potential social risks of the project are associated with the activities for improvement of selected highway sections and modification of junctions, some of those may require small scale acquisition of private land and repossession of existing public land leading to involuntary physical and economic displacement of people, titled and non-titled. The small-scale civil works is anticipated to induce labor influx of smaller number (max 100 at a given point of time). The associated risk of Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) will therefore be “low” at the works sites and surrounding communities during construction. Given the activities will be limited on the existing highways and in urban centers, adverse impact on small ethnic communities of indigenous status is unlikely. In addition to applicable national legal and policy framework, the World

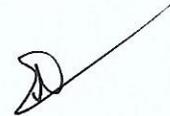


Bank Environmental and Social Framework (ESF)<sup>1</sup> is applicable to the project along with its Environmental, Health and Safety Guideline (EHSB) and guidance notes on ESSs, gender, labor and SEA/SH risks.

3. The project has adopted a framework approach and responding to legal and policy requirements on environmental and social management, adopted an Environmental and Social Management Framework (ESMF) and a Resettlement Framework (RF) to guide social assessment and management during implementation. The ESMF is the guiding document preparing site specific E&S Management Plans (ESMPs) and the RF will guide preparation of Resettlement Plans (RPs) of works sites involving land acquisition and or involuntary resettlement. The project has also prepared Stakeholders Engagement Plan (SEP) and Labor Management Procedures (LMP) following the national regulatory framework and the requirements of the World Bank Environmental and Social Standards (ESSs) as per the ESF (ESS1, ESS2, ESS3, ESS4, ESS5, ESS6, ESS8 and ESS10). A Grievance Redress Mechanism (GRM) has been designed building on the Government's centralized Grievance Redress System (GRS) responding to E&S related grievances, workers grievances, and any GBV complaints.

## II. Implementation Arrangement

1. The project will be managed by a Project Implementation Unit (PIU) at RHD headed by a Project Director and supported by Technical Specialists Financial Management Specialist, Procurement Specialist, Social and Environmental Specialists, Accountant and Administrative Assistants. The PIU would also be supported through Project Assistance Consultancy (PAC) services for improving its technical and managerial capacity with coordination responsibilities. Under the PIU, there will be four Additional Project Directors (APs) on deputation from each of the agencies: RHD, Bangladesh Road Transport Authority (BRTA), Bangladesh Police and Directorate General of Health Services (DGHS). The APDs will assist the PD for satisfactory implementation of project activities under the purview (see Annex-1), including compliance with World Bank ESSs and ESHG, and the national regulatory framework on procurement, fiduciary and environmental and social risk management.
2. In managing ES risks and impacts, RHD will engage ES consultant (firm) and LAR consultant (firm) and individual consultants at the PIU on environmental management and social management. RHD will engage a Senior Social Development Specialist individual consultant at the PIU under this Terms of Reference (ToR) as Social Safeguards Advisor for management of social issues associated with the project activities including citizen engagement, labor management, social inclusion and gender mainstreaming, grievance management, land acquisition and involuntary resettlement management.



<sup>1</sup> <https://worldbankgroup.sharepoint.com/sites/OPCS/SitePages/PublishingPages/About-the-ESF-08212018-150852.aspx>

### **III. Objectives for Engagement of Social Safeguards Advisor**

The main objective of appointing a Senior Social Development Specialist in the Position of Social Safeguards Advisor is to make available technical expertise within the PIU in ensuring due services of the consultants in managing social risks and impacts associated with identification, design and implementation of site-specific activities responding to the E&S Commitment Plan (ESCP) of the Project. Specific objectives of the consultant engagement will be to assist PIU and the Project Director (PD) with the following:

- (i) Ensure objective assessment and management of social risks and impacts of project activities under all components including preparation and implementation of social action plans for their management.
- (ii) Review social compliance of identification and design of infrastructure and policy activities and their implementation approaches.
- (iii) Review and ensure implementation approach to promote social inclusion, citizen engagement and social accountability
- (iv) Review of contract packages and assessments of labor influx associated with the implementation of the contracts for consulting/non-consulting services and construction works.
- (v) Review labor management plans, GBV risks prevention plans, CHS plans and stakeholder engagement plan, and ensure their implementation.
- (vi) Review social compliance of land acquisition, involuntary resettlement and livelihood restoration of project affected persons.
- (vii) Document and report social management activities.

### **IV. Scope of Services**

While the Project Director (PD) at PIU has the overall responsibility of the Project management including social compliance of project activities in coordination with the Additional Project Directors (APDs) from the four implementing agencies, RHD, BRTA, DGHS and Bangladesh Police, the Social Safeguard Advisor will be responsible to

- (1) Assist the PIU in assessment and management of social risks and impacts, ensuring social inclusion, participation and accountability responding to project E&S frameworks: ESMF, SEP, LMP, RF and Gender Action Plan (GAP).
- (2) Support the PIU in managing PAC, ES Consultant and LAR Consultant for social screening, community/stakeholder engagement and impact assessment of project activities for identification, design, and implementation in compliance with the project ES frameworks.
- (3) Assist PD and the APDs in establishment and operation of Project GRM interlinked with the Central GRS of the Government.
- (4) Review the quality of the social screening and assessment reports including site-

specific social management plans, resettlement plans, labor management plans, SEA/SH preventions plans and social monitoring reports, and help the PD in getting them concurred by the APDs and the World Bank.

- (5) Mobilizing the LAR Consultant, review land acquisition and resettlement need, consult affected persons, and land acquisition sections of relevant Deputy Commissioner (DC) offices, review civil works schedule with timeframe for land acquisition, complexities in land ownership determination and develop land acquisition management plan (LAMP) agreed with the LA offices.
- (6) Review involuntary resettlement and livelihood impacts on the affected persons and help LAR consultant in preparing Resettlement Plan focusing on livelihood restoration and guide implementation of the site-specific Resettlement Plans.
- (7) Guide LAR Consultant in objective and effective implementation of the LAMP and coordinate with DC offices, Divisional Commissioner, and the Ministry of Land for timely execution of land acquisition, compensation payment and resettlement of affected persons.
- (8) Help the PD in documentation and dissemination of social management process under the Project including social assessment, stakeholder's engagement, resettlement of project affected persons, grievance response and GBV risks management throughout the design and implementation of project interventions including infrastructure improvement and policy development.

## **V. Duration**

Duration of the consultancy services would be for **36 (thirty-six)** months. However, the performance for first year will determine the continuity of the contract for the remaining years. The Contract may be extended for subsequent 12 (Twelve) Months; based on project needs and subject to satisfactory performance of the assignment during the first 36 months.

## **VI. DUTY STATION**

The duty station of the individual consultant will be within the project area assigned by the Project Director.

## **VII. INSTITUTIONAL ARRANGEMENT**

The Individual Consultant will work under direct supervision of the Project Director (PD), 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).

## **VIII. Deliverables**

In collaboration with the PIU and the Consultants, the Social Safeguard Advisor will ensure the delivery of Social Monitoring Reports for RHD covering achievement/progress towards all the tasks indicated above and as per requirement of APDs, PD and the World Bank.

- a. Monthly report
- b. Quarterly summarized report
- c. Final report
- d. Any other relevant report, information or dataset as required by PD

The Social Safeguard Advisor will ensure that all deliveries of the PIU on social management under the project are of quality acceptable to the implementing agencies and the World Bank.

All data and reports generated under this assignment will be used for satisfactory implementation of the project and these will be the property of RHD.

#### **IX. LANGUAGE PROFICIENCY**

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

#### **X. SELECTION PROCEDURES:**

Limited market approach/ Limited Competitive Selection of Individual Consultants.

  
(Md. Amanullah)  
Project Director  
Bangladesh Road Safety Project  
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