

Terms of Reference (TOR)

For

Gender and Community Inclusion Consultant for

Resilient Infrastructure for Adaptation and Vulnerability Reduction (RIVER) Project

A. Introduction

Bangladesh is extremely vulnerable to the effects of climate change. The Global Climate Risk Index ranks Bangladesh as the world's seventh most affected country over the period 1999-2018. Rising temperatures leading to more intense and unpredictable rainfalls during the monsoon season and a higher probability of catastrophic cyclones are expected to result in increased tidal inundation. Besides, Bangladesh is also a deltaic country consisting of floodplains created by over 300 rivers and channels, including three major rivers: the Ganges, the Brahmaputra, and the Meghna. 25 percent of the country is less than 1m above sea level and 50 percent is less than 6m above sea level. Bangladesh is located at the foot of the highest mountain range in the world, the Himalayas, which is also the world's highest precipitation zone. During monsoon seasons, the winds from the sea towards the land raise the water levels in the Bay of Bengal, inhibiting drainage from these rivers to the sea. As rainfall is also high during monsoon seasons, river flows, local rain, and raised levels for the Bay of Bengal result in flooding of vast areas in Bangladesh. Floods are especially destructive when peak flows in these rivers occur at the same time.

Flooding in Bangladesh is a near-constant phenomenon, recurring with varying magnitude and intensity, affecting a greater population than any other natural hazard. Floods and riverbank erosion affect about one million people annually in Bangladesh. Once every three to five years, up to two-thirds of Bangladesh is inundated by floods. Runoff and peak 5-day rainfall intensity (a surrogate for an extreme storm event) are projected to increase. Such disasters have both direct effects (such as loss of lives and property) and indirect effects (such as loss of employment and income, reduced access to products and services, and the opportunity cost of resources that need to be diverted to relief and rehabilitation) as well as disrupting effects on rural economies, accelerating rapid urbanization and migration. Recent studies estimate that by 2050 Bangladesh could have 13.3 million internal climate migrants. Additional rural-urban migration would have significant consequences for air and water pollution and unsustainable consumption of natural resources while putting additional pressure on urban labor markets. Addressing climate risks is increasingly becoming urgent to ensure sustainable economic development of the country.

In the above backdrop, Resilient Infrastructure for Adaptation and Vulnerability Reduction (RIVER) Project aided by the World Bank with the project development objective (PDO) to reduce the vulnerability of people in targeted communities to riverine and flash floods, improve the country's capacity in disaster preparedness and response. The objective has been planned to achieve through the implementation of the following activities:

I. Resilient Flood Shelters and Community Infrastructure: This component will finance land raising and construction of climate-resilient flood shelters in targeted flood-prone villages in non-coastal districts, installation of lightning protection systems, construction and/or rehabilitation of associated climate resilient shelter connecting and community roads, and resilient infrastructure as identified by the community including climate resilient culverts and bridges, repair, rehabilitation of rural markets, repair and rehabilitation of landing stages (river jetties), and installation of solar powered street lights. The construction, repair and rehabilitation of infrastructure conducted under this component will implement energy efficient practices and equipment to reduce GHG emissions associated with the project activities. Additionally, where possible, the activities will use locally sourced material to reduce GHG emissions associated with transportation for procurement. This component will also cover the social and environment management in the proposed project intervention areas.

II. Strengthening Capacity for Disaster Preparedness and Response and Technical Assistance: This component will finance goods and services to increase the capacity of LGED and communities to plan, manage, and recovery from floods, and strategic studies to increase long-term disaster and climate resilience. To enhance

the capacity of LGED, these include setting up contingency planning for emergency preparedness and evacuations, updating the shelter database, improving the disaster loss and damage assessments and reporting system, and establishing Operation and Coordination Center (OCC) in Upazila, District and Regional level LGED offices as well as in HQ. Activities to enhance the capacity of communities include Community Based Disaster Risk Management (CBDRM) activities with local organizations such as the Union Disaster Management Committees (UDMCs) on basic competencies to improve health and safety during floods, community risk mapping, Training of School Management Committees (SMCs) on shelter management and updating and training on community operation and maintenance guidelines of shelters.

III. Project Management, Design, and Supervision, Monitoring, and Evaluation: This component will support the Government in implementing the project, and in coordinating all project related activities, monitoring, technical assistance, and training. It will include: (i) establishment of a Project Implementation Unit (PIU) within the Local Government Engineering Department, and consultancy and technical assistance for construction detailed design, procurement support, and construction supervision, preparation and implementation of safeguard instruments; (ii) capacity development of the PIU and communities in participatory planning and investment; (iii) monitoring and evaluation; and (iv) technical assistance and training in such areas as disaster management and preparedness, climate change adaptation and mitigation, construction, contract management, financial management, preparation of environmental and social assessments, and preparation of safeguard instruments. It will also provide resources for strengthening the flood preparedness and management program. The management, design and M&E activities under this component will integrate climate adaptation and mitigation measures and parameters.

IV. Contingency Emergency Response: The objective of this subcomponent is to cater to unforeseen emergency needs. In case of a major natural disaster, the Government may request the Bank to re-allocate project funds to this component (which presently carries a zero allocation) to support response and reconstruction. Disbursements under CERC will be contingent upon the fulfillment of the following conditions: (i) the Government of Bangladesh has determined that an eligible crisis or emergency has occurred and the Bank has agreed and notified the Government; (ii) the Ministry of Finance has prepared and adopted the Contingent Emergency Response (CER) Implementation Plan that is agreed with the Bank; and (iii) LGED has prepared, adopted, and disclosed safeguards instruments required as per Bank guidelines for all activities from the CER Implementation Plan for eligible financing under the CERC.

Major activities include 500 nos. Primary School cum Flood Shelters, 100 nos. Construction/Installation of Solar PV Nano-grid System, Raised land above Flood level 200 nos, Improvement of Flood Shelter Connecting Road- 275km, Construction of Bridges- 500 m, Construction of Culvert- 1330m, Improvement of community infrastructure Road- 110km, Solar Street Light- 6600 nos, Installation of Protection System- 1400nos.

The project is being implemented in 78 Upazilas of 14 Districts of Bangladesh. These 14 Districts are Kurigram, Lalmonirhat, Rangpur, Nilphamari, Gaibanda, Sirajganj, Pabna, Bogura, Gopalganj, Rajbari, Madaripur, Faridpur, Sunamgonj, Hobiganj

B. Gender Issues in the Project:

Women and girls are disproportionately affected by climate change and disasters in the immediate aftermath as well as recovery. Despite limited data, it is widely acknowledged that climate change and disasters increase GBV and improved access to GBV services are an urgent priority. Despite the additional vulnerabilities, women and girls have limited access to climate and disaster-related infrastructure that fulfills their differential needs and provides security.

Under RIVER project, all sub-projects, irrespective of their location and the nature of the proposed interventions, will integrate issues relating to social inclusion, with a particular emphasis on gender

mainstreaming. Design of livelihoods activities associated with the project activities will meet gender sensitivity criteria. The project will facilitate and encourage the participation of women in consultation and decision-making processes at the sub-project level. Sub-projects will take into account the gender implications of vulnerability and adaptability, which are considered important to cope with and adapt to climate change impacts.

There is a need to expand services that address particular concerns faced by women and subsequently design interventions that provide safety and freedom of movement for women. Such interventions would support: (i) the provision for inclusion of differential needs and security for women in shelters; (ii) working with community-based organizations to prevent GBV through outreach, awareness campaigns, and behavior change interventions; and (iii) livelihoods opportunities for women. It is also important to ensure that all proposed activities under the project are inclusive towards vulnerable persons, such as children, elderly, people with disabilities/injuries, especially with respect to access and grievance redress.

The LGED intends to hire a Gender and Community Inclusion Consultant (hereinafter referred as 'the Consultant') under Selection for Individual Consultant following World Bank Procurement Regulation July 2016 (Revised in November 2020) for services to address the Gender issues under the project having package no. LGED/RIVER/21-22/IC-5. It will be financed by the World Bank.

C. Objective of the Assignment

The objective of the consultant is to monitor overall compliance of the project with World Bank Requirements. The Consultant will supervise and coordinate with the firms assigned to undertake the gender, social inclusion activities in design and implementation including addressing GBV issues in Field Level. In addition, the consultant will lead all aspects of the community engagement strategies/activities and coordinate with the 'Gender, Community Engagement and Mobilization Expert' in the Design and Supervision (D&S) firm to ensure the timely and efficient implementation of the relevant project activities.

The consultant in consultation with the PD, will lead the discussion, tracking, supervision, regular follow up and implementation of all the activities of the 'community engagement, mobilization, resilience, and capacity building firm (hereinafter referred as 'the firm'). The consultant will also maintain the liaison with the local community organizations on behalf of the PD. S/he will coordinate with the community groups, verify the reports and feedback received through the firms and frequently move to the field to join the training and consultations. S/he will endorse the reports, training modules and all the community related activities under RIVER Project.

D. Scope of Work

He/she will undertake the following activities (amongst others, as per need):

- Support preparation of environmental and social screening reports for sub-projects with inclusion of gender aspects.
- Ensure gender inclusion in design, and construction activities (where appropriate) on equitable terms in all the interventions proposed. Identify the challenges, especially where they are skill related.
- Responsible for completing all activities/tasks related to Gender and Gender Based Violence (GBV)/ Sexual Exploitation and Abuse/ Sexual Harassment (SEA/SH) issues as defined by Project Environmental and Social Commitment plan (ESCP) and GBV Action Plan, its quality control and overall coordination to the Project Director.
- Responsible for developing and updating of Gender Action Plan, GBV Action Plan, GBV Risk rating/assessment as and when required. The consultant will also oversee the approval of these instruments from competent authority as and when required.
- Coordinate with other Agencies and partners, GBV Service Providers and other authorities for implementation, monitoring and supervision of Gender and GBV Action Plans in the field.

- Carryout periodic Gender and GBV related stakeholder engagement and provide inputs for updating the Stakeholder Engagement Plan (SEP) as and when required.
- Provide periodic and incident reports on the implementation status on Project Gender Services, GBV Response Service and GBV Action Plans as well as GBV/SEA/SH cases/incidence and follow up on the same. Ensure proper management of GBV cases as required.
- Implement the Gender/GBV/SEA/SH specific Grievance Redress Mechanism (GRM) (included in Project GRM) and provide reports as and when required. The Consultant will also be responsible to coordinate with GBV Service Providers in the issue of reviewing and taking necessary actions on Gender/GBV/SEA/SH related complaints received through Gender/ GBV/SEA/SH GRM.
- The Consultant will ensure the Gender/GBV/SEA/SH obligations, including Code of Conduct (CoC) of the Contractor as mentioned in the Contract Agreement and will monitor the application of the same, especially cases of equal opportunity, safe workplace and other Gender and GBV/SEA/SH issues.
- The Consultant, in coordination with the Project Director (PD), will plan and organize training on Gender, GBV/SEA/SH, workplace safety, GBV/SEA/SH GRM related to Gender/GBV issues to raise the capacity and awareness of the IA, NGOs, Contractors, field level staffs and other relevant stakeholders.
- Act as liaison and focal point of contract between Ministries, NGOs and PIU on any Gender and GBV/SEA/SH related issues.
- Monitor the trainings of the schoolgirls and schoolboys as designed in the project.
- Ensure application of GBV Health Response Protocol including psychosocial counselling, mental health support and related services.
- Assist in developing Behavioral Change Communication (BCC) strategy and materials, carrying out community-based activities, inter-personal communication and counseling; workshops on gender and GBV/SEA/SH issues.
- Ensure that social inclusion i.e. various gender issues are properly reflected into the procurement documents particularly contractors/firms' qualification criteria.
- When necessary and required by Project Director, the Consultant will provide advice related to Gender/GBV/SEA/SH issues to the IA and other stakeholders. Such advice would include coordination with other governmental organizations, various agencies and NGOs working at sites, GBV Service Providers strategies to address major social issues and complaints, handling grievances and enhancement of Gender capacity of PIU.
- Acquire all information from the Project and work closely with the PIU and 14 project districts to collect, process, and disseminate to the public and project stakeholders.
- Monitor, track, supervise all the CBDRM and community engagement activities of the firms to ensure the smooth implementation.
- Review and endorse the workplan of the firm.
- Review and endorse the relevant reports of the firm.
- Coordinate with ICT consultant to ensure the inclusion of relevant tools to track the progress related to CBDRM and community engagement in ICT monitoring system.
- Liaise with the local community organizations, stakeholders and different government and non-government organizations and officials regularly on behalf of the PD to ensure proper dissemination of the information and smooth implementation of the community works.
- Review and ensure the quality and standard of the communication and training materials prepared and disseminated by the firm.
- Prepare a timetable for site visits and interactions with the stakeholders, the civil society organizations and relevant personnel.

- Any other task assigned by the Project Director as and when required.

E. Duration

Duration of the consulting services would be initially 48 months from the date of commencement. The Contract may be extended based on project needs and subject to satisfactory performance.

F. Qualification and Experience

- Masters in Gender Studies, or Social Sciences, or Disaster Risk Management, or Business Administration or Equivalent.
- 10 years of general experience of which 6 years in activities related to social development and social safeguards of infrastructure projects preferably in World Bank or development partners' funded project.
- Experience of gender and GBV issues, implementation of gender action plan in the field
- Experience in conflict management, application of participatory methods will be plus
- Excellent verbal and written communication skills and report writing capacity in both Bangla and English.

G. Reporting Requirement

The consultant will submit the Inception report within 30 days of commencement and monthly report of assignment done & planning for next month. S/he will assist the PD to ensure that all Gender, GBV, and community engagement related reporting is completed on time to enable the Project to meet the deadlines of various GOB authorities and the World Bank.

The Consultant will submit the field visit report frequently along with the recommendation for further improvement so that ESCP and GBV Action Plan is properly followed in the field. The consultant is also expected to guide and provide recommendations to the PD on the workplan, methodology, progress, course corrections, etc. of the community engagement firm.

H. Institutional Arrangement:

The consultants will work closely with the LGED's Project Implementation Unit (PIU) and coordinate their work with other relevant units of LGED, Ministry of Local Government, local administration and relevant ministries and agencies.

Project Director would be designated as Head of the PIU to coordinate all interfaces with the Consultants. Head of PIU with support from the Chief Engineer would also assist the Consultants in resolving various administrative issues which may arise during implementation of the Contract. The Consultants shall be responsible for all aspects of performance of services as set forth in the preceding sections of this ToR

I. Responsibilities of the Client

The Client will facilitate discussions with experienced officials and will ensure that the Consultant has access to all information required and documentation. The Client will provide liaison and communicate with other Government Authorities if and when required for performing the job of the Consultant and facilitate different meetings, focus group discussion and workshops based on initial planning.

The Client will provide necessary office accommodation, computer, logistic services, consumables and other necessary assistance or related services required for smooth execution of his/her services. The Client will provide necessary assistance to carry field trips if necessary.

