

Rural Water, Sanitation and Hygiene for Human Capital Development Project
Terms of Reference (TOR) (Draft)
Position: Social Safeguard Specialist

A. Background

The Government of The People's Republic of Bangladesh has received 200 million Credit from the International Development Association (IDA) – a member of the World Bank Group – for financing the cost of the *Rural Water, Sanitation and Hygiene for Human Capital Development Project*, being jointly implemented by the DPHE and PKSF. Now the DPHE intends to engage part of the IDA Credit for procuring the services of a Social safeguard Specialist for its Project Implementation Unit (PMU).

The Rural WASH for HCD Project is a first step in the World Bank's support designed to help the government achieve better human development outcomes through WASH interventions and uses a convergence approach. The proposed project will invest in WASH infrastructures that meet the 'safely-managed' service standard including in remote areas and public places. The project will be supported through Investment Project Financing (IPF) on IDA terms. The government has committed to investing in 'safely-managed' WASH facilities, which are in line with the service standards needed for meeting SDG 6 and maximizing human capital development.

The Project Implementation Unit (PMU) will be responsible for implementation and supervision of preparatory works, headed by Project Director and with adequate staffing along with experienced Consultants.

B. Objectives of the Service:

The main objective of appointing the Social safeguard Specialist is to make available technical expertise within PMU on Social safeguards compliance under the national and the World Bank guidelines. The Consultant will assist PMU in design reviews, preparation of TOR for any Social safeguard issue, check if the studies are of acceptable quality, participation in Social safeguard related discussions at other government offices.

C. Key tasks/responsibility

The specific tasks/responsibility for the Consultant:

Overall coordination on Social Development, Inclusion and Sustainability Issues

While PD has overall responsibility of the project including safeguard, the Consultant will be responsible for completing all activities/tasks, its quality control and overall coordination with DPHE Social Development Officer (SDO), field based Social Specialist, PD and other stakeholders.

Social screening of each physical intervention

The specialist will review primary and secondary information, and coordinate with the design and supervision firm to carry out site reconnaissance for the screening to identify and characterize, in particular:

- i. Land use, status of ownership of lands, scope and magnitude of economic and physical displacement in the sub-project areas
- ii. Important and sensitive social features and sensitive receptors,
- iii. Known physical cultural resources or features.

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- iv. Identify, assess, and manage risks related to vulnerable groups, including women & Children and the indigenous population, due to project interventions and labor influx. These risks may take the form of discrimination, GBV (Gender Based Violence), and heightened social tensions.
- v. Issues of inclusion of the vulnerable and the disadvantaged in project benefits
- vi. Ensure whether any IP's are affected or not; if affected Indigenous People's Plan (IPP) needs to prepare

1) Review and endorsement of social screening

- i. The Specialist shall review the draft preliminary impact analysis, on the basis of primary and secondary information, social screening, and outputs from the stakeholder consultation process carried out by Technical Assistance (TA) firm. The Specialist shall analyze the nature, scale and magnitude of the impacts and risks that the large, piped water scheme is likely to cause on the project influence area. Classify the Large Piped Water Supply based on the risks/impacts.
- ii. Given that all impacts cannot be fully identified due to the preliminary status of site planning, the Specialist shall identify potential or likely impacts which may result from various design options and/or alternative locations. For the potential negative impacts and risks identified, alternative design option and/or site location shall be considered, and potential strategies/techniques for minimizing, mitigation and/or managing the impacts should be suggested. For the potential positive measures identified, alternative and preferred enhancement measures shall be proposed. The Specialist will guide the SST under design and supervision firm accordingly.
- iii. The Specialist shall specify minimum criteria to be stated in concession contracts, to avoid or minimize impacts. Specialist gives training to the contractors to understand the scope of involuntary resettlement. Contractors must be aware that no "involuntary resettlement" dimensions should be triggered in the camps when shifting structures etc. They will need to adhere to the Influx Management Plans. DPHE, Together with TA Firm , Social Safe guard Specialist , Environmental Specialist have conduct 1 (one) number of consultation with UP chairman, UP member, Beneficiaries', Contractor, SAE & Mechanic and relevant stakeholder of piped water scheme.
- iv. For site-specific impacts, the specialist shall indicate likely detailed management plans to be needed (for example, Social Management Plan, Community Health and Safety Plans, Cultural Resources Management Plans, site-specific Occupational Health and Safety Plans, ensure development and implementation of Grievance Redress Mechanism (GRM)etc.) for all phases of concession activities (construction, operation/maintenance, etc.).
- v. Social Specialist shall review and endorse the Social Screening reports which were developed by TA and reviewed by the Social Specialist employed by PIU.
- vi. When the screening result indicates the specific physical intervention is likely to require the detailed social management plans or any further investigation on the potential impacts and likely mitigation measures would be required, the Social Specialist shall provide technical guidance to TA. In addition, the Social Specialist will coordinate with PD as necessary on the further actions required based on the screening result.

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2) Support and supervision of SMP/RAP/IMP implementation

- i. SMP(Social Management Plan)/RAP (Resettlement Action Plan) (/IPP(Indigenous Peoples Plan /LMP (Labor Management Procedures implementation) is responsibility of the SST under design and supervision firm and the Contractor (in some cases) and Social Specialist has primary responsibility of ensuring i. SMP/RAP/IPP/LMP implementation. Social Specialist will consult with SDO as necessary regarding the issues on SMP/RAP/IPP/LMP implementation identified.
- ii. The risk assessment will be prepared time to time for all types of work activities on site.
- iii. For physical intervention, during pre-construction, Social Specialist shall review the detail project designs/site plan, and conduct site investigation to check if the necessary social mitigation measures are planned and to advice any additional mitigation measures required.
- iv. The Social Specialist will regularly visit the Piped water supply schemes, Public toilet sites with SDO to monitor the implementation of SMP (Social Management Plans)/RAP (Resettlement Action Plans) /IPP/LMP (Labor Management Plans) and provide input to prepare sub-project specific monitoring report.

3) Monitoring and reporting

- i. Social Specialist shall confirm the consolidation of the relevant information on social safeguard including social monitoring report, site-specific social management plans, screening report for high risk operation, GRM records and accident report prepared by social support and report to the World Bank in a timely manner. The Specialist will be responsible to ensure preparation and delivery of monthly social monitoring report to the WB through PD.

4) Management of contractual obligation on social safeguard

- i. Social Specialist shall ensure the safeguard obligation of the project will be duly reflected into the legal agreement with contractor. Such obligation would include implementation of ESMF and sub-subsequent site-specific safeguard instruments. Social Specialist will endorse the contractor's SMPs.
- ii. Social specialist with assistance from TA and in coordination with PD, shall lead to address safeguard related non-compliance issues of contractors according to the project specific non-compliance rectification procedures.

5) Training Provision and support

- i. Social Specialist shall guide and support TA to plan and organize trainings related to social safeguard to raise the capacity of contractor, field level staff and other relevant stakeholders to implement and monitor the SMPs/RAP/IPP/LMP implementation.

6) Public Consultation and Communication and GRM

- i. Social Specialist shall coordinate consultation necessary during preparation and implementation of the project. Such consultation includes consultation during preparation on safeguard instruments, construction and operation of each investment.
- ii. The specialist is also responsible to ensure that all project and local level GRC's are formed, activated and functional
- iii. He/she is responsible to ensure all the stakeholders are aware of the GRC

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- iv. The specialist shall support the review process of the GRC, aid PAPs to register complaints (if required) and raise awareness about the GRM during consultations.

7) Technical Advice to PD

When necessary and required by PD, Social Specialist shall provide technical advice related to social safeguard to PD.

D. Education and Experience

- Master's or Post graduation in Social Science or related field.
- At least 10 years of experience as social development field, and at least 5 years of experience as Social Specialist in conducting social assessments of road, water, wastewater or other infrastructure sector of similar nature and complexity;
- Experience in World Bank/ADB or other development partner funded project will be an added advantage;
- Understanding/ knowledge of the project area is preferred;
- Prior experience of preparing one or more Social Impact Assessments (SIAs), Social Management Plans (SMPs), Resettlement Action Plans (RAPs), Labor Management Plans (LMPs) or Social Management Frameworks (SMFs) in accordance with World Bank Safeguard Policy/ESF requirements is a plus.
- Understanding of World Bank's ESF Policy, Directive, Standards and Procedure

E. Duration of the Assignment

The duration of the assignment will be initially for one year which may be extended on a yearly basis till project closing date, basing on performance

F. Institutional Arrangement

The Consultants Social Specialist will work under direct control of the Project Director. S/he will report directly to the Project Director with close collaboration with other officials of the Project. The Consultant shall be accountable to the Project Director for his/her day to day activities. She/he will be posted with the PMU with a requirement to visit project site as and when required.

G. Reporting Obligations

- Provide trainings to the contractors on LMP, SEA/SH and other E&S requirements.
- Prepare/review the RAP and IPP (if required).
- Update the SEP (if required).
- Review and finalize the LMP's prepared by contractors.
- Review the Code of Conduct (CoC) prepared by contractors.
- Monthly Activity Report.
- Quarterly Summarized report.
- Final Report.
- Any other reporting as required & directed by the PD/PMU.

H. Selection Method

Selection of the Social Safeguard Specialist will follow the procedures for selecting Individual Consultants described in the World Bank's Procurement Regulation for IPF Borrowers, July 2016 (Revised November 2017 and August 2018). Consultant's Contract will be Time-Based.

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I. Remuneration

The Social Safeguard Specialist will be paid a negotiable consolidated remuneration inclusive of all applicable Taxes and VAT as per law of Bangladesh. Payment will be made on the availability of funds as well as on monthly basis upon satisfactory performance output certified by the Project Director.

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proposed TOR may be approved.

Sb.
2/8/21

প্রকৌঃ শান্তিনু বড়ুয়া
সহকারী প্রকৌশলী
প্রধান প্রকৌশলীর কার্যালয়
জনস্বাস্থ্য প্রকৌশল অধিদপ্তর, ঢাকা।

Approved.

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