

PPSF: Bangladesh City Inclusive Sanitation Project (BCISP) in 25 towns

(Grant No./SF No. S0553A)

Project Background

1. Background

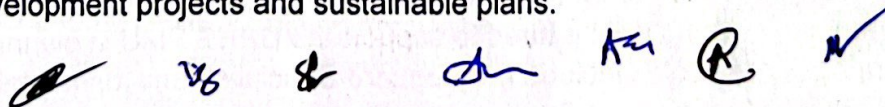
Bangladesh has a high population density and has experienced rapid urbanization. The percentage of the population living in slums has increased, leading to poor sanitation conditions and a higher risk of water-borne diseases. While access to basic drinking water facilities is relatively good, the quality of drinking water is often poor due to contamination.

Most urban households in Bangladesh have access to toilets, but the functionality of on-site sanitation systems is a concern. Without proper management of fecal sludge, there have been cases of sludge management crises, impacting human and environmental health. Women and children in slums and informal settlements are particularly vulnerable to water-borne diseases caused by unsafe drinking water and poor sanitation and hygiene conditions.

While formally planned urban areas may have access to publicly funded sewerage systems, the poor and those living in slums and informal settlements are left behind with little or no support. In those areas, infrastructure and services for safe containment, emptying, conveyance, treatment and disposal are largely absent. Pits and septic tanks are illegally connected to surface drains or water bodies. The fecal sludge is emptied by informal and unhygienic methods and openly dumped into the environment. This weak link in the sanitation service chain in Bangladesh has been not only contaminating the environment (including drinking water sources) but also posing significant risks to human health (causing recurrent outbreaks of diseases such as diarrhoea, cholera, and typhoid).

To address these challenges, the Government of Bangladesh has prioritized urban sanitation and approved an Institutional and Regulatory Framework (IRF) for Fecal Sludge Management (FSM). A National Action Plan has been developed to implement the IRF and ensure effective FSM by 2030. The establishment of a Citywide Inclusive Sanitation (CWIS)-FSM support Cell aims to facilitate integrated sanitation management.

To tackle these issues at the city level, the Government of Bangladesh conducted a feasibility study project for implementing solid waste and fecal sludge management systems in 53 district-level Pourashavas and 8 city Corporations. The project received technical and financial support from the Bill and Melinda Gates Foundation. The study provided a comprehensive analysis of the existing waste and fecal sludge management situation, including demand, viable technological solutions, and environmental considerations. The findings of the study are available on the open web link www.sanboard.gov.bd and serve as a basis for future development projects and sustainable plans.

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2. Bangladesh City Inclusive Sanitation Project (BCISP)

The GoB through its letter dated August 2, 2021, requested AIIB's financing of USD200 million for the underlying Project. The Project was cleared by the Bank's Screening Committee on August 26, 2021, for inclusion in its project pipeline. The Project aims to improve access to inclusive urban sanitation services in selected 25 cities. Specific Objectives include: (i) improving the coverage of safely managed sanitation through the use of safe sustainable sanitation technology; (ii) improving the life and livelihood of the people in the project area through establishing household, community, public toilets, and containment system; (iii) implementing modern and innovative technology of integrated sanitation & bio-waste management system, including enhancement of the capacity of the Municipalities and the overall environment; and (iv) strengthening governance accountability through development of municipal level CWIS framework and guidelines.

3. Project Preparation Special Fund (PPSF) for BCISP

To support the preparation of BCISP and ensure the readiness of year-one investments, AIIB provided to the Government of Bangladesh a Project Preparation Special Fund (PPSF) grant. The grant agreement which provides support amounting to USD3.3 million was signed on March 8, 2023, between AIIB and GoB.

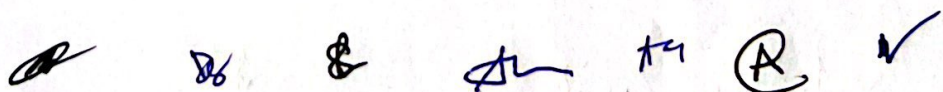
The PPSF will be implemented by the Department of Public Health Engineering (DPHE), Ministry of Local Government Rural Development & Co-operatives. DPHE has constituted a Project Management Unit (PMU) to implement the PPSF grand activities and eventually BCISP. The DPHE/PMU will be responsible for various project preparation activities including implementing those to be funded through the proposed PPSF. Activities that will be conducted during the project preparation phase funded by PPSF include the following contracts:

- i. Consulting services for Enhanced Feasibility Study and Detailed Design for 25 Towns
- ii. Consulting services for Institutional Capacity Building
- iii. Consulting service for Awareness Raising
- iv. Consulting services for IMIS web platform, Digital Inclusive Financing System, and Service Monitoring.

Preparatory activities include the procurement, implementation, and results monitoring and reporting of the abovementioned activities. Preparatory activities will also include coordination and reporting within the PMU.

4. Rationale Of Hiring Individual Consultants:

To support the implementation of preparatory activities for BCISP, a team of specialist individual consultants will be hired to support the DPHE PMU in planning, supervising, and monitoring. These roles include i) Safeguard Specialist (environmental and social), ii) Procurement Management Specialist, iii) Financial Management Specialist, iv) Monitoring and Evaluation Specialist, and v) Human Resource Development and Training Specialist) The scope of work for the roles is discussed in the Scope of Works section.

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Terms of Reference of HRD&Training (Individual Consultant)

PPSF Item:	Human Resource Development and Training Specialist (Individual Consultant)
Expertise:	HRD and Training
Consultant Source:	Local
Contract length:	Up to completion of project preparation phase, June 2025. And may be extended as per requirement of the project and availability of the budget depending on the performance of the consultant.
Objective and Purpose of the Assignment:	
<p>As part of the project preparation phase for the Bangladesh City Inclusive Sanitation Project in 25 Towns (BCISP) proposed by the Government of Bangladesh for AIIB financing, several preparatory activities will be conducted including i) Feasibility Study and Detailed Design Consultancy, ii) Capacity Building Consultancy, iii) Awareness Raising Consultancy, iv) IMIS Consultancy, v) procurement consultant for preparation for tender documents and tendering of PPSF investments.</p> <p>The Human resources development and training (HRDT) specialist will be hired to support DPHE and the BCISP Project Management Unit (PMU) in the implementation of HRDT-related aspects for PMU staffs, DPHE central & project district level govt. officer's and staffs, for preparatory works and address training and development.</p>	
Scope of Work:	
<p>The HRDT specialist is responsible for supervising the i) training components of Capacity Building and Awareness Raising consultancies, ii) and providing specialist input of the overall training and development needs of PMU staffs circumscribed by DPHE's training and development plan to enhance the implementation of the project preparation activities. The specialist will assess skill gaps, identify training needs, and provide targeted interventions. The specialist also facilitates stakeholder engagement, ensuring that stakeholders have acquired the necessary skills to actively give input in project preparation activities.</p>	
Detailed Tasks:	
<ol style="list-style-type: none"> 1. Training Needs Assessment: Conduct a thorough assessment of the training needs of PMU staffs circumscribed by DPHE's training and development plan and involved in the city-wide inclusive sanitation project. Identify gaps in knowledge, skills, and competencies related to sanitation practices, waste management, hygiene promotion, and community engagement. 2. Training Program Design: Supervise, monitor and ensure the comprehensive training programs and materials that designed and developed have addressed the identified training needs. Ensure that the training content is relevant, engaging, and aligning with the preparation phase of the project and objectives. Incorporate participatory and 	







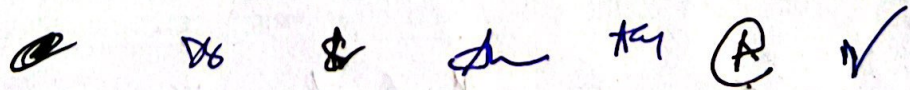


inclusive training methodologies to enhance learning outcomes.

3. **Training Delivery:** Facilitate training sessions, workshops, and capacity-building, awareness program activities of different target groups, including government officials, and other relevant personnel's by providing effective instructional techniques, and ensuring participants' active engagement, and understanding of the content.
4. **Training Evaluation:** Conduct evaluations and assessments to measure the effectiveness and impact of the training programs. Collect feedback from participants to gauge their satisfaction and identify areas for improvement. Instruct to Use evaluation results to continuously enhance the training content and methodologies.
5. **Training of Trainers:** Instruct the trainers who can effectively deliver the capacity-building & awareness programs. Help to develop a "Training of Trainers" program to equip trainers with the necessary skills and knowledge to deliver high-quality training sessions. Provide ongoing support and mentorship to trainers to ensure consistent delivery of training content.
6. **Training Materials Development:** Check and justify the training materials, resources, and tools to support the training program. This may include training manuals, handouts, presentations, e-learning modules, and other instructional materials. Ensure that the materials are user-friendly, culturally appropriate, and accessible to a diverse range of participants.
7. **Monitoring and Reporting:** Monitor the implementation of training activities, track participant attendance, and document training outcomes. Prepare regular reports on training progress, participant performance, and other relevant metrics. Provide timely updates to project management and donors.
8. **Collaboration and Partnership:** As necessary, collaborate with relevant stakeholders, including government agencies, NGOs, and community-based organizations, in delivering the capacity-building program including establishing partnerships for joint training initiatives, knowledge sharing, and learning opportunities.
9. **Stakeholder Engagement and Communication:** Build and maintain strong relationships with stakeholders involved in the city inclusive sanitation project. Communicate the purpose, benefits, and outcomes of the capacity-building program effectively. Seek input and feedback from stakeholders to ensure their active participation and ownership of the program.
10. Conduct field visits if required.

Key Deliverables:

1. Training Needs Assessment report
2. Training Program (including activities, schedules, and budgets)
3. Training materials
4. Terms of Reference, Requests for Proposals for training activities that will be tendered/ procured.
5. Training Evaluation
6. Human resources and training inputs in periodic progress reporting to AIB
7. Process development for skill, knowledge and competencies gap analysis.

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Minimum Qualification Requirements:

1. Master's degree in social science/ management/ Engineering/ urban planning, topped upped by MBA (major in HRM/HRD)/ masters/ Equivalent in personnel management.
2. 15 years total experience including 8 years' experience in HRD/HRM & training areas.
3. The applicants should have experience in the following areas (s): Administration, Human Resource Development, and Human Resource Management.
4. The applicants should have experience in the following business area(s): govt. / semi govt. / local govt. entities spanning capacity/skill development parameters. Working Experience in donor-funded projects.

Minimum general experience 15 years

Minimum specific experience (relevant to assignment) 8 years

Bangladesh experience at least 02(Two) years Required

Cost Estimate:

The specialist will be paid a negotiable consolidated remuneration inclusive of all applicable Taxes and VAT as per the law of Bangladesh. Payment shall be made monthly upon satisfactory performance output certified by the Project Director.

Counterpart Support:- The PMU will provide office space, logistics (excluding laptop) and required documents and information for the consultancy service but no transport facility will be provide by PMU.


08.10.23
Dilruba Farzana

Executive Engineer

SIR Division

Department of Public Health
Engineering

And

Member Secretary, ToR
committee.


08.10.2023
Dalila Afroze

Executive Engineer

Design Division

Department of Public Health
Engineering

And

Member, ToR committee


08.10.23
Md. Shafikul Alam

Executive Engineer

Ground Water Division

Department of Public Health
Engineering

And

Member, ToR committee


08.10.23
A.H.M Khalequr Rahman

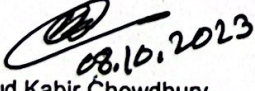
Executive Engineer

Arsenic Management
Division

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And

Member, ToR committee.


08.10.2023
Mahmud Kabir Chowdhury

Project Director

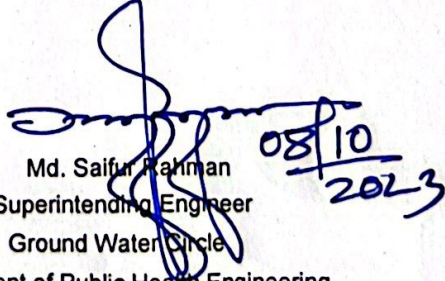
Bangladesh City Inclusive

Sanitation Project in 25
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Department of Public Health
Engineering

And

Member, ToR committee.


08/10/2023
Md. Salfur Rahman

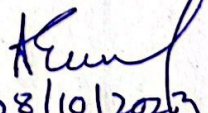
Superintending Engineer

Ground Water Circle

Department of Public Health Engineering

And

Convenor, ToR committee.


08/10/2023
Mohammad. Anwar Eusuf

Superintending Engineer

Planning Circle

Department of Public
Health Engineering

And

Member, ToR committee.

Approved.