

REQUEST FOR EXPRESSIONS OF INTEREST

CONSULTING SERVICES – Individual Consultant Selection (Open; National)

COUNTRY: Bangladesh

NAME OF PROJECT: Bangabandhu Sheikh Mujib Shilpa Nagar (BSMSN) Development Project under Bangladesh Private Investment & Digital Entrepreneurship Project (P170688)

Credit No: IDA-6676 BD

Assignment Title: Selection of a Social Consultant

Reference No.: IC-15-BSMSN-BEZA

The Government of the People's Republic of Bangladesh has received financing from the World Bank toward the cost of the Private Investment & Digital Entrepreneurship Project (PRIDE), within which 'Bangabandhu Sheikh Mujib Shilpa Nagar (BSMSN) Development Project' is under implementation by Bangladesh Economic Zones Authority (BEZA) and intends to apply part of the proceeds for a social consulting services.

The consulting services ("the Services") include:

Scope of Services:

Reporting to the Project Director (PD), the Social Consultant will be responsible for:

- Completing all activities/tasks related to social issues as committed in the Project Environmental and Social Commitment plan (ESCP), its quality control and overall coordination
- Based on the project Environmental and Social (ES) Assessment, the Social Consultant will be responsible for developing, reviewing, coordinating and updating (*as appropriate*) of various social instruments, including but not limited to Environmental and Social Management Plan (ESMP), Occupational Health and Safety (OHS) Pla, Community Health and Safety Plan (CHSP), Resettlement Action Plan (RAP), Labor Management Procedure (LMP), Security Personnel Management Plan, Cumulative Impact Assessment (CIA), Regional Environmental and Social Assessment (RESA) etc, as and when required. The Social Consultant will also oversee the approval of these instruments from competent authority. Updates of ESIA will follow the finalization of location and design of infrastructure and other project interventions.
- Develop, administer, coordinate and ensure the actualization of an ES roadmap for the project, as per time schedule and responsibilities.
- Coordinate with various authorities and agencies for implementation, monitoring, coordination and supervision of social instruments/ plans in the field.
- Carryout and coordinate periodic stakeholder engagement as per Stakeholder Engagement Plan (SEP) and update the SEP as and when required.



- Coordinate with Consulting Firms for the development of various ES instruments as when directed by the PD. Carryout initial assessment of their output before forwarding the same to World Bank on behalf of PMU.
- Provide periodic reports (including incident reports) on the implementation status of social mitigation measures as per social instruments and those committed in the ESCP.
- Develop, implement, administer and monitor the Grievance Redress Mechanism (GRM) and provide reports as and when required as mentioned in the GRM which may emanate from the project interventions. Social Consultant will also be responsible to review and take necessary actions on the complaints received through the project GRM/GRC in coordination with PD. S/He will be responsible for reporting on Sexual Exploitation and Abuse/ Sexual Harassment (SEA/SH) and fatality, near miss cases as and when occurs. S/He will develop special measures to address SEA/SH issues as per World Bank guidelines on SEA/SH through development of a SEA/SH specific GRM.
- Identify and assist the PD in the implementation of key intervention recommended by Ministry of Health and Family Welfare (MoHFW) and World Health Organization (WHO) to address COVID-19 pandemic issues, especially for project workers and communities around. Social Consultant will develop appropriate communications strategies to promote safe hygiene practices and other protocols and measures.
- The Social Consultant will ensure the social obligations of the Contractor as mentioned in the Contract Agreement and will monitor the application of Contractors ESMP (C-ESMP), especially issues with employment of child and forced labor, OHS issues, SEA/SH issues, signing of Code of Conduct (CoC), labor training etc. Social Consultant will also ensure Contractors put in place adequate measures to address COVID-19 issues including provisions of PPE, and related training. The Social Consultant, in coordination with the PD, shall address social non-compliance issues of Contractors according to the project specific non-compliance rectification procedures.
- The Social Consultant, in coordination with the PD, will plan and organize trainings (OHS, Labor and working conditions, GRM, ESF and those committed in the ESCP) related to social issues and hygiene promotion to raise the capacity of the Implementing Agency, NGOs, Contractors, field level staffs and other relevant stakeholders.
- When necessary and required by PD, the Social Consultant will provide technical advice related to social issues to the Implementing Agency and other stakeholders. Such advice would include coordination with other governmental organizations, UN agencies and NGOs working at sites (if any), strategies to address major social issues and complaints, handling grievances and enhancement of social capacity of PMU.
- Any other task assigned by the PD/PMU.

Place of work: Head office located at Dhaka and necessary site visit in BSMSN.

Duration of employment: The Consultant will be engaged for the period of one year, initially, with the possibility of extension, depending upon performance.

Commencement of the Service: 1 July 2021[Indicative]



The detailed Terms of Reference (TOR) for the assignment can be found on the website : www.beza.gov.bd

The Bangabandhu Sheikh Mujib Shilpa Nagar (BSMSN) Development Project under Bangladesh Private Investment & Digital Entrepreneurship Project (P170688) now invites eligible "Consultants" to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are: Educational qualification, experience (general & specific) and knowledge in relevant activity as specified in the TOR

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" July 2016, Revised November 2020 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

The Consultant will be selected in accordance with the 'Open Competitive Selection of Individual Consultants' method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours [i.e., 0900 to 1700 hours, weekdays].

Expressions of interest must be delivered may be delivered through postal/courier service or in person (hard copy)/E-mail to the address below by 28 June 2021, 1600 HOURS Bangladesh time. If delivered through email, the client shall not be responsible for the confidentiality of the EOI.


Abdullah Al Mahmud Faruk

Project Director

Bangabandhu Sheikh Mujib Shilpa Nagar (BSMSN) Development Project

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Government of the People's Republic of Bangladesh

BANGLADESH ECONOMIC ZONES AUTHORITY (BEZA)

Bangabandhu Sheikh Mujib Shilpa Nagar (BSMSN) Development Project under Bangladesh Private Investment & Digital Entrepreneurship Project (P170688)

Terms of Reference (TOR)

for

Social Consultant (National)

Project Background:

The World Bank Board has approved USD 500.00 million for Government of The People's Republic of Bangladesh in a project titled 'Private Investment and Digital Entrepreneurship (PRIDE)' to be implemented during January, 2021 to December, 2025. The execution of the project is vested upon two Project Implementing Entities (PIEs)—Bangladesh Economic Zones Authority (BEZA) and Bangladesh Hi-Tech Park Authority (BHTPA). Economic Relations Division (ERD) has been given the responsibilities to play coordinating role to ensure smooth operation of the project. Among others, Central Coordination Unit (CCU) of ERD will act as the single point delivery mechanism of progress reports, results framework reports and other fiduciary requirements to World Bank, as well as monitoring fund flows and utilization, verification and project activity monitoring for quality control support.

The project PRIDE is built upon the foundation laid by Private Sector Development Support Project (PSDSP) that will strengthen the capacity of BEZA and BHTPA to start delivering on their mandates and help generate positive outcomes. The Project Development Objectives (PDOs) of PRIDE are to promote private investment, job creation and environmental sustainability in participating economic zones and software technology parks in Bangladesh. The PRIDE project has four components:

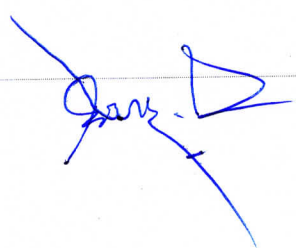
- Creating an Enabling Environment for Private Investment and Sustainability
- Developing a Greener and Climate Resilient Bangabandhu Sheikh Mujib Shilpa Nagar (BSMSN).
- Creating a Dynamic Private Market for Serviced Industrial Land
- Strengthening the Digital Entrepreneurship and Innovation Echo System.

The BEZA-PRIDE is going to assign a Project Social consultant to oversee social issues and address them as per World Bank Environmental and Social Framework (ESF) Guidelines and National Law.

Scope of Services /Duties and Responsibilities

Reporting to the Project Director (PD), the SDS will be responsible for:

- Completing all activities/tasks related to social issues as committed in the Project Environmental and Social Commitment plan (ESCP), its quality control and overall coordination
- Based on the project Environmental and Social (ES) Assessment, the SDS will be responsible for developing, reviewing, coordinating and updating (*as appropriate*) of various social instruments, including but not limited to Environmental and Social Management Plan (ESMP), Occupational Health and Safety Plan (OHP), Community Health and Safety Plan (CHSP), Resettlement Action Plan (RAP), Labor Management Plan (LMP), Security Personnel Management Plan, Cumulative Impact Assessment, Regional Environmental and Social Assessment (RESA) etc, as and when required. The SDS will also oversee the approval of these instruments from competent authority. Updates of ESIA will follow the finalization of location and design of infrastructure and other project interventions.
- Develop, administer, coordinate and ensure the actualization of an ES roadmap for the project, as per time schedule and responsibilities.



- Coordinate with various authorities and agencies for implementation, monitoring, coordination and supervision of social instruments/ plans in the field.
- Carryout and coordinate periodic stakeholder engagement as per Stakeholder Engagement Plan (SEP) and update the SEP as and when required.
- Coordinate with Consulting Firms for the development of various ES instruments as when directed by the PD. Carryout initial assessment of their output before forwarding the same to World Bank on behalf of PMU.
- Provide periodic reports (including incident reports) on the implementation status of social mitigation measures as per social instruments and those committed in the ESCP.
- Develop, administer and monitor the Grievance Redress Mechanism (GRM) and provide reports as and when required as mentioned in the GRM which may emanate from the project interventions. SDS will also be responsible to review and take necessary actions on the complaints received through the project GRM/GRC in coordination with PD. S/He will be responsible for reporting on Sexual Exploitation and Abuse/ Sexual Harassment (SEA/SH) and fatality, near miss cases as and when occurs. S/He will develop special measures to address SEA/SH issues as per World Bank guidelines on SEA/SH.
- Identify and assist the PD in the implementation of key intervention recommended by Ministry of Health and Family Welfare (MoHFW) and World Health Organization (WHO) to address COVID-19 pandemic issues, especially for project workers and communities around. SDS will develop appropriate communications strategies to promote safe hygiene practices and other protocols and measures.
- The SDS will ensure the social obligations of the Contractor as mentioned in the Contract Agreement and will monitor the application of Contractors ESMP (C-ESMP), especially issues with employment of child and forced labor, OHS issues, SEA/SH issues, signing of Code of Conduct, labor training etc. SDS will also ensure Contractors put in place adequate measures to address COVID-19 issues including provisions of PPE, and related training. The SDS, in coordination with the PD, shall address social non-compliance issues of Contractors according to the project specific non-compliance rectification procedures.
- The SDS, in coordination with the PD, will plan and organize trainings (OHS, Labor and working conditions, GRM, ESF and those committed in the ESCP) related to social issues and hygiene promotion to raise the capacity of the Implementing Agency, NGOs, Contractors, field level staffs and other relevant stakeholders.
- When necessary and required by PD, the SDS will provide technical advice related to social issues to the Implementing Agency and other stakeholders. Such advice would include coordination with other governmental organizations, UN agencies and NGOs working at sites (if any), strategies to address major social issues and complaints, handling grievances and enhancement of social capacity of PMU.
- Any other task assigned by the PD/PMU.

Institutional Arrangement

The SDS will be located with the PMU with frequent field visits to project sites as instructed by the PD. The SDS will work under direct control and will report directly to the PD with close collaboration with other officials of the Project. The SDS shall be accountable to the PD for his/her day-to-day activities. The Project Head Office is located at BEZA, Dhaka and periodical on-site visits to project sites and other assigned places across Bangladesh will be required.

Reporting Obligations

The SDS will provide periodic (monthly, quarterly, half yearly, yearly) report to the PMU including final completion report as well as incident report as and when required. The reports will include monitoring of the implementation of social instruments, GRM, stakeholder engagement reports, occupational and community health and safety reports especially those illustrating COVID-19 issues, issues with labor and any other reports as and when directed by the PD. Reporting obligation must meet ESCP commitment. *The list of reports and reporting obligations, deadlines and frequency of reports will be provided with the letter of appointment/agreement.*

Qualification

- **Academic:** Masters in Sociology, Human Resources, Anthropology or any other related subject

Experience

- Minimum 10 years work experience of which at least 4 years working with a Development Organization in the field of Social Development; exposure of dealing with issues on Economic Zone development or Industrial development; Familiarity with World Bank Environmental and Social Framework and Standards (ESF, ESS) as well as Environment, Health and Safety Guidelines (EHSG);
- Knowledge and understanding of GoB Laws, Acts and Regulations regarding Labor, Gender, Resettlement, Ethnic Minority, Social issues, Epidemic, Pandemic issues, on Economic Zone labor Laws and welfare policy;
- Familiarity with COVID-19 protocols of GoB and World Health Organization (WHO);
- Practical experience in handling development projects;
- High level of proficiency in written and spoken English and report writing; and
- Proficient in use of MS Word, Excel, PowerPoint.

Behavioral Competencies

- **Client Orientation-** maintains client relationships in the face of conflicting demands or directions and provides Evidence-based advice and solutions based on sound diagnosis and knowledge.
- **Drive for Results-** identifies the needed resources to accomplish results involving multiple stakeholders and finds solutions to obstacles affecting key deliverables
- **Teamwork and Inclusion-**shows leadership in ensuring the team stays organized and focused, and actively seeks and considers various ideas and approaches.
- **Knowledge, Learning and Communication-** leads in the sharing of best practice, trends, knowledge and lesson learned across units and with clients and partners, articulating ideas verbally and in writing in a clear and compelling way across audiences of varied levels
- **Business Judgment and Analytical Decision Making** - Serves as a trusted advisor to others on their decisions, ensuring alignment across units and optimal impact on the organization.

Duration of Employment

The Consultant will be engaged for the period of one year, initially, with the possibility of extension, depending upon performance.

The consultant will be selected in accordance with the procedure set out in the 'Procurement Regulations for IPF Borrowers July 2016, Revised November 2020'.