

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 Social Counselors (15 Nos.)

Reference No.: IC-16-BSMSN-BEZA

The Government of the People's Republic of Bangladesh has received financing from the World Bank toward the cost of the Bangabandhu Sheikh Mujib Shilpa Nagar (BSMSN) Development Project under Bangladesh Private Investment & Digital Entrepreneurship Project (P170688), and intends to apply part of the proceeds for consulting services.

The Scope of service of Social Counselors includes, but not limited to the following:

- To assist in the implementation of Bangladesh Economic Zones Authority (BEZA) Labour Law and the Economic Zone (EZ) Workers Welfare Policy;
- To assist in the development of good industrial relation and relationship between management and the workers;
- To support the enhancement of workers morale and improvement of working condition (including occupational safety and health condition construction sites, industry and EZs) ;
- To support workers in achieving optimum productivity;
- To assist in the implementation of grievance redress mechanism and address workers grievances;
- To ensure human and legal rights of a worker ;
- To arrange for the development of workers' knowledge in communication (Bangla and English), Computer literacy, personal accounting and negotiation skills;
- Counseling on Labor management related issues in light with BEZA Policies;
- Supervise all aspects of the process of compensation to stakeholders;
- Assist to establish and implement a Monitoring and Evaluation system for all social issues;
- Liaise and work closely with the Project Director (PD), Social and Environment Consultant, Social Cell of BEZA, various agency associated with sub-project such as Design and Supervision Consultant, Master Developers, Contractors, investors, etc. and ensure that all the activities and measures are implemented as per the BEZA labor and associated law and policies;
- Review various social and other documents with regard to their compliance with Environment and Social Commitment Plan (ESCP);
- Carry out regular visits to sub-project implementation sites to supervise as well as provide onsite guidance to the Master Developers, investors and the contractors on the implementation labor management procedures and other social issues of BSMSN Development project;
- Prepare and submit periodic progress reports to the PD, on all the aspects related to social issues;



- Follow up with BEZA, the Master Developer and the contractors, and other agencies in addressing various Social safeguard actions agreed with the Government of Bangladesh (GoB) and the World Bank;
- Receive direction from Social Consultants and Environmental and Social Cell and assist BEZA for overall social monitoring activities;
- Support, assist and cooperate with various stakeholders to ensure implantation of EZ welfare and EZ labor law, labor management procedures, Environmental and Social Commitment Plan, Stakeholder Engagement Plan etc;
- Co-ordination with inter-governmental agencies such as District, Upazila and Union level government office, Department of Social Welfare, Skills Development service provider, utility service provider, local elite, affected people etc. for the implementation and monitoring social related plans and procedure;
- To provide data/documentary support to the authority and other agencies (if instructed); and
- Any other issues instructed by the EZ Management.

Qualification and Experience:

Academic:

The candidate should possess minimum Bachelor's degree in Social Science, law, Business Industrial Management, HR or related field from recognized University.

Experience:

- The applicant should possess minimum 02 (Two) years' experience in a large industrial unit/NGO/Govt. and semi-Govt. organization on social issues with exposure of dealing with issues on Economic Zone development or Industrial development; Familiarity with World Bank Environmental and Social Framework and Standards (ESF, ESS), Stakeholders Engagement Plan, Labor Management Procedures etc. as well as Environment, Health and Safety Guidelines (EHSG).
- Knowledge and understanding of Export Processing Zone (EPZ)/Economic Zone labour Laws, EZ welfare policy, 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 Human Resources Management from any reputed Labor intensive industrial unit will be given preference.
- Fluency in spoken and written both in Bangla & English is essential and Computer Operation (MS Office and Windows).

Place of work: Bangabandhu Sheikh Mujib Shilpa Nagar (BSMSN) and any other selected ESs under BEZA; however, the consultant should have field visits across the EZs located in different districts.

Duration of employment: Initially for two year from March 2022 with the possibility of annual extensions of the contract up to maximum December 2025 based on the Client's need and subject to satisfactory performance of the consultant which shall be evaluated at the end of each year.

Commencement of the Service: 1 March 2022 (Indicative)

Data, Facilities and Local Services to be provided by the Client:

The project will provide the following inputs and facilities:

- i) Office space and other logistic support as per project provision;
- ii) All available documents, papers and information relevant to the assignment will be provided/made accessible to the Consultant.

The detailed Terms of Reference (TOR) for the assignment can be found in 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, hands on experience in the activity.

The attention of interested Consultants is drawn to 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.

A 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].

Expressions of interest must be delivered in a written form (hard copy)/E-mail to the address below by 15:00 hours Bangladesh Standard Time on 23 February 2022.


03/02/2022
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