

**Government of The People's Republic of Bangladesh**

**Ministry of Water Resources**



**Bangladesh Water Development Board (BWDB)**

**Bangladesh Sustainable Recovery, Emergency Preparedness and Response  
Project (B-STRONG) (BWDB Part)**

**Terms of Reference (ToR)**

**For**

**Social Specialist for PMU**

**(Contract Package No. BSTRONG/BWDB/S-03)**

**May 2025**



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**For**  
**Social Specialist**  
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## A. Background

Bangladesh has been experiencing heavy rainfall since mid-August 2024, resulting in significant flooding and severely impacting 11 eastern districts: Noakhali, Sylhet, Maulvibazar, Habiganj, Brahmanbaria, Comilla, Feni, Lakshmipur, Khagrachhari, Chattogram, and Cox's Bazar. At several rainfall stations, a peak daily rainfall of 200 to 300 millimeters was observed with a total rainfall of 600 – 800 millimeters within a week. This amount of rainfall is more than 2.5 times higher than the average conditions and exceeded 1,000 millimeters in one month. The floods had a quick onset ('flash floods') behavior due to the catchment topography. The floods have significantly impacted Bangladesh's capacity to respond to the disaster. Based on the IDA 20 CRW, this crisis meets the criteria for accessing CRW resources. The floods destroyed a large amount of the affected region's buildings, infrastructure, critical facilities, and other livelihoods assets such as cropland, agriculture equipment, and livestock and fish farms. The proposed project- **Bangladesh Sustainable Recovery, Emergency Preparedness and Response Project (B-STRONG)** is intended to address short-term immediate needs, medium-term recovery, and longer-term resilient reconstruction following a "Build Back Better" approach. B-STRONG is comprised of three components:

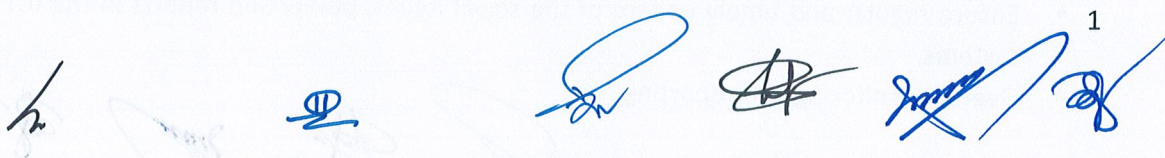
- Component 1: People Centric Resilient Infrastructure
  - Subcomponent 1.1: Resilient rural infrastructure
  - Subcomponent 1.2: Flood protection rehabilitation
- Component 2: Livelihoods Recovery and Enhancement Support
  - Subcomponent 2.1: Community empowerment and institutional strengthening
  - Subcomponent 2.2: Enhancing sustainable livelihoods
  - Subcomponent 2.3: Project management, monitoring, and learning
- Component 3: Contingency Emergency Response

Subcomponent 1.2: Flood protection rehabilitation under component 1 will be implemented by Bangladesh Water Development Board (BWDB) under Ministry of Water Resources (MoWR). This subcomponent will support the enhancement of the flood forecasting system and restore the fluvial, pluvial, and flash floods protection standards through a combination of interventions including (i) flood protection embankment re-sectioning and repair works, (ii) canal re-excavation works to increase the stormwater drainage capacity during flood, (iii) flood control hydraulic structure reparation works, (iv) river bank and slope protection works, and (v) improvement of the flood forecasting system.

The project will be conducted through the implementation of works, supply of goods, and hiring of services. Locations of the project intervention will be in Noakhali, Comilla, Feni, Brahmanbaria and Lakshmipur Districts for BWDB.

The Project Management Unit (PMU) is mandated to manage the project in keeping with the Borrower's obligation to use the project fund with due regard to economy and efficiency and only for the purpose for which project financing was provided. BWDB intends to apply a part of the project financing to hire a Social Specialist following the World Bank Procurement Regulations.

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## Social Issues

The project will be implemented in accordance with the World Bank Environmental and Social Framework (ESF). Environmental and Social Commitment Plan; Environmental and Social Management Framework; and Stakeholder Engagement Plan will be key documents for the project to adhere to. This project will use a structured approach to environmental and social management to allow the project development process following the newly developed 10 Environmental and Social Standards (ESS), follow the mitigation hierarchy of avoidance, minimization, mitigation and compensation/offset for negative impacts and enhancement of positive impacts where practically feasible.

The social risk is rated as Substantial due to the potential risks and impacts that may occur while implementing the rehabilitation, reconstruction and repair works associated with embankments and canals. The Project will use only government land for the aforementioned purposes and will lease or rent private land should it be needed for temporary storage of materials. No land acquisition will be required (or permitted) as all physical works will take place where the relevant infrastructure already exists. However, there are squatters present on the side of the embankment slopes who will be impacted by the rehabilitation works. All construction sites (once confirmed) will be screened for similar impacts which will be mitigated as per ESS5. The risk of labor influx is expected to be minimal as construction activities are expected to largely employ labor from local communities.

## B. Objective

The BWDB PMU intends to hire a Social Specialist under Selection for Individual Consultant (with Open market approach) following World Bank Procurement Regulation July 2016 (Revised in November 2017) for services to address the social issues under the project.

The main objective of the services of the Consultant are to: 1) oversee and coordinate on social safeguards compliance during project implementation; 2) ensure the quality of environmental and social assessments/reports/documents prepared by the contractors/consultants/field level officials and approve them; 3) monitor proper implementation of ESMP and Resettlement Action Plan (RAP) (if applicable) and other site specific plans; 4) consolidate information and prepare reports; 5) manage contractual obligation on social safeguard, 6) provide training to the contractor and field level staff, PMU and relevant HQ level stakeholder, and guide Social Team and personnel under the design and supervision (D&S) firm for preparation and provision of the trainings; 7) provide technical advice to PD on ensuring social safeguard compliance.

The assignment includes the following tasks:

- Monitor overall compliance of the project with World Bank ESF,
- Overall coordination and supervision on social safeguard,
- Review and endorsement of Environment portion of the Environmental and Social (ES) assessments/instruments/documents,
- Support and supervision of ESMP/RAP (if applicable)/Influx Management Plan (if applicable)/Tribal People Plan (if applicable) and other applicable plan implementation,
- Ensure regular and timely update of the social issues, points and reports in the ICT monitoring systems,
- Overall monitoring and reporting,



- Management of contractual obligation on social safeguard,
- Training provision,
- Assistance and guidance to social safeguard team/personnel under design and supervision firm
- Technical advice to Project Director (PD) related to social safeguards issues,
- Any other tasks assigned by the PD.

## C. Scope of Consultant's Assignment

### Overall coordination and supervision on social safeguards

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 associated with social safeguard with field based Social Consultant, officials, PD and other stakeholders.

### Review and endorsement of social screening

The Consultant shall review and endorse the social portion of the Environmental and Social (ES) assessments/instruments/documents, prepared by the social team/personnel from design and supervision firm and any of the above which was prepared by the contractor, and subsequently reviewed by the environmental team/ personnel from design and supervision firm. When the screening result indicates the specific physical intervention is likely to require the detailed assessment for further investigation on the potential impacts and likely mitigation measures would be required, the Consultant shall provide technical guidance to the team carrying out the tasks. In addition, the Consultant will coordinate with PD as necessary on the further actions required based on the outcomes.

### Support and supervision of RAP/ESMP implementation

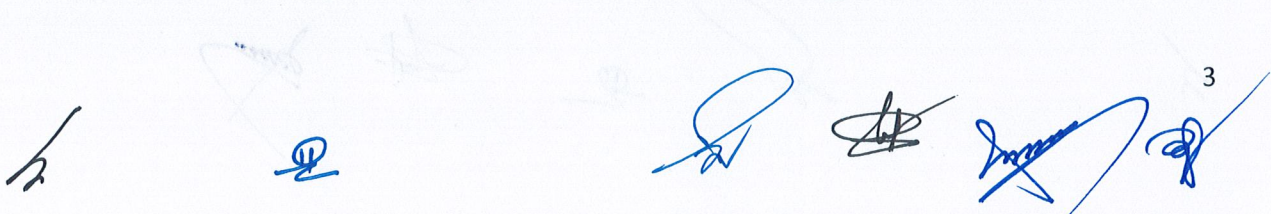
ESMP implementation is the responsibility of Contractor and Social team/ personnel of D&S have the responsibility of ensuring ESMP implementation at the field. The Consultant will consult with the social team regularly and as necessary regarding the issues on ESMP implementation.

For high-risk physical intervention, during pre-construction, the Consultant shall review the detail project designs/site plan and conduct site investigation to check if the necessary social mitigation measures are planned and to advise any additional mitigation measures required. For high-risk operation, the Consultant will regularly visit the sub-project sites with Social Consultant to monitor the implementation of ESMP and provide input to prepare sub-project specific monitoring report.

### Monitoring and reporting

The Consultant shall review and endorse all monitoring reports, prepared by the social team/ personnel of D&S. When necessary or required, the monitoring reports shall be field verified by the Consultant and BWDB officials.

The Consultant shall consolidate the relevant information on social safeguard including social monitoring report, site-specific environmental and social management plans, screening report for high-risk operation, GRM records and accident report and report to the World Bank through PD in a timely manner. The





Consultant will be responsible to ensure preparation and delivery of quarterly/half yearly environmental and social monitoring reports.

#### **Ensure the regular and timely update in the ICT monitoring systems**

The Consultant will ensure the regular and timely update of the social issues, points and reports in the ICT monitoring systems. S/he will be responsible to coordinate with ICT experts and confirm the above.

#### **Management of contractual obligation on social Specialist**

The Consultant 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, RPF and sub-sequent site-specific safeguard instruments. The Consultant will approve the contractor's ESMPs. The Consultant with assistance from the social team/ personnel of D&S 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.

#### **Training Provision and support**

The Consultant shall lead the trainings related to social safeguard to raise the capacity of contractor, field level staff and other relevant stakeholders to implement and monitor the ESMPs and any other application site-specific documents/instruments. The Consultant shall also guide social team/ personnel of D&S for preparation and provision of the trainings. The training plan both at the HQ and field level will be approved by the Consultant.

#### **Public Consultation/GRM**

The Consultant shall coordinate consultation necessary during preparation and implementation of the project. The consultant will coordinate with Environment Consultant while planning and conducting the consultations. Such consultation includes consultation during preparation on safeguard instruments and construction and operation of each investment. S/he will ensure the quality of public consultation at the field level and will reflect the concern in the project implementation. The Consultant is also responsible to review and take necessary actions on the complaints received through the project GRM in coordination with PD.

#### **Technical Advice to PD**

When necessary and required by PD, the Consultant shall provide technical advice related to social safeguard to PD. Such advice would include coordination with other governmental organizations, donors, strategies to address major safeguard issues and complaints, handling grievances and enhancement of safeguard capacity of PMU.





## D. Key Qualifications

Academic Qualifications and Professional Experience of the Consultant:

**a. Educational Qualification**

- Masters in any discipline

**b. Experience**

- At least 10 years of minimum experience as Social Science, Social Planner, Social Management or related field, and at least 5 years of experience as Social Consultant in conducting social assessments of hydraulic structure or other infrastructure sector of similar nature and complexity.
- Experience must include at least one World Bank/ADB or other development partner funded project.
- Expertise in the project area is preferred.
- Experience in Resettlement activities is highly preferred.
- Prior experience preparing one or more Social Impact Assessments (SIAs), Social Management Plans (SMPs), Resettlement Action Plans (RAPs), Influx Management Plans (IMPs) or Social Management Frameworks (SMFs) in accordance with World Bank Safeguard Policy requirements is a plus.
- Excellent verbal and written communication skills and report writing capacity in both Bangla and English.

## E. Duration of the Assignment

The Consultant shall perform the Services for 36 months up to the project completion date of June 30, 2029 (intermittent input). However, the duration will depend on performance of the individual in this position.

## F. Institutional Arrangement

The Consultant will be responsible to the PD. She/he will assist PD to ensure that all social development 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 ESMP is properly followed in the field.

The PMU will provide necessary assistance to the Consultant in carrying out their activities under the project. The PMU will provide necessary office accommodation, computer, logistic services, consumables and other things or related services required for smooth execution of his services. The PMU will provide necessary assistance to carry field trips if necessary.

## G. Reporting Obligations

- I. Monthly Activity Report
- II. Quarterly Summarized report
- III. Final Report
- IV. Any other reports as required by PMU.



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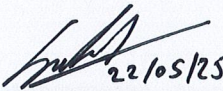


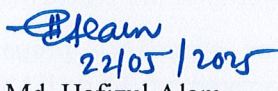
## H. Remuneration

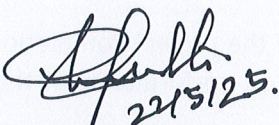
The Consultant will be paid a negotiable consolidated remuneration inclusive of all applicable Taxes and VAT as per law of Bangladesh. Payment shall be made on monthly basis upon satisfactory performance output certified by the Project Director.

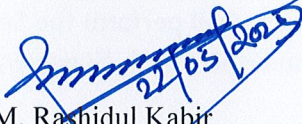
## I. Procurement/ Hiring method

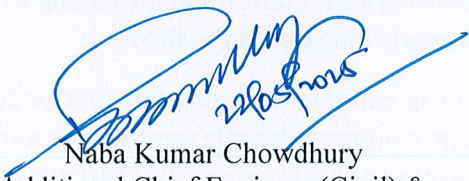
The Consultant will be hired and contracted as per the "Individual Consultant (IC)" Selection method of World Bank Procurement Regulations for IPF Borrowers (issued February 2025).

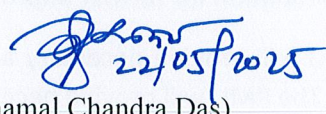
  
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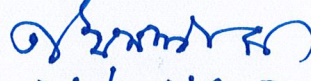
  
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22/05/2025  
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