

Wage Earners Welfare Board (WEWB)

Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE)

Terms of Reference (TOR)

SI-03-Environmental & Social Specialist (ESS)

Background

Recovery and Advancement of Informal Sector Employment (RAISE) is a project to support two interrelated programs that include economic inclusion program for low-income, less educated urban youth, and for low-income micro-entrepreneurs and self-employed in urban areas whose livelihoods have been impacted by COVID-19 and a program to support the transition of returning migrant workers into the Bangladeshi labour market. Component-1 & 2 relate to the economic inclusion program to be implemented by PKSF whereas Component-3 relates to the program to support the returning migrants which will be implemented by the Wage Earners Welfare Board (WEWB) under the Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE). The Project is supported by a loan to the World Bank.

The Environment and Social Specialist is built on Component-3 of the RAISE Project to be implemented by the Wage Earners' Welfare Board (WEWB) during the time of providing orientation services, psychosocial support and referral services, a one-time stipend to returnee migrants who would join the referral services as well as provision of an integrated returnee migrants' database. With the information at hand, these activities will not have any significant impact on environment and the Environmental risk will be Low.

The high number of unemployed undereducated youths (including women, the disabled and the vulnerable) and returnee migrants, spiked through this crisis, would thus proffer to be a challenge given the fact that number of eligible candidates could outnumber the number of project intended beneficiaries. This is a potential environment for elite capture that needs to be mitigated through careful selection method and monitoring. Selection and inclusion of returnee migrants, minority groups and the disabled—who may lack networking and who may potentially be left out of the community engagement/outreach programs may also be difficult. Therefore, differentiated measures need to be undertaken to include all of these segment who may face disproportionate risk of exclusion. Considering these assessment, the social risk will be moderate.

WEWB is responsible for implementing the environmental and social management framework under Component-3 (Reintegration of Return Migrants) of the project and intends to utilize a part of the loan to hire an Environmental & Social Specialist (ESS) as an individual local consultant.

Objective

The key objective of the consultancy is to provide quality support for all Environmental and Social safeguards activities under the Project in accordance with the World Bank Environmental and Social Framework (ESF) and GOB procedures, as applicable maintaining the WB environmental and social standards to ensure environmental and social sustainability of the Project's Component to support sustainable development.

The objectives of the standards are to strengthen the social and environmental outcomes of the Component avoiding adverse impacts to people and the environment minimize, mitigate, and manage adverse impacts where avoidance is not possible and strengthening the partner capacities for managing social and environmental risks to ensure full and effective stakeholder engagement including grievance management in this respect.

Scope of Service

The Environmental and Social Specialist (ESS) will be responsible for ensuring compliance with the ESMF and E&S sections of the POM of the WEWB's implementing Component of the Project and will support the agency of strengthening its environmental and social safeguards capacity. Key responsibilities include, but are not limited to cover the following four specific main areas of activity:

Area- 1: Support, manage and co-ordinate the project's safeguards to ensure the implementation of the Environmental and Social Management Framework (ESMF), evaluate needed updates as necessary to ensure that the project ESMF is up to date, manage procedures including the establishment of an appropriate field structure to ensure the appropriate level of support to technical personnel;

Area- 2: Establish a Grievance Redress Mechanism and feedback mechanism and advising the WEWB PMU and key stakeholders in the best practice of monitoring and reporting on the social and environmental impact of the project.

Area-3: Support in the co-ordination of capacity building and training activities to ensure the principles and procedures for Environmental and Social Management Framework (ESMF) and Environmental and Social Management System (ESMS) are well understood and complied with by stakeholders.

Area- 4: Advise and guide the Counselling & Migrant Workers Welfare consultancy firm recruited to organize & manage registration of returning migrants , providing counselling, supporting welfare centres and referral of the returnee migrants on appropriate standards in line with the Environmental and Social Commitment Plan (ESCP).

Detailed responsibilities under the aforesaid areas are mentioned below:

Project Environmental and Social Management Framework (ESMF) Implementation support:

- Review and update the existing project Environmental and Social Management Framework (ESMF) and supervise implementation of the social management parts in line with the commitments outlined in the Environmental and Social Commitment Plan (ESCP);
- Provide basic orientation and training to the WEWB PMU and field staff involved in project's Component implementation, on the ESMF;
- Supervise the preparation of specific social management plans, screenings, consultations, campaigns, training as required and ensure adherence to Component implementation with the World Bank's environmental and social safeguards policies;
- Provide E&S inputs to the bidding documents following the ESCP;
- Support the WEWB PMU in the co-ordination, management and safeguards in compliance with the Social and Environmental Standards (SES) to ensure full compliance with ESCP;
- Support the WEWB PMU in the development and rolling out of a safeguards monitoring and reporting provisions and WWWB's ESMS;
- Work also in the capacity of the Component's Gender Focal point and ensure in the Project activities, integration, and adherence to IDA's Gender policies;
- Advise in the co-ordination of the implementation of social audits for all completed project contracts;
- Establish the budget required to implement the ESMF requirements.

Develop the ESMP and Establish a Grievance Redress Mechanism:

- Develop the project grievance redress & feedback mechanism and design the complaints register using an established methodology in consultation with the WEWB PMU;
- Co-ordinate the formation of Grievance Redress Committee(s) before the commencement of any identified potentially impactful activities to resolve issues;
- Act as the focal point on Grievance Redress and facilitate the resolution of issues while supporting the establishment and impart training to a selected focal person within the WEWB PMU to handle Grievance Redress issues and facilitate the resolution of issues;
- Technically support the WEWB PMU in creating awareness of the Grievance Redress Mechanism amongst all the stakeholders through public awareness campaigns; and support dissemination of information to the concerned local communities as proposed in the framework;
- Develop a system to document information on grievances and redress and progress for monthly/quarterly reporting;
- Conduct consultation meetings with different stakeholders and update the SEP if require;
- Ensure that all project-related complains or grievances are recorded, categorised, escalated, and resolved. Specialist is responsible to follow SEP and operational manual.

Support in the co-ordination of training and awareness raising activities:

- Advise on the co-ordination of the delivery of training on Environmental and Social Management Framework (ESMF) related issues including environmental health & public safety and requirements for programme staff and other relevant stakeholders in the field;
- Support in the efficient co-ordination with the implementing partner; Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE), Responsible parties, WEWB PMU staff regarding Environmental and Social Management Framework (ESMF);
- Support the identification of the capacity and training needs of the WEWB PMU, responsible personnel regarding social targeting principles, undertaking periodic audits/ verification of all the RSCs to ensure that the required training is provided & related activities are on track;

Advise/guide the Counselling & Migrant Workers Welfare consultancy firm:

- Extend proper Advice & guidance to the Counselling & Migrant Workers Welfare consultancy firm recruited to organize & manage registration, providing counselling, supporting welfare centres and referral of the returnee migrants in conducting specific Environmental & Social Impact Assessment (ESIAs) & Development of Environmental & Social Management Plans (ESMPs) to be developed by the contracted firms to meet the requirements of the Bank's safeguards procedures;
- Provide guidance to the firm to ensure that the reintegration of returnee migrants ESIAs: identify and assess social and environmental impacts of the project and its area of influence; evaluate alternatives; consider appropriate avoidance, mitigation, management, and monitoring measures; address all relevant issues related to the SES Principles and Standards;
- Provide training to notify any incident or accident related to project which has, or is likely to have, a significant adverse effect on the environment, the communities, the public or workers including accident that could result in fatalities, injuries, cases of GBV/SEA etc;
- Review and update the existing project Environmental and Social Management Framework (ESMF) in line with the revised WB ESF;
- Achieve the objectives of the Social and Environmental Screening Procedures by integrating these measure following Overarching Principles (human rights, gender equality and environmental sustainability) identifying potential social and environmental risks and their significance, determining the Project's risk category (Low, Moderate, High) as well as the level of social and environmental assessment and management required to address potential risks and impacts;

- Coordinate with and supervise consulting firm(s) and their subcontractors where applicable, assigned to support the Component's compliance to environmental & social safeguards.

Other Activities:

- Provide technical advice to the Project Director (PD) on ensuring social safeguards compliance and support troubleshooting;
- Consolidate information and prepare reports for the World Bank specific to safeguards;
- Maintain necessary coordination with the activities of every Reintegration Service Centres (RSCs) as well as other Components implemented by PKSF under the same Project;
- Assist in policy dialogue with counterpart agencies;
- Work on any other task assigned by WEWB.

Qualifications & Experience

- At least a Master's Degree in a relevant field such as environmental, sociology, anthropology, or other environmental and social sciences;
- At least five (5) years of relevant operational experience and a proven track record with specific experience/ expertise in related environmental and social issues including in the following areas:
 - Working on social risk mitigation of development projects;
 - Working on the empowerment of women and girls and/or other gender-focused issues including experience with migrants, especially female migrants, and/or repatriation would be given high priority;
 - Analytical ability practical problem-solving skills and resourcefulness in performing varied tasks in the environmental and social safeguards area;
 - Demonstrated skills in retrieving gathering and obtaining information from various sources;
 - Ability to think strategically and conduct dialogue on social development policies and priorities, while maintaining a strong sense of realism about context, conditions, and competing demands for resources;
 - Good understanding of WB ESF;
 - Field experience is highly desirable;
 - Excellent spoken and written Bengali and English skills and computer proficiency in PC based applications such as Word Excel and Power Points Outlook etc.

Duration

The duration of the contract will be up to twenty five (25) months. However, the duration of the assignment may be increased or decreased based on the performance of the consultant and considering the Component's needs.

Reporting

The consultant will report directly to the Project Director of the Component and work with the Project implementation team as required and assigned.

Remuneration

Remuneration will be discussed at negotiation with short listed candidates.

Work Station/Location

Dhaka;

Selection Method/Type

Selection of the Consultant will follow the procedures for Selection of Individual Consultants (IC) as described in the World Bank Procurement Regulations for IPF Borrowers, July 1, 2016, and as revised in November 2017, August 2018, and November 2020 and provisions of the Financing Agreement & Public Procurement Rules (PPR), 2008.



Md. Abdul Wadud
PD RAISE Project