

Bangladesh Environmental Sustainability and Transformation Project (BEST)
Terms of Reference for
Environmental and Social Impact Assessment

Background

Bangladesh's rapid economic development, urbanization and population growth have led to serious environmental pollution that threatens the long-term sustainable development of the country. To address its environmental challenges, the Ministry of Environment, Forest and Climate Change (MOEFCC) of the Government of Bangladesh (GoB) has requested the World Bank (WB) to support the preparation of the Bangladesh Environmental Sustainability and Transformation (BEST) Project. As part of this request, the Ministry has requested a Project Preparation Advance (PPA) from WB to prepare this proposed project. The Ministry also decided to task its Department of Environment (DOE) to manage project preparation activities.

The proposed Project Development Objective (PDO) of the project is to strengthen environmental governance and reduce pollution discharges from key sources. This PDO will be further refined during project preparation to reflect the project's potential impacts on improve environmental quality at selected project sites. It has five components:

- (a) **Component 1** Strengthening Environmental Governance, which will support DOE/MOEFCC to implement policy and institutional reforms, carry out technical studies, develop various strategies/plans, procure equipment and train its staff on technical subjects, and promote environmental information disclosure and citizen engagements in its efforts to improve environmental monitoring and enforcement in the country.
- (b) **Component 2** Air Quality Management (AQM). This component will support specific AQM investments in Dhaka and its surrounding areas with an aim to reduce emission of air pollutants from targeted sources and thus to improve air quality. Such sources are industrial (esp. brick kilns), transport (vehicle emission, fuel quality, traffic management etc.), and municipal (road dust, construction dust, waste open burning etc.). For industrial sources, resource efficient and cleaner production (RECP) technologies will be promoted to minimize the generation of air pollutants while pollution control units may be considered as necessary to minimize the releases of air pollutants.
- (c) **Component 3** Water Quality Management (WQM). This component will support WQM investment in Dhaka and its surrounding areas with an aim to reduce the discharge of industrial effluents and thus improve water quality of targeted water bodies. Similarly, targeted industries will receive support from the project to adopt RECP technologies and invest in effluent treatment.
- (d) **Component 4** Plastics and Waste Management. This component will support plastics management, hazardous and electronic wastes management at selected localities. Recycling, storage, treatment and disposal facilities may be supported to better manage such wastes.
- (e) **Component 5** Project Management. This component will support MOEF/DOE and related implementing agencies to properly manage their respective project implementation.

Based on this design, the Project Preparation Advance (PPA) will support the recruitment of the following consultants:

- (a) **Feasibility Study/Design Consultant**, a firm contract, to help MOEFCC/DOE and key stakeholders to design project activities, develop budget estimates and financing plans, and Prepare DPP of Investment Project along with all annexure and required documents.

- (b) **Environmental and Social Assessment Consultant**, a firm contract, to help MOEFCC/DOE to prepare environmental and social reports required by the government and the Bank.
- (c) **Individual consultants** to manage procurement, financial management and project management/technical issues during project preparation.

For project preparation, MOEFCC/DOE has constituted a Project Preparation Team to oversee the development of the project. Hosted by DOE in Dhaka, the team is led by a Project Director with support of a procurement specialist, a financial management specialist and a project management/technical specialist to be recruited under the PPA. This TOR is for the recruitment of the **Environmental and Social Assessment Consultant**.

Project Location

Through consultation, MoEFCC/DoE has proposed the following project locations, which will be further confirmed during project preparation:

- (a) Component 1: Activities under this component are expected to be implemented at the national level.
- (b) Component 2: The focus will be on the Dhaka metropolitan area. For brick kilns, the identified priority areas include (based on the study under CASE project) : Dhaka (Dhamrai, Keraniganj, Savar), Gazipur (Gazipur Sadar), Narayanganj (Narayanganj Sadar).
- (c) Component 3: The focus will be on selected catchments and water bodies of the Dhaka metropolitan area. Identified priority areas with high industrial effluents include: Dhaka, Gazipur, Narayanganj and Narsingdi.
- (d) Component 4: The focus will be on areas with major hazardous and electronic waste issues such as Dhaka and Narayanganj while plastics related interventions may be implemented at the national level.

Implementing Arrangements

Project Management: The MoEFCC is the nodal ministry for this project and has assigned DoE to manage overall preparation of the project. The MoEFCC/DOE agreed to establish a dedicated team to work on project preparation. While Component 1 will be implemented by DOE, MoEFCC/DOE has agreed to establish collaboration and engage other institutions to implement specific investments under Components 2-4. Because of the multi-sectoral nature of the project, MoEFCC/DOE has also set up a Project Steering Committee (PSC) with participation of key stakeholders to oversee project preparation and implementation.

Financing of private sector activities: To achieve the long-term sustainability of project impacts, the use of financial intermediaries (FIs) are being considered to manage project financing to RECP and pollution control investments of targeted industries. The selection of FIs will be completed during project preparation.

Objective of the Assignment

The objectives of this assignment are to:

- a) Assess environmental and social issues associated with all proposed project activities;
- b) Prepare an Environmental and Social Impact Assessment (ESIA) to **identify all potentially positive and negative E&S risks and impacts** in line with the Bank's Environmental and Social Framework (ESF) and **propose mitigation measures** and recommendations to ensure i) all negative environmental risks and impacts are duly mitigated; ii) all negative social impacts

- are appropriately addressed; iii) provide **achievable alternatives** to avoid/minimize potential and adverse environmental and social (E&S) impacts;
- c) Identify various stakeholders and develop a Stakeholder Engagement Plan (SEP) and disclosure procedure for engagement and consultation with the same down to the finalization of the Environmental and Social Management Plan (ESMP);
 - d) Develop a written Labour Management Procedure (**LMP**) which will set out the way in which project workers will be managed, in accordance with the requirements of national law and this ESS.
 - e) Provide inputs to prepare the Borrower's Environmental and Social Commitment Plan (**ESCP**);
 - f) Carry out an assessment of Institutional Capacity of MOEF/DOE and additional implementing agencies and develop Institutional Capacity Development Plan for DoE and all other related agencies;
 - g) Conduct a **review of appropriate country laws** and requirements to address the Environmental and Social impacts. Identify the implication of Government of Bangladesh (GoB) and World Bank policies/acts/regulations/ESS for the project

A copy of the ESF and ESS guideline, under which the ESIA will be prepared may be found at:

<http://documents.worldbank.org/curated/en/383011492423734099/pdf/114278-WP-REVISED-PUBLIC-Environmental-and-Social-Framework.pdf>

Methodology to be followed. The methodologies to be followed by the Consultant in this assignment should include:

- a) review of relevant documents & secondary information;
- b) interactions and consultations with stakeholders;
- c) sample survey and field visits.

Consultant will develop detailed methodology and work plan in the inception report, which will be discussed and agreed with the client. **Consultant will also closely work with the related officials at MOEFCC/DOE and its Project Preparation Team for the purpose of this assignment.**

Scope of the Assignment against the ESS

The ESIA will assess the risks and impacts of the planned activities mentioned above against the relevant ESSs of the World Bank.

ESS1: Assessment and Management of Environmental and Social Risks and Impacts

ESS1 clarifies the client's responsibilities in identifying and managing the environmental and social risks for the project. The proposed project will support the following types of investment activities: (a) establishment of regional laboratories; (b) conversion of existing clay-fired brick kilns to the production of non-fired concrete blocks (or other alternatives); (c) installation and operations of air pollution control units; (d) construction and operations of effluent treatment plants (ETPs) and centralized ETPs (CETPs) at existing industrial areas; (e) construction and operations of waste

storage, treatment and disposal facilities for the management of hazardous, electronic and plastics wastes; and (f) installation and operation of RECP technologies at targeted industries. Although it is intended that all these investment activities be carried out on existing facilities, there may be a need for land acquisition for some investment activities. Construction activities may cause traffic congestions and other negative environmental and social impacts related to construction work.

As the basis for the assessment, relevant baseline data on physical, biological, ecological, social and cultural, health and safety, etc. aspects will be collected, including relevant environmental modelling such as air quality, water quality, etc.

In terms of social risks, ESIA should include (but not limited to) risk to community health and safety, adverse impacts on disadvantaged or vulnerable people, adverse impacts related to land acquisition or use, Occupational Health and Safety (OHS), potential adverse labor practices, labor influx, gender gaps, Gender-Based Violence (GBV), impact on any small ethnic communities (if any) cumulative impacts of the project, whether any associated facilities are required to meet project objectives etc.

The analysis of induced and indirect impacts of the project over the medium to long term will also be covered in the ESIA including identification and analysis of both positive and negative impacts. The ESIA will examine all possible alternatives to avoid or minimize potential adverse impacts. In addition, the ESIA should cover identifying the opportunities for enhancing positive impacts.

ESS2 Labour and Working Conditions

The ESIA will assess labour risks and working conditions. The assessment will include risk from project activities and key labour risks such as hazardous work, child labour and forced labour, migrant or seasonal workers, discrimination against women, vulnerable groups, etc., labour influx, occupational health and safety, possible accidents and emergencies, risks of GBV among others. The ESIA will identify project workers (direct workers, contracted workers, primary supply workers, community workers) and will develop a written Labour Management Procedures (LMP) (**Template at Annex C**) which will set out the way in which project workers will be managed, in accordance with the requirements of national law and this ESS for all project activities. These procedures will also include a specific GBV Management Plan to minimize/mitigate the risks of GBV during the implementation of the project's works.

In assessing risks and impacts and management measures related to ESS2, reference should be made to the World Bank Group General Environmental Health, Safety Guidelines (EHSG) for OHS, Good Practice Note on Labour Influx Management, Good Practice Note on Addressing GBV in Investment Project Financing involving Major Civil Works, Environment and Social Incident Response Toolkit (ESIRT) and integrating ESHS into procurement process as per the Bank's Procurement Framework.

ESS3 Resource Efficiency and Pollution Prevention and Management

This project will promote RECP technologies and implement pollution control investments under Components 2-4. As the project's Feasibility Study will provide detailed analyses on these investments, their impacts on resource use and efficiency and pollution management, including assessments of (a) the use of energy, water and raw materials for the operation of project supported facilities; (b) generation of liquid and solid wastes at various stages and recommended approaches for treating/disposing such waste in an environment friendly manner; (c) impacts on air quality, generation of hazardous and non-hazardous wastes, greenhouse gas emissions in accordance with internationally or nationally accepted methodology for estimating greenhouse gas emissions. As such, the ESIA will summarize findings of the Feasibility Study and propose RECP to address these issues.

ESS4 Community Health and Safety

Construction and operation of project supported investments may expose communities to health and safety risks especially those communities that are immediately close to the project facilities. The transportation of construction and production materials may create adverse impact on the community. Adequate engineering, health and safety measures should be adopted to avoid any issue on community health, especially wastes from the camps, communicable diseases etc. A project-specific GBV Management Plan will be prepared that will focus on influx of labour in the area and resultant potential cases of GBV. . Based on project specific GBV risk rating, the plan shall spell out the specific measures – both preventive and curative – to guide project implementing agencies to manage the risks of GBV that may occur during the project’s implementation.

ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

The ESIA will check and update *if any* lands to be acquired for the project supported investment activities and whether there will be any physical and economic displacement and any access restrictions resulting from implementing this project. It should provide information on the number and different types of project-affected people (PAPs), assess project effects on PAPs, and propose measures to manage impacts following the mitigation hierarchy of avoidance, minimization, mitigation and compensation. If land acquisition is required, a RAP will need to be prepared by the consultant.

ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

The consultant will study and analyze if the project has the potential to affect the Biodiversity and Living Natural Resources of the project areas. Also studies on relevant Ecosystem Services will also be made to address any impacts and risks.

ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities

The consultant will analyze and study if any small ethnic minorities will be affected under the project activities and recommend measures to address the same.

ESS8 Cultural Heritage

As project sites will be located in well-developed industrial and municipal areas, the proposed project activities are expected to have no adverse impacts on archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural resources. However, an assessment will be done on all proposed project sites, once identified, to verify if such sites are located near to any heritage sites. A chance find procedure is also to be included in the ESIA. It will be included in the ESMP and chance find clause will be included in works contracts requiring contractors to stop construction if cultural heritage is encountered during construction and to notify and closely coordinate with relevant mandated country authority for the salvaging and restoration of such cultural heritage.

ESS9 Financial Intermediaries

The proposed project will involve financial intermediaries (FIs) to finance RECP and pollution control investments to targeted industries. The FIs will receive support from WB to finance subprojects under the BEST Project. FIs will put in place and maintain an Environmental and Social Management System (ESMS) to identify, assess, manage, and monitor the environmental and social risks and impacts of FI subprojects on an ongoing basis. The ESMS will be commensurate with the nature and magnitude of environmental and social risks and impacts of FI subprojects, the types of financing, and the overall risk aggregated. Where the FI can demonstrate that it already has an ESMS in place, the Consultant will ensure that the FI has adequate documented evidence of such an ESMS, indicating which elements (if any) will be enhanced or modified to meet the requirements of WB ESS 9. The FI’s

ESMS will include (i) environmental and social policy; (ii) clearly defined procedures for the identification, assessment and management of the environmental and social risks and impacts of subprojects; (iii) organizational capacity and competency; (iv) monitoring and review of environmental and social risks of subprojects and the portfolio; and (v) external communications mechanism. The ESIA will study and analyse the FI's ESMS and recommend if the FI's ESMS can achieve results consistent with the objectives of relevant WB ESSs.

ESS10: Stakeholder Engagement and Information Disclosure

As part of the ESIA process, MOEF/DOE will engage in meaningful consultations with all stakeholders throughout the project life cycle paying attention to the inclusion of women, vulnerable and disadvantaged groups. The Consultant will help MOEF/DOE prepare a Stakeholder Engagement Plan (SEP) to be disclosed prior to appraisal/ effective date allowing enough time for review and feedback from interested parties. The objectives of the SEP are to establish a systematic approach to stakeholder engagement that will help MOEF/DOE identify key stakeholders – project affected parties and other interested parties – and build and maintain constructive relationships with them. The SEP will assess the level of stakeholder interest and support for the project; enable stakeholder views to be taken into account in project design and in environmental and social performance; promote and provide means for inclusive engagement throughout the project life-cycle; ensure that appropriate project information is disclosed to stakeholders in a timely, and appropriate manner and format; provide citizens with accessible and inclusive means to raise issues and grievances; and enable the project implementing entity to respond to and manage such grievances.

Stakeholder engagement, consultation and communication, including Grievance Redress Mechanism (GRM) will be set up for the entire length of the project. System for grievance redressal will be established in all the health facilities under the project. GRM will be set up to address complaints in a timely manner and following due process. The GRM will be cognizant of and follow required levels of discretion, and cultural appropriateness, especially when dealing with cases of sexual harassment and GBV. There may be complaints on hiring, wage differentials between male and female laborers and community-based workers. The GRM must be accessible to all stakeholders, especially host and refugee population.

The Stakeholder Engagement Plan will need to comply with the World Bank's ESS10 on Stakeholder Engagement and Information Disclosure. A **template for the SEP** is in **Annex D** for guidance.

Required Contents of the ESIA Report

This section provides a summary of the required contents of each section of the ESIA (**refer to Section D of ESS 1 in ESF**). The contents of the ESIA Report should follow the outline listed below, subject to any comments for addition or amendment from appropriate authorities/partners/agencies:

- a. Title Page, Abbreviations and Acronyms, Table of Contents.**
- b. Executive Summary** A summary of the project objectives; a brief project description; a brief description of significant findings of environmental and social risks and impacts and mitigation measures and recommendations for environmental and social management that will be adopted to eliminate or minimize adverse impacts of project investment activities to acceptable levels as defined by the appropriate authorities and standards.
- c. Section 1** Description of the Project. Will contain a brief overview of the project background and description of the components. Description of the existing status of environmental and social milieu in the project areas to be provided. Maps of sufficient detail, showing the project site and the area that maybe affected by the projects direct and indirect impacts. Photos and design details should also be included.
- d. Section 2** Legal, Regulatory and Policy Framework. Will present an analyses of the legal and

institutional frameworks for the project within which the environmental and social assessment will be carried out. Will identify gaps between Borrower's existing environmental and social framework and the ESSs. It should also include relevant laws, regulations and institutions on labour & working conditions and health & safety.

e. Section 3 Environmental and Social Baseline Information and Data

(i) **Environmental Baseline:** The Consultant shall garner, evaluate and present baseline data (primary and secondary data) on relevant environmental characteristics of the project area. The environmental description should be concise and focused on the present environmental scenario. The Consultant will carry out field surveys, interviews, and consultations needed to development of mitigation measures of any adverse environmental impact of project activities.

(ii) **Social Baseline:** The baseline socio-economic information will provide a foundation for evaluation of project impacts and related mitigation measures to reduce negative impacts of the project and to enhance positive impacts and opportunities. The data may include, among others, status of land use, squatters, common social facilities and buildings etc. Data may be obtained from a combination of secondary sources and suitable primary data, such as personal interviews and household or community surveys as relevant.

f. Section 4 Environmental and Social Risk and Impact. This section will analyse and present all relevant environmental and social risks and impacts of project activities specifically identified in relevant ESSs and any other risks and impacts arising as a consequence of the specific nature and context of the project, including, **but not limited to:**

- (i) Environmental risk associated with construction and expansion of facilities including waste generation, traffic flow obstructions, sound and dust generation and impact on local population and workers;
- (ii) Social risk including threats to human security and conflict situations, impact on health and safety of workers, land acquisition and its effect on title holders and squatters, labor influx, gender gaps, whether project lead to cumulative impacts, whether any associated facilities are required to meet project objectives, risk with primary suppliers, if any;
- (iii) Social risk and impact on women seeking employment in the project;
- (iv) Risks that project impacts fall disproportionately on individuals and groups who, because of their particular circumstances, may be disadvantaged or vulnerable;
- (v) any prejudice or discrimination toward individuals or groups in providing access to development resources and project benefits, particularly in the case of those who may be disadvantaged or vulnerable;

The above descriptions have been cited for the purpose of example only and may not be taken to be exhaustive.

g. Section 5: Analysis of Alternatives. The Consultant shall study, compare and present an analysis of alternatives to the proposed project design, technology, construction/ improvement of the infrastructure and modus operandi to mitigate environmental and social risks and impacts. They will assess the alternatives' feasibility of mitigating the environmental and social impacts, the capital and recurrent costs of alternative mitigation measures and their suitability under local conditions and the institutional, training and monitoring requirements for the alternative mitigation measures. For each of the alternatives, they will quantify the environmental and social impacts to the extent possible and attaches economic values where feasible.

h. Section 6 Environmental and Social Mitigation Measures. For each potential environmental

and social impact identified as significant in the section above, a mitigation measure will be identified and the collection of all such mitigation measures will constitute the **Environmental and Social Management Plan (ESMP)**. The Consultant shall provide a matrix of all impacts which may include: i) the potentially significant environmental and social impact ii) proposed mitigation measure(s) iii) when action is to be taken (timeframe for the mitigation measures); iv) responsibility for incorporating the mitigating measure and v) associated costs for these measures. ***For the identified negative impacts, alternative mitigation/management options shall be discussed and examined, and the most appropriate ones will be suggested.*** In addition, the eventual residual impacts that might result following the implementation of the proposed mitigation measures will also be presented.

A table summarizing the project phase, project activities, risks & impacts, management measures that apply the mitigation hierarchy, responsible party and indicative budget should accompany this chapter. It should specify specific plans that will be prepared and implemented by the contractor prior to site mobilization, including but not limited to the ***Traffic Management Plan, Health and Safety Plan, Labour Influx Management Plan, Workers' Camp Management Plan, Waste (Solid, Liquid, Hazardous, Non-Hazardous, Medical) Management Plan, Site Rehabilitation and Restoration Plan, GBV Action Plan*** etc.

- i. Section 7** Key Measures and Actions for the Environmental and Social Commitment Plan (ESCP). This Chapter will identify the actions required for the development of the ESCP, which MoEFCC/DoE will need to develop with the help of the ESIA consultant.
- j. Section 8** Institutional Arrangements. This chapter includes capacity assessment and staffing of the MoEFCC/DoE, identify gaps in HR and policy/procedure and practice requirement to assess and manage the environmental and social risks and impacts in a sustainable manner. The Consultant will suggest necessary HR inputs and policy requirement to meet the environmental and social assessment and management capability of the Implementing Agency.
- k. Section 9** Public Consultation and Disclosure Plan. The Consultant will prepare a Stakeholder Engagement Plan (SEP) and during its preparation, the Consultant must conduct consultation with primary and secondary stakeholders. They ***will also carry out required consultations with representatives from MoEFCC/DoE to ensure understanding of the activities proposed in the project and get suggestions and inputs from them.*** The preparation process will include standard record keeping for each meeting: a formal record should be made including the agenda, a list of participants, a summary of the issues discussed, and copies of materials provided to the participants. SEP should also include a stakeholder mapping, including identifying representatives of potentially disadvantaged or vulnerable groups. The design of the consultation process must be directed to build public confidence in the anticipated environmental and social assessment process through well-designed communications and participation program for the project. These measures shall be incorporated as part of early information collection process. The Plan should include timing and methods of engaging, including minimum requirements for information disclosure, differentiated requirements (if any) to reach vulnerable or disadvantaged groups, etc. The SEP should describe in detail how the public consultations will be conducted, and how special attention to vulnerable groups will be given. The procedure will be conducted as per the requirement of **ESS 10**.

Environment and Social Commitment Plan (ESCP)

The Consultant will provide inputs and guide the MoEFCC/DoE to prepare the ESCP. The Consultant will summarize key measures, actions and the timeframe required for the development of the for agreement with the World Bank. The ESCP generally includes the

management plans (based on ESIA findings) that the borrower will develop and implement. The ESCP also sets out appropriate plans and actions required for the project to meet with requirements in ESSs over specific timeframe.

Appendices

- List of References
- Record and Documentation of Agency Meetings and Agreements
- Record and Documentation of Consultation Meetings

Timetable and Deliverables

This assignment is expected to be completed **within 12 (Twelve) weeks**. However, the contract period will be remained valid for 15 months from the date of signing. The draft ESIA reports, should be submitted including comments/suggestion from stakeholders and the World Bank. The Consultant will be required to document and present detailed proceedings of all the stakeholders' consultations including the list of participants and photographs as evidence. **All related reports and plans** shall be submitted in English and Bangla, with two (2) hard copies and two (2) electronic copies at the times as agreed in the Work Plan. A PowerPoint Presentation of the report to be made to the client and the Bank upon delivery of the draft report and also at the delivery of the final report.

	Products/ Deliverables	Timeline (weeks)
1	Inception Plan	1 (from contract signing)
2	First draft ESIA (including ESMP) , SEP, LMP, GBV management plan, Assessment on FIs' ESMS, RAP (if required), IPP (if required), inputs for ESCP, Waste Management Plan, and other plans	6
3	Second draft of the above plans	9
4	Final versions of above documents	12

Reporting Requirements

The Consultant will report directly to Project Director of the Project Preparation Team of MOEFCC/DOE and will be required to work closely with other project consultants to ensure smooth flow of work, coordination and sharing of relevant documents/ information/data/ guidance.

Expertise Required and Qualifications

A consulting firm shall be hired to conduct the ESIA and prepare relevant social and environmental reports and will comprise, at the minimum, of the following members and expertise:

(a) Environment Specialist (ES). Either he/she or the SDS below will take charge of coordinating the ESIA, integrating the inputs of each specialist, putting together the ESIA and related required documents and managing the consultation processes. He/She should have at least 15 years of experience in leading and/or conducting ESIAs and is familiar with the WBG ESS, ESF Policies and Performance Standards. A Master's in Environmental Science or related field.

(b) Social Development Specialist (SDS): Either he/she or the ES above will be the team leader. Will be in charge of socio-economic baseline, including any cultural heritage, social assessment and measures in the ESIA. He/she will also conduct screening of the projectsites

for ethnic minorities (EMs)/indigenous peoples (IPs) and if IPs/EMs are confirmed present in the project areas, ensure that the ESIA includes social impact assessment in compliance with ESS7. S/he will also lead the preparation of the project's RAP (if required). He/she should have at least 10 years of experience in conducting ESIA and preparing related reports. A Master's in Social Science or related field.

(c) Labour Laws Expert will be in charge of conducting a detailed assessment of the application of ESS2 to the project and developing the LMP with inputs from the Health & Safety Specialist on OHS. The Expert should have a very good knowledge of the labour laws of Bangladesh and international labour laws and standards such as ILO's. He/she should have at least 10 years of experience in conducting similar assessment. A Master's in Legal Science/Law or related field.

(d) Health & Safety Specialist will do the assessment and develop measures and plans to meet the requirements of ESS2 (occupational health & safety) and ESS4 (community health & safety). He/She will work very closely with the Labour Laws Expert for the development of the LMP. He/She should have and practical experience on OHS and development of H & S plan to address or manage occupational and community health & safety. He/she should have at least 10 years of experience in similar assignments. A Master's in Health Science or related field.

(e) Gender Expert: will be responsible for analysing and integrating the gender related issues in the ESIA and to prepare the Gender Action Plan for project. S/he will also work with the Labour Expert and H & S Specialist on preparing the LMP. Based on the GBV risk rating of the project, the expert will prepare a project specific GBV Management Plan. He/she should have at least 10 years of experience in similar assignments. A Master's in Gender Studies/Sociology or related field.

(f) Stakeholder Engagement Specialist will develop the Stakeholder Engagement Plan (SEP) and help implement the same during project preparation. He/She should be familiar with the local conditions and culture in the project area and should have wide connections with potential stakeholders of the project. He/she should have at least 10 years of experience in similar assignments. A Master's in Social Science or related field.

Annexes to the TOR:

Annex A: Environmental and Social Commitment Plan (ESCP) Template

Annex B: Labor Management Procedures (LMP) Template

Annex C: Stakeholder Engagement Plan (SEP) Template

References

The World Bank Environmental and Social Framework (ESF)

The World Bank's Environmental and Social Standards (ESS)

World Bank Group General Environmental Health and Safety Guidelines

World Bank Group Industry Sector Guidelines for Construction Materials Extraction

Good Practice Note on Labour Influx Management

Good Practice Note on Addressing GBV in Investment Project Financing involving Major Civil Works

Environment and Social Incident Response Toolkit

Guidance Notes for Borrowers