

21 September 2020

In order to recognize the particular risks that refugee volunteers face in delivering services to the community during the COVID-19 pandemic, the Inter-Sector Coordination Group (ISCG) is proposing a top-up bonus for refugee volunteers. The following proposal for the consideration of the RRRC has been led by the Transfers Working Group, in consultation with the Heads of Sub-Offices Group (HOSOG) and Sector Coordinators. This proposal is in line with Government bonuses paid to COVID-19 frontline health workers.

Refugee volunteers eligible for the proposed bonus, in light of their engagement with community members during the COVID-19 pandemic, include the following:

- Education Head Teacher/Supervisor Primary Staff volunteers
- Education Head Teacher/Supervisor Secondary Staff volunteers
- FSS volunteers engaged in activities at food distribution centres, including porters, complaint desk, crowd control, etc).
- Health Vaccination volunteers and community mobilisers for immunization
- Health Supervisor volunteers (for vaccination campaigns)
- Health Hygiene volunteers
- Health Promoter volunteers
- Health Community Health Worker volunteers
- Health Traditional Birth Attendant volunteers
- Health Supervisor of Health Promoters volunteers
- Health Outreach volunteers
- Nutrition Community Volunteers and team leaders
- Nutrition Community Workers
- Nutrition OTP, TSFP and BSFP engaged volunteers and workers
- Protection Distribution volunteers
- Protection Disability volunteers
- Protection Animator volunteers
- Protection Counseling volunteers
- GBV Gender-Based Violence Community Outreach volunteers
- GBV Sexual and Gender-Based Violence Case Management Support volunteers
- Child Protection Case Management Support volunteers
- Child Protection Child-Friendly Space Operations and Maintenance Support volunteers
- Child Protection Psychosocial Support volunteers
- Shelter and Non-Food Items volunteers
- SMSD Volunteers running CFRM desks, working with committees, outreach to community members, manning entry COVID-19 screening points, counselling positive cases, transporting people to COVID-19 facilities)
- SMSD Emergency Prep/Response Volunteers (monsoon/cyclone prep, messaging, relocations, monitoring, awareness messaging)
- WASH Casual Worker volunteers (e.g. hygiene promotion)
- WASH Maintenance volunteers
- WASH Cleaning volunteers (carrying out campaigns, cleaning waste on the floor or shallow pits/drains)
- WASH Waste volunteers (segregating waste, cleaning waste for recycling, transporting waste within and outside the camps to recycling units or landfills)
- WASH Desludging volunteers
- WASH Supervisor volunteers

- WASH Team Leader volunteers (hygiene promotion)
- CwC Infohub volunteers / service providers
- CwC Community Mobilization volunteers
- CwC Interpersonal Communication volunteers

Those **not** eligible for the proposed bonus include refugee volunteers not working directly with or among very many community members, including:

- FSS Food Management Enumerator volunteers
- Nutrition Maintenance Volunteers/Watchmen at Nutrition Centres
- SMSD Daily Labourer volunteers for Site Development/SMEP/DRR (cash-for-work)
- Logistics Tally Clerks volunteers
- Logistics Storekeeper volunteers
- Logistics Daily Laborer volunteers (e.g. loading and unloading trucks, moving goods)
- Education Security Guard, Play Group Teacher (1 Shift and 2 Shift), Teachers (Primary and Senior Level), as volunteers undertaking these activities previously are not currently operational during the COVID-19 response.

The bonus amount equals 10% of the lowest hourly rate for unskilled workers (50 BDT/hour), which is equivalent to **5 BDT additional per hour**. Therefore, the lumpsum would be calculated as follows, regardless of skill-level or responsibilities:

- **Hourly:** 5 BDT/hour
- **Daily:** 35 BDT/day (if 7 hours work/day)
- **Weekly:** 245 BDT/week (if 7 hours work/day and 7 days/week)
- **Monthly:** 1,050 BDT/month (if engaged 7 hours/day, 30 work days per month)
- **3-month period:** 3,150 BDT total (if engaged 7 hours/day, 30 days per month)

It has been agreed among the HOSOG that the proposed bonus would be provided in a one-time lumpsum payment (if necessary, on a pro-rata basis at the end of the respective payment period as determined by the agency/organisation) to cover a **three-month period in total**. The proposed time period is 1 October to 31 December 2020, pending consultation with the RRRC Office.