



Terms of Reference for an assignment by Christian Aid

Hiring Consultant (Video Documentary & Photography) impact of ELMC project in promoting and advocating for minority rights in Bangladesh

1. Context

About 11% of the population of Bangladesh consists of minorities, who face discrimination due to their religion, ethnic, gender identity, and geographical location-based differences. Amongst minority population, the Dalit, plainland Ethnic Minority, Persons with Disabilities and Transgender & Hijra communities are most marginalised. The discrimination persists on these groups on access to education, healthcare, housing, employment, and legal support continues to be impeded, particularly for individuals with lower socio-economic backgrounds. Over the years the Civil Society Organizations (CSOs) have been continuing strong advocacy for enacting Anti-Discrimination Law to preserve the human rights for this groups.

Christian Aid is implementing a 42-months project titled 'Empowering Left Behind Minority Communities to Effectively Participate in the Development Process of Bangladesh (ELMC)' Co-funded by European Union in partnership with four NGOs – Bandhu, BLAST, Nagorik Uddyog and WAVE Foundation in 08 districts i.e. Rajshahi, Naogoan, Sylhet, Moulvibazar, Habiganj, Khulna, Jashore, Satkhira along with Dhaka city. This project aims to directly reach over 6 lakh people from the marginalized communities and over 18 lakh people indirectly. The target groups of this projects are Dalit rights CSOs and CBOs, Transgender & Hijra rights CSOs and CBOs, Ethnic Minority specifically plainland Adivasi rights CSOs and CBOs, Change agents (representative groups from minority communities), Upazila-level advocacy forum members, District-level advocacy forum members, Divisional Leave No One Behind (LNOB) coalition members. There are different stakeholders from the 8 project intervention districts and Dhaka city like Change Agents, Advocacy Network Committee and and Leave No One Behind (LNOB) members, CSOs and different government stakeholders like Deputy Director Local Government (DDLG), Director General, youth and Social Welfare and District Legal Aid Community (DLAC) committee members. (See Annex to get clearer definitions & understanding of these terms)

The specific objectives of this project are –

- A. To build the capacity of local and national minority rights CSOs and networks and ensure a conducive and enabling environment to promote socio-economic rights and structured participation of women and girls, transgender and people with disability.
- B. To increase awareness on minority rights, capabilities, and contributions in society, to combat gender discrimination, stereotypes, prejudices, and harmful practices within and against minority communities.
- C. To promote inclusive policy formulation, implementation, and governance accountability by strengthening advocacy and lobbying influence of minority rights CSOs

1

2. Detail of the Assignment

Christian Aid exists to create a world where everyone can live a full life, free from poverty. We are a global movement of people, churches and local organisations who passionately champion dignity, equality, justice and love worldwide. We are the changemakers, the peacemakers, the mighty of heart.

📍 House 42/A, Road 42, Block C WN(A), Floor 1, Gulshan 2, Dhaka - 1212, Bangladesh
☎ +880 2 9859736-7 📧 bangladesh-info@christian-aid.org 🌐 christianaid.org.uk

Christian Aid is a key member of ACT Alliance. Eng and Wales charity no. 1105851 Scot charity no. SC039150 Company no. 5171525 The Christian Aid name and logo are trademarks of Christian Aid. Printed exclusively on material sourced from responsibly managed forests ©

Christian Aid through ELMC project continues evidence-based advocacy for left behind minority communities to preserve their human rights. Our main moto of our advocacy work is to enact Anti-Discrimination Law that includes appropriate articles of ensuring the human rights, clauses for claiming the rights by marginalized population and clear directions on how to get justice if the rights violated. As part of advocacy, through massive awareness and campaign we also aim to change the stereotype perception and harmful practice by general people towards these communities. We work to eliminate all forms of discrimination, disadvantages, exclusion that faced by these marginalized communities – where wage discrimination that connected with their livelihoods among the Dalit, plainland Ethnic Minority, Persons with Disabilities and Transgender & Hijra communities.

The video documentary will focus on the positive aspects and impact of the project among these minority communities. The video documentary will showcase the facts from roots behind the advocacy and be showcased on social media, national television and all internal and external channels which will include policy makers, government officials, CSO, development partners, media etc

Objectives of the Assignment

1. To gather visual evidence on improvement in rights and livelihood among the Dalit, plainland Ethnic Minority, Persons with Disabilities (PwD) and Transgender & Hijra communities including the minority rights Civil Society Organizations (CSOs) via interviews and focus group discussion.
2. To reveal the struggles of inter-communities, intra-communities and Intersectionality-that makes marginal people more marginalized in terms of – gender, race, class, sexual orientation, physical ability, etc. and how ELMC interventions have contributed to the improvement of their condition.
3. To promote the networks and committees built through the project including Advocacy Network Committee (ANC), Leave No One Behind (LNOB) Coalition, Change Agents and their role in advocating for minority rights.
4. To highlight the relationship and liaison developed with the Government bodies both at local and/or national level who are also an active part of ensuring minority rights.

Working divisions and communities

Area	Subjects
Dhaka city	Transgender & Hijra CSO, PwD CSO,
One/Two district among Sylhet, Moulvibazar, Hobigonj	Tea-workers CSO, Women-led CSO, ANC Member, LNOB member, Change Agent (Dalit), UP Chairman/Standing Committee Member, DG, DDLG
One/Two district among Khulna, Jashore, Satkhira	Ethnic minority CSO, Dalit CSO, ANC member, LNOB member, Change Agent (Dalit), UP Chairman/Standing Committee

2

	Member, DG Youth and Sports, DDLG
One/Two district among Rajshahi, Naogoan	Theatre Group, ANC member, LNOB member, Change Agent (Ethnic Minority & TG), DG Social Welfare, DDLG, DLAC member from minority community, DLAC Chairman

Responsibilities

- 1) The storytelling videographer will share and present an inception report on this assignment.
- 2) In consultation with Christian Aid team the storytelling videographer will conceptualize the theme, prepare the interview checklists, outline the shots on that, field implementation and finalize the inception report accordingly.
- 3) The storytelling videographer will record a detailed 10-12 minutes documentary style video and a short promo 1-2 minute video focusing on each of the four categories of the project mentioned above. There will also be still High-Resolution Photos (landscapes, portrait, candid etc) of subjects included in the video, who will be interviewed and recorded. Christian Aid team will be present during the shoot.
- 4) In consultation with Christian Aid team the storyteller will edit videos and photos with proper color grading, appropriate background sound and subtitles. Christian Aid team will approve the soft files before these are finalized.

Deliverables

Part	Deliverable	Timeline
A	Inception and submission report, meetings with CAID	April-May
	Interview checklists, outline the shoots, field implementation plan	
B	Field visit – videography & story collections	May-June
	Video editing and illustration the photos & stories of the individuals interviewed and recorded	
	One long video of 10-12 mins focusing on the achievements of 4 target groups and one short video of 1-2 minute of the long version	
	High-Resolution Photos (JPEG soft versions) of the interviewees	
	Medium-Resolution Photos (JPEG soft versions) of the interviewees	

Note: the soft copies must be submitted via google drive

3. Utilization

The video documentary and photos will be used in the events, website, mainstream media, YouTube channel, social media, campaigning, and advocacy materials where applicable nationally and globally.

4. Copyright

- The videos and photos are the only property of ELMC project of Christian Aid Bangladesh and no one outside CAID organization can use these videos and photos without permission.
- Christian Aid Bangladesh will give photo credit during print publication.

- If any of the storytelling team member publish these photos (hard or soft) he/she/other must mention the name of Christian Aid as ownership of these properties.
- The storytelling team will not get the opportunity to put his/her/others logo on the photos.

5. What next?

- The Consultant (Storytelling Videography and Photography), who has minimum 10 years experiences of development videography and photography story capturing are requested to send a narrative proposal following this ToR along with financial proposal to Christian Aid Bangladesh.
- The Consultant (Storytelling Videography and Photography), who has previous working experiences with Dalit, plainland Ethnic Minority, Persons with Disabilities and Transgender & Hijra communities are highly encouraged to apply.
- In budget, the Consultant (Storytelling Videography and Photography), must segregate costs on his/her/others day wise charge, accommodation, travel & food during field visits, other team-member's charge (if any), video editing and photo retouching following development sector rules and guidelines.
- The Consultant (Storytelling Videography and Photography) must follow Christian Aid's safeguarding compliance.

Change Agent are representing Ethnic Minority, Dalit, Persons with Disability, Hijra and Transgender at the grassroot level (like union and upazila) Responsible to **mobilize** their own community people, making them **aware** of their rights and ensuring their **accessibility** to the government services.

Advocacy Network Committee

ANC is a human rights-based organization empowering minority communities and promoting good governance in Bangladesh comprising of 25 members, including teachers, journalists, social workers, and community representatives.

Major responsibilities include ensures accessibility of minority communities to government services such as health, nutrition, education, agriculture, and social safety nets and organize lobby meetings, dialogues, and **demonstrations** to promote transparency, accountability, and quality government services for minority communities.

Civil Society Organization

CSO is a group of people organized and guided specific organizational goal, rules & regulations and responsible for advocating rights of minority groups who are systematically excluded, discriminated against, segregated from mainstream development, and denied recognition.

Major responsibilities include providing **mentoring support** to the local Change Agents, make **aware and mobilize** minority community people, facilitating advocacy with the local Union Parishad and Upazila Parishad for creating access to the available govt. services, providing

skills training support and **creating job opportunities** for minority communities, refer survivors of HR violation to the legal aid providing organization and arrange protest events at local level and maintain liaison with the local govt. officials and elected representatives.

Leave No Behind Coalition

LNOB: LNOB Coalition members, who demonstrated innovative ideas and did advocacy for the minority community with different stakeholders to address inclusion issues for minority communities and access to government services. The government authorities pledged their commitment to supporting minority communities under the coalition members advocacy initiatives.