



## Terms of reference

Advocacy strategy for the project

“An Initiative to end Gender Based Violence in the Garments Industry”

### 1. Background:

The Ready-Made Garments (RMG) sector is the major driver of growth for the Bangladesh economy and the biggest earner of foreign exchange. Even though women form an overwhelming majority of the RMG workforce in Bangladesh, efforts to protect their rights in the workplace, in particular protection from violence, are relatively limited. Women accept jobs under harsh and challenging conditions, and are reportedly subjected to discrimination on many fronts, including sexual harassment, denial of maternity leave and/or benefits. The High Court Guidelines (stated in WP No. 5916, 2008), to ensure prevention and protection against sexual harassment in the workplace, binding on all authorities and private bodies (pursuant to Article 112 of the Constitution) are not yet fully complied with.

### Introducing Shojag:

Shojag (awaken), a coalition consisting of Bangladesh Legal Aid and Services Trust (BLAST), Christian Aid, Naripokkho and SNV have been implementing a project funded by Global Fund for Women to reduce gender-based violence (GBV) in the garment industry. The objective of the project is to reduce violence against women in the garment industry by raising awareness, strengthening the capacity of private and public bodies, protecting the rights and legal entitlements of female workers and engaging factories towards promoting systemic changes across the garment sector. The project has been delivering sustainable results through protection, prevention, prosecution and partnership, and is working at three levels: factories, the commute to and from work, and dormitories/hostels. The project also addresses the root causes of violence against women, including unequal power relations in the garments sector.

### 3. Purpose of the work:

On behalf of Shojag coalition, Christian Aid is developing an advocacy strategy. Based on the strategy, the Coalition will carry out advocacy initiatives. The consultant/s and/or consultancy organization will work closely with Coalition members.

### 4. Scope of Work:

The scope of work for the Consultant will include, but is not be limited to:

- Review of existing documents on the Coalition.
- Consultation meetings with Shojag coalition members and other relevant stakeholders.
- Facilitate a one-day advocacy strategy development workshop.
- Prepare and finalize an advocacy strategy.



**Deliverables:**

The deliverables will clearly depend on which approach is used and the time frame needs to be negotiated and approved by the Coalition – but the required outputs of the consultancy is as an advocacy strategy plan (one document will be brief between 1-2 pages and another will be detailed and no more than 10 pages).

All deliverables must be in English

**Management of process:**

In this intervention one of the implementation approaches is partnership. A representative from Christian Aid will be the contact person for this consultancy.

**Indicative time frame:**

The work will be completed within 30 working days. The finalized advocacy strategy will be submitted by **May 30, 2019**.

**Competency Required:**

*Qualification and Experiences*

- Professionals or experts having excellent technical knowledge on RMG sector, GBV and gender and inclusion.
- Significant professional background, experience and track record in the development sector and in advocacy strategy development
- Excellent analytical, communication, facilitation and reporting skills.
- Excellent written and spoken English.
- Excellent understanding of country context.

**How to apply:**

Interested individuals are requested to submit their technical proposal (this should include methodology, work plan, schedule), financial proposal, TIN certificate/VAT registration (if application), CV, references and one sample of previous work related to this assignment on or before **April 21, 2019** via email to [dhakarecruitment@christian-aid.org](mailto:dhakarecruitment@christian-aid.org) with cc to [ijarin@christian-aid.org](mailto:ijarin@christian-aid.org) with the subject line “Shojag Advocacy Strategy.” Shortlisted applicants will be invited for a presentation and discussion.

**How we will make the decision:**

The key selection criteria for the consultation includes:

- Excellent facilitation and strategic planning skills
- Knowledge and understanding of RMG sector of Bangladesh and GBV
- Superior analytical and writing skills.

**Confidentiality:**

The consultant will not, either during the term of this agreement or thereafter, except in the proper course of his duties, disclose any information concerning of any affairs of the assignment, which may come to his knowledge during the course of time. This restriction



shall continue to apply after the termination of his agreement without limit in point of time but shall cease to apply to importation or knowledge, which may come to the public domain otherwise then because of disclosure by the Consultant. All documentation related to the assignment (whether or not in the course of the evaluator's duties) shall remain the sole and exclusive property of the Coalition.

**Terms and Conditions:**

- The contract money will be provided through account payee cheque after the acceptance of final deliverables.
- VAT and Tax will be deducted as per the government policy.
- The Coalition reserves the right to accept or reject any proposal without giving any verbal and /or written rationale.
- This assignment shall be undertaken in full consultation with Coalition members.