

## Terms of Reference

### Research on Inequality from a 3-D Perspective in Bangladesh: Desire, Development and Democracy

#### **Background:**

Bangladesh is graduating to a middle-income country from a least developed country with a desire to become high income country by 2041. In this regard, the country has been registering consistent economic growth over more than 10 years. Since 2004 Bangladesh averaged a GDP growth of 6.5% that has been largely driven by its exports of readymade garments, remittances and the domestic agricultural sector. The country also achieved a remarkable progress in the Millennium Development Goals (MDG) by 2015. Bangladesh also embraced the Sustainable Development Goals (SDGs), and there is no doubt that the government and civil society are marching ahead to reach its 17 targets. However, like all long marches, this journey too has many milestones, and possibly detours and roadblocks on the way; so it is imperative that all systems be checked periodically and mid-course corrections be made accordingly. And last, but not the least, it is fair to ask, are we embarking on a journey that is achievable and measurable? As long as different development initiatives are moving forward a bigger challenge is waiting for us in the name of inequality, less participation and less cooperation, these may significantly hinder the sustainable development process of the country. Inequality is prevailing in access of resources and opportunities; and less participation and coordination are prevailing between local level stakeholders and government authorities in designing and implementing of development projects both in rural and urban contexts. Usually there are some gaps among the government and community people, while policy makers don't analyse the local issues extensively and don't consult with the community people to address the same. Most of the cases government design development plan without consultation or proper assessment of local needs and situation while this culture of inattention and unaccountability towards right holders result in ineffective development of the country. Few instances are: The farmers produce the agricultural products but they have no clear information about the demand, supply and market. As a result, farmers don't get fair price and even most of the time a lot of products are rotten. Though government arranges vocational and technical education system for the youth, the country has more than 2.6 million unemployed youth. Another example is every year Ministry of Health and Family Welfare allocates 40-50 % of its total budget for buying medical equipment. Though the equipment is an essential part for proper diagnosis and treatment, it is not necessarily important to buy the equipment every year.

Bangladesh was primarily an agrarian economy at independence, marked by largely subsistence farming. Agriculture has now largely become more commercialised and accounts for only 15 per cent of gross domestic product (GDP). Manufacturing and services now account for the bulk of output. Economics Nobel Laureate Amartya Sen also lauded Bangladesh's social development in many fields, such as gender equity, women's empowerment, mortality rate, life expectancy, immunisation and others relative to India, a country with double per capita GDP than Bangladesh. In the global context, rising poverty in developed countries is definitely blamed on globalization - breakdown of barriers between countries, contributing to the surge of populism. An open economy can make both losers and gainers (as in a closed economy also) and winners must do their bit to compensate the losers but that did not happen, instead tax avoidance (sometimes tax evasion also) has become a very big industry. In the case of Bangladesh, the rich hardly pay their due share of taxes to enable the state to affect a certain degree of redistributive justice. In effect, the state itself appears to be responsible for helping the very rich to amass wealth through rent extractions. The rich also uses invisible avenues to appropriate rent by using various state apparatus. Money and politics have become very intimately entwined in Bangladesh over the last three decades or so, thus giving the rich control over various state apparatus. These surpluses amassed by the rich in most cases find their way out of the country rather than being reinvested in the country. Such a behavior on the part of the rich further reinforces the belief that no one cares about the poor. Such a belief can lead to diminished trust in state institutions.

Open economies and societies need open participatory, inclusive and egalitarian institutions to effect fairness and to avoid political backlash against economic inequities. In a longer-term context Bangladesh is also at risk from the impact of climate change, therefore single-minded rush to stimulate growth at the cost of environmental degradation will only lead to increased income inequality and poverty.

The 2030 Agenda comes at a time when Bangladesh has already kicked off its journey towards an upper middle-income country by 2030 and a developed country by 2041. Hence, to understand the ground reality, a macro level study on Inequality from a 3-D (three dimensional) perspective e.g. **Desire, Development and Democracy** on local level development issues e.g. Agriculture, local entrepreneurship, local market, local employment needs to be conducted. This study will be conducted within the political process of the country where ruling party and opposition party and other government stakeholders will be the part of this study along with local community. This study will also consider the dynamics of National Election 2018 and work as compilation of people's manifesto. For this study, ten MPs will be identified who will be actively involved during community consultations with diverse groups (including government employees/duty bearers, private sector representatives) in their respective areas to create ownership among the MPs on study findings. With the consultation of Oxfam, these MPs will be selected and mobilized for their active participation during the whole process of the study. The goal of the study is to create an opportunity to bring the local issues in the parliament for proper design, budget allocation and quick solution of local issues.

**Rationale of the study:** The key focus of the study is 'Inequality'- so through this study we will analyze all kinds of inequalities in Bangladesh with special focus on social and economic inequality, apart from the rural and urban context, we will give emphasize to other deprived areas e.g. char, haor and coastal areas too. In Bangladesh, there are a lot of inequalities. This research would conceptualize the inequality and social inequality then it would try to find out some historical background in the context of Bangladesh. After historical background, types and trends as well as root-causes of inequality would be addressed. Finally, This study will find out the development challenges of the local issues and suggest path ways to reduce these challenges which will contribute to achieve the Bangladesh government's vision 2021. It will analyse the interplay between current development path and rising inequality in rural and urban contexts while reflecting on people's desire and democratic norms.

#### **Objectives:**

Objectives of the study:

- To identify and address the inequality with 3 D dimensions (Desire, Development and Democracy)
- To identify the obstacle, challenges and failure of governance prevailing at local level particularly at Agriculture, local entrepreneurship, local market, local employment in rural and urban contexts
- To identify the barrier to access resources in market, health, education
- To identify the gap and challenges in demand, allocation, design and implementation of development project
- To identify the policy gaps and recommendations for policy advocacy to resolve the inequality

#### **Methodology:**

The study will be conducted through primary and secondary data analysis. A consultant or a group of consultants can be deployed to conduct the study while the consultant or hiring agency can propose an effective methodology. However, the methodology of the study could be the following:

- A total of 20 consultations with MPs and relevant stakeholders e.g. Government employees, Farmers groups, local entrepreneur, youth, Political party, local chamber of commerce, Medical officers and health workers, teachers, lawyer, businessman, relevant journalists, Trade union etc at rural, urban, haor, char, coastal areas
- Key Informants Interview (KII) with sectoral expert
- Review secondary data e.g. government policy, existing literature, newspaper etc
- Draft findings sharing with MPs for feedback through workshop

#### **Local Level Consultation:**

A total of twenty (20) consultations at local level will be conducted between diverse professional groups and ten MPs of concern areas where 30-50 % participants will be female. The diverse groups will be: Farmers, Youth, Persons with Disabilities, Minority Groups, Women entrepreneurs, SME, Teachers, doctors, lawyers, UP Chair &

Members, Chamber of Commerce, Transport Association, AL and its alliance, BNP and its alliance, Government employees

**Component 1: Study Design**

Oxfam is seeking a consultant/agency to prepare a research design, work plan and implementation of the research. The research design should include the following:

- A clear strategy, methodology and schedule of qualitative and quantitative data collection e.g questionnaire survey, Focus Groups Discussion (FGD), Key Informants Interview (KII) and Case studies should be mentioned
- Methodology for sample selection and data collection, not limited to specific areas, but their households and communities for off-site interviews should be cleared.
- For quantitative data collection, it is preferable to include different locations in rural (Char, Haor & Coastal areas) and urban areas (megacities like Dhaka) with different composition e.g. different age group, single, young, married, single mother, divorced, women headed etc for representation of the different category;
- Literature review in line with study objectives and scope

The design should provide appropriate and details method for approaching each. For example, for focus group discussions, a detailed plan of the group’s composition and the logistics of implementation should be included in the proposal.

**Component 2: Data Collection**

Once the methodology is finalized, the consultant/agency will conduct individual interviews, FGD, KII, case studies to collect primary data. The consultant/agency is encouraged to propose a strategy to approach respondents for data collection (including all logistical aspects) and a plan (e.g. timing and location of data collection, gifts for respondents, materials needed, unscheduled changes, traffic, etc.). Such strategy expected to involve/collaboration with concern local administration.

**Component 3: Analysis and dissemination workshop**

The concluding component of the assignment consists of an analysis of data, write a report and organize a dissemination workshop. The analysis will be a combination of descriptive; statistical analysis; and more advanced multivariate analysis. Oxfam will be involved in the process.

Dissemination workshop will be arranged in in consultation with Oxfam. National stakeholders, policy makers, experts, academia, CSOs, Media will be invited in the workshop. Findings and policy recommendations will be discussed in the workshop.

**Work Plan of the research/responsibility of the consultant/agency:**

The research has to be conducted within 45 working days after commencing of the agreement

<b>Objective</b>	<b>Task or Deliverable</b>	<b>Responsible</b>	<b>Date (Opposed by the consultant)</b>
<b>Research</b>	<ul style="list-style-type: none"> <li>• Detail methodology and strategy to conduct the research</li> <li>• Draft and finalize of survey instruments/questionnaire (both in English and Bangla)</li> <li>• Draft and finalize of interview, FGD, KII, case studies schedule and questionnaire (both in English and Bangla)</li> <li>• Strategy for data collection, including logistics and draft schedule</li> <li>• Develop reporting outline in consultation with</li> </ul>	Contracted consultant/agency	

	<ul style="list-style-type: none"> <li>Oxfam</li> <li>Forming research team</li> </ul>		
	<ul style="list-style-type: none"> <li>Hire enumerators (preferably females) having experienced in conducting social science surveys and well versed in navigating complex questionnaires. Female responders to be interviewed by female enumerators.</li> </ul>	Contracted consultant/agency	
	<ul style="list-style-type: none"> <li>Pilot survey to adjust the survey instrument and strategy</li> <li>Validate survey instruments through stakeholder workshop</li> <li>Finalize survey instruments</li> </ul>	Contracted consultant/agency	
<b>Activity 2</b> Data Collection	<ul style="list-style-type: none"> <li>Train enumerators rigorously on methodology, questionnaire, data collection strategy, ethical standards and confidentiality</li> </ul>	Contracted consultant/agency	
	<ul style="list-style-type: none"> <li>Conduct survey, interview, FGD, KII, case studies</li> </ul>	Contracted consultant/agency	
	<ul style="list-style-type: none"> <li>Provide cleaned qualitative survey data to Oxfam</li> <li>Provide quantitative data of FGD, KII and case studies to Oxfam</li> </ul>	Contracted consultant/agency	
<b>Activity 3</b> Analysis and Report Writing	<ul style="list-style-type: none"> <li>First draft report in English</li> <li>Second draft report in English after incorporating feedback</li> </ul>	Contracted consultant/agency	
	<ul style="list-style-type: none"> <li>Third draft report in English after incorporating feedback from second draft report</li> <li>Final report in English</li> </ul>	Contracted consultant/agency	
	<ul style="list-style-type: none"> <li>Finalization of report incorporating feedback of national level dissemination workshop</li> </ul>		
<b>Activity 4:</b> Publication of the report	<ul style="list-style-type: none"> <li>Transcription and publication of the report (300 copies)</li> </ul>	Contracted consultant/agency	
<b>Activity 5</b> Research Findings dissemination workshop	<ul style="list-style-type: none"> <li>Research findings dissemination workshop with concern stakeholders</li> </ul>	Contracted consultant/agency	

**Deliverables/conditions:**

The consultant/agency will have to provide following deliverables which must be approved by Oxfam:

- Inception report
- Research tools
- First draft report
- Final report after incorporating feedback
- Raw, filtered and formatted data (primary & secondary) to be handed over to Oxfam
- Notes of final report findings sharing workshop in English

**The general Terms and Conditions:**

- The eligible consultant/agency should form a research team
- All soft and hard copy of the assignment will be treated as the property of Oxfam
- Consultant/agency shall have no chance to alter the timeline and planning of data collection and submission of first draft and final report; however, in any exception case should be inform Oxfam prior in

written the cause of delay with proper justifications. Oxfam has all right to accept or reject such application of justification

- The consultant/agency must maintain the standard quality in data collection, processing and reporting
- The consultant shall have the responsibility to rewrite the report, modification of sections until the satisfaction of quality required by Oxfam

**Oxfam’s responsibilities**

Oxfam will provide the following feedback/support throughout the research:

- Providing feedback on strategy and implementation of the assignment
- Frequent monitoring and follow-up of data collection activities
- Provide feedback in the first and second draft of the research report
- Approval of the final report
- Support to organize validation and dissemination workshops.

**Required Competencies**

The following skills and competences are required of individual consultant/agency for the assignment:

- Extensive social science research skill;
- Theoretical knowledge and research experience on issues related to Bangladeshi local administration, Government structure, policy makers, rights related issues,
- Experience in collecting and managing large scale qualitative and quantitative data;
- Strong statistical and graphical analysis, articulation and presentation;
- Strong report writing and presentation skills;
- The research team should have knowledge on gender and the team should be gender sensitive

**How to Apply**

Interested consultant/agency should provide technical and financial proposal:

- A one-page description of the consultant/agency
- One page statement of the understanding of the assignment
- CV of the consultants/researchers who will undertake the assignment (female interviewers preferred)
- A list of previous research or evaluation experiences relevant to this assignment
- Sample research study relevant to this assignment
- Proposed Methodology
- Work schedule
- Budget (including applicable VAT & TAX), including logistic/administrative costs

**Evaluation process:**

In response to the invitation, the consultant/agency will have to submit a technical and a financial proposal as per the ‘ToR’. The selection committee will evaluate both the technical and financial proposal according to following evaluation criteria.

Criteria	Weight
<b>Technical</b>	<b>80</b>
1. Expertise of the consultant/agency	
Understanding of the ToR	10
Demonstrated knowledge and research experience on garments worker’s status. Experience in conducting research using both qualitative and quantitative method and tools	20
2. Methodology	
Appropriateness of methodology	20
Data collection strategy and management	10

Quality assurance	10
3. Management structure and qualifications of key personnel	
Team composition	10
<b>Financial</b>	<b>20</b>
<b>Total</b>	<b>100</b>

Please mention the assignment title “**Research on Inequality from a 3-D Perspective in Bangladesh: Desire, Development and Democracy**” in the subject line during application via below mentioned email submit following two separate pdf files -

- i) Financial proposal
- ii) Technical proposal should include Cover page, Table of content, understand of the assignment (**pls. don't copy & paste**), experience in handling similar assignments, a work-plan, methodology, Certificate, TIN and VAT registration to [hrbd@oxfam.org.uk](mailto:hrbd@oxfam.org.uk) .

**Proposal Submission Deadline: 28 April 2018, by 05:00 PM**