



Request for Proposals:

Consultancy opportunity to develop a strategy and action plan focusing on adapting existing government, NGO and CSR-run jobs-placement programs so that they meet the unique needs of survivors of trafficking

Introduction

The Freedom Fund is a global fund with the sole aim of helping end human trafficking. We are a catalyst in the global effort to end human trafficking, working in the countries and sectors where it is most prevalent. Through our investments and support, we aim to shift power, so that frontline organisations and communities can shape and drive the change required to bring human trafficking to an end. By partnering with survivors and those at risk of exploitation as well as visionary investors, governments and anti-trafficking organisations, we bring together the knowledge, capital and will need to dismantle the systems that allow human trafficking to exist and thrive.

The Freedom Fund began its work in Bangladesh in 2021, and has received funding from UBS Optimus Fund as well as the US Department of State to implement programs. At present, the Freedom Fund is partnering with seven organisations in Bangladesh focused on addressing CSEC among street-connected children and children in brothels.

As part of the UBS program, the Freedom Fund is seeking a qualified technical agency to develop a strategy document to recommend how existing jobs-placement interventions in Bangladesh that can be tailored to meet the unique needs of survivors of CSEC or girls at high risk of CSEC who may not have had the opportunities to gain education or even literacy skills. The program will specially focus on girls / mothers of vulnerable girls ordinarily excluded from traditional employment programs due to high entry barriers and aims to develop a replicable model that creates employment pathways for these groups.

The Freedom Fund has reserved a fee of USD 10,000 for this project estimating a total of 90 days over a four-month period.

Project Summary

Since the inception of the FF program in Bangladesh in 2021, interactions with partners and vulnerable communities indicate that current employment programs may not meet the unique needs of three groups of people:

- a. Sexually exploited girls especially those who live on the street.
- b. Sexually exploited girls who live in brothel areas / or whose mothers / families are engaged in sex work making girls vulnerable to sexual exploitation.
- c. Women who live and work in the brothel areas and have minor daughters vulnerable to CSEC.

These groups tend to be unintentionally excluded by high-entry barriers of existing programs:

- a. Most employment programs require a basic educational qualification. This excludes a large number of the most vulnerable girls and women who have had no opportunity to gain any literacy skills. Therefore, any job training program that aims to reach these girls / women needs to start with basic functional literacy programs.
- b. Sexually exploited girls, who live on the street, need a safe place to stay both during and after the job-training courses. However, many girls, who live an unstructured life on the street, find it difficult to adapt immediately to a residential program. Therefore, it is important to explore ways to help them successfully transition from the street to a residential training program.

- c. Most girls / women who are sexually exploited or exposed to sexual violence have experienced deep trauma. The facilitators / vocational trainers need to be trained in trauma-informed approaches to ably support these children and women.
Project participants also need psychosocial counselling to develop the resilience necessary for job success. We need to explore ways to offer the project participants high-quality psychosocial counselling before, during and after job training
- d. The project participants might need tailored support post-training:
 - a. Sexually exploited children, especially those that live on the street, may not have access to safe living spaces necessary to thrive at their jobs. It is important to explore options for children to receive safe shelter in terms of group homes etc. and assess and address any safeguarding risks.
 - b. All project participants would require follow-up for at least six months to a year to help them thrive at their jobs.
- e. Lastly, the Freedom Fund would also like to build a resilient cohort of children who form peer support groups and networks. Over time, these groups, if the children / adults provide informed consent, may be supported to become champions for the model. We need to explore ways in which the project participants can build strong networks and groups for peer support and advocacy.
- f. Bangladesh has many excellent job-placement programs whether in run by government, NGOs or CSR. FF intends to supplement the additional services / support necessary for entry for targeted groups into the schemes rather than create new programs.

To support this work, FF is seeking to hire a consultant to develop a strategy and action plan to meet the above objectives of supporting vulnerable girls / women by supplementing government, NGO, CSR and privately sector schemes / programs with additional services to fill in the gaps which prevent vulnerable girls and women from accessing these opportunities.

Scope of work

The main objective of this consultancy is to develop a strategy along with an action plan based on the following guiding notes:

Target group of the intervention:

- a. Girls between the ages of 16-18 who are currently in CSEC / sexually exploited in brothels or in a street context.
- b. Girls between the ages of 16-18 whose mothers are currently in sex work.
- c. Sex workers with daughters below the age of 18

Guiding principle to underpin all activities:

The strategy document should focus on ways that FF can add value and funding to existing government / CSR / NGO and private sector programs to better adapt these schemes to the unique needs of the target populations or to integrate additional services within these government schemes.

Activities:

1. **Literature review** of FF and other documents related to successful job-placement interventions for target groups including any existing market surveys for employment opportunities / gaps that might be suitable for the target group.
2. **Individual meetings** with NGOs / INGOs / Corporates in Bangladesh to understand the on-the-ground challenges of connecting the target group to job-placement. The consultant must be able to reach NGOs working with the target group as well as NGOs working with similarly disadvantaged groups i.e. lacking literacy skills, fixed place of stay etc.
3. **Meetings** with survivor-led groups like Anirban / The Sex Worker Network to understand their aspirations for employment and barriers that keep them from accessing work / risk factors for

their children. Please include any experiences of survivors with job-placement schemes and suggestions for improvement.

4. **Mapping** (with a detailed description) of CSR and private sector funded employment programs, including NGO / INGOs programs, along with an analysis of which programs would be suitable / can be adapted for the target group. For each scheme please include:
 - a. Eligibility criteria if any
 - b. Current cost-per person of each scheme
 - c. Case studies of how these schemes have been successful in delivering employment to the target population or populations similar to the target population with respect to literacy / education / skills etc.
 - d. The support / additional services necessary to extend the reach of these schemes to the target group and the estimated cost of adding these services.
5. **Mapping** (with a detailed description) of all the government schemes offering vocational training with jobs placement for the target population / similarly placed populations. For each schemes please include:
 - a. Eligibility criteria, any other qualification criteria or documentation required.
 - b. The support / additional services necessary to extend the reach of these schemes to the target group and the estimated cost of adding these services.
 - c. Case studies / examples of how these work on the ground with the target population
6. **A final report** containing analysis and synthesis of the different reports along with a strategy and an action plan that should include:
 - a. Recommended Government schemes that the target group can be linked to with a list of additional services (and service providers) necessary to extend their reach to the target group.
 - b. Recommended CSR Schemes that the target group can be linked to with a list of services (and service providers) needed to extend their reach to the target population.
 - c. Recommended Private NGO / INGO schemes that the target population can be linked to.
 - d. Cost per person for each of the above and the additional cost per-person for adapting the schemes to the unique needs of the target population.
 - e. Recommendations to obtain government / CSR buy-in for the FF program and steps it would need for the government to consider taking over this program in the long-term including a tri-partite agreement between FF, government and private service providers.
 - f. Selection criteria for recipients in the FF program

Important note: All report templates / tools / questionnaires etc should be approved by FF before use.

The Freedom Fund invites organisations to detail how they would conduct the activities and meet the objectives for the project. If there are any other activities considered to be crucial to a successful campaign, please include these in your proposal.

We encourage potential applicants to focus on how to make the interventions sustainable by linking to existing government / CSR / privately run schemes and are particularly interested in creative and novel approaches that build on or supplement existing effective schemes / interventions.

The selected team will be contracted by, and report to, the Freedom Fund's Program Manager. The consultancy team will also be expected to work closely with the FF colleagues in Bangladesh and the Freedom Fund UK team.

Expected Deliverables & Timeline

<ol style="list-style-type: none"> 1. Literature review 2. List of NGOs / INGOs/ Corporates / survivor groups that will be contacted. 3. List of government departments that will be contacted. 	30 June 2025
<ol style="list-style-type: none"> 4. Questionnaires for meetings / consultations with the following groups to be agreed with FF: <ol style="list-style-type: none"> a. NGOs / INGOs who fund / implement job-placement programs. b. Survivor groups. 5. Tools / approach regarding mapping of government schemes / CSR schemes. 	15 July 2025
<ol style="list-style-type: none"> 6. Analytical reports with case studies following each set of meetings: <ol style="list-style-type: none"> a. Report on meetings with NGOs / INGOs. b. Report on mapping of government schemes. c. Report on mapping of private sector / CSR schemes. 	15 September 2025
<ol style="list-style-type: none"> 7. Final report containing analysis and synthesis with an action plan 	15 October 2025

Evaluation Criteria and Scoring

Technical Criteria	Weightage
Technical capacity of the team (including local partner and subcontractors if relevant), including:	40%
<ul style="list-style-type: none"> • Demonstrated ability to design and implement sustainable vocational training / job-placement programs. • Proven experience in working closely with government departments. • Strong project management skills, including planning, budgeting, and resource allocation. • Excellent interpersonal skills and the ability to engage appropriately with stakeholders. • Extensive experience working in Bangladesh particularly with marginalized populations. • Fluency in both Bangla and English, and a willingness to work closely with the Freedom Fund. 	
Contextual knowledge of the research team, including:	20%
<ul style="list-style-type: none"> • Familiarity with issues relevant to modern slavery • Prior experience working on issues related to commercial sexual exploitation of children, bonded labour, forced labour or human trafficking; experience working with survivors of violence, gender discrimination and marginalised populations; and • Knowledge of Bangladeshi culture, societal norms, and the specific context of child sexual exploitation. 	
Team structure, including:	30%
<ul style="list-style-type: none"> • Adequate staffing levels to deliver quality project outputs within the desired timeframe. • Team members with fluency in English and Bangla 	
Financial criteria	
<ul style="list-style-type: none"> • Costs are proportionate to the scale of work being proposed, and consideration of all potential expenses. 	10%

Travel

The successful candidate may be required to travel for meetings with survivor groups.

Proposal Format

Interested parties should prepare a proposal of no more than 10 pages plus annexes. Proposals should contain the following sections:

- **Profile of organisation(s) and key person (s)**, outlining prior experience leading similar campaigns. CVs of key personnel should be included in the annex.
- **Team structure**, defining the role and time commitment of key project team members.
- **High-level workplan and deliverables**
- **Proposed budget** in USD. Please include compensation for survivors for their time spent in consultations.

The proposal must be written in English and submitted electronically in Microsoft Office or PDF format.

Eligibility & Budget

The Freedom Fund will give preference to organisations either locally based in Bangladesh or with substantive experience of working within Bangladesh.

Proposed budgets will be reviewed with respect to the suitability of the proposed methodology and activities in meeting the project objectives in a cost-effective manner.

The Freedom has reserved an amount of USD 10,000 for the design and implementation of this consultancy. Proposed budgets will be reviewed with respect to the suitability of the proposed methodology and activities in meeting the research objectives in a cost-effective manner.

As part of the proposal, please prepare a brief budget with the following breakdown:

- Personnel cost
- Logistics costs (including all forms of transport, accommodation, and subsistence as applicable)
- Campaign implementation costs
- Overheads
- Any other costs associated with conducting the work
- VAT and other taxes, if applicable
- Compensation for time for survivor groups

Note: Proposal and budgets should include all costs expected to conduct the work.

Deadline & submission

1. **Deadline:** Proposals should be submitted by **15 May 2025**. Applicants should be ready to begin undertaking the work from November 2024. Please submit all proposal materials to the Freedom Fund using the following email address kakhter@freedomfund.org and the title *Jobs-placement strategy paper*.
2. **Review:** Following submission of the proposal, Freedom Fund will review and request additional information as needed.

Commissioning Timeline

- **30 April 2025** – circulation of consultancy opportunity
- **1 May 2025** – proposals submitted by EOD Bangladesh time
- **30 May 2025** – consultant commissioned / notified by FF
- **15 June 2025** – contract with selected consultant signed if necessary
- **15 October 2025** – all deliverables completed

Payment and Jurisdiction

Applicants should observe that the Freedom Fund is a United States 501(c)(3) public charity. The awarded contract will be governed by and construed in accordance with the laws of the State of New York, United States of America, without regard to principles relating to conflicts of law. All payments to the consultant under the awarded contract shall be agreed upon therein, in compensation for the services provided, and directly related to the approved costs of the required services when/if applicable. Contracts will always be drafted in United States Dollars.

Confidentiality

This TOR and associated documents are the property of Freedom Fund and confidential. Apart from using FF documents to respond to the request, you shall not disclose any details, to any other person or organisation, and shall treat this ToR/RFP and your response with complete confidentiality.