

**Terms of Reference**

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| Assignment | Integration of the Care Economy in Policy Formulation and Analysis: A Policy paper |
| Description | Care work needs to integrate into the macroeconomic model. Without care work, no society and economy would function properly. But still, care work is not part of prevailing macroeconomic models and social protection policy, as unpaid or underpaid women predominantly perform it. So, MJF’s thinking the care work concept demands larger integration and recognizes care work through policy and gender-responsive budget allocation. |
| Overall Purpose | To identify the linkages between Public Investment in Care work and social protection, Gender Inequalities, Employment Generation of young women |
| Objective | To explore the economic rationale for increasing public investment in social protection and spending on care work and investment to reduce gender gaps. |
| Type of Contact | Consultancy for 45 working days |
| Contact period | October -November 2021 |
| Recruitment hiring process | Open source and step by step selection process of MJF |
| Proposal submission | 12th of September 2021, |
| Expected agreement date | 1st October 2021 |

# Introduction

Non-recognition of women's unpaid work is devaluing their contribution and resulting in discrimination and violence against them. It is high time to flag the lower status and injustice towards women that continued for decades. Over the period, Manusher Jonno Foundation has observed and identified that the lack of recognition of women's unaccounted work contributes to continuing women’s subordinate status in the family and society. However, it is important to mention here that the unaccounted work of women, both productive and reproductive, underpins society's well-being, social development, and economic growth.

In this background, MJF believes that violence and discrimination against women will be reduced if they have higher status in the family and society. So, MJF launched a campaign, “Equality through Dignity,” and initiated an advocacy “formal recognition of women’s unaccounted care work through satellite System of accounts and reflect in work in National GDP.” Gender equality and the empowerment of all women and girls is a universal policy goal and a systematic approach to mainstreaming gender equality at all levels that will spur the progress of the Sustainable Development Goals.

Please **visit:** <http://www.manusherjonno.org/womensdignity/> **and** [**www.manusherjonno.org**](http://www.manusherjonno.org)

# Scope of work:

* A critical analysis of why the importance of care work remains underestimated.
* Analyze the connection between social protection and women’s unpaid care work
* Possible areas of social protection options to address unpaid care work and the role of GRB
* Explore and analyze how can social protection address unpaid care work?
* What should be the progressive measures to reduce the massive gender pay gap?
* Analyze social protection policies and programs that are not genders- or care-sensitive
* What are the country-specific policy targets in social protection that support care services in Bangladesh?
* Analyze macroeconomic policies, care economy, gender in the post COVID era
* How can a national social protection strategy support and contribute to care work?
* Make recommendations to integrate all kinds of care work into macroeconomic models, including social protection policy measures.

**Deliverables:**

# The Consultant’s /Consultant firms’ main two outputs are as follows:

# One report with the following two major sections: Executive Summary with key findings and recommendations; (Introduction/background, objectives and scope; methodology, critical analysis; constraints and recommendations); Key findings based on the scope of work and recommendations.

# Organize a dialogue for findings sharing with relevant policymakers, media, and stakeholders, specially economists and UN bodies

**Remuneration of the External Consultant/Firm**

MJF will pay the remuneration of an external consultant/firm subject to the timely and satisfactory completion of the contracted job through the following installments. All the payments will be made through an account payee check.

* 25% of the contracted amount on the signing of contract and submission of inception report along with the work plan.
* 40% on submission of 1st draft final deliverable outputs
* 35% on submission upon the final report and after sharing the recommendations

All applicable taxes will be deducted at source as per govt. rules and regulations. The invoice with appropriate documents must be submitted in this connection.

**Proposal and Budget:**

The request for Proposal is aimed at identifying a relevant firm/research organization /Consultant. An interested person/organization is requested to submit a technical and financial proposal of no more than 2-3 pages outlining your understanding of the assignment and plan of work through the email given below within September 2021. The received proposal will be assessed and shortlisted; please note, only short-listed consultants or firms will be communicated for presentation and finalized after negotiation. If your proposal is accepted, MJF will sign a contract with you, following which you will have the freedom to elaborate further on the Terms of Reference (ToR), plan, and method of your work in consultation with the Manusher Jonno Foundation.

You are requested to forward an updated curriculum-vitae and work evidence link as sample /example soft and hard copy together with your proposal.

Financial proposal is should consist of:

* Consultancy days and fees (mentioned for key members of the team)
* Unit cost of each deliverable output
* 15% VAT and 10% taxes
* Total amount

**Qualifications and competencies required**

* The Consultant (individual(s) or organization should have relevant experience in Gender perspective analysis,
* A minimum of 8 years of progressively responsible experience in gender-responsive budgeting, social protection policy, and present status of government allocation about care work budget or care economy.
* Proven track record and experience in policy analysis, policy document development;
* Excellent analytical, planning, and organizational skills
* Excellent ability to meet deadlines
* Master’s degree in gender studies/ development studies, /development economics, or any other relevant social science subject
* Research organization/institute and individual consultant/expert may apply.
* Excellent report design and writing skills in English

**How to apply**

Hard copy of technical and financial proposal along with CV/organizational profile, copy of TIN etc. should be submitted to Manusher Jonno Foundation, Plot # 3 & 4, Hazi Road, Avenue # 3, Rupnagar Housing Estate, Mirpur-2, Dhaka-1216 Phone: +880-2-58053191-198 (Ext 301) and softcopy by e-mail to: [subarna@manusher.org](mailto:subarna@manusher.org) by **12th of September 2021.**

**Disclaimer:**

Manusher Jonno Foundation reserves the right to accept or reject any or all proposals/ applications without assigning any reason whatsoever.

**Disclosure of information:**

It is understood and agreed that the Consultant(s) shall, during and after the effective period of the contract, treat as confidential and not disclose, unless authorized in writing by Manusher Jonno Foundation (MJF), any information obtained in the assignment of the performance of the Contract. Information will be made available for the consultant/firm on a need-to-know basis.

**Safeguarding/Protection/Gender Policy:**

The individual consultant/team/firm shall comply with the MJF’s Policy on Safeguarding, Child Protection, and Gender policies. Any violation/deviation in complying with MJF’s Policy on Children Protection and vulnerable adults will not only result-in termination of the agreement but MJF will also initiate appropriate action in order to make good the damages/losses caused due to noncompliance.