**Manusher Jonno Foundation (MJF)**

**Women’s Voice and Leadership – Bangladesh Project**

**Terms of Reference (ToR) for Conducting Mid Term Review**

**1. Background:**

Top of Form

Manusher Jonno Foundation (MJF) is one of the largest national grant making organizations in Bangladesh disbursing funds and capacity building support for human rights and governance work within the country. With massive experiences of handling partnership with more than two hundred PNGOs for the last 20 years, MJF has been striving to build capacities of poor and marginalized people in Bangladesh to demand basic services and raise voice against rights violation. MJF also works with public institutions to ensure their responsiveness towards marginalized people. Policy advocacy is another feature of MJF’s work and it has been directly involved in some of the most progressive and pro-poor laws and policies enacted over the last 10 years in Bangladesh.

Established in 2002 as a non-government and non-profit organization, MJF is dedicated to mainstreaming gender and disability in its operation within the country in terms of participation, capacity and programmatic focus.

MJF programmes are conceptually and strategically consistent with the relevant provisions of the Constitution of Bangladesh, as well as Perspective Plan 2011-2021: Making Vision 2021 a Reality; the National Integrity Strategy (2012); the Seventh Five Year Plan (2016-2020); and the Sustainable Development Agenda 2030. To that extent MJF considers itself a partner of the Government and other stakeholders working to ensure human rights and promote good governance.

**Project Background**

Women’s Voice and Leadership- Bangladesh (WVLB) Project is a part of global initiative of Global Affairs Canada (GAC) to support Canada’s new Feminist International Assistance Policy. Globally, this program has been launched to respond to the needs of local Women’s Right Organizations (WROs) working to advance the empowerment of women and girls, promote gender equality, and protect the human rights of women and girls in different developing countries and region.

In Bangladesh, Women’s Voice and Leadership (WVL) Bangladesh is being Implemented by Manusher Jonno Foundation (MJF). The Project aims to build the capacity of Women’s Rights Organizations (WROs) and support their activities to empower women and girls, advance the protection of women’s and girl’s rights and achieve gender equality.

The project is being implemented through partnership with 16 Women Rights Organizations (WROs), coalitions and networks in Bangladesh through multi-year funding. MJF provides targeted organizational capacity building support to fund recipients. It also provides financial assistance to organize discrete events and opportunities to other WROs, CBOs under Fast Responsive Grant.

**Ultimate outcome:**

Increased enjoyment of human rights by women and girls and the advancement of gender equality in Bangladesh.

Intermediate Outcome:

* Improved management, programming and sustainability of local women’s rights organizations in Bangladesh, particularly those representing vulnerable and marginalized women and girls.
* Enhanced delivery of quality services and advocacy by local women’s rights organizations to advance gender equality in Bangladesh.
* Increased effectiveness of national and sub-national women’s rights platforms, networks and alliances to affect policy, legal and social change in Bangladesh.

**Immediate Outcome:**

* Improved skills and knowledge of local WROs on financial and organizational management.
* Strengthened skills and knowledge of WROs to advocate for gender equality and women’s /girl’s rights and to deliver services.
* Increased ability of WROs to collaborate and network at sub-national, national, regional, and international levels.

**3. Partners, Project Area and Population for the Mid-Term Evaluation**

A total of 16 WROs have been working as implementing partners (details in annex-2). The thematic areas of the WROs mostly cover: 1) Sexual and gender-based violence (SGBV); 2) Women’s labor and employment rights; 3) Women and girls' leadership and empowerment; and 4) Rights of marginalized women and girls (Ethnic, Dalit, Sex Workers, Transgender). The project has been implementing in 20 districts across the country, covering approximately 138162 beneficiaries, including 58921 direct and 79241 intermediaries.

**4. Objectives of Mid-Term Evaluation:**

The specific objectives of the evaluation are to:

* Analyze overall project performance and measure the impact of COVID 19 and other external issues on programme performance, current strategies, and interventions.
* Investigate WROs' organizational development issues such as programme management, programme implementation strategies and their validity, institutional arrangements, WRO management and operational systems.
* Analyze the relevance, effectiveness, efficiency, impact, and sustainability of the project including WROs.
* Examine whether the project's theory of changes (ToC) is on track and suggest incorporating additional aspects into the ToC.
* Document best practices, innovations, and lessons learned of the project that can be used in the future
* Analyze how the WROs used a human rights and feminist approach for gender integration in program design, implementation, and communication with beneficiaries.
* Understand MJF's role and support in project improvement, organizational capacity building, WROs’ program implementation, and partnership management.
* Identify the challenges and strategic gaps that prevented the project from reaching its outcomes.
* Provide recommendations and practical suggestions on revising the program results framework (all WROs,MJF), particularly focusing on indicators and targets where necessary, and suggest to enhance project performance to measure change for the rest of the period.

Below is a list of preliminary evaluation questions, the specific midterm evaluation questions and relevant evaluation instruments will be determined during the inception stage. The evaluation questions should be defined in consensus with the evaluation management group and the evaluation reference group. The evaluation should be based on the following criteria:

Design Level:

* To what extent is the intervention relevant to the needs and priorities defined by beneficiaries? Are they consistent with Canada's Feminist International Assistance Priorities (integration of feminist principles and approaches) and SDGs?
* What are the main strategic components of the program? How do they contribute and logically relate to the desired outcomes? How well do they link to each other?
* How did the WROs recognize and address the diverse needs of women, girls, and transgender people? Do the activities and strategies address the problems identified?
* Are the planned outputs and results relevant and realistic for the situation on the ground?
* How far have feminist principles and approaches been included in program design and implementation?
* Is the intervention logic coherent and realistic? What has to be adapted? (See the program results matrix.)
* How and to what extent are gender equality outcomes addressed in the design of WRO programs?
* Are the changes to project design features relevant to achieving the project goal? What is the relevancy of changing project designing features from the inception design?
* Are the changes to project design features necessary to meet the project's objectives? What is the relevancy of modifying project design features from the project's inception?
* Are the adjustments made in response to the COVID-19 scenario feasible? Which ones performed well and which ones did not?
* Is the Theory of Change (ToC) relevant to the project? What improvement areas need to be considered for the rest of the project period? (For ToC, see Annex-1)
* How strategic are partners in mandate, influence, capacity, and commitment? To what extent had implementing partners added value to solving the development challenges stated in the programme document?
* To what extent did the programme have an effective and reliable M&E strategy that contributed to gauging development results?
* How appropriate and relevant are the indicators described in the Performance Measurement Framework (PMF) in assessing the project progress? How relevant and sound are the indicators are given in the Performance Measurement Framework (PMF) for measuring program progress? Are the indicator targets achievable and track able? How should they be improved if necessary?
* Is the beneficiary selection process appropriate for the project's target and geographical setting?

**Process/Implementation level:**

* What measures have been taken during the implementation period to ensure resources are used efficiently? How have the project's human, environmental, financial, administrative, and time resources been used to accomplish the activities and achieve the outcomes? Is the Project Implementation Plan (PIP) being followed by the WROs?
* How do the organizational structure, support, and coordination mechanisms support the efficiency of the implemented initiatives?
* Are the beneficiaries selected following the needs and objectives of the project? Are WROs following the procedure and guidelines for selecting targeted beneficiaries and forming groups?
* Is the Women's Voice and Leadership Bangladesh project responding to the identified needs of WROs in the country?
* Are the design elements and implementation modalities meeting the needs of WROs?
* Have stakeholders actively engaged with the project effectively?
* Is the monitoring process working effectively? Was MJF support in improving the project sufficient and added any value?
* How much did the capacity building training improve the knowledge and skills of the staff? How efficiently did the staff use their knowledge and skills for the project?
* Were there any constraints (e.g. political, practical, or bureaucratic) to addressing women's rights effectively during implementation? What level of effort was expended to overcome these obstacles?
* What have been the challenges of integrating feminist principles? What have been the difficulties in incorporating feminist principles? What has worked well in incorporating feminist principles?

Project progress and results:

* What has been the progress made towards achieving the expected outcomes and expected results? What are the results achieved so far?
* What are the reasons for the achievement or non-achievement? Is the logic model still valid or not?
* What are the factors for success or failure? Is the logic model still relevant?
* To what extent did the program contribute to the attainment of results in strengthening equitable enjoyment of human rights, women’s empowerment and effective participation of women and adolescent girls in leadership positions?
* What are the key strategies used to bring about the changes by the project?
* How was the programme monitored and reviewed? Have any good practices, success stories, lessons learned, or transferable examples been identified and documented?
* What are the current and potential barriers to attaining the project's objectives and targets?

Sustainability:

* What evidence exists about sustainability concerns? Is there an exit/sustainability strategy in place?
* How long the project's interventions and benefits will last after the end of this project.
* To what extent are WROs able to seek financing from other donors? How long can the WROs keep their organization running without external funds? Are WROs fostering alternative leadership inside their organizations?
* What are WROs' key initiatives for networking and building relationships with stakeholders?

**Lessons Learned:**

* What went well and what didn't in project implementation and monitoring?
* Which of the interventions, approaches, and modalities/strategies have been most effective to achieve the results of the programme?
* Is there any substantial evidence on how project learning, were generated and applied to improve the delivery, effectiveness, or efficiency of activities?

**5. Scope of work:**

The study will concentrate the following scope of works-

* Desk review of Project documents, GAC documents (Website based and soft copy), different project reports etc.
* Project Progress measuring
* Lessons Learned from the Project (Experience and feedback of WROs and beneficiaries)
* Utilization of Training provided by the WVLB project.
* The process and status of integrating feminist principles by WROs and the project
* Adaptation of feminist approaches by the project.
* Conduct Gender Audit for 16 WROs (Leadership style, organization culture, programming and communication with beneficiaries)
* COVID-19 impacts towards the project and beneficiaries
* How WROs benefitted by the support from MJF
* Implementation process status and it’s limitations
* Project result is in track or not.

**6. Methodology**

The methodology for the review should be both qualitative and quantitative, with a significant emphasis on qualitative methods. The consultant will propose the methodology to be used to carry out the review. The proposed methodology should address the preliminary issues and questions outlined within the ToR, specifying the specific review issues, questions and methods of data collection and analysis that will be undertaken. A participatory approach, including other instruments, should be used with a wide range of stakeholders, including direct beneficiaries, representatives from partners, civil society members, and other relevant stakeholders and also, have to use feminist framework/approaches in the whole process. Feedback from direct beneficiaries and support recipients should be included in the review. We would expect consultants to make an extensive field visit to meet partner organizations and beneficiaries on a sample basis. The methodology and data gathering should use a variety of approach to learn more about the WVL-Bangladesh project.

**7. Expected Deliverables:**

* An inception report including details on methodology, work plan, and all survey/study tools/resources after the completion of desk review.
* Data collection tools in both English and Bangla (Must follow the feminist framework/approaches)
* Organizing a validation meeting with presentation of findings after draft report sharing (with WROs and MJF).
* A final report both in Bangla and English detailing the performance of all PNGOs and covering all of the objectives and questions outlined in the Terms of Reference.
* Revision of the program’s theory of change for each of the relevant impact areas.
* Data set, field notes, qualitative analysis, and other relevant documents.

**8. Time frame**

Selected consultant/ firm will submit a work plan with key milestones within 1 week of signing the contract; this work plan will be reviewed and approved by MJF. It is anticipated that the final evaluation reports for each WROs and compiled for MJF will be delivered within 70 calendar days of signing of the contract. While the draft reports are produced, it will be shared with WROs and MJF prior to finalization. During the whole period of the assignment, several follow up meetings may be held between the contracted consultants/ consulting firm, WROs and MJF based on need.

**9. Preparation of the proposal**

The consultant/firm will submit a detailed proposal for the assignment. The proposal must reflect the methodology, tools and analysis plan in detail. The proposal should be divided into two parts i.e. technical and financial.

The technical part will contain the following sections.

* Background
* Understanding and conceptualizing the assignment
* Detailed methodology including a proposed framework followed by feminist approaches
* Detailed timeframe (including dates for submission of first draft and final report).
* Detailed CV of the team members containing experience on relevant issues and/or profile of the organization (in case of organization).
* Sample of previous works of a similar nature undertaken.
* A consulting firm profile (if applicable) and TIN certificate.

The financial part will describe the estimated cost in detail. It should be given in a separate work sheet.

**10. Mode of payment:**

The payment will be made through the A/C Payee Cheque in favor of the contract holder. All expenditures during survey will be taken care of by the consultant/ firm. MJF will deduct tax, according to the TAX and VAT according to Regulation of the Government of Bangladesh. The payment will be made according to the following schedule:

1. 20 % of total amount will be paid after signing the contract of survey and Inception meeting and sharing inception report with detailed methodology, tools and work plan
2. 30% of total amount will be paid after submitting the draft report
3. 50% of total amount will be paid after submitting the final report

**11. Expected competency of the consultant/consulting firm**

Interested consultant/consultant firm is expected to have the following competencies and experience:

* Expertise in conducting studies on human rights and gender equality projects in a similar setting (midterm and final evaluation). Expert persons must be core staffs/fully dedicated persons of the organization/firm.
* Capable to conduct qualitative and quantitative research with strong analytical skill for a feminist project. This Mid Term Review will highly focus on qualitative data, so the human resource should be skilled and familiar on qualitative data collection tools.
* Competency in writing good quality reports both in English and Bangla.
* Competent and have previous experience with strong conceptual background in a variety of areas such as feminist, gender equality, women's and girls' (including marginalized) rights, empowerment and leadership, policy advocacy, and so on.

**12. How to apply**

Interested participants are invited to submit their proposal along with a cover letter to include a brief overview about which of your previous experiences makes you the most suitable applicant for this assignment, technical and financial proposal, previous sample report and CVs on or before **21 July 2022**, send soft copy in PDF format through email: [subarna@manusher.org](mailto:subarna@manusher.org) and submit hard copy to Manusher Jonno Foundation, Plot # 3 & 4, Avenue # 3, Hazi Road, Rupnagar, Mirpur- 2, Dhaka- 1216, Bangladesh mentioning the subject as ‘EoI for Mid Term Review of WROs under WVLB’.

**13. Ethical consideration and data protection**

Any data, information, documents and other materials related to the work shall remain the property of MJF and shall be kept confidential by the Consultant. The Consultant is not allowed to transfer or divulge any information to any other person or organization without prior approval of MJF.

**14. Termination of agreement**

Either party can terminate this agreement with a written notice within 15 (fifteen) days from the date of signing this agreement. MJF reserves the right to unilaterally terminate the contract if:

1. The External Consultant cannot fulfil any clause of Terms of Reference.
2. The External Consultant cannot submit their reports within the specified time.

**15. General terms and condition:**

1. The individual consultant/ firm will not be permitted any of his duties or obligations, made under this contract, to be performed or carried out by any other person, or reassign its interest in a contract without first obtaining the consent in writing from MJF.
2. In the event that the consultant requires additional time to complete the contract, over and above that previously agreed to, but without MJF changing the scope of work, MJF‘s prior written concurrence to the same is necessary.
3. MJF may make general changes, in written within the scope of the content affecting the services to be performed or time of performance. If any such changes cause an increase or decrease in the cost or time required for performance of any part of the work under the contract, MJF shall make equitable adjustment in the contract price, delivery schedule, or both and shall modify the contract in writing accordingly.
4. In the event of failure and unsatisfactory performance of the consultant’s part to meet the agreed deadline and requirement, MJF reserves the right to penalize the consultant or his/her Firm. There may be a deduction of 10-15% from total agreed amount if the agreed deadline is missed and the requirements is unsatisfactory.
5. Notwithstanding anything contained in the agreement or these conditions, MJF may at any time terminate this agreement in whole or in part by requiring the consultant to stop performing the work or any part thereof. In this event the consultant shall have no claim against MJF by reason of such termination, other than payment in proportion to the work performed under the agreement less any sums previously paid on account thereof.

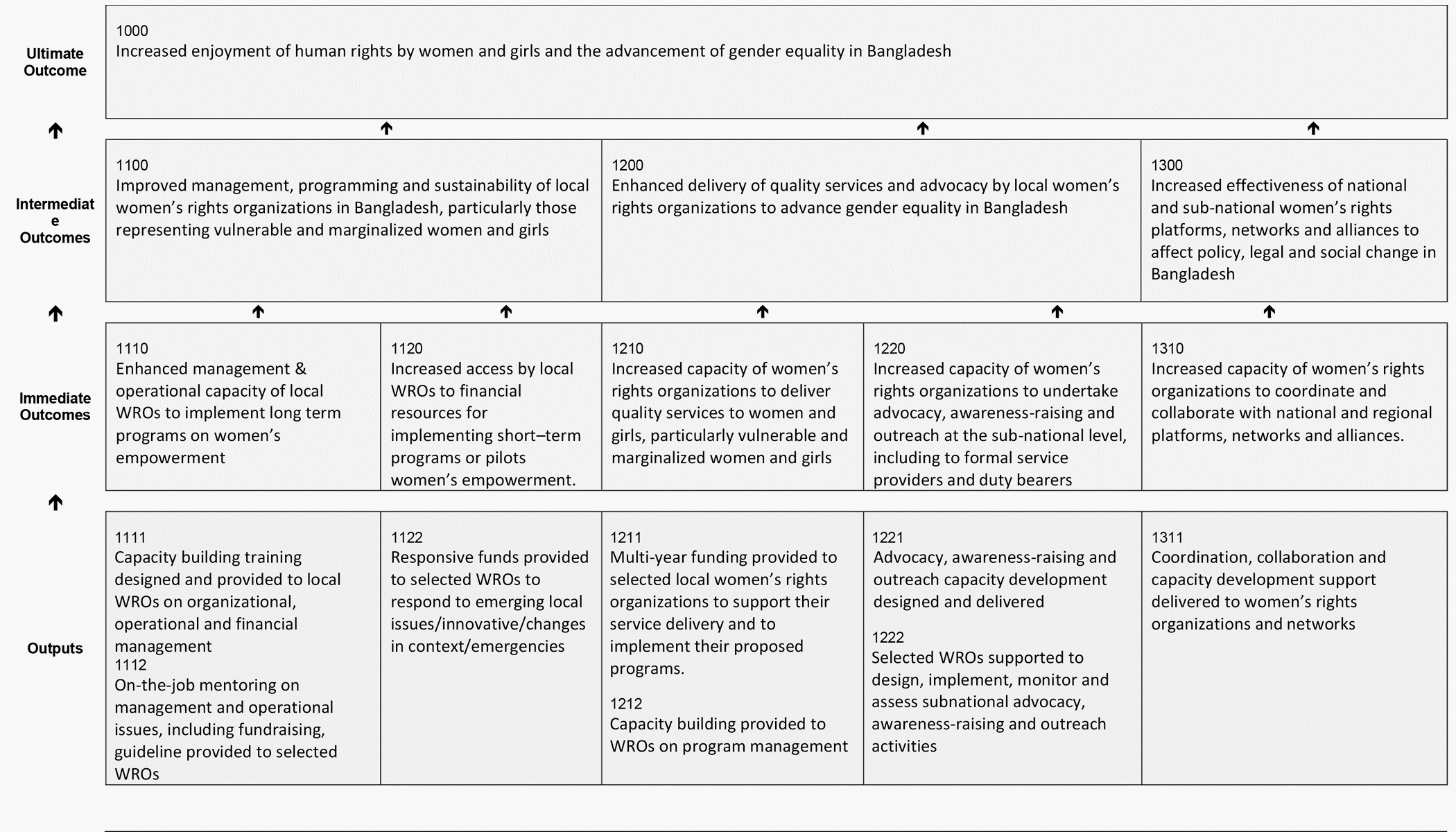
**Discloser of information**

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

**Safeguarding / Protection Policy:**

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

**Annex-1 Logic Mode**



**Annex-2 Performance Measurement Framework (PMF)**

| **Performance Measurement Framework (PMF)** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Ultimate outcome** | | | | | | | |
| **EXPECTED RESULTS**  **( From Logic Model)** | **INDICATORS (Environmental sustainability and gender equality where possible)** | **BASELINE DATA** | **TARGETS (Include time range where possible)** | **DATA SOURCES** | **DATA COLLECTION METHODS** | **FREQUENCY** | **RESPONSIBILITY** |
| 1000  Increased enjoyment of human rights by women and girls and the advancement of gender equality in Bangladesh |  |  |  |  |  |  |  |
| **EXPECTED RESULTS**  **( From Logic Model)** | **INDICATORS (Environmental sustainability and gender equality where possible)** | **BASELINE DATA** | **TARGETS (Include time range where possible)** | **DATA SOURCES** | **DATA COLLECTION METHODS** | **FREQUENCY** | **RESPONSIBILITY** |
| **INTERMEDIATE OUTCOME** |  |  |  |  |  |  |  |
| 1100  Improved management, programming and sustainability of local women’s rights organizations in Bangladesh, particularly those representing vulnerable and marginalized women and girls | 18 WROs with an increased aggregate average score[[1]](#footnote-1) on organizational governance[[2]](#footnote-2) | 1.88 | 2.5 | * Final Evaluation | * Workshop * Key Informant Interview (KII) * Documents review | End of the project | * WVLB project management |
| 18 WROs with an increased aggregate average score on organizational management[[3]](#footnote-3) | 1.41 | 2.5 | * Final Evaluation | * Workshop * Key Informant Interview (KII) * Documents review | End of the project | * WVLB project management |
| 18 WROs with an increased aggregate average score on administration[[4]](#footnote-4) | 1.85 | 3 | * Final Evaluation | * Workshop * Key Informant Interview (KII) * Documents review | End of the project | * WVLB project management |
| 18 WROs with an increased aggregate average score on human resource management (HRM)[[5]](#footnote-5) | 1.63 | 2.5 | * Final Evaluation | * Workshop * Key Informant Interview (KII) * Documents review | End of the project | * WVLB project management |
| 18 WROs with an increased aggregate average score on Financial Management[[6]](#footnote-6) | 2.06 | 3 | * Final Evaluation | * Workshop * Key Informant Interview (KII) * Documents review | End of the project | * WVLB project management |
| 1200  Enhanced delivery of quality services and advocacy by local women’s rights organizations to advance gender equality in Bangladesh | Total/% supported of WROs who have met targets in their annual work plans | 0 | 80% supported of WROs who have met targets in their annual work plan | * Periodic progress report * Evaluation report | * Documents review * Key Informant Interview (KII) | Annual | * WROs * WVLB project/MJF team |
| % and type of new advocacy initiatives identified and advocated by WROs | 0 | 80% of initiatives undertaken by WROs | * Periodic progress report * Evaluation report | * Report review | Annual | * WROs * WVLB project/MJF team |
| 1300  Increased effectiveness of national and sub-national women’s rights platforms, networks and alliances to affect policy, legal and social change in Bangladesh | #/types of initiatives taken by WROs and alliances to influence policy/laws/framework | 0 | 3 | * WROs periodic progress report * Media coverage * Event report | * Report review * Observation | Annual | * WVLB project/MJF team * WROs |
| # of people reached through different events undertaken by WVLB, MJF Project | 0 | 20,000 | * Event report * MIS report * Media coverage | * Report review * Observation | Annual | * WVLB project/MJF team |
| # of campaigns initiated by WROs to address women's rights issues. | 0 | 8 | * Event report | * Review of advocacy plan * Interview | Annual | * WVLB project/MJF team * WROs |
| **IMMEDIATE OUTCOMES** |  |  |  |  |  |  |  |
| 1110  Enhanced management & operational capacity of local WROs to implement long term programs on women’s empowerment **(result statement is revised as proposed)** | # of supported WROs have standard policies (HRM, Financial, Gender) | Standard and updated policy not available | 17 WROs have Standard and updated HRM, Financial, Gender policies | * Relevant policies * Annual Report of WROs | * Relevant available policy documents review * Key Informant Interview (KII) | Annual | * WROs * Program & finance focal person of WVLB project |
| % of WROs reporting improved gender-responsive budgeting and financial management | Limited awareness on, Gender –responsive budgeting and financial management | 80% of WROs reported improved gender responsive budgeting and financial management | -Annual report  -Mid-term report | * Interview * Focus Group Discussion | Mid-term & final evaluation | * Program, Finance focal person of WVLB project * WROs * Deputy Manager-M&E |
| 1120  Increased access by local WROs to financial resources for implementing short–term programs or pilots women’s empowerment.  **(new statement)** | #/total supported women’s rights organizations receiving financial resources from other sources | 0 | 10 | * Annual Report * Monitoring report | * Report review | Annual | * WVLB project staff (Program, Finance, M&E) * WROs |
| 1210  Increased capacity of women’s rights organizations to deliver quality services to women and girls, particularly vulnerable and marginalized women and girls (revised) | # of women, girls and others reached through service delivery (direct and through referral linkage) | 0 | 10,000 | * Semi-Annual report * MIS | * Report review | Semi-Annual | * WROs * WVLB project/MJF team |
| #/total WROs staff who feel they have improved leadership in gender transformative values and practices | 0 | 120 | * Mid-term Evaluation * Final evaluation | * FGD * Interview * Short survey | Mid-Term | * WVLB project/MJF team |
| 1220  Increased capacity of women’s rights organizations to undertake advocacy, awareness-raising and outreach at the sub-national level, including to formal service providers and duty bearers. (New) | # of people reached through awareness raising, advocacy and outreach programs by supported WROs | 0 | 50,000 | * MIS * Event Report * Photographs | * Documents review * Observation | Semi-Annual | * WROs * WVLB project/MJF team |
| 1310  Increased capacity of women’s rights organizations to coordinate and collaborate with national and regional platforms, networks and alliances.  **(re-articulated)** | Number of events (demonstration/movement/ dialogue etc.) organized by WROs | 0 | 100 | * Event reports * Periodic progress report | * Report review * Observation | Semi-annual | * WROs * WVLB project/MJF team |
| Number of representation (disaggregated by locations and committees) in district level committees and connected with national and international level networks | 0 | 50 | * Periodic progress report | * Documents review * Observation * Key Informant Interview (KII) | Semi-annual | * WROs |
| **OUTPUTS** |  |  |  |  |  |  |  |
| 1111  Capacity building training designed and provided to local WROs on organizational, operational and financial management.  **(statement re-articulated)** | # WROs and their representatives received training[[7]](#footnote-7) on organizational management, operational management and financial management. | 0 | 198[[8]](#footnote-8) | * Training report * Participants list * Periodic progress report | * Review the report * Observation * Interview with WROs | Semi-annual | * WVLB project/MJF team * WROs |
| 1112  On-the-job mentoring on management and operational issues, including fundraising, guideline provided to selected WROs **(new)** | # and type of on the job mentoring and Technical Assistance on organization management, financial management and program management issues received by WROs. | 0 | 50 per quarter | * MIS Report * Periodic Progress report | * Report Review * Field visit report | Quarterly | * WVLB project/MJF team |
| **1122**  Responsive funds provided to selected WROs to respond to emerging local issues/innovative/changes in context/emergencies  **(new)** | # WROs receiving funding to respond to emerging local issues/innovative/changes in context/emergencies | 0 | 10 | * List of the WROs * Deed of agreement * Funding disbursement report | * Review the document * Interview | Annual | * MJF * WVLB project/MJF team |
| #end user/beneficiaries supported with responsive funding | 0 | 30,000 | * Annual Report * MIS Report * Beneficiary List | * Report review * Beneficiary list review | Annual | * WVLB project/MJF team * WROs |
| **1211**  Multi-year funding provided to selected local women’s rights organizations to support their service delivery and to implement their proposed programs. **(revised statement)** | # of WROs that receive multi-year funding | 0 | 17 | * List of the WROs * Deed of agreement * Funding disbursement report | * Review the document * Interview | Annual | * MJF * WVLB project/MJF team |
| 1212  Capacity building provided to WROs on program management | Number of participants trained[[9]](#footnote-9) (disaggregated by WROs and issues of training) on program management | 0 | 448[[10]](#footnote-10) | * Training report * Participants list * Periodic progress report | * Report review * Observation * Feedback from the trainee * Interview with WROs | Semi- Annual | * WVLB project/MJF team * WROs |
| 1221  Advocacy, awareness-raising and outreach capacity development designed and delivered  **(new statement)** | # and type of events/ workshops on advocacy, awareness-raising and outreach capacity development delivered | 0 | 25 | * Events/Workshop report * Photographs * Periodic progress report | * Report review * Interview | Annual | * WVLB project/MJF team * WROs |
| 1222  Selected WROs supported to design, implement, monitor and assess subnational advocacy, awareness-raising and outreach activities | # and type of tools developed to implement, monitor and assess subnational advocacy, awareness-raising and outreach activities by selected WROs | 0 | 10 | * List of developed tools * Periodic Report | * Review the tools * Report review | Annual | * WVLB project/MJF team * WROs |
| 1311  Coordination, collaboration and capacity development support delivered to women’s rights organizations and networks. **(revised as per suggestion)** | # training/ workshops on coordination and collaboration capacity development designed and delivered to networks advancing women’s rights and gender equality | 0 | 12 | * Training report * Participant list * Annual report | * Report review * Observation * Feedback from the participants | Annual | * MJF management * WVLB project/MJF team |

**Annex-3 List of Women Rights Organizations (WROs)**

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| **Sl.** | **Name of WRO** | **Project Title** | **Project location** |
| 1 | Ananya Kallyan Sangathon (AKS), Bandarban | Sustainable Rising through Empowerment and Youth Advancement (SREYA) | Bandarban |
| 2 | Bangladeshi Ovibashi Mohila Sramik Association (BOMSA), Dhaka | Enhanced Safety and Security of Women Migrant Workers (ESSWMW) | Dhaka, Narsingdi & Jashore |
| 3 | Centre for Women and Children Studies (CWCS), Dhaka | Empowerment of Returnee Women Migrants (ERWM) | Dhaka |
| 4 | Concerned Women for Family Development (CWFD), Dhaka | Agameer Pothe | Noagaon |
| 5 | Dalit Empowerment Foundation (DEF), Satkhira | Participation of Women for Ensure Rights- POWER | Satkhira |
| 6 | Diner Alo Hijra Unnayan Mohila Sangstha | Leadership and Empowerment of Transgender | Rajshahi |
| 7 | Khagrapur Mohila Kalyan Somity (KMKS), Khagrachari | Road to empowerment of women and girls (REWG) | Khagrachari |
| 8 | Mukti Mahila Samity (MMS), Doulatdia, Goalanda Rajbari | Alternative Livelihood Opportunity (ALO) | Rajbari |
| 9 | National Council of Disabled Women (NCDW), Dhaka | Participation of Women with Disabilities in Gender Equality | Dhaka |
| 10 | Paribarik Aye Unnoyan Mohila Songstha (FIDA), Lalmonirhat | Voice for Women and Girls Rights Program | Lalmonirhat |
| 11 | Pragroshor Shamajik Unnayan and Progoti Kendro, Dhaka | Jukto Hou, Mukto Hou: Connecting survivors, strengthening voices and creating gender-transformative changes | Dhaka |
| 12 | Progressive | Women In Power | Rangamati |
| 13 | Sex Workers' Network Bangladesh (SWNB), Dhaka | Facilitating Attainment Initiative of Rights and Empowerment (FAIR) of Sex Workers and their Children | Jamalpur, Nilphamari, Rangpur, Jeshore, Patuakhali, Manikganjo, Bagerhat, Faridpur, Cumilla, Chattogram, Dhaka. |
| 14 | Shustha Jibon, Dhaka | Equality and Social Justice for Hijra and Transgender Women Population | Dhaka |
| 15 | Uddipto Mohila Unnayan Sangstha (UMUS), Satkhira | Securing Underprivileged Children & Women from Obstacle’s by Nurturing Activist (SUChWONA) | Satkhira |
| 16 | Women's Education for Advancement and Empowerment (WEAVE), Rangamati | Women Empowerment through Learning Leadership (WELL) | Rangamati |

1. Score: The organizational capacity need assessment measured through scoring where 4 is the status of an ideal organization and well performed and 1 is low in performance, accordingly 2 and 3 is in between. [↑](#footnote-ref-1)
2. Based on the capacity need assessment of WROs the criteria of Organizational Governance are Goal/Objective of the organization; organizational Structure; Board Composition and Responsibilities of the organization; Legal status and Leadership or Succession plan of the organization [↑](#footnote-ref-2)
3. Based on the capacity need assessment of WROs the criteria of Organizational Management are Strategic plan; Annual plan; Annual organizational report; Knowledge Management; Stakeholders involvement; diversification of new funding resources; Internal communication system; and Decision-making process [↑](#footnote-ref-3)
4. Based on the capacity need assessment of WROs the criteria of the Administration are Policies & Procedures, Procurement policy, Fixed asset management and Gender & Culture [↑](#footnote-ref-4)
5. Based on the capacity need assessment of WROs the criteria of the organizational Human Resources and Management are staff Job description; Recruitment and Retention system; Personnel Policies; Staff Salaries and Benefits and Staff Performance Management [↑](#footnote-ref-5)
6. Based on the capacity need assessment of WROs the criteria of Financial Management are Financial systems and procedures; Financial Controls; Financial Documentation; Audits and Financial Reporting [↑](#footnote-ref-6)
7. The types of trainings/workshops/conferences include workshop on financial policy, workshop on gender & sexual harassment policy, workshop on human resources management policy, workshop on gender mainstreaming through feminist approach, Training on project design and proposal writing management etc. [↑](#footnote-ref-7)
8. This number represented multiple counting of a person attended in different trainings several times. [↑](#footnote-ref-8)
9. The types of trainings/workshops are workshop/orientation with WROs on WVL Bangladesh Project Implementation, Training on feminism, gender equality, women empowerment, Training on Team building and transformative leadership, Training on advocacy & campaign on gender equality, Training on project monitoring tools & monitoring plan, Refreshers Training on project monitoring tools & monitoring plan, Training on compliance and financial management, Refresher Training on compliance and financial management, Training on basic counseling, Online/real time reporting and MIS update, Annual performance review workshop, annual meeting etc. [↑](#footnote-ref-9)
10. This number represented multiple counting of a person attended in different trainings several times. [↑](#footnote-ref-10)