

Manusher Jonno Foundation (MJF)
Renewed Women's Voice and Leadership (RWVL) – Bangladesh Project

Terms of Reference (ToR)
for
Organization's Capacity Need Assessment of Partner Organizations

1. Background

The Renewed Women's Voice and Leadership (RWVL) program is a global initiative by Global Affairs Canada. It aims to address the global funding gap for women's organizations, particularly those working at the intersection of multiple forms of discrimination and those in conflict-affected and crisis-affected countries, which receive even less funding.

In Bangladesh, Manusher Jonno is implementing the project in collaboration with 22 organizations. The RWVL-BD project aims to support and build the institutional capacity and growth of locally led women's organizations. The RWVL project is built on its commitment to intersectionality—recognizing that the critical attention to include those most often left behind- women with disabilities, Hijra, transgender and non-binary individuals, and communities facing systemic exclusion. The RWVL project has been partnering with women-led organizations, which are categorized as Women's Rights Organizations (WROs)¹, Feminist Organizations (FOs)², Community-Based Organizations (CBOs)³, women's networks, gender-diverse groups⁴, and promote gender equality and the rights of women and girls in all their diversity. Additionally, the project addresses women's human rights, gender-based violence, Sexual and Reproductive Health and Rights, safe migration, challenges social norms, advocates for an enabling environment, pushes for the implementation of laws and policies, engages in evidence-based policy advocacy, fosters leadership, and supports collective action.

2. Rationale

The Renewed Women's Voice and Leadership (RWVL) project is a subsequent phase that MJF has continued for the last 5 years, titled Women's Voice and Leadership (WVL), and builds on learnings from

¹ Women's organizations with a mandate of addressing women's rights issues, led, and governed by 100% women. Their key role is to build women's agency, adopt empowerment process, build collective movement, and advocating for rights.

² FOs are often women-led and governed by women to identify the structural barriers in social systems that resist women's advancement, advocate to reduce inequality, and challenge social norms. The key role is promoting intersectional approaches to address the diverse experiences of women from various groups.

³ Typically led and managed by socially excluded groups, they are positioned far behind in accessing donor funds directly. Their key role is to understand the inequality, foster women's agency, and promote empowerment. For example, but not limited to, may include ethnic women's organizations, organizations led by women with disabilities, Dalit women's organizations, sex workers' organizations, etc.

⁴ Gender-diverse Organizations: Organizations work with the specific groups regardless of their sexual and gender identities, who are excluded and don't align with traditional gender binaries. To achieve this, the project aims to include smaller, unregistered groups or philanthropic organizations within larger, legally registered WROs, FOs.



women's organizations. It acknowledges that groups working at the intersection of multiple forms of discrimination-affected and small organizations receive even less funding.

In 2020, an Organizational Capacity Needs Assessment (OCNA) was conducted under the WVL project as a baseline to identify gaps in organizational development, followed by a 2024 Organizational Capacity Evaluation (OCE) to measure progress made by WROs over the years and to assess how they incorporated and practiced feminist approaches into policies and practices. Past findings identified challenges in feminist governance, institutional sustainability, strategic leadership, advocacy, program design, monitoring, and gender budgeting. Additional gaps existed in accountability, resource mobilization, evidence-based advocacy, and movement strengthening, impacting the sustainability of women-led entrepreneurship.

MJF plans to conduct an assessment to understand the 'organizational capacity needs' of the RWVL partners and determine if current capacities align with the project's feminist and transformative goals. This is essential for identifying specific areas of major capacity gaps highlighted in assessments such as DDA, OCE, and the WVL end-line evaluation. The assessment aims to provide evidence to help MJF and RWVL partners strengthen capacities by developing a 'Capacity Building Strategy and Plan'. It will support the project's three pillars: organizational capacity and sustainability, programming and advocacy, and movement strengthening.

The RWVL-Bangladesh project design is committed to conducting an organizational needs assessment with partner organizations and community groups (associated networks). This assessment will identify key skills and capacity gaps related to an organization's development and growth, as defined by its mandates.

3. Core Principles of the Study

The organizational capacity needs assessment is grounded in feminist principles, going beyond technical compliance to examine how power, gender norms, and institutional practices influence leadership, decision-making, accountability, and sustainability within organizations. It will examine feminist approaches, values, and contextual factors in each organization's culture, leadership dynamics, and policy articulation on inclusivity and intersectional discrimination. It will adopt an integrated, mixed-methods approach (quantitative and qualitative) to assess current policy articulation and institutional practices.

The project's logic model is provided in **Annex 1**. The study will cover the areas of:

- i. Governance, leadership, and institutional plans,
- ii. Human resources, administration, and financial management,
- iii. Sub-grants management/downstream partnership,
- iv. Feminist program design, implementation, MEAL, and KM
- v. Evidence-based advocacy and networking.
- vi. Resource mobilization and sustainability.
- vii. Capacity building requirements through training needs assessment.

4. RWVL Project Brief

Ultimate outcome

Increased enjoyment of human rights by women and girls in all their diversity and the advancement of gender equality in Bangladesh

Intermediate Outcome

- Enhanced organizational capacity, resilience, and sustainability of local women's rights organizations (WROs) and gender-diverse groups to advance their gender equality mandates.
- Strengthened programming and advocacy of WROs, gender diverse groups, and women's human rights defenders (WRHDs) to advance gender equality and empower women and girls.
- Increased effectiveness of sub-national, national, regional, and global women's rights platforms, networks, and alliances to affect policy, legal, and social change.

Immediate Outcome

- Increased access of selected local WROs and gender diverse groups to the time, space, and resources they need to address their self-identified organizational capacity gaps.
- Increased access of selected local WROs and gender-diverse groups to the resources required to deliver transformative, intersectional programming and local advocacy.
- Increased access of selected local WROs, gender diverse groups, and WHRDs to timely resources to respond to emerging crises and opportunities.
- Increased capacity of feminist networks and alliances to collectively conduct the policy advocacy for the rights, interests, and participation of women and girls, particularly the structurally excluded.

Project Pillars

Pillar 1 is focused on strengthening organizational capacity and sustainability; areas will be included

- Governance Improvement
- Financial System Development
- Policy Making
- Program Management Skill Building
- Institutional Plans & Strategies
- Strengthening CBOs and Regulation
- Training (Organizational Capacity Needs Assessment)
- Collective Care, and Mentoring

Pillar 2 is dedicated to gender-responsive programming and advocacy that promotes enabling environments for women's economic empowerment. Major focus areas for this pillar included:

- Grassroots Agency Creation
- Leadership & Empowerment
- Knowledge & Capacity Building for Grassroots Women Agencies
- Social Campaign & Mass Awareness
- Rights Claiming and Local Advocacy
- Economic Empowerment



Pillar 3 aims to strengthen movement through collective action, leadership development, and collaboration among women- and transgender-led groups. Major focus areas for this pillar included:

- National Network & Alliance Strengthening
- Movement Building through Collective Actions
- Policy Influencing
- Knowledge Sharing Among the Organizations (partner & non-partner)

5. Partner organizations and geographic location:

A total of 22 WROs are serving as implementing partners, and this study will conduct OCNA for 11 partner organizations alongside their supported networks (details in [annex-2](#)). The thematic areas of the WROs cover: 1) GBV; 2) Safety and Security; 3) Inclusive Economic Empowerment; and 4) Sexual and Reproductive Health and Rights (SRHR). The project has been implemented in over 20 districts across the country, reaching 55,000 women, girls, and gender-diverse individuals directly.

6. Objectives of organization capacity development need assessment:

The overall objective of the study is to identify key capacity gaps and propose tailored capacity-strengthening support for partner organizations, including the development of clear, context-specific organizational development indicators.

The consulting firm will investigate the following aspects to fulfill the core and specific objectives:

SI	Core Objectives	Specific Objectives
	<p>To examine the fundamental purpose and direction (Vision, Mission, Values) of partner organizations based on their role as women’s rights organizations, feminist organizations, women’s networks, and community-led organizations in the areas of Mission & Goal Alignment, Core Values, and Distinctiveness.</p>	<ul style="list-style-type: none"> • Shared Vision and Mission: Examination of whether the stated mission and goals are clearly articulated, understood, and shared by staff, leadership, and board members. • Core Values of Sisterhood: Examination of the shared values, principles, and beliefs that guide daily behavior, decision-making, and organizational culture as a women’s rights organization or feminist organizations. • Distinctiveness: Identification of what sets the organization apart from others (its unique niche or "brand") • Policy Articulation: To assess the availability of the policies or plans required to act as feminist organizations, women's rights organizations, community-led organizations, and a network.

<p>To examine leadership and governance identity in terms of power practices, gender norms, leadership patterns, accountability, and sustainability within the organizations.</p>	<ul style="list-style-type: none"> • Leadership Style: Assessment of how leaders define direction, inspire staff, and demonstrate commitment to feminist leadership promotion, fulfilling the organizational mandates. • Governing Body Dynamics: Assess the board's engagement, adherence to the constitution, and role in defining the long-term vision of gender equality by upholding women's human rights. • Decision-Making Culture: Examine how decisions are made (top-down vs. participatory) and the extent to which they align with shared feminist values. • Supportive policies for feminist values: Assess whether existing organizational policies uphold affirmative action for substantive equality and ensure a safe, enabling environment in which women, girls, and gender-diverse people can fully exercise their rights.
<p>To examine organizational culture, values, norms, and practices (e.g., shared beliefs about women's rights, communication patterns, decision-making, etc.) that uphold feminist values.</p>	<ul style="list-style-type: none"> • Organizational Culture: Assess the extent to which the working environment is safe, enabling, and favorable for women and gender-diverse people, and is supportive of feminist values and expanding sisterhood. • Communication Patterns: Assess how information is shared internally and how organizational identity is communicated to stakeholders. • Decision-Making: Examine how decisions are made through participatory methods that respond to the needs of staff and project participants—paying particular attention to the needs of women within the organization—and that are informed by community needs assessments grounded in gender analysis. • Gender Responsiveness: Understand the institutional practice of considering women,



		<p>girls, and gender-diverse people, in all their diversity, as rights-holders and decision-makers, not only as beneficiaries.</p>
	<p>To assess partner organizations' understanding and practical application of gender-responsive approaches that promote fairness and social justice, ensure organizational and programmatic sustainability, and enable timely, effective responses to emergencies and crises.</p>	<ul style="list-style-type: none"> • Gender Responsive Budgeting: Examine how budgets and entitlements reflect specific needs of women, girls, and gender-diverse people, in all their diversity, risks, and constraints (time, mobility, safety, care work, disability, Sexual Orientation, Gender Identity and Expression, and Sex Characteristics-SOGIESC, etc.). • Targeted Analysis: Examines whether budget policies and decisions reduce or widen gender gaps to promote gender equality and women's empowerment. • Capacity to respond to Crises: Understand the organizational capacity to grant administration, compliance, and risk management systems, including the capacity to manage resources transparently and respond to emerging crises and opportunities.
	<p>To assess the organizational strengths and capacities of project design and implementation of partner organizations designing transformative, intersectional, and rights-based programming and advocacy to advance gender equality and the human rights of women and girls in all their diversity.</p>	<ul style="list-style-type: none"> • Conceptual understanding: Knowledge of feminist principles, gender equality, intersectionality, and rights-based approaches. • Technical capacity: Skills in program design, gender-responsive budgeting, MEAL/PMEL, knowledge management, and evidence-based advocacy. • Practical skills: Ability to plan, implement, monitor, and adapt programs; facilitate collective entrepreneurship and women's economic empowerment initiatives. • Feminist MEAL and learning: Capacity to integrate feminist monitoring, evaluation, accountability, and learning systems and to use evidence for reflection, adaptation, and advocacy.

		<ul style="list-style-type: none"> • Sustainability and crisis response: Ability to manage resources transparently, ensure organizational and programmatic sustainability, and respond effectively to emergencies and emerging opportunities. • Evidence-based Advocacy: Skill and ability to generate evidence-based advocacy and policy engagement.
	<p>To assess the capacity of strengthening women’s movements as networks and alliances, and undertake joint, evidence-based policy advocacy at sub-national, national, and broader regional levels.</p>	<ul style="list-style-type: none"> • Experience, structure, and practices⁵: Assess the ability of organizations to engage in collaborative mechanisms for collective action through feminist network and alliance-building. • Effectiveness of Formed Networks: systematically examine the effectiveness of existing feminist networks and alliances, and to assess their current and potential capacity to catalyze and sustain a comprehensive collective movement and evidence-based policy advocacy at sub-national, national, and regional levels. Policy Advocacy Initiative: Ability to strengthen women’s movement and collective voice for marginalized groups in policy advocacy at local, national, and regional levels.

7. Scope of work:

The Organizational Capacity Assessment instruments will be administered across partner organizations. The core domains include leadership and governance, organizational structures and systems, human resource management, financial management, program management, planning, monitoring, evaluation,

⁵ This includes analyzing the quality and inclusiveness of coordination and governance mechanisms; the extent and depth of collaboration among women’s rights organizations, gender-diverse groups, and community-led organizations; the robustness of shared agendas and joint action plans; and the ability of these networks and alliances to mobilize constituencies, generate and use evidence, influence policy processes, and respond collectively to emerging crises and opportunities. The objective further encompasses identifying structural, relational, and resource-related gaps that constrain effective movement-building and advocacy, and outlining priority capacity development needs to strengthen the strategic leadership, resilience, and sustainability of these networks and alliances over the life of the RWVL-Bangladesh project and beyond.



and learning (PMEL), and knowledge management—providing a standardized baseline for comparative analysis. Under this assignment, the consultant/team will undertake the following tasks and deliverables:

- A desk review of key organizational documents (policies, strategic plans, financial reports, manuals, and previous assessments) will be undertaken to triangulate primary data and strengthen the evidence base.
- Develop standardized tools to assess institutional capacity across governance, administration, systems, policies, financial management, working environment, and organizational practices, as well as knowledge, skills, and abilities, in order to identify and prioritize further capacity development needs for both institutional growth and individual performance.
- Conduct the inception meeting with the RWVL-B team to revise the methodology, tools, and work plan.
- Prepare an inception report outlining the proposed organizational capacity assessment methodology, assessment tools, and a detailed work plan, including timelines and roles.
- Conduct capacity assessment for 11 partner organizations and their partner organizations and review the end-line assessment report of 11 partners from WVL (last phase).
- Prepare a common report for RWVL-B covering all POs and separate 22 reports for individual partners.
- The OCNA will also be included in the Training needs assessment for all WROs (22 POs) through a formal method.
- Produce a consolidated assessment report, based on the findings of the individual organizations, that synthesizes and compares results across all assessments, and make this report available in both digital and hard copy formats.
- Present the primary findings with partner organizations to validate and endorse the findings.
- Deliver a presentation of key findings, conclusions, and actionable recommendations to MJF and relevant stakeholders, facilitating validation and alignment.
- Update and refine the Capacity Development Index, with a specific focus on programmatic and financial management capacities, in line with assessment findings, to inform future planning and investment.
- Design a framework for organizational capacity development, aligned with the assessment results and recommendations, including monitoring tools to support effective tracking, learning, and adaptive management in the next project phase.

8. Methodology

The capacity needs assessment study will adopt a strongly participatory and consultative approach, ensuring that partner organizations and MJF play active roles at every stage of the process from design to validation and use of findings. The approach is grounded in feminist principles, power analysis, and respect for the lived experiences and agency of women, girls, and gender-diverse people.

The methodology will combine qualitative and quantitative methods to generate a comprehensive, nuanced picture of organizational capacities, gaps, and growth potential across the six core domains outlined in the ToR. All tools and processes will be co-developed with MJF and will be sensitive to context, language, and accessibility.

8.1 Overall Approach and Principles

The assessment will be guided by the following core principles:

Participation and Shared Ownership: Engage leadership, staff, board members, volunteers, and, where appropriate, community representatives of each WRO throughout the process.

Use participatory workshops and reflection sessions so organizations co-define capacity priorities and interpret findings, rather than being passive respondents.

Feminist and Rights-Based Lens: Apply feminist analysis to all tools and discussions, examining how power, gender norms, intersectional identities (including SOGIESC, disability, class, ethnicity, etc.), and institutional cultures shape organizational capacity. Recognize women, girls, and gender-diverse people as rights-holders and decision-makers, not only as beneficiaries.

Mixed-Methods and Triangulation: Combine quantitative scoring (e.g., OCAT-based surveys, capacity indices) with qualitative insights (SWOT Analysis, FGDs, key informant interviews, document review, observation). Triangulate across data sources (staff, leadership, board, documents, and MJF perspectives) to validate findings.

Learning-Oriented and Developmental: Treat the assessment as a learning journey for each organization, not an inspection or audit. Provide immediate feedback spaces (e.g., end-of-workshop reflections) to strengthen organizational learning and ownership.

Ethical, Safe, and Inclusive Practice: Adhere to feminist ethical research standards: informed consent, confidentiality, non-judgmental facilitation, and do-no-harm. Ensure safe spaces for participation, especially for women, young staff, gender-diverse people, and persons with disabilities.

9. Time frame

The consultant/consulting firm will submit a proposed work plan with key milestones within a week of signing the contract; this work plan will be reviewed and approved by Manusher Jonno Foundation. It is anticipated that the final report will be produced within **110 calendar days** of the contract signing. While the draft report is being produced, it should be shared with MJF (in PPT and Narrative form), and MJF will provide feedback upon receipt. Throughout the assignment, follow-up meetings will be held between the contracted consultant/consulting firm and MJF as frequently as possible. The timetable for this assignment will be as follows:

Tasks	Days
Inception meeting, desk review, and revised methodology and tools	10 days
Pre-testing in the field and instrument adaptation	5 days
Final Methodology, Tool development, and approval	10 days
Team onboarding and training	5 days
Field data collection	30 days



Data cleaning and analysis	15 days
Reporting and presentation	20 days
Final Report	15 Days

10. Expected Deliverables

- Inception Report that includes methodology, tools, scoring framework, work plan, etc.
- Conduct capacity assessment for 11 partner organizations and their partner organizations and review the end-line assessment report of 11 partners from WVL (last phase).
- Prepare a common report for RWVL-B covering all POs and separate 22 reports for individual partners.
- The OCNA will also be included in the Training needs assessment for all WROs (22 POs) through a formal method.
- A consolidated report, available in both digital and hard copy formats, encompassing 14 individual reports from WROs. These reports will cover the current state and additional requirements for the capacity development index and the organizational capacity baseline score, addressing both soft and hard skills, and will include the associated data collection tools and datasets.
- Presentation of the primary discoveries and recommendations.
- Development of an updated capacity development index, focusing on programming and financial aspects, in accordance with the findings and recommendations, to inform the next stage of the project.
- Develop a prioritized list of essential capacity-building trainings for partner organizations.
- Formulation of an upgraded monitoring framework for capacity development, tailored to align with the findings and recommendations, as part of the preparations for the next project phase.

11. Preparation of the proposal

The consultant/firm will submit a detailed proposal for the assignment. The proposal must detail the methodology, tools, and analysis plan. 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 principles.
- 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 (Gender equality, Women and girls' rights, gender diverse groups, and women engaged in survival-based, high-risk, or informal livelihoods, etc.) 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 worksheet.



12. Mode of payment

An interested person/research organization is requested to submit a technical and financial proposal of no more than 15 pages outlining their understanding of the assignment and plan of work through the email given below by **11 June 2026**.

The maximum budget for this OCNA survey is BDT 18 lacs–20 lacs, inclusive of VAT and taxes, and it is a **competitive bidding process**. The technical and financial proposal must be submitted in separate envelopes or files. It requires a detailed budget breakdown (fees, travel, logistical costs). This should be a competitive process for selecting the consulting firm.

The proposals received will be assessed and shortlisted, and only shortlisted consultants or firms will be contacted for the next step (presentation), and the final selection will be finalized after negotiation. Interested persons/organizations are requested to forward an updated curriculum vitae and work evidence, including both soft and hard copies, as a sample/example, together with the proposal. The financial proposal must include VAT. Consultancy days and fees (to be mentioned for key team members). The unit cost of each delivery should be mentioned

The payment will be made through the A/C Payee Cheque/Bank Transfer in favor of the contract holder. All expenditure during the survey will be borne by the consultant/firm. MJF will deduct tax in accordance with the TAX and VAT Regulations of the Government of Bangladesh. The payment will be made according to the following schedule:

Sl. No	Deliverable	Payment schedule
1	Submit the inception report, including the methodology, tools, scoring framework, work plan, etc.	30% of the total amount
2	Submission of the Final Methodology, Tools, and Workplan after conducting the consultations with RWVL-B and selected WROs and Community-Led Organizations	20% of the total amount
3	Submission of the Draft Report, including the areas mentioned in the deliverables section	30% of the total amount
4	Submission of the final report, including the updated capacity development index and upgraded monitoring framework	20% of the total amount

13. Expected competency of the consultant/consulting firm

Interested consultants/consulting firms are expected to have the following competencies and experience:

- Proven experience in institutional capacity assessment and in conducting similar studies for NGOs, women’s rights organizations, community-led organizations, and women’s networks.
- Proposed team lead/ technical experts must be core, fully dedicated staff members of the organization/firm.
- Demonstrated ability to produce high-quality analytical and narrative reports in both English and Bangla.
- Proven experience and strong conceptual grounding in feminist approaches, gender equality, women’s rights (including marginalized groups), empowerment and leadership, and policy advocacy.

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Reporting and presentation	20 days
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- 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 (Gender equality, Women and girls' rights, gender diverse groups, and women engaged in survival-based, high-risk, or informal livelihoods, etc.) 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 worksheet.

- CV(s) (max. 3 pages) of key person(s) to be involved at any stage of the assignment with respective roles and tasks of all those involved – focusing on relevant experiences and expertise on Work experience in an emergency humanitarian context.
- At least 3 different client references (preferably NGOs or international organizations) and proof of previous experience with the same type of service (copies of contracts, order forms, delivery notes, etc.).

15. How to apply

Interested participants are invited to submit their proposal along with a cover letter to include a brief overview of which of your previous experiences makes you the most suitable applicant for this assignment, a technical and financial proposal, a previous sample report, and CVs on or by **11 June 2026**. **The proposal (both technical and financial)** should be submitted to the following emails in a **separate attachment** in PDF format: procurement@manusher.org

16. 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. Also, the Consultant should ensure the safeguarding of vulnerable participants and obey the feminist ethical research principles

17. Termination of agreement

Either party may terminate this agreement by giving written notice within 15 (fifteen) days of the date of signing. MJF reserves the right to unilaterally terminate the contract if:

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

18. General terms and conditions

- The individual consultant/ firm will not be permitted to assign any of its 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.
- 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.
- MJF may make general changes, in writing, within the scope of the content affecting the services to be performed or the 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 an equitable adjustment in the contract price, delivery schedule, or both, and shall modify the contract in writing accordingly.
- 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 the total agreed amount if the agreed deadline is missed and the requirements are unsatisfactory.



- 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.

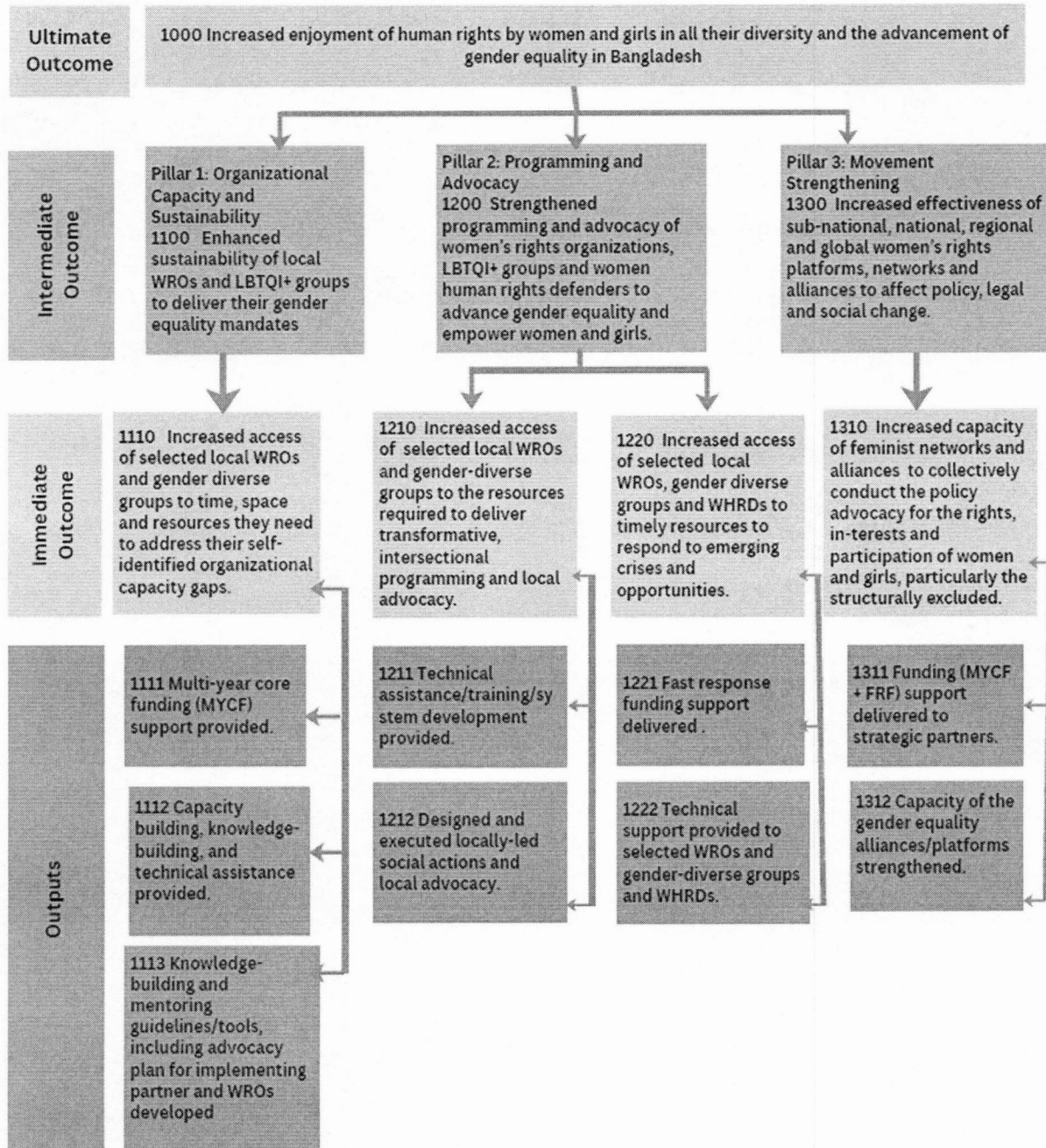
Safeguarding / Protection Policy:

The individual consultant/ team/ firm shall comply with MJF's 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 with MJF's safeguarding policy.

Prepared By		Approved By	
Name	Amitav Kumar Kundu	Name	Mohuya Leya Falia
Signature		Signature	
Date	19.5.26	Date	19.05.2026

Annex-1 Logic Model

Logic Model - RWVL-B Project





Canada

Annex-2 List of Women's Rights Organizations (WROs)

List of Recommended Organizations for the OCNA
Multi-year Funding Partnership
Renewed Women's Vice and Leadership (RWVL) Bangladesh Project
Implemented By: Manusher Jonno Foundation (MJF)

SL	Organization Name	Project Location (District)	Category
1	Association for Alternative Development (AFAD)	Kurigram	New
2	Amrai Pari Paribarik Nirjaton Protirodh Jot (WE CAN)	Dhaka	New
3	Bangladesh Nari Progati Sangha (BNPS)	Dhaka and Netrokona	New
4	Bangladesh Nari Sramik Kendra (BNSK)	Dhaka and Khulna	New
5	Initiative for Right View (IRV)	Khulna and Koyra	New
6	Katnarpara Nari Unnayan Sangstha [KNUS]	Bogra	New
7	Nondita Surokkha	Faridpur	New
8	Oboyob Youth Organization	Dhaka and Jashore	New
9	Swarnobhumi Mohila Unnoyon Songstha (SMUS)	Dinajpur	New
10	Welfare Efforts (WE)	Jhenaidah	New
11	Women with Disabilities Development Foundation (WDDF)	Dhaka and Bogra	New