

Terms of Reference (ToR) for recruiting data enumerators for the Annual Survey of Securing Rights of Women Domestic Workers in Bangladesh

1. Introduction:

Oxfam is an international confederation networked together in more than 90 countries, as part of a global movement for change, to build a future free from the injustice of poverty. Oxfam since the beginning of the journey in Bangladesh wants to create a vibrant and equitable society where women and men both can demonstrate their knowledge, skills and leadership towards resilient societies through good governance process – with a focus on improving lives. We work in collaboration with others to influence key actors by investing and mobilizing knowledge and resources towards a just, safe, and sustainable impact for the poverty-stricken and the most vulnerable. Our vision is to fight against poverty.

2. Background:

The Securing Rights of Domestic Workers in Bangladesh project (Securing Rights) aims to improve the well-being of women domestic workers—one of the most marginalized labour groups in Bangladesh - by enabling them to access their rights to engage in “decent work” as defined by the International Labour Organization (ILO). Funded by Global Affairs Canada (GAC), this five-year project (2019-2024) works with 16,000 women domestic workers within Dhaka city, as well as employers and influencers (community leaders, private sector, political actors, government officials, youth leaders and other duty bearers). It further engages networks and alliances working on domestic workers rights including Domestic Workers Rights Network (DWRN), organizations that provide legal and social support and services for women and girls who have experienced violence, public and private life-skills and occupational training support providers, and key government organizations in influencing change. Specifically, the project is implemented by several 7 partners including women’s rights organization, Bangladesh Labour Institute, two civil society organizations, and several private sector organizations that include private placement agencies and an international communication consulting partner with support from Oxfam. The project partners are located in Dhaka, Bangladesh.

The Securing Rights project’s ultimate outcome (1000) is to increase the well-being of women domestic workers in Dhaka, Bangladesh. The project will contribute to this ultimate outcome by achieving the following intermediate outcomes by its completion:

- Intermediate Outcome 1100: Strengthened agency of women domestic workers to claim and defend their rights in relation to decent employment
- Intermediate Outcome 1200: Improved social norms on women domestic workers’ rights, including increased recognition of domestic work as a formal profession, promoted by policy makers, government and employers and the wider society

The annual survey study will be conducted during the fifth year of project implementation. The baseline was conducted in 2019; however, delays from COVID-19 impacted project activities and delayed the mid-point learning review. A final evaluation will be carried out at the end of the project. Before the final evaluation, annual monitoring surveys are required to track and measure few short-term impacts or intermediate level outcome and most of the immediate level outcome of the project. This annual survey

will focus on collective learning for possible adaptable measures for the remainder of the project. Specifically, the enumerators will be expected to capture early project impacts, assess progress made on the project intermediate outcomes listed above, identify project successes and challenges (including unanticipated outcomes/results).

The intended primary users of the annual study are the target project participants including women domestic workers, domestic worker group leaders, domestic worker rights network, employers, and influencers, implementing partners, Oxfam in Bangladesh (OiB), and Oxfam Canada (OCA). The final findings will be disseminated with all project stakeholders, including donor.

To conduct the surveys, data enumerator's support is required by the Securing Rights team. This data enumerators will closely work with the MEAL Officers of Securing Rights project. The ultimate expected outcome of this assignment is to carry out surveys with women domestic workers, domestic worker group leaders and employers,

Oxfam is seeking suitable candidates for the above position. This study requires 12 enumerators to work for 15 weekdays (with training session).

3. Duration of Assignment:

This assignment will be contractual basis. Data enumerators are expected to begin the assignment immediately after agreement signing and responsible to complete the assignment within the agreed timeline. All the three surveys (Domestic Workers, Domestic Workers Group Leaders, and Employers survey) will be conducted between **7th March to 31st March 2024**. Data enumerators will get their final payment after the successful completion of these surveys along with other deliverables.

4. Qualifications and Expertise:

- Studying or Recent graduate from Social Science Background (Preferably from Sociology, Anthropology, Women and Gender Studies etc.)
- Some background in working with marginalized women in different areas of Bangladesh
- Interested in collecting data with domestic workers in different slums of Dhaka city.
- Data collectors can be both female and male. Female enumerators are preferred.
- Experienced in both offline and online data collection tools (Such as: KOBO, Survey CTO).
- Good command over written English and Bangla.

5. Application Procedure:

- A cover letter
- A CV covering key experiences