

# Oxfam in Bangladesh

## Terms of References (ToR)

### Baseline Study for Securing Rights of Women Domestic Workers in Bangladesh

#### 1. Rational & 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)<sup>1</sup>. Funded by Global Affairs Canada, this four-year project (2019-2022) will work with 16,000 women domestic workers within Dhaka city as well as influencers (community leaders, private sector, political actors, government officials, youth leaders and other duty bearers), networks and alliances working on domestic workers rights including Domestic Workers Rights Network (DWRN), organizations that provide psycho-social services for women and girls who have experienced violence, public, non-public and private technical and vocational training support providers, and key government organizations in influencing change.

The four-year project plan to build on the momentum created by the Government of Bangladesh’s approval of the Domestic Worker Protection and Welfare Policy (DWPWP) in following four key ways: First, the project will provide women domestic workers with access to skills training and official accreditation that is expected to lead to formal employment opportunities. Second, it will increase women domestic workers’ awareness of their rights and improve their agency to claim those rights, especially the right to decent work including the living free from violence. Third, it will increase the capacity of the influential, civil society organizations (CSOs) and other key stakeholder and intermediaries to implement and monitor the DWPWP. Lastly, work towards changing attitudes, norms and behaviours of the wider Bangladeshi society regarding domestic workers and entitlements.

The project will be implemented by several partners including a 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.

*Please see the theories of change, project logical framework, and, performance measurement framework (PMF), SRDW Baseline Sample Size Estimations, Ethical and Safety Guidelines for Conducting Research on Violence against Women in Annex 1, 2, 3 and 4 respectively.*

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<sup>1</sup> Please see **Annex 1**: Theory of Change narrative for the project (working draft)

## 2. Study objectives:

The overarching goal of this study is to establish a baseline for measuring progress on project outcomes throughout the life of the project. The specific objectives of the study are as follows:

- To establish a baseline to measure progress towards project outcomes and progress on outcome level indicators
- Provide recommendations towards program implementation backed by evidence based research
- To collect evidence towards testing the assumptions identified in the project theory of change

More specifically, the study will:

- Collect evidence on the level of knowledge and perception towards domestic workers' rights and entitlements of policy makers, employers, and domestic workers based on the Domestic Worker Protection and Welfare Policy (DWPWP)
- Measure attitude, norms and behaviour of policy makers, employers and the wider society on domestic work as decent work
- Assess domestic workers agency on their ability to advocate for their rights especially their rights to live free from violence
- Assess relevant public policies (on their content and implementation) on domestic worker protection and entitlements
- Identify support service structures available for domestic workers
- Identify on-going project, campaigns or other initiatives currently being implemented related to domestic workers well-being

## 3. Methodology and components of the study:

The study will collect data from key target beneficiaries, stakeholders and intermediaries of the project within a specific time frame to provide us with a comprehensive snapshot of baseline conditions to prepare for project implementation plan. This study will be used to set targets for measuring performance of the project outcome (ultimate, intermediate and immediate) indicators for the next four years. The study itself will strive to apply a feminist lens throughout the process in line with feminist monitoring, evaluation, accountability and learning (MEAL) foundations. Please see **Annex 2** for more details.

There will be five key phases for the study:

- (i) Design
- (ii) Inception and desk review
- (iii) Primary data collection
- (iv) Analysis
- (v) Validation

A mixed methods approach will be employed to gather both qualitative and quantitative data. The quantitative data collection will be undertaken using surveys and the qualitative data collection will involve literature review (desk review) of context, key informant interviews (KII), focus group discussion (FGD), media monitoring (desk review), policy analysis (desk review), stakeholder/power analysis, and personal story collection.

The study will follow and implement the ethical and safety guidelines provided in Oxfam Guidance Note on Ethical and Safety Guidelines for Conducting Research on Violence Against Women and Girls/Gender Based Violence.

### 3.1 Desk review:

Desk review or secondary literature review<sup>2</sup> will need to be supplemented (where relevant) by interviews with key stakeholders/intermediaries:

- Review of current mechanisms/policies in place by government or other intermediaries that promote the well-being of women domestic workers
- Review of existing policies/framework in place that promote and protect the rights of women domestic workers, including the right to decent work and life free from violence
- Review of past published media reports on: violation of domestic workers' rights, and promotion of domestic workers' rights
- Review of past or on-going campaigns on women domestic workers' rights on traditional and social media
- Review of government organizations, public/private educational or training organizations and local CSOs, especially women's organizations currently implementing programs/initiatives on women domestic worker rights and entitlements, providing psycho-social support to domestic workers, providing skills development and life skill training for domestic workers, and domestic workers' leadership and advocacy training

### 3.2 Primary Data Collection:

Primary data collection will be undertaken in the geographic focus areas and using both qualitative and quantitative approaches.

#### 3.2.1 Geographic coverage

Securing Rights will be implemented in Dhaka City (both within Dhaka North and Dhaka South City Corporation zones). Due to the high population density as well as difficult and time-consuming transit system, the project partners have selected the following clusters for primary data collection within Dhaka City.

**Table 1: Geographic location for face-to-face survey data collection**

City Corporation	Area	Zone code (for this study)
Dhaka North City Corporation	Mohammadpur	Zone 1
	Mirpur	Zone 2
	Gulshan	Zone 3
	Khilkhet	Zone 4
	Mohakhali	Zone 5
Dhaka South City Corporation	Khilgaon	Zone 6
	Gendaria/Sutrapur	Zone 7
	Dhanmondi	Zone 8
	Paltan	Zone 9

**Table 2: Type of primary data collection approaches and target populations**

<sup>2</sup> Oxfam will provide a limited list of literatures that have been collected. The consultants undertaking the study are expected to search and review additional literature as needed.

Type of Data Collection	Target Population
Key Informant Interviews (KII)	Government officials including policy makers and ward councilors Political leaders Private sector actors DWRN Psycho-social support service providers
Focus Group Discussion (FGD)	Women's groups Men's groups Existing Domestic workers groups Male domestic workers
Survey (Face-to-Face)	Domestic workers (live-in and live-out) Community leaders Youth leaders Slum leaders Law enforcement officials Wider community (ages 25 years and older)
Survey (Online)	Wider community (ages 18 years and older)
Personal stories	Domestic workers (women, live-in and live-out)

### 3.2.2 Key informant interviews

These will be in-depth interviews with the key informants to collect information about their perspectives domestic workers' rights, especially their rights to decent work and life free from violence. Information will also be collected about their level of knowledge about existing policies (such as the DWPWP) in place. Key guiding questions will be used to collect the information from the informants. For each zone (see Table 1), data will need to be collected from the target populations identified (see Table 2). In some cases, there may be key informants who are not specific to a zone (for example, DWRN). It is expected that at least 30-35 KII will be conducted.

### 3.2.3 Focus group discussions

The goal of the FGDs will be to collect data on perspectives, level of knowledge and awareness on domestic workers' rights (including their right to decent work and life free from violence). A minimum of 3-5 participants need to participate in each FGD. For each zone (see Table 1), at least one FGD should be conducted with the target population (see Table 2). It is expected that 36 FGDs will be conducted.

### 3.2.4 Survey (Face-to-Face)

There will be three F2F surveys that will be deployed:

- (i) At the household level collection data from the wider community/domestic employers
- (ii) With influencers (community leader, youth leader, slum leader and domestic worker leaders, law enforcement officials)
- (iii) With domestic workers (live-in and live-out)

The objective of the survey is to collect the following key data for each group:

**Table 3: List of key data points for each F2F surveys**

Survey	Key data points
Wider community/ domestic worker employers	<ul style="list-style-type: none"> <li>• Demographic profile</li> <li>• Socio economic status of the household</li> <li>• Knowledge on domestic worker rights and entitlements</li> <li>• Attitudes, norms and behaviour on domestic workers' rights and entitlements</li> <li>• Nature of domestic worker employment/care work</li> <li>• Demand assessment</li> </ul>
Influencers	<ul style="list-style-type: none"> <li>• Demographic profile</li> <li>• Knowledge on domestic worker rights and entitlements</li> <li>• Attitudes, norms and behaviour on domestic workers' rights and entitlements</li> <li>• Nature of domestic worker employment/care work</li> </ul>
Domestic workers	<ul style="list-style-type: none"> <li>• Demographic profile</li> <li>• Education and skills assessment</li> <li>• Supply assessment</li> <li>• Knowledge on domestic worker rights and entitlements</li> <li>• Attitudes, norms and behaviour on domestic workers' rights and entitlements</li> <li>• Violence (in workplace and at home)</li> <li>• Nature of domestic worker employment/care work</li> </ul>

**Survey (F2F) Wider community/domestic worker employer:** Based on data from the 2011 population census conducted by the Bangladesh Bureau of Statistics, sex-disaggregated population ratio was used to calculate the age and sex-disaggregated population size for Dhaka City. Using the sum of people living in Dhaka city age 25 and older (2011 population size 5,186,558), sample size was calculated<sup>3</sup> using 90 percent level of confidence, 5 percent margin of error and 50 percent variability to arrive at a sample of 271 respondents. Taking into account non-response and data quality, a final sample of 312 respondents was determined.<sup>4</sup> Based on discussion at the SRDW Inception workshop, given that in most cases domestic workers are recruited and managed by women, at the household level 70 percent of the respondents surveyed should be women above the age of 25 years. At least 35 respondents (25F/10M) should be surveyed from each zone (see Table 1).

These surveys will take place at the household level. The following parameters need to be ensured:

- Men and women from the same household or neighbouring households cannot be surveyed
- Only men and women above the age of 25 can be surveyed
- Women must only be surveyed by female enumerators
- No monetary or non-monetary remuneration can be provided to the respondents.

**Survey of influencers:** Given that there is no established population size for influencers, it is not possible to undertake a statistical sample estimation. Instead a combination of quota and snowball sampling needs to be applied. For each zone (see Table 1), at least two respondents for each category of influencers

<sup>3</sup> Sample size was calculated using <http://www.raosoft.com/samplesize.html>

<sup>4</sup> Please see Annex 3: SRDW Baseline Sample Size Estimations

identified (see Table 2) must be surveyed. Therefore, it is expected that 72 influencers will be surveyed in total. If possible, equal ratio of female and male influencers should be surveyed.

**Survey of domestic workers:** According to the 2011 report by the DWRN, there are approximately 2 million people engaged as domestic worker across Bangladesh of which approximately 78 percent are women. There are no established sources for actual population size of domestic workers within Dhaka city. Therefore, the sample size estimation given below takes into account a few approximations.

According to the 2011 census, approximately eight percent of the total Bangladesh population lives in Dhaka city. To that end, approximately 160,000 domestic workers can be estimated to be working in Dhaka city. For a population size of 160,000 a typical sample size is 271 (with 90 percent level of confidence, 5 percent margin of error and 50 percent response distribution). Taking into consideration non-response and data quality, the final sample size would be 312. Based on the discussion at the SRDW PIP workshop, there were two key types of women domestic workers identified: live-in and live out. Of the 312, equal ratio of women live-in and live-out domestic workers should be surveyed. Therefore, approximately 34 women domestic workers in total (live-in + live-out) should be surveyed from each zone (see Table 1).

### 3.2.5 Survey (Online)

In order to capture data from working professional and young adults on attitudes, norms and behaviours as well as level of knowledge of domestic worker rights, a short online 'vignette' style survey will be developed. The survey will be available to those above the age of 18 years. There are no targets for this survey. The survey will be pushed out on various social media and other online platforms and will be active for a specific duration of time. Only surveys that are 98 percent complete will be used for analysis.

#### **Box 1: Data Collection for Surveys**

For both the F2F and online survey, Oxfam Canada mobile/web based data collection platform SurveyCTO will be used. Specifically, for the F2F surveys, the data will be collected using smartphones or tablets (with Android version 5.0 or higher operating system). The data collector will be able to access the survey from a pre-installed application on the device. The questionnaire will be in local language. The digital platform allows data entered into the questionnaire to be directly saved in the database, thereby eliminating the need for data entry and alleviating the overall data quality. It also allows real time tracking of the collected data remotely. Measures will be taken to address any misuse of the devices. ***It should be noted that the data collected will be coded and will require cleaning prior to analysis. In some cases, for open-ended questions, minor translations may also be needed and followed by coding/analysis of those open ended questions.***

### 3.2.6 Personal Stories

Personal stories are first person personal narratives collected from women domestic workers about their experience working in this sector. The objective of the personal stories are to collect personal, first person account of the enjoyment and/or violation of domestic worker rights with ILOs decent work categories: employment opportunity, right at work, social protection and social dialogue. Particular attention will be given to capture data regarding women domestic workers experience with any form of violence, taking note of their actions, motivations and perceptions post these experiences. For this particular data collection, matured female and high trained data collector will be assigned who are aware of ethical and safe data collection practices.

### 3.2.7 Data collection tools

The data collection tools will be co-designed by project partners and Oxfam. Once a consultant has been selected, the draft tools will be provided as part of the inception meeting for better planning and inception period preparation. Prior to primary data collection, all tools will be translated into Bangla and pre-tested together with partner and enumerators. Tools will be finalized post pre-testing.

## 4. Data Analysis, Validation and Reporting:

### 4.1 Data analysis

All data collected (desk review as well as qualitative and quantitative data collected through primary data collection) will be analyzed by the baseline study consultant. In the inception phase, consultants will be expected to produce an inception report with partial desk review completed, translated tools, study plan with timeline and RACI chart<sup>5</sup>, data analysis plan (for both qualitative and quantitative)<sup>6</sup> as well as proposed table of contents for the final report (including list of annexes). Once the Inception Report is reviewed by Oxfam and all comments addressed, the consultant will be able to begin preparation for the next steps of the study.

It should be noted that the selected consultant would be held responsible for submitting quality report that is in line with the agreed Table of Contents, inclusive of analyzed data and all agreed upon annexures. Failure to meet submit quality report may result in termination and/or non-payment.

### 4.2 Validation

Based on data analysis plan, the consultant will be expected to provide analyzed data that will be used by Oxfam to validate the findings with partners and key stakeholders.

### 4.3 Reporting

Based on the feedback post validation, the consultant will require to submit the draft narrative report (with all annexures) within 7 days from the end of the validation workshop. Oxfam will have 10 days to review the report and provide consolidated feedback to the consultant. The final report with final versions of the annexures will be due on September 6, 2019.

## 5. Expected deliverables and timeframe

The required outputs of this consultancy will be as follows:

- i. An Inception Report. The inception report must include the following: detailed work plan<sup>7</sup> with timeline along with a RACI chart, partial literature review<sup>8</sup>, data analysis plan

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<sup>5</sup> RACI is a responsibility assignment matrix stands for responsible, accountable, consulted and informed. The selected consultant will have to include a RACI chart as part of the inception report and should also include Oxfam staff where needed.

<sup>6</sup> It should be noted that sex and age disaggregated data will be required for all data points. Furthermore, for a select number of key data points, zone-wise disaggregation may also be needed (that includes sex and age disaggregated data).

<sup>7</sup> Workplan must include tool translation, pre-testing, and finalization. The workplan should also include the tentative availability of the consultant to attend a SurveyCTO webinar.

<sup>8</sup> All literature reviewed and all documents cited should be included in the Bibliography. The bibliography should be in the following format:

Author's last name, author's first name (year) *Report Title in Italics*. Oxfam affiliate, month of report.

for both qualitative and quantitative data, enumerator contract, enumerator training agenda, table of contents for the final report as well as list of annexures. This Inception Report shall be submitted for review and approval by Oxfam five (5) days after signing of the contract and before commencement of the study.

- ii. Translation of all data collection tools into Bangla
- iii. Attendance for SurveyCTO training
- iv. Training of enumerators.
- v. Pre-testing all tools and feedback report based on pre-testing for modifications. The feedback report must also contain a revised data analysis plan (for both qualitative and quantitative data)
- vi. Undertaking data quality checks for both qualitative and quantitative data<sup>9</sup>
- vii. Proper uploading of completed forms for the quantitative data (F2F surveys)
- viii. Coordination with partners to have a joint analysis session of the data
- ix. Presentation of draft baseline findings
- x. The first draft of the report which shall be submitted within seven (7) days after the SRDW validation workshop.
- xi. The final report with all agreed upon annexures
- xii. Presentation of findings with key stakeholders post final report submission

**Table 5: Timeline**

Time	Task
June 2019	Consultants on-boarded, orientation complete and possibly enumerator training complete Partners have reviewed relevant tools and have provided their feedback Tools ready for pilot SurveyCTO webinar complete for OiB staff and consultant
First week of July	Complete field testing of tools (partners to join during field test) Finalize all tools post trial
2 <sup>nd</sup> and 3 <sup>rd</sup> week of July	Primary data collection
August 5	Data Analysis (both qualitative and quantitative data) shared with Oxfam to be validated through the SRDW validation workshop
August 30	Draft report to be complete within 1 week from the end of the validation workshop (validation workshop is tentatively scheduled week of August 18) All annexes to report to be submitted with Draft Report
September 13	10 days provided to complete review of the report, provide comments to the consultant OiB to meet with consultants to review comments provided
September 23	Final report received from consultant including all revised (if required) annexes

Confidentiality of information: all documents and data collected will be treated as confidential and used solely to facilitate analysis. Interviewees will not be quoted in the reports without their permission.

In addition, all references for the literature review should also be included as footnotes within the body of the document.

<sup>9</sup> For the mobile based data collection, Oxfam will provide access to their platform SurveyCTO to undertake random review of submitted quantitative data.



## 6. Consultancy duration

The entire period of this consultancy will be a minimum of 12 weeks.

## 7. Qualifications of the consultant

OXFAM in Bangladesh is looking for a consultant/agency with a strong record in conducting innovative and participatory baseline. In the case of individual consultant, the consultant must also demonstrate their ability to recruit experienced enumerators. The successful consultant/agency must be able to demonstrate the following skills and experiences:

- Demonstrable knowledge and experience in conducting high-quality, credible and learning-focused studies.
- Demonstrable experience of working with/ evaluating civil society and grassroots organizations in a collaborative and learning-focused manner.
- Demonstrable experience in designing and using participatory, gender-sensitive, quantitative and qualitative methodologies in cross-cultural settings.
- Experience undertaking survey/data collection using smartphone/tablets, i.e. mobile based technology<sup>10</sup>
- Prior experience of such large data collection across multiple locations. Past experience in project working area (i.e. Dhaka city) is preferable
- Capacity to produce a searchable database of good quality narratives, photos and/or videos and integrate these effectively in the study.
- Familiarity with decent work, domestic workers rights, violence against women and girls with demonstrated experience in undertaking research in these fields within the last 5 years
- Experience of managing teams, and the capability to handle necessary logistics and, if required and agreed, sub-contracting
- Collected real-time data using smart phones or tablets (with Android version 5.0 or higher operating system).
- Can assemble a team to help in the research. Team members should share similar qualification as the consultant and preferably have worked with the consultant and/or other team members in undertaking research.
- Demonstrable ability to undertake rigorous quantitative and qualitative analysis
- Ability to produce high quality analytical report with triangulated findings
- Excellent English written and verbal communications skills

**Evaluation Transparency & Ethics:** Oxfam in Bangladesh would follow the Oxfam International Evaluation Policy guideline. The guideline compasses an ethical standard, sharing of the evaluation publicly along with the management action taken report. The detailed ethics standard would be part of the contract which the evaluator has to commit to adhere as part of the assignment.

**Ethical considerations for research on gender based violence:** There are additional ethical and methodological challenges when conducting research on sensitive issues such as gender based

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<sup>10</sup> Access to reliable Android-based mobile devices with operating system 5.0 or higher previously and solely used for mobile based data collection

violence or violence against women and girls. The nature of the subject means that issues of safety, confidentiality, interviewer skill and training are even more important than for other areas of research. The physical safety and the psychological well-being of both respondents and the research team can be put in jeopardy if adequate precautions are not taken. Therefore, in addition to using Oxfam International Evaluation Policy guideline, this baseline study will ensure it is undertaken in adherence with the World Health Organization (WHO) Putting Women First: Ethical and Safety Recommendations for Research on Domestic Violence Against Women” guidelines.

When the start of any type of primary data collection, it is paramount that confidentiality is maintained. Confidentiality is defined by WHO as “an explicit or implicit guarantee by the researcher to the participant that the information disclosed by the participant will only be disseminated in ways consistent with their original understanding”.

## **8. Apply Procedure:**

The proposal (duly signed) from firms/individual should comprise technical and financial proposal<sup>11</sup> (along with following documents). Proposal will be accepted preferably in hard copy and through email in soft copy form (signed scanned copy) by mentioning subject line “**Consultancy of baseline study**” by **June 15, 2019**.

### **Other documents to be submitted:**

#### **A. For Individual Consultant**

- a) Maximum 2 page CV of Team Leader highlighting related assignments completed with client name, contract person and mobile number ( this person must have fulltime engagement during assignment time). Two references must also be provided based on similar work provided by the Team Leader within the last two (2) years.
- b) Other Team members’ one page short CV highlighting related assignment completed
- c) TIN Certificate (PDF soft version)
- d) Documents in favor of the relevant previous studies.

#### **B. For Organizations**

- a) Maximum 2 page organization profile highlighting related assignments completed with client name, contract person and mobile number
- b) Lead Consultant’s (who will lead the assignment) Maximum 2 page CV highlighting related assignment completed, role in of the completed assignment. This person will have full-time engagement for the duration of the assignment and will be liable for ensuring high quality written report submissions.
- c) Other Team members’ (who will involve in the assignment) one paragraph short CV highlighting related assignment description of the roles and functions of the consultant and his/her associates, and a description of the level of effort of the associates (eg., full-time, part-time, as needed)
- d) Organization’s/Firm’s Certificate, TIN and VAT registration
- e) Contracts of 3 organizations that have recently contracted the consultant to carry out a related study.
- f) Documents in favor of the previous relevant studies.

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<sup>11</sup> Technical and financial proposal should be in two separately signed documents

g) A complete technical and financial proposal, including detailed cost per major activity

## 9. **Selection criteria (Cumulative analysis)**

When using this weighted scoring method, the award of the contract should be made to the individual consultant whose offer has been evaluated and determined as:

- a) responsive/compliant/acceptable, and
- b) Having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation.

\* Technical Criteria weight; [80%]

\* Financial Criteria weight; [20%]

<b>Criteria</b>	<b>Weight (%)</b>
<u>Technical</u>	80%
<ul style="list-style-type: none"> <li>• <i>Criteria A: Experience on designing conducting high quality learning focused studies (such as baseline) using mixed-methodologies (qualitative and quantitative) that include participatory data collection approaches</i></li> </ul>	15
<ul style="list-style-type: none"> <li>• <i>Criteria B: Excellent qualitative and quantitative data analysis skills</i></li> </ul>	15
<ul style="list-style-type: none"> <li>• <i>Criteria C: Experience of data collection <b>using Smartphone's or tablets</b> for survey data collection</i></li> </ul>	10
<ul style="list-style-type: none"> <li>• <i>Criteria D: Familiarity with decent work, domestic workers rights, training needs assessment and violence against women and girls</i></li> </ul>	10
<ul style="list-style-type: none"> <li>• <i>Criteria E: Experience in recruiting and managing teams, ability to handle logistics</i></li> </ul>	10
<ul style="list-style-type: none"> <li>• <i>Criteria F: Ability to produce high quality analytical report with triangulated findings</i></li> </ul>	20
<u>Financial</u>	20%

## **10. The General Terms and Conditions:**

- All soft and hard copy of the assignment will be treated as the property of Oxfam
- In any circumstances consultant shall have no opportunity to alter the timeline and planning of data collection and submission of first draft and final report.
- The consultant/consulting organization must maintain the standard quality in data collection, processing and reporting
- The consultant shall have the responsibility to rewrite the report, modification of sections until the satisfaction of quality required by Oxfam.
- In case of any deviation, Oxfam shall have the right to terminate the agreement at any point of the project.
- Consultant/consulting organization shall be bound to pay back the full money to Oxfam given as advance of payment in case of any deviation, dissatisfaction of quality and other point mentioned in the agreement.
- Oxfam GB will deduct withholding tax from the consultancy fees which will be in conformity with the prevailing government rates.

### **Ethical declaration**

You undertake that you, your parent, subsidiaries and any other organisations with an interest of more than 10%, are not involved in any of the following activities:

- arms manufacture;
- the sale or export of arms or strategic services to governments which systematically violate the human rights of their citizens, or where there is internal armed conflict or major tensions, or where the sale of arms may jeopardise regional peace and security.
- tobacco production and sale;
- the sale of baby milks outside the WHO Code of Conduct;
- pesticide sales outside the FAO guidelines for pesticide retailing;
- extractive industries;
- are seen to be party political;
- any other activities which violate the basic rights of Oxfam GB's intended beneficiaries.