



**OXFAM**

## Concept Note

### **Oxfam's Fellowship Programme Targeting Youth in Bangladesh**

*Join as a fellow, graduate as the CHAMPION!*

#### **Introduction:**

Bangladesh is currently witnessing a notable increase in the proportion of its young population within its demographic composition. According to the most recent census data, around 27.82 percent of the overall population in Bangladesh falls under the youth demographic, specifically individuals aged 15 to 29. The demographic dividend possesses the capacity to contribute to the sustainable development of the country, provided that it is effectively harnessed. The realization of this potential can be achieved by providing young individuals with appropriate opportunities to acquire essential knowledge, skills, and leadership abilities, as well as the right platform for practical experience. In order to address complex societal issues, it is imperative to create a space that fosters the emergence of aspiring leaders, activists, scientists, journalists and entrepreneurs who possess a mindset characterized by principles of justice, resilience, and sustainability. Hence, it is imperative to provide avenues for enhancing the skill sets of the youth and empowering them through the dissemination of information.

Oxfam envisions a just and equal world, wherein all individuals, irrespective of their gender, religious beliefs, ethnic background, sexual orientation, or any other aspect of their identity have the opportunity to thrive and contribute to society. In recognition of the demographic dividend and the existing formal and informal opportunity structure in the country, Oxfam is aiming to launch a Fellowship Programme. The primary objective of this programme is to equip young individuals irrespective of their educational disciplines and orientation with the necessary tools and knowledge to effectively tackle pressing issues pertaining to gender justice, climate justice, economic justice, humanitarian action, and disaster risk reduction through adopting the feminist perspective. The fellowship envisages cultivating innovative ideas and providing support for their successful execution, contributing to a more equitable and just world.

#### **Objectives of the Fellowship:**

The primary objectives of the Feminist Fellowship are as follows:

- Empower and engage the youth population in Bangladesh by cultivating their ability to effectively speak for justice and equality in the realm of their work.
- Enable a platform for young leaders who will effectively propagate feminist values in their future pursuits.
- To foster collaboration, innovation, knowledge sharing, and capacity strengthening among fellows, Oxfam, and relevant stakeholders.

#### **Duration:**

The Fellowship Programme will be implemented in a cyclical manner, with a specific duration for each cycle. The duration of each cycle will span one year, during which the fellows will have the opportunity to develop their projects, get guidance from mentors, and execute activities that have a meaningful impact. The cycle is anticipated to occur **1 year**.

## **Fellowship Components:**

The Fellowship Programme is designed to enhance the fellows' capacity to advocate a just and equal future. This is achieved through the incorporation of the following components:

- **Project Development:** The Fellows will be encouraged to identify and define a pressing issue within the realm of their work that will eventually contribute to at least any of the following fields- gender justice, climate justice, economic justice, humanitarian action, and disaster risk reduction in Bangladesh. The Fellow will receive support from Oxfam to upgrade, and finalize their initial ideas presented during the application stage. To execute the project, Oxfam will provide financial and technical support to the fellows.
- **Mentorship:** Mentorship is an integral component of the Fellowship program. Each Fellow will be paired with a seasoned mentor, who will offer guidance, share their expertise, and provide unwavering support to the fellows as they navigate their fellowship experience.
- **Networking and Collaboration:** Fellows will have opportunities to connect with individuals, organizations, and networks who have similar interests and goals, including activists, specialists, and other stakeholders at both the national and international levels.
- **Capacity Strengthening:** During the fellowship journey, the fellows will have the opportunity to set their learning objectives through collaborative discussions with their mentors, and afterwards, engage in focused efforts towards achieving these objectives over the duration of the fellowship. Oxfam will enable the fellows to pursue their learning objectives within its policy framework.
- **Resources:** The Fellows will have access to Oxfam's knowledge resources, research, and tools related to gender justice, climate justice, economic justice, humanitarian action, and disaster resilience.

## **Benefits:**

The awarded Fellows will receive the following benefits –

- Each fellow will receive an amount to execute their project. This fund will be transferred to the fellow on a quarterly basis.
- After successful completion of the fellowship the Fellows will be certified as the Champion for Justice.
- The Champions will be connected with Oxfam's network as appropriate.

## **Eligibility:**

Applicants must meet the following eligibility criteria to be considered for the fellowship –

- Undergraduate students or recent graduates
- Applications are welcome from any discipline including science, social science, arts and business administration.
- Applications are welcome from individuals irrespective of their gender, class, ethnicity, religion, sexuality, disability and any other identities are welcome to apply.

**Application Procedure:**

Prospective applicants are required to submit their applications using the through email. The application should include the following components:

- A resume of the applicant
- A motivation letter.
- An overview of the proposed project. The candidate is required to choose an in their realm of work which will contribute to any aforementioned domains. The applicant is expected to propose a pitch that is both innovative and offers a realistic solution to the problem. The pitch should be a written narrative of 1500 words encompassing the context, problem statement, solution, implementation plan and budget
- Two references from individuals familiar with the applicant's capacity.

**Evaluation Process:**

The evaluation of the applications shall adhere to the subsequent process –

- A panel will be formed consisting of technical experts in the aforementioned areas.
- The ideas will be shortlisted through a rigorous review process using predetermined criteria,
- The shortlisted applicants will undergo an interview process by the panel.
- Announcement of the recipients of the final awards.

**Reporting:**

The Fellows are required to submit regular progress updates and project completion reports to Oxfam. Additionally, it is expected that a lesson-learned report will be required, which should outline the significant reflections derived from the fellowship experience - challenges, learning, and recommendations.