

REQUEST FOR APPLICATION (RFA)

Program Name:	Ashshash: For Men and Women Who Have Escaped Trafficking-Phase II
Request for Application (RFA) No:	Ashshash Phase II/RFA-001/2023
Date RFA Issued:	August 05, 2023
Date for the Submission of Questions on RFA:	14 August 2023
Date for Pre-Bid Meeting	20-21 August 2023
Date for Response to Questions:	24 August 2023
Date for RFA Closing	14 September 2023
Date for Estimated Award	20 October 2023

SECTION 1: PROGRAM DESCRIPTION

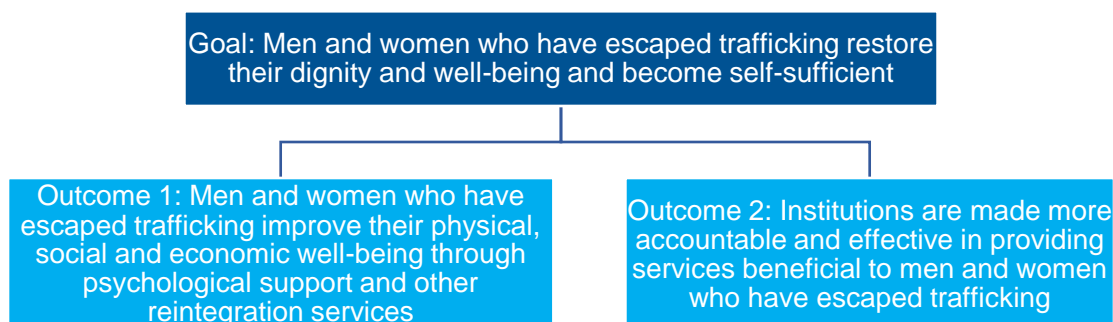
1.1 PURPOSE AND BACKGROUND

The purpose of this RFA is to solicit applications from prospective sub-grantees (SRPs- Sustainable Reintegration Partners) to support Winrock International (Winrock) in the implementation of the Ashshash: For Men and Women Who Have Escaped Trafficking, Phase II funded by Embassy of Switzerland in Bangladesh Award No. 81077781.

The four-year Ashshash Phase II program will build on key lessons from Ashshash Phase I to provide a more comprehensive and personalized package of services to survivors of human trafficking in Bangladesh. The Ashshash Phase II team will achieve this through streamlined partnerships and strengthened institutional capacity to collaboratively manage cases and provide trauma-informed and better-adapted services. The overarching goal and outcomes of the program remain consistent between Phase I and Phase II.

1.2 OBJECTIVE AND PROGRAM DESCRIPTION

Ashshash Goals and Outcomes



While the goal and outcomes remain consistent, the geographic scope of Ashshash Phase II will expand from 5 districts to 10, targeting 6,000 survivors to receive direct assistance. The team will continue to raise community awareness in order to promote survivor identification, ease reintegration, and integrate themes of gender equity and climate resilience.

Under Outcome 1, survivor assistance will include a range of protection services, including psychosocial counselling, health care, legal aid, career counselling, training, and mentorship for wage-based employment and self-employment. Participants will collaborate with dedicated case managers (CMs) through different stages of the program, who will provide clarity on the process and a customized package of support based on participant needs. Access to services and trainings compared to Ashshash Phase I will be more survivor-centric and flexible, considering gender and other contextual realities of participants.

Under Outcome 2, Ashshash Phase II will build on the progress made in Phase I with continued technical assistance and advocacy from the Government of Bangladesh (GOB) to establish and operationalize a National Referral Mechanism (NRM) and the National Human Trafficking Prevention Fund (NHTPF). Ashshash Phase II partners will continue to work with government stakeholders, private sector partners, service providers, and communities to strengthen their capacity to address the needs of survivors and prevent trafficking and re-trafficking. Through the expanded geographic scope, Ashshash Phase II will improve the capacities of additional government and non-governmental bodies in the provision of services and the development of safeguards for trafficking in persons (TIP) survivors. They will collaborate with Prevention and Awareness partners to strengthen TIP activists which developed in Phase I and reinforced counter-trafficking committees (CTCs). Ashshash Phase II will strengthen and expand its network of private sector partners to mobilize corporate social responsibility (CSR) funds, connect survivors to employment, and connect survivor-led businesses to products and markets. The work with local stakeholders in Ashshash Phase II will set the stage for the deeper transition of survivor well-being support to local structures and funding in Ashshash Phase 3.

The SRPs will be responsible for ensuring sustainable reintegration of survivors through identification, psychological counselling, health and legal support, career counselling, skills and entrepreneurship training, employment, etc. SRPs will build a sustainable local system for ensuring survivors receive customized support based on their needs, by introducing a collaborative case management system embedded in each region. In addition, the SRP team will strengthen local-level institutional (government, private sector, and community-based) capacity to support survivors to re-integrate by providing more intentional and robust training and technical assistance. SRPs will improve the well-being of all its participants defined as strengthened livelihoods, mental and physical health, and community integration. Improved well-being will be measured through new skill adoption and attainment of reliable income, along with survivor self-reporting of freedom of movement, ability to make decisions and plan, acceptance within family, workplace and community, access to services, and personal health.

SECTION 2: GRANT INFORMATION

2.1 ANTICIPATED NUMBER OF GRANTS TO BE ISSUED

The Ashshash: For Men and Women Who Have Escaped Trafficking expects to award up to 07 grants under this RFA but reserves the right to award fewer or none based on the quality of applications received and availability of funding.

2.2 ESTIMATED AMOUNT OF GRANTS

It is expected that an individual grant amount will not exceed USD 231,481 equivalent to BDT 25,000,000 for 3 years 4 months (Approximately). The final amount of the award will depend on award activities, organizational experience, capacity, proposal, context, and final negotiations. The award will review after the mid-term evaluation of the project.

2.3 ANTICIPATED START DATE AND DURATION OF GRANTS

The anticipated period of performance is October 20, 2023 to February 28, 2027, depending on the negotiated award activities and availability of fund from donor.

2.4 TYPE OF GRANTS TO BE ISSUED

Winrock will determine the appropriate grant mechanism, in consultation with the applicant during the negotiation process, based on the pre-award assessment of the applicant, the nature of the award activity, and the estimated total cost of the award.

SECTION 3: ELIGIBILITY INFORMATION

3.1 ELIGIBLE APPLICANTS

This solicitation is open to all organizations including non-profit and for-profit organizations are working in Bangladesh. To be minimally eligible for funding, applicants must comply with the following conditions:

- Be legally registered by NGOAB or otherwise authorized to conduct business in Bangladesh.
- Agree to undergo a pre-award assessment to examine the applicant's existing systems including financial, administrative, and technical policies and procedures.
- Be able to demonstrate successful past performance in the implementation of integrated development programs related to combating human trafficking and economic empowerment through skills and entrepreneurship development training
- Be registered with the relevant government authority/body;
- Experience and proven track record in combating human trafficking, conducting awareness-raising activities, and providing victim/survivor support services;
- Experience in implementing social protection projects;
- Experience in providing, directly or by referral, psychosocial counselling, legal aid, and health services to vulnerable populations;
- Partnership, networking, advocacy, and collaboration with Government, NGOs and/or other service providers including the private sector;

- Experience in implementing service delivery grants from national, international, and multilateral donors;
- Demonstrated capacity to implement activities to provide social protection services outlined in this RFA to at least 1,200 beneficiaries for two districts and 600 beneficiaries for single district within 40 months;
- Transparent and accountable financial management systems that have handled similar funding at international standards;

SECTION 4: INSTRUCTION TO APPLICANTS AND SUBMISSION INFORMATION

4.1. PRE-BID MEETING

A pre-bid meeting will be held as detailed below. All applicants are encouraged to send questions related to RPA as mentioned date and attend as well.

Date:	20-21 August 2023
Location:	Ashshash Conference Room, House: 45, Road: 07, Block-F, Banani, Dhaka-1213.
Confirmation:	An e-mail confirming attendance must be sent to wi.ashshash@winrock.org
Language Meeting to be Held In:	English & Bangla

4.2. TECHNICAL APPLICATION

Applicants will develop their applications based on their understanding of the program's needs, their prior institutional experience, and their determination of the approaches that would be feasible and successful. In all cases, applicants shall clearly explain the rationale for the proposed approaches chosen.

Submissions must clearly state the objectives and the expected results of the activity within the life of the funding period and define an implementation plan with a proposed time frame and budget. On-going monitoring and reporting of the funded activities will be the responsibility of the applicant. An Application Form template is provided as an attachment to this RFA.

4.3. COST APPLICATION

Cost applications shall be submitted separately from the technical application. Applicants shall submit a summary and detailed budget in Microsoft Excel with budget notes identifying how the applicant would allocate any grant funds received during the term of the potential agreement. The budget narrative should explain and justify the need for the costs proposed in the budget. The narrative should help the reviewer understand why an item of cost is necessary and how it will be used to support the activity for which it will be incurred. The budget narrative should demonstrate the relationship between the proposed activities and the budget. Just as the technical application should reflect the applicant's understanding of the objectives and the proposed approach to achieve those objectives, the budget and the accompanying narrative should be realistic and show a similar understanding of the financial requirements of the proposed activities.

4.4. SUBMISSION GUIDELINES

All questions and other communications regarding this RFA should be submitted in writing to Dipta Rakshit, Project Director, Ashshash Phase II, Email: wi.ashshash@winrock.org

Applications must be submitted in English with Font: Arial; Size: 11; Alignment: Justified. Please complete the Technical application (Annex-B) & Details Budget (Annex-C) and submit along with other necessary documents, by **14 September 2023**. All applicants are requested **to send an electronic copy of the entire package of your application** to wi.ashshash@winrock.org and mail or courier 3 (three) hard copies of these to the following address:

Swapan Gomes, Grants & Operations Manager, Ashshash Phase II, Castle of Sonavan, House: 45, Road: 07, Block-F, Banani, Dhaka-1213. Applications must be submitted no later than the specified time and indicate the submission date on the cover page. Incomplete or late applications will be marked as such and will be ineligible for review or award.

A complete submission, at a minimum, will include the following:

- A copy of the applicant's valid legal registration
- A completed and signed technical application
- A completed and signed budget application
- Budget supporting documents, including the budget narrative, as applicable
- Audit reports of the organization for the last three fiscal years
- Annual reports of the last three years
- List of the member of Executive Committee
- Certificate of organizational tax assessment for FY: 2022-2023

Receipt time for electronic submissions is when the application is received by Winrock's Internet Server. Hand delivery and hardcopy paper submissions of the application will not be accepted after the stated time on the cover page. Please do not send files in ZIP format.

4.5. CLUSTERS AND RESOURCE PLAN

Clusters	Districts	Number of Survivors	Number of SRP	Approximate Resource
Cluster-1	Khulna	600-650	1	BDT 15,000,000-18,000,000
Cluster-2	Satkhira	600-650	1	BDT 12,000,000-15,000,000
Cluster-3	Jashore	600-650	1	BDT 20,000,000-23,000,000
	Jhenaidah	600-650		
Cluster-4	Dhaka East	300-325	1	BDT 22,000,000-25,000,000
	Narsingdi	600-650		
Cluster-5	Dhaka West	300-325	1	BDT 22,000,000-25,000,000
	Manikganj	600-650		
Cluster-6	Faridpur	600-650	1	BDT 20,000,000-23,000,000
	Shariatpur	600-650		
Cluster-7	Cox's Bazar	600-650	1	BDT 18,000,000-20,000,000

SECTION 5: APPLICATION EVALUATION AND REVIEW PROCESS

5.1. SRP SELECTION CRITERIA

- Demonstrated commitment to gender-responsive services for trafficking survivors
- Depth of understanding of trafficking patterns in the target geographic areas
- Experience providing social protection services in the proposed districts
- Strength of relationships and network with the district and national level private sector
- Active collaboration with Local Government and district Administration, Law enforcement agencies, service providers, and other NGOs
- Robust financial management and human resources systems
- Accommodating administrative systems to recruit and hire Case Managers across the target areas
- Ability to directly implement one or more activities of the reintegration process (case management, psychosocial counselling, career counselling, skills training, entrepreneurship training, etc.
- At least 5 years of working experience on combating human trafficking social and economic empowerment of survivors of human trafficking and/or marginalized peoples, excluded communities etc.

5.2. MERIT REVIEW

The criteria presented below have been tailored to the requirements of this RFA. A total of 100 points are possible for all components of the application. The relative importance of each criterion is indicated by approximate weight by points.

In evaluating the applications, Winrock will examine overall merit and feasibility, as well as specific criteria relevant to each component as elaborated below. Up to seven (07) awards will be made to the overall highest scores to the responsible applicant(s). Applicants should note that these criteria: (1) serve as the standard against which all applications will be evaluated, and (2) serve to identify the significant matters which applicants should address in their applications.

Merit Review Criteria	Points
1. Technical Proposal: Clarity and appropriateness of proposed technical approach for ensuring sustainable reintegration of survivors of human trafficking through psychosocial counselling, health and legal support, skills development, and employment support.	40
2. Financial Proposal: Cost applications will be reviewed and evaluated for reasonableness and effectiveness based on the scope of activities being proposed	20
3. Organizational Capacity: Extent of applicant's capacity to address the needs of survivors of human trafficking for ensuring sustainable reintegration through psychosocial counselling, health and legal support, skills development, and employment support.	20
4. Past Performance: Previous or on-going experience implementing similar and/or relevant project/s, how well the applicant has performed in the past, etc.	20
Total	100

5.3. REVIEW PROCESS

Grant applications will be reviewed and evaluated by an evaluation panel using the merit review criteria indicated above.

It is anticipated that awards will be made within October 2023 after the submission deadline, as stated on the cover page of this RFA. Final negotiations and awards will be managed by Winrock.

SECTION 6: OTHER TERMS AND CONDITIONS

6.1. DISCLAIMERS

- The issuance of this solicitation does not commit Winrock to make an award to any prospective grantee responding to this solicitation. Prospective grantees will not be reimbursed for costs incurred in the preparation and submission of an application. Winrock reserves the right to reject any and all applications, or to make an award without further discussion or negotiation.
- All awards will be negotiated, denominated, and funded in BDT. All costs funded under the grant must be allowable, allocable, and reasonable.

6.2. CONFLICT OF INTEREST

Applicants must provide disclosure of any past, present or future relationships with any parties associated with the issuance, review or management of this RFA and anticipated grant. Failure to provide full and open disclosure will be considered disqualified.

6.3. OTHER CONDITIONS

- Applicants must agree and be willing to sign and submit required certifications before a grant is issued.
- For those selected for a grant award, Winrock will conduct a pre-award risk assessment.
- Issuance of grant agreements will be subject to prior written approval from Winrock's donor.
- Individuals are not eligible to receive funding under this solicitation.
- Applications must remain valid for at least 180 days.
- Application forms should be signed by the authorized person from the senior management as per the organization's hierarchy.
- All applicants that submit applications will be informed by Winrock about whether accepted or not consideration of the application for the next steps.

Additionally, the following items cannot be purchased under the potential resultant grants:

- Any purchases or activities deemed unnecessary to accomplish grant purposes as determined by Winrock, including any grantee headquarters expenses that are not directly linked to the implementation of the proposed activities
- Private ceremonies, parties, celebrations, or "representation" expenses
- Previous obligations and/or bad debts
- Expenses related to overtly religious purposes

- Expenses intended to influence the outcome of elections or other political processes
- Fines and/or penalties
- Creation of endowments
- Alcoholic beverages
- Real property (land, including land improvements, and structures thereto)

SECTION 7: ANNEXES

- Annex A – Program Description
- Annex B – Grant Application Form
- Annex C – Budget Template

Annex-A

Project Description

Ashshash Phase II: For Men And Women Who Have Escaped Trafficking

Funded by the Embassy of Switzerland in Bangladesh

Background and Situational Analysis

Labour migration is a population management and poverty reduction strategy for Bangladesh. The country has an overall stock of over 13 million migrants working globally and on average 0.65 million Bangladeshi people migrate annually to Gulf countries, Malaysia, and Singapore as the primary destinations. However, these statistics only cover regular migration. About 2 million young people join the labour force every year in Bangladesh, but jobs are scarce given that less than 0.5 million jobs are created annually. Within Bangladesh, over 85% of workers are employed in the informal sector and earn between 28 and 62% less than those relatively few able to secure work in the formal sector¹. Due to a lack of awareness and desperation for better livelihoods, migrants often fall victims of trafficking and severe forms of exploitation including physical and mental torture, extra working hours, confiscation of identity documents, non-payment of salaries, or restricted movement. The problem is hence intrinsically linked to the phenomenon of migration, both regular and irregular.

Human trafficking has far-reaching consequences on a person's safety, freedom, and dignity. Poverty, lack of employment opportunities, limited access to reliable information at the grassroots level, discrimination, and weak rule of law are some of the root causes of human trafficking. In Bangladesh, it is estimated that thousands are trafficked every year. Reliable statistics are not available because people do not report incidences for fear of stigma. While women and girls are mainly trafficked for sexual exploitation, men and boys are trafficked for forced labour domestically and internationally, in sectors like construction, agriculture, and services. According to a recent study², 41% of trafficked Bangladeshi nationals fall victim of sexual exploitation and 59% are victims of forced labour. The high profits coupled with low penalties for the crime in Bangladesh has made trafficking attractive to criminals. As of 2022, over 5,000 cases were pending prosecution and the conviction rate for human trafficking offenses was below 2%, which can be attributed to a lack of capacity and coordination among justice actors as well as survivors' limited access to legal representation.³

Bangladesh is also highly susceptible to climate change due to its geographic location, low-lying topography, high population density, and weak infrastructure. In particular, the southwest region suffers from high precipitation, flooding, cyclones, salinity intrusion, and drought. By exacerbating livelihood instability, poverty, and migration, climate change heightens risk factors linked to human trafficking. The demand for irregular migration and migrant smuggling further increased in 2020-21 when COVID-19 throughout the world made regular migration nearly impossible, increasing the risk of abuse, exploitation, and trafficking. Trafficking syndicates adapted to the context and changed their targeting strategy as was evident through

¹ Mustafizur Rahman, Debapriya Bhattacharya and Md. Al Hasan, "Bangladesh Economic Dialogue on Inclusive Growth: The role of the informal sector in inclusive growth a state of knowledge study from policy perspectives", (The Asia Foundation and the Overseas Development Institute, London, United Kingdom, 2018).

² National study on Trafficking in Persons in Bangladesh, UNODC 2022

³ U.S. Department of State, 2022 Trafficking in Persons Report, June 2022 110.

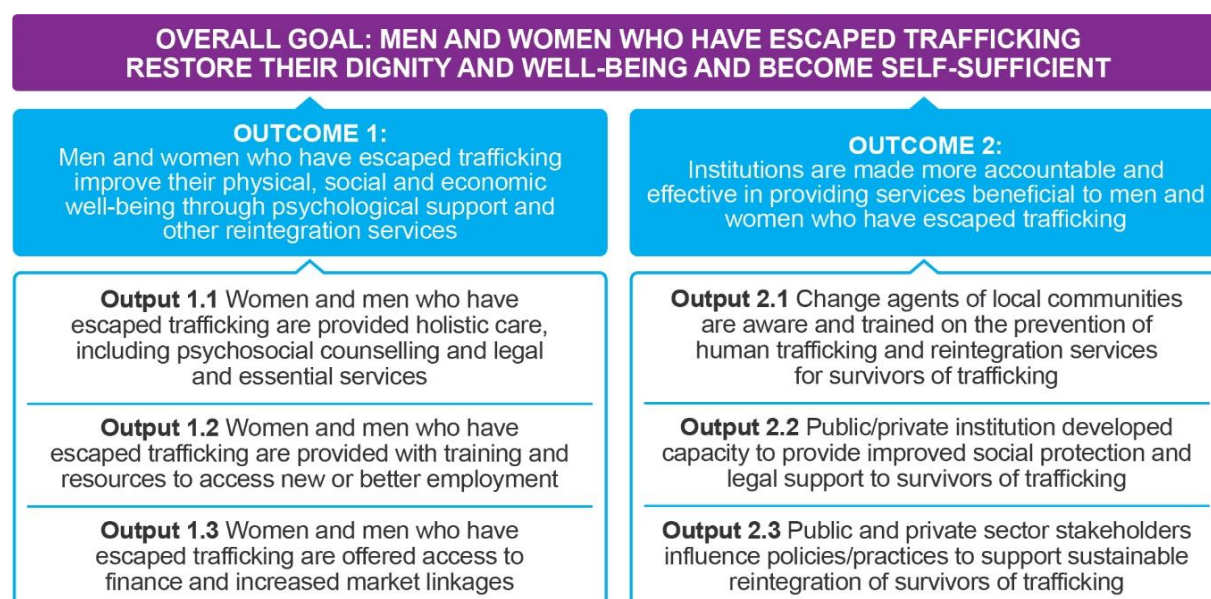
the growing number of cyber-induced trafficking in the country. The crisis is further exacerbated by the Russian invasion on Ukraine, which has led to rising commodity prices, trade deficits, high inflation, declining currency values, and remittance inflow. Taken together, the current context highlights the growing challenges in combatting human trafficking and the vulnerabilities of women and men.

Against this backdrop, since 2018, the first phase of Ashshash built the capacity of NGOs, training service providers, mental health counsellors, legal aid providers, and social workers and facilitated linkages with local enterprises and government offices in Jashore, Khulna, Satkhira, Chattogram, and Cox's Bazar. Through this, they were able to provide a range of reintegration services to 4,500 (70% women) trafficking survivors, including psychosocial counselling, vocational skills, on-the-job training, health care, and legal aid. Together this support enabled more than 4,000 skilled graduates to engage in wage and self-employment, with 85% of them earning an average monthly income of BDT 5,000. Impressive results were achieved with psycho-social counselling: 77% (out of 4,500) of the beneficiaries reported they could better deal with adverse situations. Engagement with the private sector companies led to the mobilization of approximate BDT 3,800,000 cash and in-kind support to provide employment and a discounted supply of goods to survivors' businesses. At the national level, the project was instrumental in boosting counter-trafficking policy developments and was recognized as the lead contributor to the GoB's ambition of establishing a National Referral Mechanism (NRM) and the National Anti-Human Trafficking Fund for the victims of human trafficking.

Project Impact:

By the end of 2027, the Ashshash project phase II supported by the Embassy of Switzerland in Bangladesh, implemented by Winrock International will have provided services to over 6,000 men and women who have escaped trafficking to restore their dignity, improve their well-being, and build self-sufficiency. The project will also increase the capacity and commitment of local organizations and institutions to provide services that ensure sustainable rehabilitation and reintegration of men and women who have escaped trafficking.

Results Framework



Strategic Approach and Working Area:

Ashshash Phase II aims to enhance survivor's well-being and successful community reintegration through economic empowerment and social support. The project will demonstrate initial signs of sustainability of services by strengthening the local service delivery system via the National Referral Mechanism (NRM), collaborative case management, and improved service quality. To achieve this, the project will strengthen local systems by establishing the NRM and working with key government agencies such as Ministry of Home Affairs (MoHA), Ministry of Social Welfare (MoSW), Ministry of Women and Children Affairs (MoWCA), Department of Youth, Department of Women, Ministry of Health and Family Welfare, and relevant district level government offices including women affairs office, youth development office, Local Government (i.e: union parishad). This will lead to improved access and quality of services for survivors, deepening and scaling up impact within the local context.

At the same time, Ashshash Phase II will conduct capacity-strengthening and community engagement initiatives to raise awareness, reduce stigma, and strengthen services that prevent vulnerability to trafficking. Service quality will be addressed by supporting service providers to use trauma-informed approaches tailored to the diverse needs of survivors.

Working Area: The project will be implemented in 10 districts across three divisions: Dhaka, Manikgonj, Narshingdhi, Faridpur, Shariatpur under Dhaka division; Jashore, Satkhira, Khulna and Jhenaidah under Khulna division; and Cox's Bazar under Chattogram division.

Targeted beneficiaries

Ashshash Phase II will serve around **6,000** trafficking survivors under the age of 40, of whom approximately 90 percent will be poor⁴ and 65 percent will be female. Approximately nine percent of survivors reached will be between the ages of 16–20 years of age, 60 percent between 21–30 years of age, and 31 percent between 31–40 years of age. All survivors to be identified will have escaped trafficking within five years of their selection for project participation.

Project Outcomes contribute to National Goals

Ashshash Phase II will use a combination of country systems and parallel implementing systems, with a growing emphasis on country systems throughout Ashshash Phase II. Ashshash will also seek opportunities to connect survivors with programs recommended for continuation under the GoB's 8th Five Year Plan covering 2021–2025, which is aligned with the SDGs. This plan prioritises inclusivity, employment generation, and the improvement of critical institutions which may be beneficial to survivors. Notably, it sets strategic objectives concerning women's empowerment, such as improving women's economic participation and benefits, amplifying women's voices, and strengthening the enabling environment to achieve gender equality—aligning perfectly with Ashshash's implementation strategy.

Implementation Strategy

Ashshash Phase II will leverage the drivers of change as described above to achieve the project goal: *supporting men and women who have escaped trafficking to achieve personal well-being and self-sufficiency*. Specific activities integrating Private Sector Engagement

⁴ People earning less than \$1.90 a day are defined as poor.

(PSE) and gender sensitivity and inclusion, are detailed below. Activities are organized by project Outcome and Output, as per the results framework.

Outcome 1: Men and women who have escaped trafficking improve their physical, social, and economic well-being through psychosocial support and other reintegration services.

Building on the lessons learned from Phase I, and the need to provide individualized and flexible support to build collaborative personal professional relationships and maintain a single point of contact with survivors. The case management approach will provide more coherent support by service providers in terms of relevance, sequencing, timeliness of services, and responsiveness to survivor needs and preferences. Case Managers (CMs) of Sustainable Reintegration Partners (SRPs) will collaborate with survivors to identify and trouble-shoot challenges and facilitate access to services and economic opportunities, resulting in more seamless engagement with survivors, improve sustained benefits, and the ability of Ashshash to better understand its impact.

SRP's Case Managers (CMs) will coordinate with psychosocial counselling services, career counselling services, and other public and private/community-based service providers to deliver a range of social, enterprise, employment, and connected services to survivors. The figure below illustrates the touchpoints between Ashshash Phase II and survivors within the case management system.

Figure-1. Ashshash Survivor Journey



Output 1.1: Women and men who have escaped trafficking are provided holistic care, including psychosocial counselling and legal and essential services. (At least 90% of the survivors improved mental and physical health status)

The four-year Ashshash Phase II program will build on key lessons from Ashshash Phase I to provide a more comprehensive and personalized package of services to survivors of human trafficking in Bangladesh. The Ashshash Phase II team will achieve this through streamlined

partnerships and strengthened institutional capacity to collaboratively manage cases and provide trauma-informed and better-adapted services.

Services and service duration, Ashshash Phase II will scale up activities from Phase I, continuing to support survivor well-being and successful reintegration into communities through economic empowerment and social support. Ashshash Phase II will begin to demonstrate initial signs of sustainability of services by building and strengthening the local system for service delivery via the NRM, collaborative case management, and strengthened service quality. The services including psychosocial support, healthcare, legal services, shelter, skills, and entrepreneur development training, employment, and follow-up will be integrated into case management plans in a manner that is customized to survivor needs and preferences. Subsequently, they will meet monthly to track needs, identify service referrals, and track results from services provided, including psychosocial and job counselling. All case management and counselling will be gender-responsive and adapted to survivors' needs, such as convenient venue and hours, and preferred gender of service providers. Referrals will be timely and address the immediate and longer-term goals of survivors, ranging from housing and food security to job training or linkages to job training or entrepreneurship resources. As part of a gender-responsive approach, SRPs will facilitate the roll-out of telehealth that can help increase women's access to services. To mitigate mobile access issues, the team will partner with the private sector to provide mobile phones and airtime for survivors with limited access and in remote locations as part of their CSR strategies.

A major area of the SRPs referrals will be for healthcare. Staying healthy and overall personal well-being and survivors' ability to effectively pursue economic development. Yet survivors face health challenges stemming from both poverty and abuse and exploitation experienced as trafficking victims. Ashshash Phase II will continue to establish a regional referral network through engagement with other health care services providers and the Ministry of Health and Family Welfare. Ashshash will also seek to secure private sector support for healthcare through monetary contributions, subsidization, and discounted prices for diagnostic procedures, treatment, and medicine. SRPs will also coordinate and establish a referral network with the upazila health complex and community clinic to ensure easier access to services.

SRPs will also manage referrals for legal assistance. Ashshash will continue to conduct advocacy to improve survivors' access to legal services, in part through the provision of Pro Bono legal aid, which was successfully piloted during Phase I. Ashshash Phase II will collaborate with the Special Tribunal in Khulna and Dhaka to refer strategic legal cases and follow up to ensure speedy trials. In addition, Ashshash Phase II will collaborate with District Employment and Manpower Offices (under BMET) to enhance access to arbitration for survivors under the Migration and Overseas Employment Act. 2013.

Output 1.2: Women and men who have escaped trafficking are provided with training and resources to access new or better employment. (at least 80% of survivors having new or better employment)

Engage career counsellors to screen survivors and support them to embark on economic development pathways: Ashshash Phase II will engage career counsellors to support survivors to achieve economic empowerment, including gender-sensitive and trauma-

informed support. The counsellors will provide one-to-one career counselling support to the survivor from the initial stage to sustainable reintegration. Using Ashshash developed economic development screening tool, the career counsellor will assess each survivor related to vocational and life skills, types of work experience (if any), work preferences and interests, income requirements, work schedule constraints, working environment preferences, and more. The tool will consider many different factors of a participant's life including economic conditions, resources, family needs, and individual interests and strengths. Responses will be correlated with the range of market-demanded wage employment and SME opportunities. Survivors will be referred to appropriate skills-building programs including training, mentoring, internships, and apprenticeships. Following the start of skill-building, the career counsellor will meet with survivors to strategize on job search and/or SME development. Based on the need of survivors and the context of the district, the employment pathway will be set by SRPs for each survivor.

Before starting the career counselling session, SRPs will provide life skills training to the survivors at the community level focusing on communication, problem-solving, teamwork, social issues, labour rights, decision-making, leadership development, and networking, etc. From the life skills training, each survivor will be developed their confidence, ability on decision making, understanding of income opportunity, etc. for economic development.

In addition, career counsellors will provide small classroom-style training to survivor cohorts on soft skills and job search skills (resume-writing, interviewing, etc.), including identifying potential employers, submitting applications, following up, negotiating salaries and benefits, and providing support during the employment placement process to ensure sustainable wage-employment.

Survivors who are interested in self-employment through starting or strengthening SMEs, will be provided entrepreneurship development training using Ashshash developed training module. After the training, each survivor will be provided Business Development Services (BDS) including production chain, market linkage, access to finance, business mentorship, establishing a network with buyers, entrepreneurs conference, membership with chamber & Business association, etc. For developing a sustainable enterprise for the survivors, Ashshash Phase II will engage the BDS partner organization for providing technical support to the project. With the support of the BDS partner organization, SRP will provide entrepreneurial and financial literacy training to the selected survivors and ensure other business development services including establishing linkage with the backward and forward market, linkage with banks offering low-interest credits lines, product marketing, establishing a network with buyer, registration, and members of the survivor's business, entrepreneurs conference/trade fair at the district level, business mentoring, coaching, guidance, follow-up, etc. Ashshash Phase II will explore and engage business students from public/private Universities in the respective working areas to ensure business mentoring support for business training graduates' survivors.

Economic development training will incorporate other jobs and nature-based solutions and community initiatives, including organic farming, bee keeping (apiculture), water conservation, sustainable and participatory forestry, composting urban waste, recycling, solar technologies, wind energy, and bio-electric. Many of these opportunities will be offered through private

sector initiatives with which SRPs will develop partnerships, in coordination with other donor resilience activities at the district levels.

Engage private sector companies to support survivor business development. Ashshash Phase II will engage private sector companies from district and national levels that can offer resources and assistance, including training and other services, employment, linkages to markets, and funding to support survivors of trafficking. To support this overall approach, and as part of the larger Ashshash Phase II Private Sector Engagement Strategy (PSE), SRPs will undertake PSE activities with companies in their district to build and scale public-private partnerships for survivor training and employment. They will conduct outreach through events and one-on-one meetings to motivate, educate, and raise private sector awareness about how the project can provide skilled dedicated workers, services, and goods for survivors-led enterprises.

Output 1.3: Women and men who have escaped trafficking are offered access to finance and increased market linkages

Facilitate relationships between survivors and financial institutions. For survivors pursuing self-employment or strengthening a SME, the SRPs will ensure participants know about different financing options. Ashshash will also ensure to support survivors through loan application processes of various financial institutes. SRPs will explore partnering with green banking initiatives that support climate-vulnerable areas and could be a source for financing green businesses by survivors. For example, a green bank could fund pure drinking water plants in areas with high salinity and drinking water shortages.

Engage private sector companies to support survivor business development and linkages to markets. The SRPs will identify opportunities for connection to larger markets for survivors and engage the private sector to explore market connections; for example, small producers will be linked with larger buyers as part of external value-chain development activities, and the program will link survivors' businesses to district-level business associations, chambers, and other business communities. Survivors can become members of these associations and through them gain their trade license, access to loans, and other incentives. The project will review participants' business data and identify solutions to barriers to growth that could be alleviated through improved connections to private sector stakeholders.

Provide career support adapted to women's needs and build women's networks. According to a 2016 study by the International Finance Corporation, women-owned businesses constitute 7.2 percent of Bangladesh's eight million businesses. Women face obstacles with access to finance, social norms that limit their public life or specific career options, and the lingering economic impacts of COVID-19, which forced many businesses to shut down. The project will identify and connect women to employment and entrepreneurial opportunities that are adapted to their lifestyle needs and preferences, including working with families to support women's choices where possible. The SRPs will support survivors to help build women-to-women entrepreneur connections to alleviate stress and share problems and solutions.

Outcome 2: Institutions are made more accountable and effective in providing services beneficial to men and women who have escaped trafficking.

Outcome 2 will focus on building community-level capacity to embrace and support survivors by building the capacity of service providers organizations/institutions through training, follow-up, and mentoring. Ashshash will engage a few communities level influential youth volunteers, CTC members with its activities who will work within communities to increase awareness of TIP, identify survivors, and create an environment that accepts survivors and supports them to seek services.

Output 2.1: Change agents of local communities are aware and trained on the prevention of human trafficking and reintegration services for survivors of trafficking.

Identify and strengthen the capacity of TIP activists and CTC Members. Ashshash will engage a separate partner organization for awareness and prevention of human trafficking-related activities. Through the collaboration with SRPs, the partner for awareness and prevention will work to identify and develop TIP activists from community influentials, CTC members, youth volunteers, CTIP activists, and community-based organisation and NGO members who are interested in supporting the re-integration of survivors and safe migration, adapted/deeper support for people at risk for trafficking, and referral into the case management system for identified survivors. CTCs have formal obligations as government authorities to support survivor reintegration but with the support of SRPs, the partner for awareness and prevention will engage and capacity development of the CTC members so that they can contribute to survivors' reintegration. SRPs will be solely responsible for identifying and supporting survivors to reintegrate and seek out improved livelihoods, as well as actions to strengthen household and overall well-being, where they will also collaborate with the partner for awareness and prevention. Furthermore, SRPs will consider the activities that will strengthen the capacity and leadership qualities of survivors. SRP will organize training, workshops, conventions, and exposure for survivor leaders so that they can become leaders in counter-trafficking and voice of survivors as well as inspire other survivors to succeed in becoming a leader in the future.

TIP activists and CTC members directly engage and mobilize communities. Through the collaboration with SRPs, Ashshash' s partner for awareness and prevention will engage TIP activists and CTCs at district-, upazila, and union levels to implement awareness-raising activities including cultural programs and community outreach activities on trafficking patterns that exist in these communities. Gender-adapted local community mobilization activities will include courtyard and marketplace community mobilization meetings, cultural programs including folk songs, popular/street theatre, and stage dramas. In Phase II, Ashshash will expand its use of social media/digital platforms to increase the reach of this messaging and advocate with the GOB to use mass dissemination strategies to raise awareness on TIP and safe migration. SRPs will play a supportive role with Ashshash's partner for awareness and prevention to raise community awareness and engagement in identifying and supporting the survivors of trafficking to ensure their sustainable reintegration and lessen the social stigma.

Build community awareness of climate change and integrate resilience strategies across Ashshash Phase II work. Ashshash's partner on awareness and prevention will build awareness of climate change and link communities, households, and survivors to a range of

climate change adaptation strategies that they can undertake to reduce their vulnerability to re-trafficking and help maintain survivor well-being through sustainable livelihoods and stable communities. Economic development training under Output 1.2 will incorporate climate change and strategies for building community and individual climate resilience. This will include promoting green jobs—including with government or utilities (jobs to preserve biodiversity, restore degraded land, combat erosion, conserve water) and other jobs and nature-based solutions and community initiatives, including organic farming, bee keeping (apiculture), water conservation, sustainable and participatory forestry, composting urban waste, recycling, solar technologies, wind energy, and bio-electric. Many of these opportunities will be offered through private sector initiatives with which SRPs will develop partnerships, in coordination with other donor resilience activities at the district levels. Ashshash's partner for awareness and prevention will collaborate with SRPs to deliver awareness-raising on climate resilience to survivors through existing structures, like savings groups or survivor networks. These could also include household-level solutions to make homes more resilient to climate disasters, particularly flooding, heat, and other climate impacts.

Output 2.2: Public/private institution developed capacity to provide improved social protection and legal support to survivors of trafficking.

Engage with the government to implement the NRM. Building on the collaborative case management and referral service directory initiative, Phase II will engage with the government (MOHA as the coordinator), and other stakeholders to aid in implementing the NRM roadmap. Ashshash Phase II will also collaborate with existing anti-trafficking initiatives and adopt best practices in district-level referral processes. District services providers will continue their efforts to establish effective referral practices to ensure trafficking survivors are identified, their needs are correctly assessed, and they receive cross-sectoral support through referral mechanisms.

Establish a psychosocial counselling corner at government locations: A psychosocial counselling support provision will be introduced by establishing a psychosocial counselling corner at government locations that engage counsellors of Ashshash and expert counsellors in providing trauma counselling support. With the support of Winrock, the SRPs will work with the local government and another relevant department at the district level to create "counselling corners" where survivors can receive counselling in a safe, convenient location.

Output 2.3: Public and private sector stakeholders influenced policies/practices to support sustainable reintegration of survivors of trafficking.

Provide sensitization training to service providers who will support the economic empowerment of survivors. SRPs will sensitize the employers/service providers and strengthen their skills and processes for working with survivors. SRPs representatives will follow up with these stakeholders on a regular basis to monitor any changes and ensure appropriate survivor care and interaction.

Support the private sector to make workplaces woman-friendly. In terms of wage employment, career counsellors, and the SRPs will work with employers to make workplaces more friendly for women by actively preventing sexual harassment and discrimination,

providing support like hygiene supplies, appropriate bathrooms, maternity leave and childcare, nursing areas, and flexible hours. These include sectors and jobs in areas like commercial driving, carpentry, welding, cell phone repair, construction, and others that have traditionally excluded women.

C. Sustainability

Ashshash Phase II will encourage the sustainability of its work through strategies that will begin to set the stage for transitioning project activities to local actors and funding, as feasible. Ashshash exit strategy incorporates approaches to (1) improve and operationalise policies, systems, and linkages at the local and national levels; (2) prepare local organisations to assume progressively greater responsibility; and (3) expand the leadership of survivors and TIP activists. The objectives and activities of Ashshash Phase II have been aligned with Bangladesh's 8th Five-Year Plan and the SDGs, ensuring that impact is sustained beyond the life of the project through activities owned by local stakeholders.

At the national level: Ashshash will focus on strengthening MOHA as GOB's leading CTIP agency to oversee inclusive and effective NRM adoption and implementation. Ashshash will collaborate with other ministries, such as the Ministry of Women and Children Affairs (MOWCA) and the Ministry of Health, to ensure that survivors are referred to and assisted by capacitated agencies under these ministries. The program team will collaborate with the Department of Youth to incorporate TIP and migration issues into their existing services provision for trafficking survivors to their training, employment, and financial support.

At the local level, Ashshash will ensure that duty bearers, including CTCs and Union Parishads, have the knowledge, tools, and connections to fulfill their TIP mandates on combating human trafficking and ensuring sustainable reintegration of survivors. The project will strengthen organisational capacity of grantees to plan, mobilize resources, and lead similar programming in the future.

Engagement of Private Sector, Ashshash will, through PSE, address the barriers to survivor employment, reinforcing the benefits of inclusive working environments. Additionally, advocacy efforts with financial institutions will seek to create lasting changes in processes that will ease access to financing.

In communities, Ashshash will use strategic behavioural change campaigns such as CTIP activists to change the way communities view survivors, increase acceptance and support of survivors, and prevent future human trafficking incidence through increased knowledge and actions. Communities will identify trafficking victims and take action to prevent and address trafficking vulnerability.

With survivors: Ashshash will continue to empower survivor leaders to increase their role in policy dialogue and service as a model of sustainable economic reintegration. Survivors will be encouraged to engage with existing survivors' groups and to become leaders in these groups as well as CTIP activist groups and seek support from other members to participate in policy advocacy efforts.

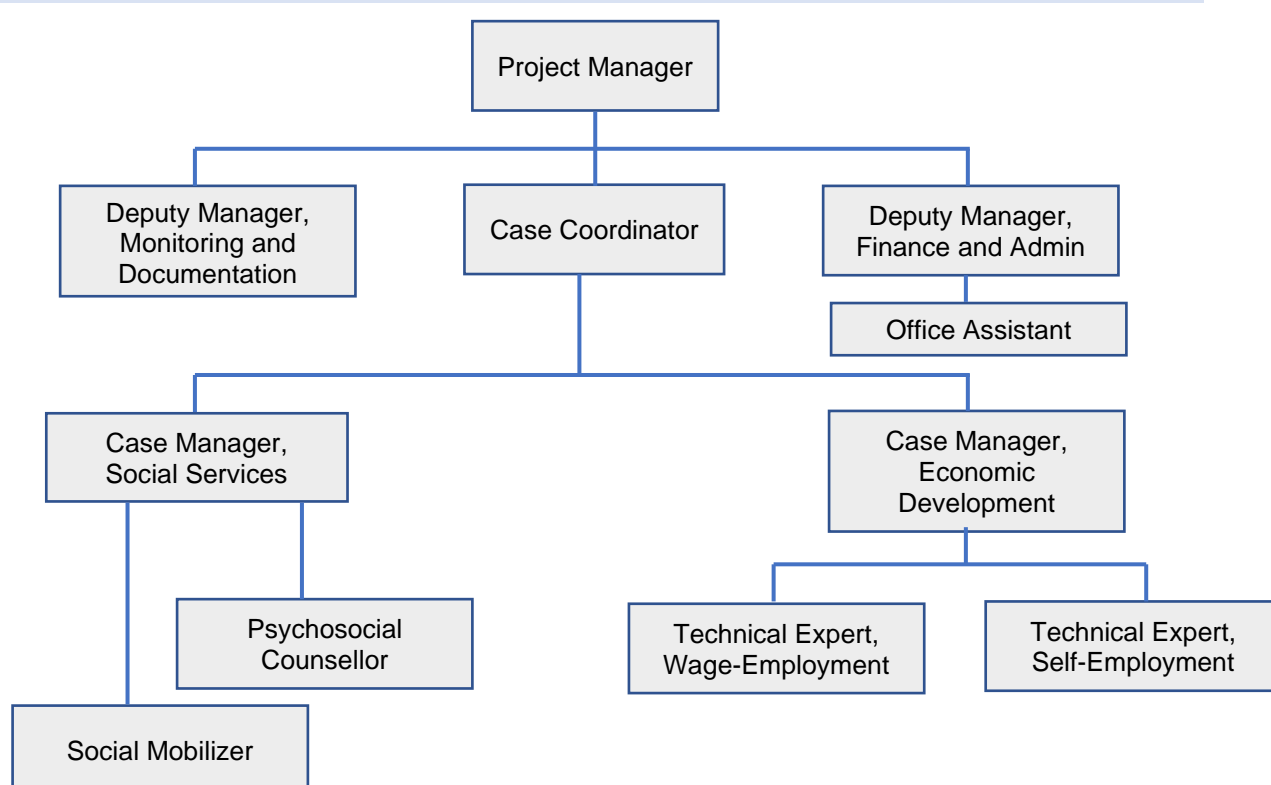
D. Monitoring and Reporting

Monitoring will be an integral part of the project management cycle. Monitoring will be based on the log frame and annual operational and financial plans of the project. While planned activities will be monitored, the emphasis will be on monitoring the project's outcomes and how they could or could not be achieved. The indicators established for measuring the progress of outcomes and targets are reflected in the list of indicators.

The SRPs will be required to monitor activities following the Ashshash M&E system that include identification and enrollment of beneficiaries through verification of documents; ensuring the quality of the implementation activities, follow up of six-month employment and reintegration of survivors; tracking planned activities and outputs monthly; SRPs will ensure that data within the MIS is consistent, accurate, and used efficiently. Each survivor will be tracked using unique codes. Collected data can be entered into the MIS in real time, which facilitates real-time monitoring of data entering the MIS and more timely corrective actions. The SRPs will also be responsible to assist in conducting research/studies including baseline study, gender and vulnerability study, market assessment, tracer study, midline and end-line evaluation, and other relevant studies.

The SRPs will submit monthly and annual work plans. Moreover, they will submit monthly, quarterly, bi-annual, and annual progress reports focusing on activities, outputs, and outcomes related to the objectives of the project.

Organogram for SRPs



Note: If an organization applies for a cluster with two districts, the applicant should consider appointing one person for each of the following positions in each cluster: Project Manager, Deputy Manager-Monitoring and Documentation, and Deputy Manager-Finance and Admin.