



**Terms of Reference (ToR)
For Tracer Study
Ashshash: For Men and Women How Have Escaped Trafficking
Winrock International**

Ref: ToR-Ashshash-008/2022

08 September 2022

Overview:

Project Name	:	Tracer Study for Ashshash Project to assess the economic and social wellbeing of the survivors, perception of families and communities.
Duration	:	45 days over a period of about two months (2 nd Week of November 2022)
Originator (s)	:	Ashshash Project-Winrock International
Location (s)	:	Five (05) Key Districts-Chatto gram, Cox's Bazar, Khulna, Satkhira and Jashore
Proposal Submission Deadline	:	30 th September 2022
Submission Address	:	Wi.ashshash@winrock.org

01. Context

Trafficking in persons (TiP) is a complex and multi-faceted issue for Bangladesh. The country faces massive challenges in preventing and suppressing the flow of trafficking victims from inside Bangladesh to other countries, and in some cases, internally as well. Human trafficking takes many different forms and is interconnected with migration and smuggling, though they are separate concepts. However, given the fact that Bangladesh itself is a hotbed for continuous mobility of its population abroad (being one of the most notable country in regard to labour-migration), issues of trafficking are closely tied to push and pull factors that exist within the country. Gender-specific vulnerabilities in trafficking contexts arise from the social roles of men and women, power relations inside and outside of the households (or lack thereof), gender-specific expectations (including perceptions of what is appropriately masculine and feminine), religious beliefs, and institutional responses (i.e. family and social networks, and customs). Prevalent social norms make reintegration processes difficult; as most survivors face discrimination, violence, and disrespect. Upon return, stigma acts to exclude women from mainstream society, and gives rise to hostilities from both community and family members.

Ashshash is a 4-year-long project supported by the Embassy of Switzerland in Bangladesh, and implemented by Winrock International. The project aims to support men and women who have escaped trafficking to attain their sustainable reintegration into society. More specifically, it is expected that men and women will be provided with psychosocial support, other social services, and the opportunity for skills devolvement and entrepreneurial training; leading to wage-based and self-employment. The main objective of Ashshash is: "Men and Women who have escaped trafficking restore their

dignity and well-being, and become self-sufficient". In addition to providing psychosocial, legal, employment and entrepreneurial skills-development support to men and women who have escaped trafficking, Ashshash reaches people in the project-focus areas, directly or indirectly, through various awareness activities on human trafficking.

Ashshash started implementation in November 2019 and works in five (05) districts, across two of Bangladesh's most trafficking-prone divisions – Chattogram and Khulna. The focus districts in the Chattogram division includes Chattogram and Cox's Bazar. Districts in Khulna division include Khulna, Jashore, and Satkhira. The project has two core objectives – (i) men and women who have escaped trafficking improve their social and economic well-being by using services for reintegration; and (ii) institutions are made more accountable and effective in providing services beneficial to men and women who have escaped trafficking.

02. Rationale

The Ashshash project has gathered each of the survivor's baseline information at the beginning of their enrollment with the project. The aim being to assess the progress of human trafficking survivors through project-specific interventive measures across the five working districts. The project provides support-services ranging from identification to enrollment to counseling to skills-development (vocational/entrepreneurship) to training and employment, to finally, sustainable income-generational prospects. It also provides follow-up support after employment to ensure sustainable employment, and successful reintegration into families and societies. Evidence indicates that skills-training and the resulting prospects of financial independence substantially increases confidence-levels and the social-stature of men and women; and consequently, reduces their vulnerability towards trafficking. The project would like to conduct a tracer study to understand and assess the economic and social wellbeing of the survivors, through the various interventive measures undertaken by the project; six months following the commencement of their employment tenures. The scope of the tracer study compasses 600 survivors who are part of the 'six-month-long' tenure, following employment.

03. Objective of the tracer study:

The objective of the tracers will be to assess the economic and social wellbeing of the survivors, perception of families and communities towards them, change in their social and societal statures, advancements in their monthly-earning capacities, their 'ability to deal with adverse situations', knowledge on 'decent work' and their rights, and the overall context of their instances of empowerment.

The Specific Objectives being as per follows:

- Identify the employment and income-status of the survivors who graduated from skills and entrepreneurship development training and retained six months of wage-based and self-employment.
- Identify major challenges relating to 'sustainability' in wage-based and self-employment.
- Assess the views and satisfaction-levels of the employers on the skillset and performances of the graduates to sustain their jobs/employment tenures.
- Assess the social and economic changes of the survivors, and the scope for an enabling environment with regard to their families and communities.

- Explore the gaps in capacity of Ashshash's programmatic measures; in relations to the readiness of the survivors' skillsets, in line with the requirements of local companies/industries.

04. Methodology:

The study will utilize both qualitative and quantitative methodologies. Quantitative data will focus on the varying contexts of the survivors, and qualitative data will focus on the contextual challenges faced by survivors, their family members, members of their communities, employers, and other service providers. All 600 survivors will be reached to conduct the tracer study.

05. Scope of Work:

The assignment will be to undertake the survey, its subsequent analysis, and accordingly, a draft of the report. The full range of tasks will include: (a) reviewing relevant documents, development of the necessary tools, and testing the study instruments; (b) translation of all study instruments into Bangla (the final instruments will be bilingual in English and in Bangla); (c) undertaking the survey and all interviews with relevant stakeholders (c) verification of data, data-entry, cleaning the data and subsequent analysis; and (d) production of a report based on the findings. The scope of the tracer study will encompass 600 survivors who have completed their six-month-long tenure following employment; with support from the Ashshash project. The consultant is expected to align the tracer study to the previous baseline-information. The Ashshash project will provide individual baseline information of each survivor that will include their relevant background information. The consultant is expected to use it to make comparative analysis. The tracer study will gather feedback from the beneficiaries about whether the services provisioned proved to be useful (with recent examples from their daily lives) as well as comments on additional services that may have been useful.

06. Deliverables:

1. Inception report comprising of the detailed study-design methodologies, tools, workplans, and the team-composition.
2. Draft report with a PowerPoint presentation (of 10-15 slides) covering key-findings and the methodology of the study.
3. Final report of the study.
4. Final dataset, transcripts, and relevant documents pertaining to the study.

Deadlines for each deliverable should be included within the proposal, and will be reviewed and finalized by Ashshash, Winrock International; at the beginning of the assignment.

07. Duration:

The duration of the assignment will be of maximum 45 days over a period of about two months. The expected date of commencement is the **2nd week of November 2022**.

08. Required Skills and Experience(s):

Winrock International, Ashshash project is seeking a formal expression of interest from national-level individual consultants who meet the following criteria:

- At least five years' experience with qualitative and quantitative research.
- Prior experience in conducting tracer studies.
- Understanding of trafficking/migration and entrepreneurship/micro, small and medium enterprises (SMEs), comprehension of gender-dimensions and women empowerment are considered an added advantage.
- Ability to produce analytical reports and submit all deliverables against deadlines-set.
- Minimum Master's Degree in social science, statistic, anthropology, development studies, or other relevant fields.
- Fluency in both English and Bengali.

09. Reporting Line

The consultant will closely work with the M&E Specialist and will report to the Team Leader of Ashshash project.

10. General Terms and Conditions:

Winrock International reserves the right to accept or reject any proposal, and to monitor the quality and progress of the work conducted by the consultant during the study.

11. Payment:

The total payment to the Consultant will be based on an agreed-up budget that will be submitted by the Consultant based on the final deliverables. An illustrative breakdown of payment milestone is detailed below:

- 1st payment upon signing of the 'Consultant Agreement' and submission of a inception report of the study (15%)
- 2nd payment with the submission of a draft report and sharing the key findings of the study (50%).
- 3rd payment with the submission of the final report of the study, along with the final dataset, transcripts, and PowerPoint Presentation (35%).

12. Mode of Payment:

Winrock International will pay by an 'Account Payee' cheque / via Online Transfer to the Consultant. VAT & Tax will be deducted at source, as per the Government policy.

13. Application and Selection process:

Interested consultant are requested to submit proposals, including technical, financial and sample work and send to wi.ashshash@winrock.org by **30th September, 2022**. The application package should be submitted in Arial 11 font, 1 inch-margins, on A4 paper, and single-spaced. Selection will be competitive based on the quality of the proposal, the profile of the consultant, and the proposed budget. Applications are requested from individuals only, no organizational applications will be accepted.