



Terms of Reference- ToR

A campaign and advocacy strategy for Gender Platform: Towards ratification of ILC190 and enactment of Law on 'Prevention of sexual harassment at workplace'

Date: 04 October 2021

1. Summary:

This Terms of Reference details the working modalities of a short-term consultancy to develop a campaign and advocacy strategy for Gender Platform. Bangladesh Institute of Labour Studies-BILS is the commissioning authority of this consultancy. This consultancy constitutes an essential part of a partnering project between BILS and Mondiaal FNV.

Bangladesh Institute of Labour Studies-BILS was established on 1995 as an institute of the working people and trade unions, keeping in a view to build up a just democratic society and welfare of working people & raising awareness among them on their rights and duties through the active participation of major National Trade Union Federation of the country. Protecting workers rights is the main objective of BILS and it strives to promote just and worker friendly policies and laws in Bangladesh. It also plays a catalyst role in bridging trade unions, civil society and the government on labour market issues. As part of its continuing mission, BILS with partnership of Mondiaal FNV has been implementing the project titled 'Social Dialogue for Decent Work in RMG' The above-mentioned assignment to develop a campaign and advocacy strategy for Gender Platform is part of this project interventions.

2. Background:

The Gender Platform was established on 2017. Now 8 labour rights organizations are members of the platform, including BILS as secretariat. Since inception, the platform members are organizing different gender related interventions commonly under the gender platform, as well as by their own, as part of their ongoing mission. Throughout the years, the gender platform has achieved some remarkable progress, including drafting 'Prevention of sexual harassment at workplace' and submitting to the Ministry. The gender platform has also contributed effectively to organize social mobilization on enacting Law and ratification of ILC190.

With 4 years already passed, it is now necessary for the gender platform to step forward with a strategic action plan through assessing the lessons learnt. The strategy shall essentially concentrate on the significance of GBV specific law, review of different versions of submitted Law by different organizations, maintain coherence of gender platform drafted law with ILC190, where Bangladesh stands now in terms of ratifying ILC190 and a concrete and well-defined advocacy & campaign strategy for gender platform to step forward as well. The strategic action plan will support the gender platform and its' members to plan and carry out activities related to gender in a more coherent, coordinated and result based way.

In the above underlying circumstances, BILS will contract an external consultant to develop 'A campaign and advocacy strategy for Gender Platform-Towards ratification of ILC190 and enactment of Law on 'Prevention of sexual harassment at workplace'. The output produced from

the assignment will guide the gender platform to visualize concrete time-bound result on the basis of its' vision and mission.

3. Objectives:

- To understand where the gender platform stands now in terms of interventions and achievements
- To generate a comprehensive guideline for the gender platform to simultaneously influencing enactment of law, and ratification of ILC190
- To visualize time-bound and milestone-based targets for the gender platform for 5 years (2021-2025).

4. Scope of the study:

4.1 Stakeholders to be covered: Considering time and resource allocation, this study should only focus on covering the following parties and institutions;

- **Primary:** Representatives of the Gender Platform members.
- **Secondary:** Focal of TU Women Committees, Senior TU Leaderships from National Trade Union Centers, Pro-union CSOs.

4.2 Output to be produced: Study output would consist of an edited detailed report including the following;

- A SWOT analysis of gender platform
- A 5-years' SMART Advocacy strategy for gender platform (2021-2025), with step-by-step year-wise milestones.

5. Methodology:

Considering the nature of the study as described above, it is expected that a qualitative research approach is employed for this study work. Preferred research methods have been mentioned here for further consideration for the interested researcher:

- Developing Study approach/report structure and finalization with Project focal
- Secondary data analysis- Desk review, assessing Gender Platform related documents, event reports, relevant legal/research paper, newspaper articles etc.
- Key Informant's Interview (KII) with Representatives of gender platform member organizations
- Interviews with gender focal of NTUCs
- Compilation of findings, preparing draft report, finalizing and submission.

6. Required competencies and responsibilities of the consultant:

6.1. Competencies:

- At least a Master's degree from an accredited college or university in Sociology, Social Work, Social Welfare, Anthropology, Development Studies, Law or any other relevant subjects. Apart from this, 5 years (at least) of experience of working in the gender and

labour related research/study field for relevant project in a relevant enterprise.

- In-depth understating on gender perspectives of labour sector of Bangladesh
- Knowledge on developing strategic action plan.

6.2. Responsibilities

- The consultant may, if required, form a consulting team, to successfully carry out the assignment within the prescribed timeframe.
- The consultant, with his/her team, shall review all relevant and available secondary data, including but not limited to national legal and policy frameworks, international instruments, documentation of national and international relevant events etc.
- The consultant, with his/her team, shall visit Federations offices to conduct FGD & interviews, if required.
- The consultant, with his/her team, shall conduct KII with focal person of gender platform members, and also pay visit to designated places for this purpose, if required.
- Review available relevant reports, documents and practices related to gender platform interventions.
- The consultant should have an inception, interim and completion meetings with the key project official of BILS in order to finalize different research steps.
- The consultant shall prepare draft report and after subsequent endorsement from BILS, he/she shall revise the draft report accordingly and submit the final report.

7. Output and Deliverables:

Final version of the submitted study should be accompanied with the following parts;

- Workshop report/ presentation paper
- A SWOT analysis of gender platform
- A 5-years' SMART Advocacy strategy for gender platform.
- Developed case stories (if any)
- Annexes (if any).

8. Time Frame:

Total study period will be two and half months, commencing from October 2021 and is scheduled for completion by December 2021.

9. How to apply:

Interested parties can send the technical and financial proposal to the following email by 10th October 2021 (COB);

bils@citech.net