



## Terms of Reference-ToR

### **Social protection for workers of Bangladesh and its prospect towards inclusive and sustainable development: Spotlight on RMG**

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 study on social protection for workers is part of this project interventions.

#### **2. Background**

Due to the recent Covid-19 pandemic millions of workers have suffered unprecedented miseries in their life. Job loss and income loss were the immediate consequences for many workers, while the social protection schemes/systems' support was not remarkable. The overall vulnerabilities of the workers, created by the Covid-19 pandemic and its consequences, has been a threat to achieving inclusive and sustainable development. Against this backdrop, considering the social protection issues for the workers, which have been more acute during the pandemic, the Bangladesh Institute of Labour Studies-BILS is going to conduct research on social protection for workers of Bangladesh and its prospect towards inclusive and sustainable development and how it can contribute for inclusive and sustainable development. The intention is to analyse the workers' social protection status in Bangladesh and its prospect towards inclusive and sustainable development with a particular focus on RMG. This research will provide a concrete portrait of the social protection scenario of workers in Bangladesh, status, policy arrangement, existing intervention and draw specific policy recommendations/ directions for the government to ensure social protection of workers in terms of sustainable labour practice in Bangladesh.

#### **3. Objectives**

The broad objective of this study is to analyze the existing social protection system for workers in Bangladesh and assess the system in relation to the inclusive and sustainable development perspective. The particular objectives include:

- To analyse the social protection systems for workers in Bangladesh and exploring its strengths and gaps. The analysis will review the existing legal provision and practices for factory level and formal sector works as well as schemes for informal workers.
- To assess the effectiveness of the existing social protection systems to address the pre-existing and new vulnerabilities and the potential consequences on inclusive and sustainable development.
- To formulate policy recommendations and direction to address workers' social protection issues and make it effective towards inclusive and sustainable development

#### **4. Scope of the Study**

The study should include, but not limited to, the following areas under its review and analysis:

1. Review and analysis of social protection schemes and gaps in Bangladesh from workers perspective.
2. Analysis of the social protection related laws in Bangladesh from workers perspective.
3. Comprehensive review of the national and international standards on social protection (including ILO C 121)
4. Review the national-international policy arrangement, prevailing good practices on social protection and its implications.
5. Assessment of industry level specific practices (e.g. RMG central fund) on social protection systems.
6. Review the policies and commitments of Bangladesh towards inclusive and sustainable development.
7. Analysis of Covid-19 related social protection vulnerabilities of the workers, with particular focus on RMG.
8. Analysis of the national and international policy arrangement on workers' social protection
9. Exploring the good practices on workers' social protection and its implications.
10. Developing a set of recommendations for all labour market actors and stakeholders for inclusive social protection for workers in Bangladesh.

#### **5. Methodology**

Research team/consultants will develop a detailed methodology for the study taking into consideration the followings:

- Both primary and secondary information to be used.
- Intensive desk review of the existing provisions and practices regarding workers' social protection.
- FGDs (with workers of RMG)
- In-depth interviews and case studies of RMG workers
- KIIs (with representatives of Policy Makers/CSOs/National and sectoral level TU leaders/Employers/Academicians/Researchers)
- Consultation workshops (enlisting participation from different stakeholders)

#### **6. Deliverables**

The research team/consultant will be responsible to deliver the following things:

- Detailed study design: including outline of the study, methodology, data collection techniques and its rationality
- Report outline: including a brief description of the proposed chapters.
- Draft and final data collection instruments: Data collection tools to be developed in English for feedback and finalization. Once it is final, the instruments to be translated into Bangla. Research team/consultant must submit both Bangla and English versions of final tools.
- Draft report (in English)
- Final report (in English): maximum 25 pages, excluding the references and annexes.

#### **7. Time frame:**

Two and Half months.

#### **8. How to apply:**

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

[bils@citech.net](mailto:bils@citech.net)