Call for Expression of Interest-EOI

Conducting case studies on best practices of the Complaint Committee-CC in the RMG sector in Bangladesh

05 September 2024

01. Summary

This 'EOI' details working modalities for conducting Ten (10) case studies on best practices of Complaint Committees- CC in the RMG sector in Bangladesh. Bangladesh Institute of Labour Studies - BILS is the implementing partner for conducting case studies. This is an essential part of a partnering project between BILS and Mondiaal FNV titled 'Effective Social Dialogue for Decent Work in RMG Industry' in which 'Mondiaal FNV' is the main funding partner.

02. The Rationale

Women workers in RMG are confronted with problems of different natures where harassment and violence of several forms significantly affect them. The gender-based violence (GBV) and harassment in this industry have multiple facets that are mostly verbal, sexual, physical, and psychological[1].Women are subjected to discrimination and violence within the household, at the workplace and in society[2]. In the cases of RMG, in a recent study, 93% of respondents reported the presence of verbal harassment and 86.7% reported the occurrence of psychological harassment at their respective workplaces, while 32.6% and 27.2% of workers respectively noticed the incidences of sexual harassment and physical harassment.[3].

To protect women from violence and harassment, in particular sexual harassment, the High Court in 2009 provided an important verdict. As per the direction of the High Court verdict (2009), to prevent sexual harassment in all workplaces and educational institutions of both public and private sectors, the Concerned Authority will form a Complaint Committee to receive complaints, to be responsible for conducting investigations and making recommendations. The High Court also asked the government "to treat the guidelines as law until necessary laws are enacted by the parliament on the basis of the guidelines" (BGMEA circular 2010). According to the High Court verdict, every RMG factory has to form a complaint committee to deal with GBV issues. Considering the context, BILS has conducted a study in 2023 to analyse the functionality of complaint committee in RMG. That study has identified some interesting findings of complaint committees in the RMG factories.

In the underlying settings above, there is a demand has come forwarded to conduct case studies for capturing the best practices of complaint committees in RMG who are effectively deals with GBV issues in the RMG factories in Bangladesh.

[1] Hossain, J., M. Ahmed, and A. Akter (2021), Watch Report: Rights Implementation Status of Women Workers in Bangladesh's RMG Industry. Dhaka: Karmojibi (KN) and CARE.

[2] Ibid

[3] Ibid

03. Objective

Overall Objective

The overall objective of this assignment is to conduct ten (10) case studies to capture the best practices of complaint committees that effectively deal with GBV in the RMG sector in Bangladesh.

Specific Objectives

- To identify Ten (10) best practices of the complaint committee in RMG to deal with GBV issues and cases;
- To identify actors/factors/processes that contributed to attain the success;
- To draw some specific recommendations for the complaint committee to deal with, defend and prevent GBV cases in RMG effectively.

04. Expected Outputs

The output of this assignment shall consist of an edited detailed report including the following;

- Conduction of ten (10) case studies capturing the best practice of complaint committee in the RMG sector in Bangladesh that effectively deal with GBV issues;
- Factors, role and process identification that leads the success;
- A comprehensive set of recommendations for the complaint committee to deal with, defend and prevent GBV cases in RMG.

05. Scope of Work:

- Developing detailed methodology plan and agree with the project authority the same;
- Conduct a comprehensive desk-based review of available related literature and consultation with relevant stakeholders to identify cases.
- Conduct case studies with a factory-based complaint committee.
- Report writing and editing
- Sharing and presentation

06. Methodology

Considering the nature of the assignment as described above it is expected that a qualitative approach and respective tools and techniques may employed Data needs to be collected both from primary and secondary sources.

Please note that, this is only an indicative methodology. The consultant is requested to develop a detailed methodology plan and agree with the project authority the same before administering the assignment in practice.

07. Audience of the Report

- TUs
- NGO/CSO
- Related government institutions
- Employers
- Policy experts/academics
- BILS-Mondiaal FNV
- Academics/Experts
- Donors & Foreign Missions

08. Style and Length of Report:

The consultant needs to prepare and submit both an electronic version and a signed hard copy. The document should be very precise. The main body of the report shall be plus/minus 30-35 pagers document. Necessary supplementary information (if any) like transcripts of cases studies and interviews (if required) and references are to be attached as annexes.

09. Timeline

Starting from 18 September 2024, the duration for entire assignment including finalisation of the end report, shall be 2 months particularly up to 15 November 2024.

10. Ethics and Risks:

Conduction of cases studies must avoid any kind of plagiarism and provide due acknowledgement to the sources. Objectiveness is the key to mitigate the risks where consultant have to be strategic and analytic in arguments but not biased.

11. General Terms & Conditions:

- Any document, information or data entrusted to or produced in connection with this assignment, shall be strictly confidential. After completion of this assignment, only BILS shall be eligible to use them. However, in case of any emerging need to use it or any part of it by any academics or other users, prior information and written endorsement from BILS is mandatory. The copyright of the final product will be endowed with the BILS.
- In the event of any emerging priorities and needs, the concerned authority at BILS shall enjoy all authority to reschedule the operational framework of this assignment.
- BILS 's Finance section shall follow the country's legal framework to deduct VAT & Tax as per requirements.

12. EOI Submission Detail

Please submit your EOI on the following Email: bils@citech.net. Last date for submission of EOI: **12 September 2024** (before 4.00 pm BD time).