

Terms of Reference (ToR)

Outcome harvesting of DGB-BW Project (2024-24)

1. Background and Justification:

Bangladesh Institute of Labour Studies-BILS has been implementing project on workers' issues in Chattogram in partnership with DGB-BW since 2016. The first and second phase of the partnership has already been successfully completed and significantly contributed in protecting workers' rights and promoting decent work in the selected industrial sectors in Chattogram. At present, BILS is implementing the third phase (2022-24) of the partnership titled **"Promoting Social justice and decent work through champion role played by Women and Youth TU leaderships"**.

The main objective of the running phase (2022-24) is to ensure the pregressive role of women and youth TU leaderships to address social justice and decent work in Chattogram region. The project intervention has been implementing in the selected industrial sectors in Chattogram i.e. RMG, Construction, Hotel-Restaurant, Health-Diagnostic, Small Transport, Beauty Parlor and Aluminum goods making industry. The main target groups are the women & youth TU leaders/activists and the workers of the selected sectors as well as the relevant stakeholders. The women & youth TU leaders/activists will be the key instruments in implementing the project activities and they will play their progressive role in promoting social justice and decent work in Chattogram region.

The project envisages that the women & youth leaderships are potential for the future leadership of Bangladesh trade union movement to meet the upcoming challenges e.g. 4th industrial revelation, gig economy etc. So, fostering the capacity of the of the women and youth TU leaders is most important to promote social justice and decent work as well as to encounter the upcoming challenges of Bangladesh trade union movement. Besides, develop collaboration between TU(trade Union) and relevant stakeholders, increase interaction between workers and TU will are the key factors inn ensuring social justice and decent work in Chattogram region. In the first and second phases of BILS-DGB BW project, the women and youth TU leaders/activists have been capacitated on organizing, paralegal support, advocacy-campaign etc. In the present phase, the capacity of the women and youth leadership has further been fostered to promote them as mainstream leadership to address workers' issues in collaboration with other stakeholders. leadership of the women & youth TU leaders/activists of the selected industrial sector in Chattogram.

The project been implemented successfully and achieved targeted outputs and indicators of achievement accordingly. The major outputs and achievements are as follows;

Outputs:

- Labour Resource and Support Centre-LRSC" in Chattogram equipped with relevant resource documents and updated information.
- A pool of women and youth TU leadership (120 +) equipped with knowledge and skill on workers' issues
- 15,000 plus workers equipped with the knowledge of their rights and entitlements
- A total number of 89 university graduates completed internship on workers' issues

- Publications including research reports
- Training manual and campaign materials developed
- TU-CSO network, 'Sromik Sanghati Forum, Chattogram' an united Platform of (11 TUs & 8 CSOs)
- Youth TU network of the women and youth leadership

Achievements:

- "Labour Resource and Support Centre-LRSC" has been recognized as a trusted information and resource hub on workers' issues in Chattogram.
- An united approach developed among the unions in Chattogram, which have been reflected through their joint initiatives in several occasions/various workers' issues.
- The women and youth TU leadership are more active in their own union and, their united approach through the youth TU network has been the vital strength for the TU in addressing workers' issues, particularly in the violation of workers' rights and entitlements.
- A group of women TU leaders has come forward which contributed women participation in unions. Besides, 5 women committee formed in 5 regional NTUCs.
- Media focus has been increased on workers' issue
- The senior leadership are supporting the youth and women leaders and providing necessary guidance to them in their regular activities
- A collaboration developed among the TU and CSOs "Sromik Sanghati Forum, Chattogram" to address the workers' issues jointly.
- Youth leaders have been promoted in their own unions, some women and youth leaders have been included in central committees of the NTUCs.

From the above-mentioned achievements, it is proved that the project has been able to achieve the targeted results/outcomes. There are many outcomes of the project, which will contribute in promoting workers' rights in Chattogram even after the project end. Capturing the outcomes and lesson learnt are important to showcase the project achievements as well as for taking future interventions. In this connection, BILS decided to document the outcomes and lesson learnt of the project.

2. Objectives:

The purpose of this Terms of Reference (ToR) is to identify and document the outcomes and lesson learnt of the project.

3. Scope of Work:

The consultant will identify and document the outcomes and lesson learnt of the project, where he/she will have the following scope of work, but not limited to;

- Review the project documents to understand project context, objectives, stakeholders, target groups, expected outputs/ results etc.

- Review the project reports
- Discussion with project personal/project management
- Discussion/interview with stakeholders/target groups
- Discussion/interview with TU leaders/ youth and women TU leaders
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4. Step-by-step deliverables:

The consultant has to maintain the following steps to deliver the final output.

- Capture the most important outcomes of the project
- Discussion with project management to finalize four (4) outcomes of the project'
- Proper documentation of the selected outcomes and development of a PPT for the outcome harvesting workshop.
- Document and finalize the lesson learnt of the project.
- Final submission of the report on project outcome and lesson learnt.

5. Time frame

Starting from 15 November 2024, the duration for entire assignment including finalisation of end report, shall be one (1) month particularly up to 14 December 2024.

6. Competencies and Expertise of Consultant:

- The consultant must have previous experience and expertise of project evaluation.
- The Consultant shall have very sound, profound and comprehensive knowledge on Workers issues especially on trade union activism.

7. Proposal submission Procedure:

Interested consultants are requested to submit short proposal to **Executive Director, Bangladesh Institute of Labour Studies –BILS, House -8/a/Ka, Road-13 (new), Dhanmondi R/A, Dhaka-1209** or through email: bils@citech.net. The consultant must submit the following documents along with the Technical & Financial Proposal:

- CV of the consultants who will undertake the assignment
- Work schedule in the technical proposal
- Financial proposal (including applicable VAT & TAX)

8. Deadline for Proposal submission:

On or before 17.30 hrs. 10 November 2024.