



## TERMS OF REFERENCE

### REQUESTING CONSULTANT FOR DOCUMENTATION AND POLICY AGENDA ARTICULATION

#### Project Title: Empowering Women Fisherfolk Communities in Bangladesh

##### Background:

Badabon Sangho is a women's rights and women-led organization working with diverse communities, including women, girls Dalits, religious minorities. Established in 2016 in the southern region of Bangladesh, particularly in Rampal and Mongla, Badabon Sangho operates at the grassroots level to empower marginalized populations and drive social change.

Started with feminist approach by engaging women who face the worst forms of violence and discrimination land ownership, race, natural disaster and are even expelled from their own lands but is forced to remain silent to raise their voice or ask for their rights. It has group-based structure and governance. Group members are from rural women, lower caste, Dalit, widowed, separated, divorcee, religious minorities, fisher-folks, migrant workers, crab farmers and indigenous minorities. Members living under poverty line, face hate speech and stigma and depends on natural resources and lands for their livelihoods. For more information, please visit our [website](#)

##### Context analysis:

The coastal region of Bangladesh, particularly the southern districts is vulnerable due to climate change. Climate Change has severely affected the livelihoods of local communities, particularly women fisherfolk community. Women fisher-folk are not only affected by the climate change induced disasters but also deprived of recognition and entitlements. Due to the lack of recognition, women fisher-folk does not have access to social safety net schemes, allocation of state water-bodies. The fisher-folk identification and registration guideline -2019 has stated person who are depending on fishing from natural sources would be recognized as fisher-folk. However, local govt. officials who are responsible for registering fisher-folk are frequently avoided to register women as fisher-folk. Traditionally, they believe women are engaged in household works or works in backward sides. So women are not directly fisher-folk. Lack of recognition deprived them to get access to the state water-bodies. Furthermore, these women fisher-folk are affected by climate change induced reproductive issues. Though govt. has been allocating project and budget in name of climate changes, but that is not addressing the needs and constraints of the women fisher-folk.

Given the above, Badabon Sangho and Oxfam signed a partnership with funding support of European Union to implement a project titled, `Empowering Women through Civil Society Actors in Bangladesh (EWCSA). The project will address specific needs and constraints of target groups and stakeholders- a) women fisher-folks don't have capacity to document experiences regarding registration, access to state water-bodies, and climate change impact; b) three ministries – a) fisheries, b) land and c) corporate are not aware about the policy gaps and limitations regarding gender-based discrimination; c) National Jalmahal Management Policy 2009, Fisher-folk registration and identification card guideline 2019 don't have clear and specific guideline regarding women fisher-folk registration and entitlements. The purpose of the project is to enhance women's fisher-folk registration, recognition and entitlements in coastal areas by facilitating and strengthening their leaders' capacities and facilitating policy discussion on gender-discriminatory guidelines.

The project was started in July 2024 and implemented in Chila Union under Mongla upazila, where 525 women fisher-folks are participating. Within the last six months, Badabon Sangho has established a women fisher-folk federation where 13 women leaders acting together, one women fisher-folk cooperative functional where 52 women fisher-folk has access to revolving fund, 94 women fisher-folk registered for fisher-folk cards as well. Based on the experiences and evidence Badabon Sangho has been planning to extend the activities other districts to develop a women fisher-folk coalition. In the meantime, there are significant experiences and learning which can be document for further replication.

Given the above, Badabon Sangho has been seeking competent and skilled documentation support from individual consultant who will responsible to consult with women groups members (i.e. fisher-folk), stakeholder and govt. officials and document the experiences, gaps and learning. Most importantly, consultant will review the secondary policies and acts that allow women and men to be registered as fisher-folk and how its links with climate change plan. Based on the secondary review and field documentation, consultant will articulate specific policy agenda which are necessary to reduce gender-based discrimination toward women fisher-folk. It is planned to conduct a national seminar with senior govt. officials of ministries and dept., journalists, politicians, and CSOs based on the articulated and documented policy agendas. The purpose of the national seminar would be influence changes in policies and acts that are closely impacting gender-based discrimination against women fisher-folk.

#### **About the assignment:**

Given the above, Badabon Sangho is seeking specialized support from individual consultant in order to document field experiences, evidences and recommend specific policy agendas. A key focus of documentation and articulation of policy agendas are to address gender-based challenges faced by women fisherfolk communities particularly in accessing their rights, it highlights the existing gaps in policies and guideline and articulate policy agendas.

#### **Guideline objectives:**

The specific objective of these guideline is as follows:

- a) Document EWCSA project's experiences, learning, and challenges in policies and suggest policy review agendas.

#### **Methodology of the Study:**

This methodology of the guideline development will employ a mixed-approach to collect and analyze current information of all project and document it comprehensively. To make it happen, consultant will document field experiences like federation, cooperative, women groups, registration process, revolving fund, and interaction with public services providers. Further consultant will review secondary laws, policies, reports and guideline in light of fisheries sector and its impacts on both women and male fisher-folks.

- Review of existing laws & regulations and find out gaps related to women fisherfolk communities.
- Consult with women group members (i.e. fisher-folk) and discuss challenges to claim their rights.
- Discussion with federation and cooperatives and find out how its helps to members.

#### **Expected deliverables and timeframe**

The required outputs of this consultancy will be as follows:

- i. An Inception Report. The inception report must include detailed work plan with timeline, partial literature review, data analysis plan for qualitative and quantitative data, enumerator contract, enumerator training agenda, table of contents for the final report as well as list of annexures. This Inception Report shall be submitted for review and approval by ten (10) days after signing of the contract and before commencement of the work.
- ii. Draft report with project documentation and policy agendas
- iii. Final report with project documentation and specific policy agendas

#### **Payment Terms:**

The budget for the consultancy will be determined based on the proposal submitted by the consultant/team, including detailed costs for professional fees, travel, and other expenses. Payments will be made in three instalments:

- 20% upon signing the contract
- 40% upon submission of the draft report
- 40% upon approval of the final report

#### **Required Competencies:**

The successful consultant/agency must be able to demonstrate the following skills and experiences:

- ✓ Minimum 10 years' experience of programme implementation in NGO sectors

- ✓ Experienced of working with international NGOs and have firsthand experiences of policy review and advocacy
- ✓ Familiar with operations and dynamics of national NGOs at field level
- ✓ Strong skills in Bengali writing and excellence in writing narrative report.

**Duration:**

30 days after signing the contract.

**Value of Contract**

The value of the contract would be determined in non-profit experiences and analyzing the submitted proposals. The proposals must include amounts of Vat/Tax as per the country's law.

**Process of Submission:** Interested candidates may submit updated CV by mentioning subject line : CONSULTANT FOR DOCUMENTATION AND POLICY AGENDA ARTICULATION and expected monthly salary by email to hr.badabonsangho@gmail.com or in hard copies to 9/12, Block-D, Lalmatia, Dhaka within 15 February 2025.

**A. For Individual Consultant**

- a) Maximum 2-page CV of Candidate with highlighting related assignments completed with client name, contract person and mobile number (this person must have fulltime engagement during assignment time). Two references must also be provided based on similar work within the last two (2) years.
- b) TIN Certificate (PDF soft version)
- c) Documents in favor of the relevant previous studies.