



# Terms of Reference (TOR) For Baseline Survey with Gender Analysis

## “Empowering Women through Civil Society Actors in Bangladesh” (EWCSA)



**LEDARS**

**Local Environment Development and Agricultural Research Society**

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### 1. Background of the Organization

**1.1. Context of LEDARS:** Local Environment Development and Agricultural Research Society (LEDARS) is a non-profit and non-political organization that has been working for social, economic and environmental development of the poor and marginal people of the southwest coastal region of Bangladesh since 1996. When unplanned shrimp cultivation, river erosion and various natural disasters compelled the coastal people to migrate to urban areas during the early 1990s, LEDARS emerged from a local club to a development organization to assist climate vulnerable people for improving their livelihood security and establish their rights. LEDARS is registered under the Social Welfare Department and NGO Affairs Bureau, Government of Bangladesh. LEDARS works with landless, unemployed men and women, coastal fishermen, tiger victim widows, youths and the Sundarbans resource users groups. LEDARS have started implementing Empowering Women through Civil Society Actors in Bangladesh (EWCSA) Project funded by Oxfam.

**1.2. Vision statement of the organization:**

To contribute in poverty reduction of the poor and marginal groups through the optimum usage of local resources.

**1.3 Mission statement of the organization:**

LEDARS supports and equips people with appropriate methods to raise their voice and establish basic human rights, in order to ensure livelihood security of the most vulnerable and socially excluded segments of the population.

**2. Project in brief:**

**Project Background:**

The women shrimp workers are discriminated by the deprivation of shrimp farm owners at the shrimp sector due to their lack of empowerment since long back. While, about 80% shrimp workers are women and working as casual labor modalities at these shrimp farms. Considering the context, BINDU along with LEDARS have planned this proposed project to empower the women shrimp workers through mobilizing them to build an alliance to enhance the decent work environment and equal wages for them like as men workers. At the first step, three women shrimp workers group will be formed at the three unions where the most vulnerable women shrimp workers are located. Finally, a women shrimp workers alliance will be built taking representative from the women shrimp workers groups.

In doing the empowerment, the project will conduct the study of labor laws and related policies to identify policy gaps. In order to overcome the situation a law and policy reinforcement action plan will be developed. Once planned, the law and policy reinforcement plan will be translated in a manner to educate the women shrimp workers and their alliance to raise their voice to ensure their rights. The similar findings also shared to the local government and the civil society actors to motivate them to get the support for the women shrimp workers and their alliance. The project will also work with the shrimp farm owners to create a strategic pressure to minimize the issues of wage discrimination and to create an enabling working environment for the women shrimp workers.

Moreover, to bring the issue at the impact level, the project will organize national level dialogue with the policy actors and experts where law and policy reinforcement plan will be shared to sensitize them to initiate such changes and legislation support in favor of women shrimp workers in the shrimp sector.

Shrimp cultivation is performing a significant role in the livelihoods of rural coastal people of our country. The rapid development of the shrimp industry at Shyamnagar, Satkhira has provided employment opportunities for where about 80% of casual laborers in this sector are women.

Though, Shrimp industry proponents claim that employment opportunities in this sector provide women with a degree of empowerment through wage-earning potential. But it has been proved that

the shrimp industry in Bangladesh frequently undermines the rights and security of women at all stages of the shrimp production.<sup>1</sup>

Women are working as casual verbal contract, and not supported by factory or by the contractors and kept outside of the purview of labor rules. Women workers are the victim of severe wage, service and power discrimination. Due to working for a long time in saline water during shrimp fry collection they are facing tremendous health problems.

Women are discriminated against labor rights, they can't raise their voice because lack of women's leadership as well as not having any union or collective actions among the women labor themselves against the deprivation. The situation will remain same until women organize themselves and protest the violation of their rights.

#### **Project Objectives:**

Empowering women workers in the Shrimp sector through build their alliance to claim their rights and decent working environment at Shymanagar, Satkhira.

**Project target groups/beneficiaries:** Project targeted two types of beneficiaries Direct and Indirect Beneficiaries. Direct beneficiaries are getting the support from project and they are 2,000. Among them, 90 women shrimp workers will engage with advocacy activities. The total indirect beneficiaries under the project are 20,000 and they are the family members, related stakeholders and community people. Another indirect beneficiary group are the other shrimp workers in this community.

Beneficiaries selected based on the below selection criteria-

- Women Shrimp worker.
- Women lost their husband by tiger attack.
- Members of underprivileged family.
- Family members with disabilities.

A baseline study with gender analysis will be conducted at the inception of the project with a hired team. In the study the quantities and qualitative aspects of lack of women empowerment in the shrimp sectors will be investigated along with the lens of gender transformative approach.

#### **3. Baseline Survey and Its Context**

The baseline survey data and information would be used as a benchmark before initiating project intervention. This baseline survey has two objectives. Firstly is to assess the general situation of the beneficiaries and intervene accordingly; if necessary, adjust the scale and type of intervention. Secondly, it would serve as a reference point while measuring or assessing the progress during the post evaluation period of the project.

#### **Baseline Survey volume under this project:**

The baseline survey will be conducted in 12 villages of 03 Unions under Shyamnagar, Satkhir District. Estimated number of households to be surveyed are about (Women Shrimp Worker-100, Male Shrimp Worker-50, Shrimp farm Owners-30, other Stakeholder (Civil Society)-20) Total=200

#### **4. Objectives of the Base line survey:**

The specific objectives are outlined below:

- Family and social status of Women shrimp Worker's
  - Identify wage inequality among women shrimp workers.
  - Identify gender discrimination among women shrimp workers.
  - To examine the perception of women shrimp worker about Bangladesh labor law.
  - To examine the perception of women shrimp worker about International labor law.
  - Document the general situation of the prospective beneficiaries which includes- demographic profile, various assets, sources of livelihood, access to health and sanitation, membership of social organization
  - Identify the health hazard facing the community people, specially, Women Shrimp Workers adolescent girl and children in the project area causes of the health hazard and it's mitigation initiatives.
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- Identify the issue where required advocacy initiatives to establish the rights of women shrimp worker in the project area.
- TO know the perception of women shrimp workers about the labor wages set by the Bangladesh Government.
- Identify the capacity building initiatives for the staff to implement the intervention effectively.
- To identify the status and social context of women’s empowerment.
- To identify the participants perception of decent work.
- To identify the participants perception of labor right.

**5. Methodology and Scope of Work:**

The research finding should represent the target beneficiaries; therefore, statistically valid and representative sample should be designed. The data collection method for this survey could be both qualitative and quantitative. However, whatever methods are followed, the consultant must describe how far these methods are expressive to answer each of the survey objectives. The followings are identified as key program activities and deliverables:

- The consultant will get acquainted in detail with the project, its program activities, particularly, its interventions to attain the goal of the project;
- The consultant will visit the project areas, partners and stakeholders and ensure that a full consultative process is undertaken with the local/indigenous communities, relevant administrative and management personnel if necessary and ensure adequate information sharing and participation in the process; sponsoring/implementing agency LEDARS would provide full financial and logistic support as an when necessary;
- The consultant should design the survey plan in accordance with the standard practice and the sponsoring agency LEDARS will implement the survey process (data collection) in the field.
- The consultant will gather on-going research initiatives aligned to identify impact of women empowerment on the coastal resources dependent communities.
- The consultant will prepare a comprehensive and easily understandable baseline survey report to support the program intervention;
- The consultants will maintain secrecy of the information obtained in the survey process and after completion of the whole work the consultant will return all pertaining documents and papers to LEDARS.

**6. Duration and Implementation Schedule:**

The total length of the concerned consultancy will not exceed 30

<b>Activity</b>	<b>Completion Date</b>
Preliminary consultations with LEDARS program staffs	1 day
Collect necessary background documents	2 days
Prepare DRAFT survey instrument	3 days
Piloting DRAFT survey instrument	2 days
Finalize survey instrument	2 days
Familiarize the survey team with survey protocols	1 days
Provide guidance on the collection of field data; field data collection by LEDARS’s appointed staff/personnel/enumerators	10 days
Data coding, data input and analysis	5 days
Draft Report Submission	3 days
Final Report Submission	1 days

**7. Confidentiality:**

All the outputs e.g. report, documents, information etc product by this research will be treated as LEDARS’ property and consequently confidential. So the above mentioned outputs or any part of it can’t be sold,

used or reproduced in any manner by the assigned organization / individual without prior permission from LEDARS.

**8. Termination of the Agreement:**

- Either party can terminate this agreement with a written notice within 7 (Seven) days from the date of signing this agreement.
- In the event of a major natural disaster, war or major civil or political unrest this agreement may be renegotiated and jointly revised between the two parties recognizing any consequent change in the environment for implementation.
- If the external consultant cannot fulfill any clause of Terms of Reference.
- If the external consultant cannot submit their reports within the specified time