



The Asia Foundation

Terms of Reference- GEDSI Consultant Oporajita - Collective Impact on Future of Work in Bangladesh

The Asia Foundation is searching for a gender, disability, and social inclusion (GEDSI) expert (independent consultant or an agency) for [Oporajita: Collective Impact on Future of Work in Bangladesh](#).

Oporajita brings together a diversified group of stakeholders who are collectively working to ensure that women garment workers in Bangladesh have access to the relevant working skills and competencies needed for their future of work while operating in an environment that is enabling and inclusive of their choices. The activities within the initiative are defined, implemented, and evaluated together with the women garment workers themselves and cover multiple needs within three thematic areas that significantly impact their lives.

Program Brief

Oporajita is a collaborative initiative among 15 organizations to equip women garment workers in Bangladesh for a future defined by automation and digitalization. The Asia Foundation is the backbone organization for Oporajita and will be guiding the collective's strategy, vision, and communications. This initiative follows the [collective impact model](#) and aims to holistically address challenges to women's future employment opportunities and livelihoods – and achieve transformative change for the industry and the people working within. The initiative covers multiple aspects within thematic areas that impact the lives of women garment workers, such as providing future-fit skill training, cultivating an enabling environment that supports their future aspirations, and fostering collaboration in an RMG sector that is inclusive of their choices.

Ensuring gender equality and social inclusion (GESI) is particularly critical for the success of the collective impact model, especially when applied to women workers in the ready-made garment (RMG) industry like Oporajita. This will empower Oporajita's primary actors (women garment workers, out-of-work women garment workers, and their families) by making them aware of equal rights to opportunities, decision-making, fair working conditions, providing them with means to economic empowerment, improved health and well-being, and skill development that will make them bring transformative change to their lives and society. By prioritizing and ensuring gender equality with the collective impact model, Oporajita can foster positive, lasting, and sustainable development for women workers in the RMG industry, leading to a more equitable and prosperous future.

Purpose of the assignment

The purpose of this assignment is to support Oporajita: Collective Impact on Future of Work in Bangladesh in reassessing and revising its GESI assessment and GESI strategy and developing a unified GESI action plan for Oporajita and a toolkit to support the implementation of the collective impact initiative. The consultant will also guide Oporajita in integrating the GESI strategy and unified action plan through its GESI taskforce.

Scope of work



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The GEDSI consultant(s) will review the project documents, including the existing GESI assessment and GESI strategy to identify the gaps, revise the GESI Strategy, and develop a unified GESI action plan and toolkit to support the implementation of Oporajita. They will also translate the strategy and action plan into Bengali. The consultant will facilitate one workshop with The Asia Foundation team to build their capacity to integrate the GESI strategy and action plan into different components of the project and one workshop with the GESI Taskforce and project focal of partner organizations for building the capacity of Oporajita partners on the revised strategy, action plan, and toolkits.

The developed and revised GESI documents will be accessed and used by the existing and future partners, The Asia Foundation, and funders of Oporajita: Collective Impact on Future of Work in Bangladesh. All the document revision and development will be done prioritizing the interest of women garment workers of Bangladesh and in the context of the collective impact model.

The consultancy will include the following activities:

i) Inception plan development

Consultant(s) will review the approved project plans of all partners, existing GESI assessment and GESI strategy, and other project documents. They will have discussions with The Asia Foundation and the GESI taskforce to understand the expected outcomes of the initiative more clearly. Based on these discussions and after reviewing the existing documents, the consultant(s) will share an inception plan with timelines with The Asia Foundation for the assignment period, keeping the milestones mentioned in the terms of reference in mind. Before revising and developing documents for Oporajita, the consultant(s) will sit with all the partners and reach out to the primary actors of Oporajita to understand and generate their relevant priorities.

ii) Revision of GESI assessment and GESI strategy of Oporajita

Consultant(s) will revise the existing GESI assessment and GESI strategy of Oporajita. The GESI assessment revision will focus on the understanding, knowledge, capacity, context, and vision of Oporajita collectively regarding the GESI component, and the GESI strategy will be revised considering the primary actors' (PA) interest and reflection and the activities in the project plans of Oporajita. The consultant(s) is encouraged to have visits and discussions with the PAs, the partners, and the GESI taskforce for this task. The proposed revision will be shared for feedback with The Asia Foundation and the GESI taskforce until the strategy is finalized and accepted by The Asia Foundation.

iii) Development of a unified GESI action plan

The consultant(s) will develop a unified GESI action plan and an implementation toolkit. The action plan will be developed according to the PA's interest and reflection, the revised GESI strategy, the common vision of Oporajita, and activities in the project plans. The consultant(s) document review and discussions with primary actors, partners, and the GESI taskforce will work as background work for this task. The document drafts will be shared for feedback from The Asia Foundation and the GESI taskforce until the unified action plan and toolkit are finalized and approved by The Asia Foundation.

iv) Translating the documents into Bengali

The consultant(s) will translate the revised GESI strategy, unified GESI action plan, and the toolkit in Bengali. The translated drafts will be shared with The Asia Foundation and the GESI



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taskforce of Oporajita for review and feedback, and the consultant(s) will finalize the documents' translation after incorporating the feedback.

v) Facilitation of one in-person capacity-building session with The Asia Foundation team (6 participants)

After the GESI assessment and GESI strategy are revised and a unified action plan is developed with its toolkit, the consultant(s) will facilitate a session for building the capacity of The Asia Foundation team. In this session, the consultant(s) will share the GESI assessment, GESI strategy, and the unified action plan and how to integrate them into different components of the project from The Asia Foundation's end.

vi) Facilitation of one in-person workshop with the GESI taskforce and relevant Oporajita staff (20 participants)

The consultant(s) will facilitate a session with the GESI taskforce of Oporajita. This session will guide Oporajita to better integrate the GESI strategy and unified action plan into the activities of all partners through the taskforce. Other than the GESI taskforce, a few members from the partners will also join this session.

Skill and Requirements

- Individual consultants/ agencies with experience working in the development sector can apply for the opportunity. Agencies applying for this opportunity will propose a team of two (02) consultants.
- Individual consultants will preferably have at least ten years of experience in working on gender and social inclusion and have an academic background in gender/women's studies, international development, social science, or a relevant field of study.
- For agencies, the lead consultant will preferably have experience working on gender and social inclusion for at least eight years, and the co-lead will ideally have at least three years of experience in the relevant sector.
- Proven experience in gender research studies with a strong background in qualitative research, including a strong record of following research ethics procedures, is required.
- Excellent communication skills both in Bengali and English and well-developed interpersonal skills are required.
- Experience in working in the development sector with INGOs and UN agencies is preferred.
- Experience in working in the RMG context in Bangladesh is preferred.
- Experience in leading the development of GESI strategies, action plans, and other related tasks is preferred.

Specific deliverables with expected timelines and payment schedules

#	Milestone and deliverable	Timeline	User	Payment (in percent)
1	• A detailed inception plan	October 20, 2023	The Asia Foundation and GESI Taskforce of Oporajita	30%
2	• Draft GESI Assessment based on literature review, KII, FGD as proposed and approved	November 15, 2023	The Asia Foundation and GESI Taskforce of Oporajita	20%



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	<ul style="list-style-type: none">• Draft GESI Strategy			
3	<ul style="list-style-type: none">• Approved Final GESI Assessment• Approved Final GESI Strategy• DRAFT unified GESI Action plan and toolkit	November 30, 2023	Existing and future partners, The Asia Foundation, and funders of Oporajita	-
4	<ul style="list-style-type: none">• One in-person capacity-building session with The Asia Foundation team• One in-person workshop with the GESI taskforce and relevant Oporajita staff	December 20, 2023	The Asia Foundation, GESI Taskforce, and partners of Oporajita	30%
5	<ul style="list-style-type: none">• Approved Translation of Documents and Workshop Facilitations	January 10, 2024	The Asia Foundation, GESI Taskforce, and partners of Oporajita	20%

Application Process

Interested candidates are requested to carefully review the requirements for qualifications and competencies, and candidates meeting these requirements are encouraged to submit required documents to

country.bangladesh.jobs@asiafoundation.org and fahmida.zannat@asiafoundation.org by 15 October 2023, Sunday 11:59 PM BST (GMT+6).

Required documents are-

- Detailed CV(s) with relevant experience and exposure.
- A technical proposal based on the scope mentioned in the terms of reference, highlighting the methodology of the work, timeline, and team information.
- A sample of previous relevant work (if shareable).
- A financial proposal including a copy of VAT registration certificate, BIN (for agencies applying), TIN certificate, and complete bank account details.

Payment Method

Payments will be based upon delivery of service deliverables specified in the terms of reference. The Asia Foundation reserves the right to withhold all or a portion of payment if performance is unsatisfactory, if work/outputs are incomplete, or if not delivered within deadlines.

General Terms and Conditions

Any document, information, or data entrusted to or produced by the consultant in connection with this project shall be strictly confidential and cannot be used by the consultant for any other purpose without the written consent of The Asia Foundation's authority. This provision shall remain valid even after the completion of this project.

About the organization

The Asia Foundation is a nonprofit international development organization committed to improving lives and expanding opportunities across Asia and the Pacific. Informed by decades of experience and



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deep local expertise, our work across the region is focused on good governance, women's empowerment and gender equality, inclusive economic growth, environment and climate action, and regional and international relations.