

# TERMS OF REFERENCE

**Call for an organization to lead consultations with women's rights organizations and support the launch of the industry action framework on GBVH in the Bangladesh garment sector**

**January 2026 – January 2027**

## ABOUT RISE

RISE - Reimagining Industry to Support Equality<sup>1</sup> - is an initiative to support collaborative industry action at scale to advance gender equality in global garment, footwear, and home furnishings supply chains. RISE brings together the four largest women's empowerment programs in the apparel industry – from BSR's HERproject, Gap Inc. P.A.C.E, CARE International, and Better Work—to build from proven approaches, scale impact and improve efficiency.

RISE focuses on three interrelated pillars of action to tackle both immediate barriers and medium/long term structural improvements for women workers.

**Pillar 1: Capacity Strengthening:** Working in factories in key countries, RISE achieve impact with a network of local civil society partners and organizations working on gender equality to deliver workplace-based capacity building programs at the garment, footwear and textile factories.

**Pillar 2: Market Transformation:** RISE works with and encourage leadership from industry actors (brands, buyers, suppliers, and worker representatives) to improve operating practices at all levels in global value chains to support greater gender equality outcomes.

**Pillar 3: Influencing:** RISE identifies opportunities to work in partnership to influence employer/company/factory policies, programs, and budgets, as well as government policies that impact workers, in particular women workers, and support the breaking down of harmful social and gender norms.

These three workstreams are supported by two cross-cutting pillars. One on data, evidence and learning and one on women worker voice and representation.

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<sup>1</sup> [RISE: Reimagining Industry to Support Equality](https://riseequal.org)

## CONTEXT

Despite efforts and increased attention from the national and international stakeholders, Gender Based Violence & Harassment (GBVH) is still widespread in Bangladesh, including in the Ready-Made Garment (RMG) sector. Recent research showed that 80% of garment workers have either witnessed or experienced workplace sexual violence<sup>2</sup>. GBVH causes physical, sexual, psychological, and economic harm to survivors and witnesses, while also creating risks for businesses, including decreased productivity, higher turnover, and reputational damage<sup>3</sup>.

Recently, Bangladesh ratified ILO Convention 190, reinforcing the country's commitment to eliminating violence and harassment in the world of work, including in the garment sector. The growing recognition of GBVH has led to the development of multiple projects and initiatives which have brought values and contributed greatly towards promoting a safer workplace for women. However, in some cases they have also created overlap and fragmentation, which can lead to limited long-term progress toward a sector free from fear, violence, and harassment.

To respond to the need of industry alignment and greater collaboration, RISE has taken an initiative to co-create an industry action framework for Bangladesh garment sector offering clear, actionable guidance on how the stakeholders can tackle GBVH collectively. The industry action framework will define concrete actions and roles for industry stakeholders, grounded in the experiences of women workers and aligned with both national (e.g., the 2009 High Court Guidelines, Bangladesh Labour Law) and international (e.g., ILO Convention C190) standards.

**This TOR calls out for an organization** who plays a key role in ensuring that the GBVH Industry action framework is grounded in the voices, lived experiences, and priorities of women workers, trade unions, and gender justice actors. **The organization will work together with a RISE appointed research/consultancy organization** to conduct consultation with workers'/women's rights organizations, cofacilitate worker community-based data collection and contribute in the cocreation and launch of GBVH industry action framework for garment sector in Bangladesh.

## PURPOSE

RISE is seeking a women's rights organization to

1. **Facilitate data collection in the worker communities** together with a research organization appointed by RISE, to capture women and men workers perspectives on GBVH. This is under the needs assessment segment of the industry action framework work and collected data will guide the discussion of the consultation workshops and will inform the framework.
2. **Convene and facilitate consultation with trade union representatives, and women's rights organizations** to ensure that the development of the GBVH Industry action framework is informed by diverse women worker-centred perspectives and validated by organizations advocating for labour rights and gender justice. The consultant will arrange an orientation

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<sup>2</sup> Action Aid, 2019: "Sexual harassment and violence against garment workers in Bangladesh"

<sup>3</sup> IFC, 2020: Addressing Gender-Based Violence and Harassment: Emerging Good Practice for the Private Sector

meeting with the rightsholders and cofacilitate a workshop with the research organization to review and validate the findings from the workers research, identify barriers in addressing GBVH, co-create solutions and promote collective actions.

3. **Support validation and launch of the report** by cofacilitating GBVH industry action framework validation/feedback workshop and support to launch of the report with RISE.

## SCOPE OF WORK

The women's rights organization is expected to conduct the following activities.

### Activity 1: Community Data Collection (March to May 2026)

- **Objective:** Support to capture the women and men workers perspectives on tackling GBVH and facilitate sensitive data collection process in a safe and ethical way.
- **Tasks:**
  - Coordinate logistics and access for interviews/group discussions with 60 (50 women) workers.
  - Arrange safe venues, mobilize participants, ensure consent and confidentiality.
  - Prepare inclusive participant lists and manage participant remuneration.
- **Deliverable:** Logistics and community access for data collection.

### Activity 2: Consultations with Unions & Women's Rights Groups (Jan-May 2026)

- **Objective:** Ensure that the development of the GBVH industry action framework is informed by diverse women worker-centred perspectives and validated by organizations advocating for labour rights and gender justice
- **Tasks:**
  - Organize one orientation meeting and one consultation workshop (30 participants each).
  - Prepare participant lists, manage logistics and remuneration.
  - Co-facilitate sessions to validate research findings and shape action framework recommendations.
- **Deliverables:**
  - Logistics for both sessions.
  - Short report with key inputs and participant lists.

### Activity 3: Industry Action Framework Validation & Launch (Nov 2026-Jan 2027)

- **Objective:** Contribute to the co-creation and launch of the action framework

- **Tasks:**
  - Co-facilitate multi-stakeholder validation workshop.
  - Support stakeholder engagement and launch event.
- **Deliverable:** Brief learnings summary.

## DELIVERABLES

Here is the summary of all the deliverables and timeline for the activities.

Sl. No.	Activities	Deliverables	Timeline
1.	Community data collection	Logistics and community access for data collection (60 workers)	March to May 2026
2.	Consultations with Unions & Women's Rights Groups	Logistics for project orientation and consultation workshop (30 people)  Short report with key inputs and participant lists	January to May 2026
3.	Industry Action Framework Validation & Launch	Brief learnings summary	November 2026 o January 2027

## TIMELINE & BUDGET

The work will commence in January 2026 and will end on January 31<sup>st</sup> 2027. The organization is expected to:

- Propose a draft **timeline** for each of the activities and deliverables, based on the Scope of Work above;
- Submit a **budget** covering all **activities**.

## PROPOSAL

Please share a brief proposal (3/4 pages) including but not limited to the following list:

1. Demonstration of organizational capacity to:

- conduct similar workshops and engagement with women's rights organizations and trade unions on similar topics and subject matter, especially in the garment sector
  - arrange safe and inclusive place for workers community data collection
  - collaborate with industry players and different stakeholders on GBVH, in garment industry
  - understand the complexity of the topic of GBVH, gender equality and women's economic empowerment
  - coordinate and work together in a team with multiple stakeholders
2. Key Steps and Timeline to achieve the deliverables of the assignments
  3. Profile of key team members
  4. Language proficiency
  5. Budget

## QUALIFICATIONS

- **Organizations that promote women's rights in Bangladesh and are women-led are only eligible to apply**
- Proven experience in facilitating community-based data collection with vulnerable populations and with a no-harm approach
- Demonstrated experience in facilitating workshops with trade unions and women's rights organization for garment sector
- Demonstrated experience in engaging garment industry stakeholders on GBVH prevention and remediation
- Strong knowledge and experience in the areas of gender equality, GBVH and women's economic empowerment.
- Proven experience to collaborate with other stakeholders and conduct activities jointly for any project
- Fluency in written and spoken Bangla and English
- Strong coordination and event management skills
- Ability to work closely with RISE in country and RISE appointed research team

## REPORTING

The organization will report to the Project Manager and work closely with the Program Coordinator in Bangladesh.

RISE Program Director will sign-off all final deliverables.

## PAYMENT

The fees will be agreed in advance and payment will be made upon satisfactory completion of the deliverables. The organization will be responsible for its own taxes and other statutory obligations.

## CONFIDENTIALITY & INTELLECTUAL PROPERTY

The organization is expected to maintain the confidentiality of all programs related information. All data and information gathered by the organization for RISE will be the property of BSR.

## HOW TO SUBMIT

Please submit the following **in a single file** (PDF or Word document) by **15 December 2025**:

- The **proposal (3-4 pages)** addressing the points listed above; and
- **Profiles/CVs of key team members** (these can be included in the same file as annexes).

Send the file by email to **both** of the following:

- Smita Nimilita – [snimilita.ic@bsr.org](mailto:snimilita.ic@bsr.org)
- Shukrana Ahmed – [sahmed.ic@bsr.org](mailto:sahmed.ic@bsr.org)

Please use the email subject line:

**“RISE Bangladesh GBVH Women Worker Engagement Partner – Proposal Submission – [Organization Name]”**