

# TERMS OF REFERENCE

## **Call for an Individual Consultant/Researcher to Conduct a Legal Framework Analysis on the Prevention and Remediation of Gender-Based Violence and Harassment (GBVH) in the Bangladesh Garment Sector**

**January – February 2026**

### **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 garment 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 in the garment sector 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 roadmap for Bangladesh garment sector offering clear, actionable guidance on how the stakeholders can tackle GBVH collectively. The roadmap 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 seeks an individual consultant/researcher to conduct desk research** on Bangladesh's legal and policy framework related to GBVH in the garment sector, with a focus on identifying enforcement gaps, access-to-remedy challenges, and opportunities for alignment with international standards. The consultant will also review comparable initiatives from other countries—such as the Dindigul Agreement (India), the Lesotho Agreement and Java Agreement—to draw lessons from rights-based, worker-led approaches that can inform scalable and context appropriate strategies for Bangladesh.

## SCOPE OF WORK

RISE is seeking an individual consultant/researcher **to conduct desk research** and produce a report on analysis of Bangladesh's legal and policy frameworks on GBVH, highlighting gaps in legislation, enforcement, and access to remedy as per ILO C190 and other international frameworks. The report will also include recommendations for legal and policy changes, as well as practical worker centric strategies to improve enforcement and accountability, serving as a key input for the GBVH Industry Action Framework.

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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

## Key Activities

1. **Analysis of legal and policy frameworks and their enforcements:** Conduct a comprehensive review of Bangladesh’s GBVH-related legal and policy frameworks—including the [2009 High Court Guidelines](#), the Bangladesh Labour Act 2006, the Labour [Ordinance 2025](#), and the [women's rights reform commission](#) report. Assess gaps in the laws themselves, weaknesses in enforcement and implementation, challenges in access to remedy, and opportunities for alignment with international standards such as ILO Convention 190.
2. **Review of stakeholder recommendations:** Analyse reports and recommendations from women’s rights organizations, trade unions, and national and international civil society actors to understand ongoing gaps, progress made, and practical opportunities to strengthen GBVH prevention, protection, redress, and accountability across the garment sector in alignment with ILO C190.
3. **Comparative analysis of global models:** Review relevant international initiatives—such as the [Dindigul Agreement](#) (India), the [Lesotho Agreement](#) and the [Java Agreement](#)—to draw lessons from rights-based, worker-led approaches. Identify elements that can inform feasible, scalable, and context-appropriate legal, policy, and enforcement strategies for Bangladesh.
4. **Provide recommendations on legal/policy reforms and enforcement:** Based on the analysis, develop clear, actionable, context appropriate recommendations for strengthening Bangladesh’s legal and policy frameworks on GBVH, as well as improving enforcement, accountability, and access to remedy. Recommendations should prioritize worker-centred, survivor-sensitive, and rights-based approaches.

## DELIVERABLES

Sl. No.	Activities	Deliverables	Timeline
1.	Analysis of legal and policy frameworks	Report outline	January – February 2026
2.	Review of stakeholder recommendations	Final Report with the analysis and recommendations on legal/policy reforms and enforcements	
3.	Comparative analysis for global models		

4.	Provide recommendations on legal/policy reforms and enforcement		
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## TIMELINE & BUDGET

This is a two months assignment that will end in Feb 2026. The consultant is expected to:

- Propose a draft **timeline** for each activity and deliverable (based on the Scope of Work);
- Submit a short **budget**

## PROPOSAL

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

1. Demonstration of the capacity to:
  - conduct research on similar topics and subject matter, especially in the garment sector
  - produce quality reports and documents for a business, govt and other stakeholders
  - understand the complexity of the topic of GBVH, gender equality and women's economic empowerment
  - work in a short timeline
2. Key Steps and Timeline to achieve the deliverables of the assignment.
3. Profile and qualifications of the consultant
4. Language proficiency
5. Budget

## QUALIFICATIONS

- Demonstrated experience in conducting analysis of legal and policy frameworks on GBVH issues
- Demonstrated experience in producing reports and documents for a business, worker rights organizations and other stakeholders
- Strong knowledge and experience in the areas of gender equality, GBVH and women's economic empowerment.
- Strong analytical and writing skills.

- Strong project management skills, including timely and clear communication and managing project expectations, and working under tight timelines.
- Fluency in written and spoken English.
- Ability to work closely with RISE in country and global teams

## REPORTING

The consultant will report to the Project Manager and work with the RISE Program Director.

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 consultant 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 consultant for RISE will be the property of BSR.

## HOW TO SUBMIT

Please submit the following by **15 December 2025**:

- Your **proposal (3–4 pages)** as a PDF or Word document.
- **CV(s)** of the consultant and any key team member(s).

Send your proposal by email to **both** of the following:

- Smita Nimilita – [snimilita.ic@bsr.org](mailto:snimilita.ic@bsr.org)
- Sreya Nath – [snath@bsr.org](mailto:snath@bsr.org)

Please use the email subject line:

**“RISE GBVH Research Consultancy – Proposal Submission – [Your Name/Organization]”**