

# TERMS OF REFERENCE

**Call for an organization to conduct a review of GBVH interventions, participatory needs assessment, multistakeholder workshops and support the industry action framework launch on Gender Based Violence & Harassment (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.

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

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

## 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 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 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 seeks an organization** to review current GBVH interventions, conduct a needs assessment, and facilitate multiple rounds of discussions and consultations with key industry stakeholders. The findings will contribute to the co-creation of the industry action framework, which the selected organization will also support in launching.

## PURPOSE

RISE is seeking a research/consulting organization to:

- **Review GBVH interventions and tools** currently used in Bangladesh's garment sector. This includes mapping relevant stakeholder initiatives across specific GBVH domains, such as prevention, risk assessment, grievance mechanisms, survivor support, and remediation. The aim is to identify overlaps, gaps, and opportunities for alignment
- **Conduct participatory needs assessment** leveraging RISE's participatory methodology and working in partnership with RISE appointed women's rights organizations and unions, this process will include design workshops, focus groups, and feedback sessions at the factories

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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

and in the worker communities to ensure that women's perspectives are captured and directly inform the development of the industry action framework .

- **Cofacilitate a workshop with worker/women's rights group for the action framework** that is formed to guide and advocate for the GBVH action framework. Together with a women's rights organization, conduct a workshop with the representatives from women led unions, women's rights organizations and workers' representatives to validate the findings from the workers research, identify barriers in addressing GBVH, co-create solutions and collective actions
- **Conduct Key Informant Interviews (KIs) with stakeholders** such as Industry Associations (BGMEA/BKMEA), Ministry of Labour, Ministry of Women's Affairs and other major civil society organizations who are working on GBVH issue in Bangladesh.
- **Organize logistic and facilitate a multistakeholder workshop in country** to present the worker research findings, explore reasonable interaction between business practices, compliance models and GBVH risks and find clear pathways and scalable approaches to address and remediate GBVH through collective approaches.
- **Conduct a GBVH action framework validation workshop in country** to facilitate high level dialogue and collect feedback on the draft action framework from the key stakeholders
- **Arrange logistics for the formal launch event of the action framework in country** to present the action framework jointly with brands, suppliers, unions, women's organizations, NGOs, and government actors.

## SCOPE OF WORK

The consultant is expected to conduct 7 key activities under this project as described in the previous section. Timeline and further details under each of the activities are mentioned below.

### Activity Details

#### Activity 1: Review GBVH Interventions (Jan–Feb 2026)

- **Objective:** Map existing GBVH interventions and identify gaps and alignment opportunities.
- **Tasks:** Develop scoping document; conduct desk review of interventions, platforms, and tools; prepare mapping (Excel) and gap analysis report.
- **Deliverables:** Consolidated mapping and a report with gaps and alignment opportunities.

#### Activity 2: Participatory needs assessment (March to May 2026)

- **Objective:** Capture women workers' perspectives, challenges, and recommendations on GBVH.
- **Tasks:** Develop research scoping doc and tools; apply creative design thinking and participatory methods; collect data from 100 workers (80 women) and 10 managers including Anti-Harassment Committee members across two factories and two communities; produce findings report (accounting for Ramadan/Eid/election delays).
- **Deliverables:** Data collection tools and findings report.

### Activity 3: Workshop with workers/women's rights group (May 2026)

- **Objective:** Validate worker research findings and co-create solutions
- **Tasks:** Prepare workshop outline, PPT content, participatory tools; co-facilitate session with women's rights organization (30 participants). Note that **the workshop logistics will be arranged by the women's rights organization**, the consultant only needs to prepare content and cofacilitate the discussions.
- **Deliverables:** Workshop outline, tools, PPT, participant list, workshop report

### Activity 4: Key Informant Interviews (KIs) with stakeholders (June 2026)

- **Objective:** Gather stakeholder perspectives on GBVH prevention and remediation
- **Tasks:** Prepare interview guide and participant list; conduct interviews with 5–6 key actors (BGMEA/BKMEA, ministries, CSOs).
- **Deliverables:** Interview questions, participant list, findings report.

### Activity 5: Multistakeholder workshop (July 2026)

- **Objective:** Build industry alignment and identify scalable GBVH solutions.  
**Tasks:** Prepare outline, tools, participant list; manage logistics; facilitate workshop (50 participants).
- **Deliverables:** Arrange logistics, workshop outline, tools, PPT, participant list, workshop report.

### Activity 6: Action framework validation (Nov 2026)

- **Objective:** Collect feedback on the draft GBVH action framework.
- **Tasks:** Prepare logistics and participant list; co-facilitate multistakeholder validation workshop (50 participants).
- **Deliverables:** Arrange workshop logistics, participant list, feedback report.

### Activity 7: Action framework launch (January 2027)

- **Objective:** Support launch of the GBVH action framework.

- **Tasks:** Manage logistics and participant list for launch event (60 participants).
- **Deliverables:** Arrange event logistics, participant list and a short event report.

## DELIVERABLES

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

Sl. No.	Activities	Deliverables	Timeline
1.	Review GBVH interventions	Consolidated mapping and a report with gaps and alignment opportunities	January – February 2026
2.	Participatory needs assessment	Data collection tools and findings report	March – May 2026
3.	Workshop with women's rights group	Workshop outline, tools, PPT, participant list, workshop report	May 2026
4.	KIIs with the stakeholders	Interview questions, participant list, findings report	June 2026
5.	Multistakeholder workshop	Workshop logistics, outline, tools, PPT, participant list, workshop report	July 2026
6.	Action framework validation	Arrange logistics, participant list, feedback report	November 2026
7.	Action framework launch event	Arrange event logistics, participant list and a short event report	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 suggest a draft timeline for each of the activities and deliverables, considering the above Scope of Work and submit a budget for 7 activities.

## **PROPOSAL**

Please share a brief proposal (5/6 pages) including but not limited to the following list:

- Demonstration of organizational capacity to:
  - conduct research assessments on similar topics and subject matter, especially in the RMG sector
  - report experience to produce reports and documents for a business and other stakeholders
  - organise and facilitate workshops and/or similar consultation in Bangladesh. Please list concrete examples of events you have organized.
  - collaborate with industry players and different stakeholders, in garment industry
  - arrange good quality events, identify relevant venues, understand stakeholder dynamics and arrange logistics for hosting good quality multistakeholder convene. Please attach a list of venues your organisation can nominate for the workshop.
  - understand the complexity of the topic of GBVH, gender equality and women's economic empowerment
  - coordinate with RISE and other project partners and have good project management abilities
- Key Steps and Timeline to achieve the deliverables of the assignment.
- Profile of key team members
- Language proficiency
- Budget

## **QUALIFICATIONS**

- Proven experience in conducting innovative research methodologies with vulnerable populations and with a no-harm approach.
- Demonstrated experience in conducting research on GBVH issues, preferably in the garment sector or related industries.
- Demonstrated experience in producing reports and documents for a business and other stakeholders
- Strong knowledge and experience in the areas of gender equality, GBVH and women's economic empowerment.
- Strong analytical and writing skills
- Proven experience in organizing multi-stakeholder events

- Demonstrated experience in collaborating with industry players and understand stakeholder dynamics in the garment sector
- Strong project management skills, including timely and clear communication and managing project expectations, coordinating with other project partners, and working under tight timelines.
- Fluency in written and spoken English.
- Strong event management skills.
- Capacity to provide translators in Bangladesh
- Ability to work closely with RISE in country and global technical teams

## REPORTING

The organization will report to the Project Manager and work closely with the Project Coordinator and 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 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 (5-6 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 Consultancy – Proposal Submission – [Name/Organization Name]”**