

TERMS OF REFERENCE

Research Organisation/ Individual Consultant

Comparative Study of Integrating Community Engagement on Factory Interventions on GBVH Prevention

Tamil Nadu, India

November 2025 – September 2026

BACKGROUND

Launched in 2023, RISE brings together the world's four largest women's empowerment programs in global supply chains—BSR's HERproject, CARE International, Gap Inc.'s P.A.C.E. Program, and ILO-IFC Better Work. By uniting this collective experience in over 21 countries, RISE seeks to drive transformative change for millions of women workers worldwide.

RISE works across three interrelated pillars of action to address immediate barriers while driving medium- and long-term structural improvements for women workers.

Pillar 1: Capacity Strengthening: Working in factories in key countries, RISE achieves impact with a network of local civil society partners and organizations working on gender equality to deliver worker capacity building programs. There are two approaches to capacity strengthening programs: the Peer Educator model, where training is implemented by a local partner organization, and the Integrated (Licensee) model, which is integrated by a brand/supplier directly in their supply chains. The three core workplace programs—Respect, Foundations, and Financial Health—are central to advancing women's empowerment across supply chains.

Pillar 2: Market Transformation: RISE works with and encourages 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 leverages the founding partners' existing relationships and 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.

CONTEXT

Gender inequality is the primary driver of gender-based violence and harassment (GBVH), which combined with a range of situational factors specific to the garment industry, increases risk and prevalence of GBVH and prevents reporting and prosecution. The past years has seen increased interest from global actors across the garment industry, driven by recent high-profile cases of violence against women workers in India, enhanced attention to GBVH within occupational health and safety frameworks (OHS) and increased emphasis in human rights due diligence of supply chains, and in response to growing regulatory expectations in Europe (at national and EU level).

RISE is a membership-based collaborative initiative for brands, buyers, and suppliers to collaboratively advance gender equality across the supply chain. RISE sees sustained collaboration between industry players and with other key stakeholders such as unions, industry associations, civil society, and public policy institutions as critical to resolve challenges faced by workers which are rooted both in the structural set up of the supply chain and in societal norms. As such, any progress should directly benefit workers and business but also contribute to wider socio-economic gains. RISE Respect is RISE's comprehensive approach for preventing and remediating gender-based violence and harassment (GBVH) in the garment industry. RISE Respect uses a combination of intervention strategies to create a more harmonious and equitable work environment.

PURPOSE OF THE TERMS OF REFERENCE

In this context, the RISE Respect Program is being implemented across five factories in Tamil Nadu in India:

- Three factories are part of an integrated community-level interventions delivered in partnership with a leading INGO.
- Two factories implemented the standard Respect model (controlled group of factories).

The objective of this assessment is to generate evidence on the effectiveness of the Respect Program in addressing GBVH within factory settings, through a comparative analysis of factories that implemented RISE Respect alone and those that combined Respect with community-level interventions and local government advocacy. RISE will measure the added impact of layering these community components on the core factory-based program, comparing outcomes across awareness, attitudes, behaviors, and remediation practices to determine where and how the comprehensive approach achieved greater and more sustained impact. The final assessment report should include findings from the evaluation and practical recommendations to strengthen program design, inform scaling strategies, and ensure the Respect model remains adaptive and sustainable in the long term.

RISE seeks an individual consultant or organization to conduct an impact assessment of the interventions at both factory and community levels.

SCOPE OF WORK

The selected consultant/organization will be aiming to conduct comparative analysis to understand the added impact of layering a comprehensive approach of community norm change and local government advocacy on in-factory programming to enhance prevention and response to GBVH. To achieve this, the selected partner is expected to:

- **Develop an evaluation methodology** and an evaluation matrix where the evaluation questions are matched to data sources to assess the comparative impact of RISE Respect in factories with and without community-level interventions, including current Respect indicators.
- **Conduct field-based participatory assessments** through FGDs (such as Outcome Harvesting) and interviews (using tools such as Relative Reason Ranking, Bridge Model, Journey Map, Plotted Story Telling, World Café etc.) with workers, factory management, and community leaders to capture multiple perspectives. We expect up to 4 FGDs, and 5 Interviews in both the settings.
- **Develop a set of case studies** that document powerful stories of different rightsholders and stakeholders, especially women workers. These stories should illustrate visible changes brought about through the program, while presenting authentic stories including difficult or challenging ones and not only positive outcomes.
- **Review and analyze baseline and endline data** from Respect factory implementation and triangulate with new evidence(findings from the interviews, FGDs, case studies etc) to assess changes in awareness, attitudes, behaviors, and adoption of GBVH remediation mechanisms.
- **Prepare an evaluation report** that brings together findings from both factory and community settings. The report should show the results of the Respect Program on its own, the added value of community intervention, and the combined impact of both. The report should provide a clear comparative analysis of its reach and effectiveness.

DELIVERABLES

Tasks	Deliverables	Indicative Timeline
1. Develop an evaluation methodology	Inception report with evaluation questions, methodology (including an evaluation matrix), workplan, data collection methods and protocols	Nov–Dec 2025

2.	Conduct participatory assessments through FGDs and interviews with workers, management, and community leaders	Summary of field data (FGD/roundtable notes, transcripts, or datasets). We expect up to 4 FGDs, and 5 Interviews in both the settings.	Nov 2025 – Jan 2026 (community); Jun–Jul 2026 (factory)
3.	Develop case studies capturing authentic experiences of rightsholders and stakeholders, especially women workers	Case study compendium showcasing diverse stories and lived experiences	Dec 2025- July 2026
4.	Comparative analysis: review and analyze baseline and endline data and data collected from interviews and FGD of control factories and community intervention factories	Comparative data analysis brief highlights key shifts in awareness, attitudes, behaviors, and GBVH remediation uptake	Aug 2026
5.	Prepare a comprehensive evaluation report covering factory and community settings, standalone vs. combined interventions, comparative reach and a detailed recommendations section.	Draft report (Week 7), Final evaluation report (Week 8)	Aug–Sept 2026

TIMELINE & BUDGET

The work will commence in November 2025 and will end in September 2026. **To note:** Community-level assessment activities (FGDs, Interviews and Case Study collection) should begin as soon as possible (from November) and should be wrapped by the end of 2025.

The organization is expected to suggest a draft timeline, considering the above assessment and roundtable discussion, detailing the number of hours needed to complete this work and a suggested detailed budget.

PROPOSAL

Please share a brief proposal (2-3 pages) including but not limited to the following list:

1. Demonstration of consultant's capacity in:

- conducting comparative research assessments (*experience with participatory assessments*) on similar topics and subject matter, especially in the RMG sector
 - experience to produce reports and documents for a business audience
 - knowledge and experience in the areas of gender equality, GBVH and women's economic empowerment.
 - experience in collaborating with industry players and different stakeholders, in the garment and footwear sector.
2. Key steps and timeline to achieve the deliverables of the assignment.
 3. Language proficiency in Tamil is preferable.
 4. Budget

QUALIFICATIONS

- Proven experience in conducting comparative research methodologies with populations in situation of vulnerability and with a no-harm approach.
- Demonstrated experience in conducting research on gender issues, preferably in the garment sector or related industries.
- Demonstrated experience in producing reports and documents for a business audience.
- Strong knowledge and experience in the areas of gender equality, GBVH, and women's economic empowerment.
- Strong analytical and writing skills.
- Demonstrated experience in collaborating with industry players and different stakeholders, in the garment and footwear sector.
- Strong project management skills, including timely and clear communication and managing project expectations, and working under tight timelines.
- Fluency in written and spoken English, knowledge of Tamil is appreciated.
- Capacity to provide translators for all languages required for the assessment in Tamil Nadu.
- Ability to work closely with RISE in country and global technical teams.

REPORTING

The organization will report to the Respect Program Manager and work closely with the Program Associate, MEL Lead, Program Director and the Country Representative in India.

RISE Program Director will sign-off all final deliverables.

PAYMENT

The fees will be agreed in advance and payment will be made 50% upon signing and the rest after successful submission of all 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.

Please send everything in one file to Sreya Nath snath@bsr.org before the 31st of October 2025.

Only suitable candidates or organizations will be contacted for an interview.