



TERMS OF REFERENCE (TOR)

On

VULNERABILITIES AND WAY FORWARD: A STUDY ON WOMEN FISHER FOLK IN THE COASTAL ZONES OF BANGLADESH

About JAGO NARI: JAGO NARI, a women-led rights-based organization, has been operating in the central coastal region of Bangladesh since 1998. The organization primarily focuses on promoting women's empowerment, improving water and sanitation, enhancing health and nutrition, ensuring quality education, and addressing climate change and disaster risk reduction. JAGO NARI is committed to safeguarding the rights of individuals affected by climate-induced disasters.

About OXFAM: Oxfam is a global organization dedicated to ending poverty and advancing social justice. In Bangladesh, its journey began in 1970 with humanitarian assistance to cyclone-affected communities, followed by vital support during the 1971 Liberation War. In recognition of these contributions, Oxfam was honored as a Friend of the Bangladesh Liberation War in 2012. For more than five decades, Oxfam has worked alongside Bangladesh to foster economic development, combat poverty, champion women's rights, and address the challenges of climate injustice.

Brief information about “A journey to become empowered women fisher folk” project:

“A journey to become empowered women fisher folk” project is funded from EWCSA project of OXFAM in Bangladesh. Oxfam is implementing the Empowering Women Through Civil Society Actors (EWCSA) project with funding from the European Union. The initiative supports marginalized women engaged in informal and underserved sectors by strengthening the skills and capacities of local Civil Society Organizations (CSOs) and Women's Rights Organizations (WROs). Its core objective is to empower both these organizations and the women they serve to actively engage in governance, policy dialogues, and development processes.

Bangladesh faces severe climate-related hazards, with districts like Barguna & Patuakhali particularly vulnerable due to their coastal location. Fishing is a key livelihood here, yet women fisher folk are marginalized by gender norms, lacking recognition, support, and organizational representation. They face violence, wage disparities, poor working conditions, and limited access to resources, decision-making, and public services. Research shows high levels of violence and exclusion among coastal women fisher folk. Addressing these issues demands structural changes and efforts to dismantle deep-rooted gender inequalities in the fishing sector and coastal communities.

JAGO NARI is implementing “A journey to become empowered women fisher folk” under the EWCSA project in Taltoli and Rangabali Unions of Barguna and Patuakhali district, reaching 1,000 women fisher folk to promote transformative women's leadership and challenge the exploitative norms affecting their lives and work. The women fisher folk who are under our project in five types one is Manta group who are living in floating boat on the river, Non-Manta group who fishing by using boat & net in the river, working in dry fish sector and lastly who working in fish selling center (Aroth).

The proposed study objective:

This study aims to generate gender-responsive insights into the experiences of women fisherfolk in Barguna and Patuakhali districts. It will focus on: **(1) examining the impact of climate change on their profession and livelihoods through a gender lens, highlighting how shifting environmental conditions uniquely affect women in the fishing sector; (2) To explore opportunities to enhance their wellbeing despite of climate shocks, vulnerabilities and uncertainty.** The audiences of this study finding are JAGO NARI, Oxfam, European Union, policy holders, local government, CSO, WRO, academia, community people and so on. The study's findings and recommendations will be shared with national-level stakeholders through a symposium and will serve as a basis for future advocacy efforts aimed at promoting gender-equitable and climate-resilient coastal women fisher folk group.

Scope of Work

- Document Review & Orientation: Review key project documents, including the project proposal, progress reports, and other relevant materials. The consultant will also meet with Oxfam and JAGO NARI team members involved in the project to gain contextual understanding.
- Stakeholder Interviews: Conduct interviews with policymakers, individuals, and organizations working with women fisher folk and related sectors to gather diverse perspectives and evidence.
- Consultations with Experts: Interview subject matter experts from Oxfam and JAGO NARI to understand the project's feminist and women-led approaches in promoting the rights and scopes of women fisher folk.
- Field Visits & Beneficiary Engagement: Visit project sites to interact with the 1,000 women fisher folk beneficiaries who have received project support. Collect their insights on best practices, challenges faced, and recommendations for future initiatives.
- Engagement with Local Stakeholders: Gather input from civil society representatives, local government bodies, and Upazila and district-level officials involved in or connected to fisher folk communities.
- Design & Visualization: Design the final study report using Oxfam's standard design templates, incorporating high-quality visuals including photos of participants, key documents, and data visualizations (e.g., graphs and charts).
- Final Deliverable: Submit a fully formatted digital version and hard copy books in both Bangla & English version of the final report, ready for publication and dissemination.

Methodology

The research design will follow Convergent-Parallel Approach¹ or Concurrent Triangulation Design involving simultaneous quantitative and qualitative data collection and both primary and secondary data analysis. The consultant will propose appropriate research methodology including conceptual

¹ Edmonds, W., & Kennedy, T. (2017). Convergent-parallel approach. In An applied guide to research designs (pp. 181-188). SAGE Publications.

framework, methodological approach, study area and sampling strategy, sample size determination, data collection methods, data quality assurance, data processing and analysis, ethical consideration, limitation of the study, uptake engagement strategy etc.

Specific deliverables:

In communication with JAGO NARI and OXFAM the consultant will expected to deliver the flowing deliverables.

Deliverable	Format	Length	Detail
Final draft copy of final report book	Soft Copy	As per need	It should be ensured OXFAM standard design. It will both English and Bangla version. Soft copy will be shared.
Printed final report book	Hard Copy	As per need	Total hundred (200) books should be provided.
Digital final report book	Soft Copy	As per need	Soft copy will be shared
Findings sharing in dissemination	PPT	As per need	Project will arrange a dissemination seminar with policy makers in Dhaka to share the findings and recommendation. The consultant is responsible to attend the seminar and present the findings & recommendation on behalf of JAGO NARI.

GUIDELINE OF PROPOSAL SUBMISSION

The technical proposal should consist of the following sections and the given page limit, along with sample writing of up to 2 pages and a copy of similar work.

Topic	Page Limit (max.)
Technical Proposal	
Cover Page	01 Page
Table of Content	01 Page
Understanding of the study- Background, Objectives, scope and key question etc. (Not just copy and paste from the ToR)	03 Pages
Proposed Methodology (methodological approach , proposed study area, sampling strategy, data quality assurance, data processing and analysis , ethics , limitation of the study etc.)	05 Pages
Study plan/work schedule (grant chart)	01 page

Experience in leading similar study work (Provide at least 2 examples of similar work, agency and time of conduction) with 02 references	01 page
Team composition along with its rationale (CV in annexes)	02 pages
Any other relevant information (if required only)	01 page
Financial Proposal	
<ul style="list-style-type: none"> ▪ Detailed budget ▪ Consultancy days and fees (days should be mentioned for a key member of the team) Travel and accommodation. ▪ Any other expenditure (please mention nature of expenditure) ▪ Please calculate 15% VAT and 10% Tax with a total budget. ▪ Total amount 	

The duration of assignments:

The total duration is 2 months

SL	Description	Timeline
1	RFQ circulation	20 June 2025
2	Vendor selection	30 June 2025
3	Primary discussion, Research question/Content selection	02 July 2025
4	Getting final Idea from consultant	09 July 2025
5	Desk review	16 July 2025
6	Necessary area/office visit	31 July 2025
7	Draft evidence book & feedback	10 August 2025
8	Final production	20 August 2025
9	Presentation in dissemination seminar	September 2025

Roles and Responsibilities of the consultant and JAGO NARI (as an OXFAM partner):

In consultation with Oxfam in Bangladesh and Partners, consultants are expected to complete all activities listed in the scope of work section. Focal person from JAGO NARI will be the main contact person for the assignment. Consultant will be responsible for content development, designing, production of final report book and attend dissemination seminar. JAGO NARI with the support of Oxfam will facilitate and support the consultant for the work while required. These include,

- Deliver reference actors or documents.
- Provide comments, suggestion and feedback on draft content.

Terms and Conditions:

- Proposal Submission: Interested consultants are required to submit both a technical and financial proposal. The submission should include samples of similar work previously developed, demonstrating relevant experience and expertise.
- Intellectual Property Rights: All documents, data, and outputs produced under this assignment will be the sole property of JAGO NARI and Oxfam. No part of the content may be used, reproduced, or shared by the consultant without prior written permission from JAGO NARI.
- Compliance with Organizational Policies: The consultant must adhere strictly to JAGO NARI's policies, including the Safeguarding Policy, Gender Policy, Financial Policy, and Code of Conduct throughout the assignment period.

Expected qualification of the Consultant:

- University degree preferably in Gender Studies, Climate change & Disaster management, Anthropology, Law or other related areas.
- Expert knowledge on Gender & Feminist approaches, Rights of women works especially fisher folk, climatic disaster in coastal regions, law & policies of fishing sectors, alternative livelihood, and indigenous knowledge documentation etc.
- Strong skill on qualitative and quantitative research along with scientific and analytical report writing.
- Have valid organizational registration, TIN/VAT registration certificates.

Bid requirement:

- A technical proposal
- CV of Gender/CCA/research expert highlighting related assignment with client name, contract person and mobile number (this person must have full time engagement during assignment time)
- Other team members' one-page short CV highlighting related assignment completed (if applicable)
- TIN Certificate (PDF version)
- Documents in favor of the relevant previous studies.

Selection criteria (Cumulative analysis)

When using this weighted scoring method, the award of the contract should be made to the individual consultant whose offer has been evaluated and determined as:

a) responsive/compliant/acceptable, and

b) Having received the highest score out of a predetermined set of weighted technical and financial criteria specific to the solicitation.

* Technical Criteria weight; [80%]

* Financial Criteria weight; [20%]

Criteria	Weight	Max. Point
Experience on research paper development &	20	20%

present in front of high-level policy makers.		
Experience on gender transformative approach, feminist principle, rights of women fisher folk, climate change adaptation, wellbeing study, alternative livelihood concept etc.	40	40%
Experience of book design, printing and digital form of content	20	20%
Financial strength	20	20%

Expression of Interest Submission Address & Modality:

The consultants/consultancy agency will submit a proposal according to the Terms of Reference (ToR) to: jnhr@yahoo.com and keeping CC jnmecoordinator@gmail.com **by 28 June 2025** mentioning subject line as “Submission of EOI of the study on Women Fisher folk”.