



Ashshash: For men and women who have escaped Trafficking Terms of Reference (ToR): Scoping and Planning

Context

Bangladesh witnesses gender discrimination due to its patriarchal society. About 25% of its people live below the poverty line and have few opportunities to improve their standard of living. While Bangladesh features high on the Gender Development Index (due to high enrolment of girls in secondary schools and lower maternal mortality rates), women are more engaged in the low-return value chains and - for every dollar earned by a man, a woman earns only 12 cents. Low-skilled Bangladeshi women are usually employed in the informal and unregulated service sectors (especially domestic work). Many seek work through internal and international migration. However, through migration, they are usually at risk of being exploited, trafficked, facing gender based violence (GBV) and other forms of abuse. The gender and cultural norms in Bangladesh put women and girls from poor families and marginalized communities (such as ethnic groups and religious minorities) as well as women-headed households, at greater risk of trafficking and exploitation. There is also a growing trend of (partially forced) labour trafficking of Bangladeshi men. While no numbers or percentages can be assigned for those, who are trafficked for labour, evidence suggests that the numbers of men, women and children who are trafficked, is on the rise.

Given this background, literature review estimates that about 20'000 women and children are trafficked for sexual exploitation from Bangladesh every year, while in 2015, 80'000 men and women were trafficked for labour through the Andaman sea. The survivors have to deal with their traumata on two levels; while they are being trafficked and their human rights are being violated and - after they are rescued - when they are often re-victimized (through stigmatization) by their families and friends. The re-victimization socially excludes them, limits their ability to participate in productive activities and has often devastating effects on their personality. This causes the families to view relatives who have been trafficked as an economic and social liability, which is why people hardly come forward to ask for justice or officially register as 'victims of trafficking'.

Evidence shows that skills training and the resulting financial independence increases confidence and social standing of men and women in society, and consequently reduces their vulnerability of being trafficked or re-trafficked¹. This economic empowerment also prevents the re-victimization by family, friends and society. Last but not least, if trafficked men and women have employment and increased incomes, they benefit from better access to services, enhanced voice and a life with dignity. With this thought in mind, a small 'action research' was designed with 60 men and women who have escaped trafficking, to rehabilitate them in society, through economic empowerment. The small action of duration 14 months was implemented by the International Organization for Migration (IOM), in partnership with local NGOs.

¹ http://www.skillsdevelopment.org/knowledge_portal/e-zine/autumn_2010/empowering_women_around.aspx

Objective

Given this context, the Swiss Agency for Development and Cooperation (SDC) would like to design a project for the economic and social reintegration of men and women who have escaped trafficking. The scope of this ToR is to design such a project (main phase) for SDC, based on the results of the 'action research' and further scoping, if necessary.

Methodology and Procedure

- Conduct a scoping mission (at least 14 days in Bangladesh) to interact with the different government agencies, NGOs who work with men and women who have escaped trafficking, including field visits.
- Review and assess the 'The Prevention and Suppression of Human Trafficking Act 2012' and the National Action Plan to propose how SDC can engage meaningfully on governance and capacity building issues.
- Analyse how the project should be anchored in the government. Suggest alternatives for modalities of partnership between the implementing agency and government ministry/agency.
- Analyse and extrapolate relevant models and lessons from the 'action research' and any other ongoing initiatives (in Bangladesh and in other countries with a similar development context) and other relevant projects (such as BCTIP) or projects funded by the Global Programme (GPMD) that may be prioritized.
- Draw lessons learnt from the 'action research' and make recommendations for the main phase, including for the targeting of beneficiaries.
- Review the studies that have been conducted for the beneficiaries of the 'action research' and identify affordable models (of entrepreneurship establishment) for the main phase.
- Analyze how the project could have a holistic approach, to not just address skills but any other subsidiary services required by the beneficiaries (such as financing, complaint redressal/legal services, psychosocial services, health services, etc.)
- Review the financial landscape in Bangladesh, with regards to setting up/feasibility and sustainability of a solidarity fund with independent external agency to manage repayments by the beneficiaries that may be used to support other beneficiaries (keeping in mind the good governance principles).
- Check the feasibility and sustainability of the Solidarity Fund, i.e. money repaid by the beneficiaries versus the administrative costs of maintaining the fund.
- Highlight issues that may arise as an issue during implementation (of the Solidarity Fund) and which the implementing organization(s) need to keep their eyes on.
- Propose the contents for a possible SDC mandated project, in the form of a zero draft Project Document:
 - 1) Introduction and context
 - 2) Strategic fit to SDC's portfolio in Bangladesh
 - 3) Ongoing initiatives in the region and in Bangladesh which the proposed project can complement or build on
 - 4) Ongoing initiatives of the Global Programme – Migration and Development (GPMD) and how it can build synergies
 - 5) Targeting and outreach
 - 6) Detailed description of objective, outcomes and outputs
 - 7) Project anchoring and partnerships
 - 8) Theory of change - objective, outcomes and outputs
 - 9) Feasible project strategies;

- 10) Draft logframe with expected outcomes and outputs (activities are not included);
- Prepare a structured risk analysis for the project taking into account issues of gender, good governance, conflict sensitive programme management and inclusion of the poor and disadvantaged (to be submitted as annex to the zero draft Project Document).
 - Recommend regarding the beneficiaries of the project who are in line with SDC's overarching mandate of poverty and inclusion (i.e. men and women who have escaped trafficking for sexual exploitation and/or labour trafficking and/or internal trafficking). Further refine of the criteria for selection of the beneficiaries.
 - Analysis of the different actors in the field, who could be potential bidders or applicants for the project (to be submitted as annex to the zero draft Project Document).

Work methods

This includes, but is not limited to:

- Desk study of relevant Bangladesh context documentation as well as stock taking of ongoing initiatives related to men and women who have escaped trafficking in Bangladesh and other countries with a similar development context.
- Briefing, brainstorming, focus group discussion with stakeholders at the capital and at the district levels.

While in Dhaka, sessions shall include:

- International Organization for Migration (IOM) and their partners for Ashshash Action Research, SDC's relevant partners (such as ILO and UN Women), GPMD, other NGOs/INGOs, government agencies and think-tanks relevant to the topic
- Returnee men and women who have escaped trafficking (in country); men and women in shelter homes in destination countries (via phone)
- NGOs/INGOs/networks working with men and women who have escaped trafficking in the country of destination (via phone), such as in Malaysia
- Recruitment agencies, public/private training service providers (TSPs) and other service providers (such as health service providers, etc.).

At the district level – at least 2 districts, the sessions shall include:

- Relevant TSPs, public administration, potential migrants, financial institutions (formal and informal).
- Interviews with all different stakeholders is necessary, particularly with employers in the destination country (over phone), potential migrants and those currently employed in the country of destination (over phone).

Deliverables

- An "inception report", prior to the field mission that provides the suggested structure of the zero-draft project document. It should detail out which aspects of migration and skills development the consultant will delve into, during the field visit.
- A briefing and debriefing session with the SDC Team at the beginning and end of the mission to present and discuss the findings, recommendations and the overall project document structure.
- A zero draft Project Document of not more than 30 pages (plus annexes) including an executive summary of no more than one page. The final deliverable should be submitted to SDC by 15 April 2016.

- The zero draft Project Document will include (as annex) the theory of change and logframe (as per SDC's format) for the proposed project.

Expertise

The mandate shall be conducted by an international consultant. A national consultant may be a part of the team to provide support on exploring the establishment of a Solidarity Fund, to translate (from Bengali to English and vice versa when needed) and provide the contextual background for the field visits (out of Dhaka). The two consultants will work as a team and deliver one final product – the zero draft Project Document – which includes both their inputs.

The international expert shall have:

- Extensive experience in projects design and with the common project-cycle management tools as currently applied by the SDC, including Theory of Change;
- Previous working experience particularly in the design of skills development and migration projects;
- Knowledge of the South Asia systems and culture and the corridor of trafficking/migration from Bangladesh;
- Relevant background in migration/trafficking and skills development;
- Strong analytical skills and working experience in the skills development and trafficking/migration field for at least 10 years;
- Fluency in English.

The national expert shall have:

- Working experience in the field of financial institutions/establishing of trusts or funds for at least 5 years;
- Substantial know of organizations working in the field of finance (such as organizations working through PKSF) and the government;
- Knowledge about migration/trafficking/skills development is considered an added advantage;
- Knowledge of South Asia (particularly Bangladesh) systems and culture;
- Fluency in both English and Bengali.

Timeframe and Budget

The mandate shall be carried out starting in March 2017, with the final deliverable to be ready by 15 April 2017 at the latest. The total duration of the scoping and project design mission will be of maximum 25 working days for the international consultant, including background study, field visits and report writing, as detailed below and 17 days for the national consultant (primarily during the visit to Bangladesh).

TASK	Number of Days
Preparation and travel (including planning)	04
Field visits (including meetings and travel to Bangladesh and to the districts), preparation of Theory of Change	14
Preparation of final report (Project document, Logframe etc.)	07
Total	25

Of these 25 days, at least 14 days will be in Bangladesh for the international consultant. The maximum number of working days for the national consultant is 17 working days.

SDC's norms and criteria will apply for consultant's fees and is reimbursable.