



Bangladesh Nari Progati Sangha (BNPS)

## **Developing Prevention of Sexual Exploitation and Abuse (PSEA) and Safeguarding Policy for BNPS**

Bangladesh Nari Progati Sangha (BNPS) is an activist women organization founded in 1986, working to establish equality for women. BNPS strives to develop women agency at the grass-roots and contribute bringing their voices to national, regional and international levels. BNPS has been advocating and researching for policy reforms aiming at women's emancipation, including ethnic and religious minorities.

The vision of BNPS is to establish a society free from all sorts of discrimination, where nobody is left behind through its mission in engaging women to discover their potential as change agent and driving force for social transformation. BNPS believes in the principles of non-discrimination, diversity and secularism.

BNPS accomplishes its mission via four program areas: 1). Making education gender sensitive; 2). Advocating and researching for policy reforms; 3). Developing women's agency for socio-economic and political empowerment; and 4). Engaging in civic actions against Gender based Violence (GBV) and Violent Extremism (VE).

BNPS focuses on social, economic and political empowerment of women, gender equality, strengthening of local government, electoral reform, education reform, gender budget analysis and women in climate change. In addition, BNPS has been taking up many firm steps on many challenging issues like inheritance laws; women representation in power structure i.e. parliament and local government; Sexual and Reproductive Health and Rights (SRHR); Violence Against Women and Girls (VAW/G); Women, Peace and Security (WPS); Prevention of Violent Extremism (PVE); and issues of women workers.

Apart from other projects and programs, BNPS has been implementing a project titled "Women Peacebuilders Lead Social Cohesion: Enhancing Capacities and Collaboration of Women Civil Society Groups from host Community" at Ukhiya and Teknaf Upazila in Cox's Bazar with the support from UN Women. The objective of the project is: 'Host community women's networks and local women's rights organizations increasingly support crisis affected women and girls in host community and contribute to social cohesion, and social norms change and the advancement of gender equality within the host communities.'

Enhancing capacities of selected 6 CBOs from 2 sub-districts (Teknaf and Ukhiya) for gender sensitive humanitarian response to serve crisis affected women and girls in the host community as well as of lead organization (BNPS) to collaborate with CBOs are two expected results of this project.

Under the result-two of the project, recently BNPS organized a day long needs assessment workshop and reviewed its existing policies, strategies and procedures to find whether there is any policy gap which should be removed step by step to keep BNPS always a compliant organization in policy aspect. As per the findings of the assessment workshop, BNPS decided to prepare a standardized Prevention of Sexual Exploitation and Abuse (PSEA) Policy and Safeguarding Policy though it has separate Sexual Harassment and Misconduct Preventions Policy and Child Protection Policy. Based on this ground BNPS intends to hire a consultant/consulting firm to generate support in this regard.

**Objective of the Task:**

Developing a standardized Prevention of Sexual Exploitation and Abuse (PSEA) Policy and a Safeguarding Policy for BNPS to reduce the risk of, prevent and respond to SEA by BNPS staff, partners, and persons involved in programs and projects activities, including CS representative, vendors, consultants, and volunteers, to ensure that allegations of SEA are reported and responded to in a timely and suitable manner.

**Scope of work:**

The consultant will–

- Collect organizational documents including existing policies for review, specifically focusing on relevant studies on PSEA and safeguarding.
- Collect and review the international and national policy papers including existing PSEA network policy of Cox's Bazar.
- Arrange meeting with BNPS senior management Team (SMT) and project team to collect opinions and insights.
- Prepare and share a PowerPoint presentation through summarizing outcomes of desk review along with proposed key elements for the policy.
- Develop the draft Prevention of Sexual Exploitation and Abuse (PSEA) Policy and Safeguarding Policy and share this with BNPS and UN Women for their feedback.
- Review carefully the feedback received from UN Women and BNPS, and incorporates them into the final versions of the policy document.
- Submit the final version of PSEA and safeguarding Policies.

**Methodology:**

- The methodology of the assignment will be mostly studying and reviewing the existing documents, collecting opinions and insights of the concerned persons of BNPS and UN Women.
- The consultant will work closely with assigned focal person of BNPS from planning to implementation of the entire work.
- Number of formal and informal meetings might be held with BNPS Senior Management Team and UN Women concerned official.
- BNPS will extend necessary support on every issue raised to finalize the policy.

**Deliverables:**

- The Prevention of Sexual Exploitation and Abuse (PSEA) Policy and Safeguarding Policy to be submitted to BNPS no later than 15 days after signing the ToR. Both the policies should be in English in soft format both in MS Word and PDF.
- A short report on the assignment describing process in detail.

**Consultant Profile:**

The consultant should have at the minimum the following qualifications:

- Having well understanding in patriarchy, gender, women empowerment, women peacebuilding and relevant issues;

- Having clear idea about gender-based violence, violence against women and girls, sexual harassment in workplace, difference between violence and harassment, intersectionality, etc.
- Having clear understanding about Universal Declaration of Human Rights and the constitution of Bangladesh.
- Well informed about the directives of the Hight Court against sexual harassment.
- Having expertise in developing gender or PSEA or sexual harassment or safeguarding policy of any national and international women, human rights and humanitarian organizations;
- Having extensive understanding in Organization Development Process (OD)
- Masters from an accredited university/institution in gender and women studies, sociology or any relevant subject.
- Independent from BNPS, i.e., not related to BNPS or a beneficiary of BNPS

**Task and Duties:**

- Submit a proposal including detail methodology, draft outline of the policy, plan of work etc.
- Meet with the relevant staff of BNPS to get idea about the organization and its practices to address any violence, harassment and misconduct.
- Collect and review the existing relevant policies and guidelines of BNPS.
- Collect and review available project documents.
- Share a complete draft of the policy with BNPS and UN Women.
- In person meeting with BNPS Senior Management Team, present the work and collect feedback and opinion.
- Submit final policy paper on time incorporating feedbacks.

**Duration and time distribution:**

The policy preparation is expected to be completed within 15 working days, from 7 September 2023 to 21 September 2023.

Sl.	Tasks	No. of days
1.	ToR signing, introductory meeting and documents collection.	2
2.	Studying, reviewing, notetaking and drafting policy of PSEA and Safeguarding.	6
3.	Sharing draft policy with BNPS and UN Women along with a PowerPoint presentation about the changes and recommendation for revised PSEA and Safeguarding policy.	1
4.	The feedback received from UN Women and BNPS, consultant will carefully review and incorporate those into the final versions of the policies.	5
5.	Submit the final version of PSEA policy and Safeguarding Policy.	1
	<b>Total</b>	<b>15</b>