

Manusher Jonno Foundation

ToR for Study on

Renewable Energy for Women's Empowerment: Pathways to Well-being, Livelihoods and Economic Agency in Bangladesh

Summary of the assignment:

Title	Renewable Energy for Women's Empowerment: Pathways to Well-being, Livelihoods and Economic Agency in Bangladesh
Objective of the Assignment	To assess how access to and use of renewable energy technologies influence women's well-being, livelihoods, income generation, and economic decision-making in Bangladesh, and to identify the gender-specific barriers, enabling conditions, and policy and programmatic measures required to promote women's equitable participation in and benefits from the renewable energy transition.
Issued By	Manusher Jonno Foundation (MJF)
Project Name	Women's Empowerment and Energy (WEE)
Assignment Type	Individual Consultant/Consultancy Firm
EOI submission date:	October 31, 2026
Duration of assignment	60 days
Safeguarding obligations:	Comply with the MJF's Policies on safeguarding and Child Protection

Manusher Jonno Foundation (MJF) has been working as a non-governmental organization in partnership with national and local organizations to promote human rights and good governance. MJF ensures the dignity and well-being of all people, especially those who are marginalized and socially excluded. Gender Equality is one of the core principles of MJF and is implemented throughout the organization through a two-pronged approach: mainstreaming gender in all core practices and implementing dedicated interventions that empower women and promote gender equality. MJF supports civil society organizations and other stakeholders in strengthening grassroots activism, promoting accountability, and engaging in policy advocacy. MJF also collaborates with partner organizations, public institutions, coalitions, movements, and networks to promote legislative and policy reforms and safeguard the rights of marginalized and discriminated groups. MJF plays a distinctive role in fostering synergy between grassroots activism and high-level policy advocacy¹.

Background

Bangladesh is increasingly moving towards renewable energy as part of its efforts to address climate change, carbon emission, strengthen energy security, and promote sustainable development. The expansion of renewable energy creates opportunities not only for cleaner and more sustainable energy systems but also for improving people's lives and livelihoods.

However, the benefits of renewable energy are not always equally accessible to women and men. Women often experience multiple barriers related to access to resources, finance, technology, skills, mobility, land and asset ownership, and participation in decision-making. These barriers can limit their ability to access, use, control, and benefit from renewable energy technologies and services.

At the same time, renewable energy has significant potential to contribute to women's welfare. Access to reliable and affordable energy can reduce the time and physical effort required for household and productive activities. It can improve access to lighting, communication, information, and other essential services. Renewable energy can also create opportunities for women to engage in income-generating activities, entrepreneurship, employment, technical work, and other productive uses.

For women involved in small businesses, agriculture, food processing, livestock, fisheries, handicrafts, and other livelihood activities, access to renewable energy can potentially increase productivity, reduce operational costs, and create new economic opportunities. Renewable energy technologies can also contribute to the development of women-led enterprises and expand opportunities for women to participate in renewable energy-related value chains.

However, access to renewable energy alone does not automatically result in women's empowerment. The extent to which women benefit depends on several social, economic, institutional, and cultural factors. Women's control over resources and income, access to finance and markets, technical knowledge, decision-making power, social norms, affordability of technologies, and availability of appropriate support mechanisms can all influence the outcomes.

MJF previously conducted a study on the **Assessment of Gender Impacts in Renewable Energy Sources and Technologies in Bangladesh**², which examined gender-specific impacts, women's access to renewable energy, participation in employment and entrepreneurship, and relevant policy and programmatic gaps. Building on the findings and learning from the previous phase, this study will focus more specifically on understanding how renewable energy can contribute to the welfare and economic empowerment of women. The study will generate evidence on the potential pathways through which renewable energy can improve women's lives, livelihoods, income-generating opportunities, and economic participation.

The study will also identify the barriers that prevent women from fully benefiting from renewable energy and provide recommendations for policymakers, private sector actors, financial institutions, development organizations, and other relevant stakeholders to ensure that the renewable energy transition contributes to women's welfare and economic empowerment in Bangladesh.

Overall Objective

To assess how access to and use of renewable energy technologies influence women's well-being, livelihoods, income generation, and economic decision-making in Bangladesh, and to identify the gender-specific barriers, enabling conditions, and policy and programmatic measures required to promote women's equitable participation in and benefits from the renewable energy transition.

The specific objectives are:

- To assess how renewable energy access and use affect women's well-being by reducing time poverty, unpaid care work and physical labour.
- To assess the contribution of renewable energy to women's livelihoods, income generation, entrepreneurship, employment and productive activities.
- To analyze how renewable energy access influences women's economic agency, including control over income and resources and participation in decision-making.
- To identify gender-specific barriers and enabling conditions affecting women's access to, use of and benefits from renewable energy.
- To recommend actionable policy and programmatic measures for a gender-responsive and inclusive renewable energy transition that advances women's well-being, livelihoods and economic agency.

Scope of Work

The consultant or Consulting firm will undertake a comprehensive, gender-responsive study to assess how access to and use of renewable energy technologies, such as solar home systems, rooftop solar, solar-powered irrigation and clean cooking solutions, influence women's well-being, livelihoods, income generation, and economic decision-making in Bangladesh, and to identify the gender-specific barriers, enabling conditions, and policy and programmatic measures required to promote women's equitable participation in and benefits from the renewable energy transition.

The study should examine both the opportunities created by renewable energy and the structural, social, economic and institutional factors that determine whether women are able to access, use, control and benefit from renewable energy.

A. Renewable Energy and Women's Well-being

The study will examine how access to renewable energy affects women's daily lives, particularly by reducing unpaid care and domestic work, time poverty, and physical labour, while improving access to essential services, safety, mobility, and overall well-being.

B. Livelihoods and Economic Opportunities

The study will assess how renewable energy supports women's livelihoods by creating opportunities for income generation, entrepreneurship, productive use of energy, employment, and participation in renewable-energy-related value chains across sectors such as agriculture, food processing, handicrafts, and small enterprises.

C. Women's Economic Agency

The assessment will explore how renewable energy influences women's economic agency by strengthening their control over income and productive resources, improving access to finance and markets, building technical skills, and enhancing their participation in household, community, and enterprise-level decision-making.

D. Barriers and Enabling Conditions

The study will identify the social, economic, institutional, and cultural factors that either enable or constrain women from accessing, adopting, using, and benefiting from renewable energy, including issues related to affordability, finance, technology, skills, mobility, land ownership, and gender norms.

E. Context and Inclusion

The study will adopt an intersectional perspective by considering how women's experiences vary across different geographic, socio-economic, and climate-vulnerable contexts, including rural and urban areas, Indigenous communities, women with disabilities, and other marginalized groups where relevant.

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Banasree

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Director-Rights & Governance Programme
Manusher Jonno Foundation (MJF)
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F. Policy and Institutional Landscape

The assessment will review relevant policies, programmes, financing mechanisms, and institutional arrangements to identify gaps, opportunities, and practical measures for promoting a more gender-responsive and inclusive renewable energy transition.

G. Good Practices and Recommendations

The study will document promising practices and successful models that demonstrate how renewable energy has improved women's lives and livelihoods, and will conclude with evidence-based recommendations for government, private sector, financial institutions, development partners, and civil society to strengthen women's well-being, livelihoods, and economic agency through renewable energy in Bangladesh.

Methodology

The study will adopt a gender-responsive, participatory and evidence-based approach to examine the pathways through which renewable energy can contribute to women's well-being, livelihoods and economic agency in Bangladesh.

The consultant/consulting firm will be expected to propose an appropriate research methodology and analytical framework suited to the objectives and scope of the study. The proposed methodology may include, as appropriate, desk review, primary data collection, qualitative and/or quantitative methods, stakeholder consultations, case studies, and policy analysis.

The proposed approach should ensure consideration of women's diverse experiences and contexts, including relevant socio-economic, geographic and intersectional dimensions, and should identify key barriers, enabling conditions and promising practices.

The consultant should present the proposed research questions, methodology, sampling strategy, data collection and analysis methods, ethical and safeguarding measures, and quality-assurance approach in the proposal. The final methodology will be agreed with MJF during the inception phase.

Time Frame

Total 60 days

Deliverables:

Deliverables	Deadlines:
Inception Report including detailed plan of action and timeline: The report should include the proposed research methodology, research questions, sampling approach, data collection methods and tools, detailed work plan, and timeline.	Week 1
1st Draft Report: A comprehensive research report on how renewable energy can contribute to the welfare and economic empowerment of women in Bangladesh, including detailed analysis of findings from the desk review and	Week 4

primary data collection. The report should identify the key pathways through which renewable energy contributes to women's welfare and economic empowerment, as well as the barriers and enabling factors affecting these outcomes. The report should include relevant case studies and a set of gender-sensitive policy and program recommendations.	
Final Report: Incorporating feedback from MJF and relevant stakeholders, the final report should provide evidence-based findings, conclusions, practical recommendations, and relevant case studies. The final report should be submitted in editable and PDF formats along with all agreed research materials and supporting documents.	Week 7

Reporting:

The consultant(s)/firm will report to the Project Manager, WEE project, MJF on a regular basis during the assignment period for technical guidance and review.

Evaluation Criteria:

The consultant will be evaluated based on the following criteria:

1. Quality of proposed methodology and work plan (30%)
2. Qualifications of key personnel (10%)
3. Relevant Experience (10%)
4. Financial assessment of the proposal (20%)
5. Demonstrated experience in gender analysis and renewable energy (30%)

Qualifications: The consultant/consulting firm should provide evidence of at least three relevant assignments/studies undertaken in the last five years, demonstrating experience relevant to gender, renewable energy, women's economic empowerment, livelihoods, climate change or related areas.

The consultant/consulting firm should demonstrate:

- Relevant experience in gender-responsive research and women's empowerment, including livelihoods, economic agency and/or unpaid care work.
- Demonstrated expertise in renewable energy/energy sector, preferably with knowledge of Bangladesh.
- Strong research and methodological capacity, including qualitative, quantitative, and/or mixed-method research.
- Experience in policy analysis and advocacy, with the ability to translate evidence into practical recommendations.
- The proposed team should demonstrate complementary expertise in Gender, Renewable Energy, Research/Methodology, and Policy/Advocacy, with strong analytical, communication, and report-writing skills.
- Relevant academic qualifications and demonstrated experience in Bangladesh will be required.

General Terms and Conditions

1. Assignment Value

The maximum budget for this consultancy is BDT 800,000 (Inclusive of VAT & TAX)

2. Proposal and Budget

The consulting firm/individual will provide a proposal (outline on methodology, prior experience of the firm/individual consultant on similar type of study and budget). The budget will include consultancy fee, preparation and making copy of study report, transport, accommodation, food and data collection cost of consulting firm/consultant any other cost (if applicable). VAT and tax will be deducted at source as per government rule of Bangladesh.

3. Mode of Payment:

A payment schedule is given below against the deliverables

Sl.	Deliverables	Payment schedule
1	Submission of Inception Report	30% of the total amount
2	Submission of Draft report and invoice	30% of the total amount
3	Submission of final report and invoice	40% of the total amount

4. Copyright and Ownership of Assignment

MJF reserves the copyright of all information, findings and the final documents produced through this process.

5. General Clause

- All documents prepared during the assignment will be treated as MJF property. Assignment will not be sub-contracted to anyone.
- If any additional time is required to complete the contract, over and above that previously agreed to, without changing the scope of work, then it has to be agreed by MJF in writing to Wasiur Rahman Tonmoy, Coordinator, before 10 days ending of Consultancy period. Request for Extension must be submitted with proper justification.
- If required any change in the Scope of Work by MJF, it should be rationalized in written with required cost or time, or any part of the work under the contract, equitable adjustment in the contract price, delivery schedule, or both will be amended in writing.
- The consultant/team will be responsible for all their costs including taxes, subsistence, transport and accommodation.
- Submissions which do not meet all the basic requirements will not be reviewed.

6. Penalty Clause

- If the agreed deadline and/or deliverables are not adhered to by the consultant/team, financial penalties will be imposed upon the consultant/team in terms of payment. This is specified as follows:
- In case of delayed submission of the deliverables up to one-month delay, 30% of the contract amount will be deducted.
- Delay of more than one month will result in auto cancellation of the contract and forfeit of the remaining 50% of the contract value.
- Confidentiality of all aspects of the assignment is to be always assured by the consultant/team.

7. Disclaimer

Manusher Jonno Foundation reserves the right to accept or reject any or all proposals/applications without assigning any reason whatsoever.

8. Disclosure of information

It is understood and agreed that the Consultant(s) shall, during and after the effective period of the contract, treat any information obtained in the assignment of the performance of the Contract as confidential and not disclose any part of it, unless authorized in writing by Manusher Jonno Foundation. Information will be made available for the consultants on a need-to-know basis.

9. Safeguarding /Protection Policy

The individual consultant /team/Firm shall comply with the MJF's Policies on safeguarding and Child Protection. Any violation /deviation in complying with MJF's Policy on Children Protection and vulnerable adults will not only result in termination of the agreement but also MJF will initiate appropriate action in order to make good the damages/losses caused due to noncompliance of MJF's safeguarding policy.

10. Submission of Proposal

Technical and financial proposals along with the CV/organizational profile, evidence of relevant experience, copy of TIN, and other required documents should be submitted to Manusher Jonno Foundation by e-mail to procurement@manusher.org.

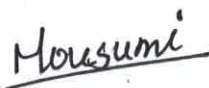
Required documents for individual consultants: CV, Tax Return, TIN, NID

Required documents for consultancy firms: Trade License, TIN, BIN, Tax Return, Profile.

The deadline for submission of the above-mentioned documents is October 31, 2026.



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