

Position Title : **Market Analyst Consultant**  
Duty Station : **Bangladesh**  
Department : **Protection – IOM Cox’s Bazar**  
Duration of Assignment : **Consultant, 3 months (with possibility of extension)**  
Estimated Start Date : **As soon as possible**  
Closing Date : **28.09.2023**

*Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental, and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.*

## **BACKGROUND INFORMATION:**

The Rohingya refugees in Cox’s Bazar continue to face formidable challenges, requiring health care support and other life-saving humanitarian assistance. According to UNHCR1, of the more than 900,000 Rohingya in camps, over 52% are female and about one third are between the ages of 12 to 59. Rohingya people who menstruate often lack appropriate and adequate support to manage their menstruation. Through in-depth research and collaboration with Rohingya researchers and community-led models. IOM identified that menstrual health and hygiene is essential to the physical and mental well-being and empowerment of people who menstruate. IOM developed a deeper understanding of the Rohingya community and the experiences of people who menstruate. There are various social restrictions for people when menstruating as evidenced in IOM’s Ma Boinor Rosom (MBR) Menstrual Hygiene Management (MHM) Summary Report and IOM and UN Women’s (2020) Honour in Transition report on Rohingya gendered social norms. Generally, they are not allowed to go outside of their shelter and be in public spaces, including the communal latrines and bathing facilities, and widespread stigma impact the way people manage and learn about their periods and puberty.

Menstrual hygiene and health continue to be impacted by cultural taboos and discriminatory social norms. The resulting lack of information about menstruation leads to unhygienic and unhealthy menstrual practices and creates misconceptions and negative attitudes, which result, among others, in shaming and gender-based violence. Poor menstrual hygiene is exacerbating economic and social inequalities, negatively impacting their safety, education, health, and development.

The ‘Improving Menstrual Hygiene Management for Rohingya women and girls in Cox’s Bazar’ project requires market analysis and partnership-building with private sector entities that already engage in sustainable fashion initiatives and have significant operations in Bangladesh to support the scale-up of this project. The market analysis will identify enterprises that fulfil these criteria and have deadstock fabric that meet health and safety requirements for the pads. The objective is to repurpose the deadstock for menstrual pads to reduce the volume of waste and to lessen the environmental impact of manufacturing the fabrics. This is in line with fast fashion manufacturers obligation meet the UN Sustainable Development Goals (SDGs), particularly those on climate action and responsible consumption.

This project offers a holistic approach that entails a multi-dimensional response. It depends on providing adequate education to understand more about their bodies and health thereby reducing social stigma. It also works on empowering the women through cash for work initiatives to be able to make their own pads but also help other women from their community gain access to it.

The aim of this project is to provide menstruating women with a safe, culturally appropriate way to access cash for work for their household while ensuring people are better equipped to manage

their menstruation in dignity and safety. The initiative also aims to provide the most vulnerable women access to cash for work opportunity and learn a new livelihoods skill that allow them to work from home and maintain their dignity and safety and become self-reliant and financially capable to address some of the unmet needs of their family and this will contribute to the prevention of gender-based violence.

This project seeks to find innovative ways to ensure that the project remains sustainable. Including engaging with local business and/or multinational companies to use their unused scrap fabric that would otherwise go to waste in the production of these pads. This offers a sustainable stream of material needed for the cost-effective production of the pads and in an environmentally friendly manner, in line with SDGs 12 and 13 among others.

### ***DUTIES AND RESPONSIBILITIES:***

Under the direct supervision of the Protection Officer, and overall direction of Protection Coordinator, the successful candidate will:

1. Identify linkages for procurement and distribution, feasibility, as well as the availability of materials that can be used in the production of the sanitary pads based on the pilot project in the existing clothing manufacturing market in Bangladesh.
2. To conduct continuous market monitoring regarding availability of materials, health, safety, its supply chain, and regular update on stocks available, vendor and producer mapping.
3. Finalise the monitoring methodology, including a list of materials that must be tracked, including:
  - (a) Assess the willingness of private sector clothing manufacturers to partner with IOM on the project to achieve their corporate social responsibility.
  - (b) Assess the safety parameters in ensuring the materials, production processes, and final product are safe from a users' health and environmental perspective.
  - (c) Assess the best terms and conditions of available and willing partners based on availability and quality of needed materials currently in the market.
  - (d) Conduct due diligence on their production practices and work conditions.
  - (e) Assess the extent to which transportation and warehousing costs impact price.
  - (f) Provide timely weekly reports
4. Conducting surveys and focus groups to gather information in collaboration with the IOM Protection research team, health, and WASH about the materials being used.
5. Remain fully informed on market trends, other parties research and implement best practices.
6. Thorough assessment of the Corporate social responsibility of potential manufacturers based on the relevant tenants: environmental, philanthropic, ethical, economic responsibility, and adherence to labor rights.
7. Facilitate the establishment of two-way communication with the selected business.
8. Draft and develop technical guidance notes which aim at providing harmonized tools for the project.
9. Perform such other duties as may be assigned by the direct supervisor or Protection Coordinator.

### ***Required Qualifications and Experience:***

**The offers will be evaluated in compliance with the following requirements:**

- University degree in Marketing, Public Health, or any related discipline.

- At least four years of relevant professional experience
- Previous experience in Sexual and Reproductive Health related projects is desirable.
- Experience in market analysis, sustainable fashion, clothing manufacturing, particularly awareness of the market in Bangladesh.
- Understanding of health and safety against international standards.
- Understanding of labour rights to assess businesses and their adherence to international regulations.
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds.
- Proven ability to produce quality work accurately and concisely according to set deadlines.
- Practical experience of multi-task, prioritize and work independently.

## **Languages**

- Excellent knowledge of spoken and written English; working knowledge of Bangla is advantageous.

## ***Desirable Competencies:***

### **Behavioral**

- Accountability – takes responsibility for action and manages constructive criticisms.
- Client Orientation – works effectively well with client and stakeholders.
- Continuous Learning – promotes continuous learning for self and others.
- Communication – listens and communicates clearly, adapting delivery to the audience.
- Creativity and Initiative – actively seeks new ways of improving programmes or services.
- Leadership and Negotiation – develops effective partnerships with internal and external stakeholders.
- Planning and Organizing - plans work, anticipates risks, and sets goals within area of responsibility.
- Professionalism - displays mastery of subject matter.
- Teamwork – contributes to a collegial team environment; incorporates gender related needs, perspectives, concerns and promotes equal gender participation.
- Technological Awareness - displays awareness of relevant technological solutions.

### ***Other:***

The appointment is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment or visa requirements and security clearances.

***How to apply:***

Send the application to [dhakajobs@iom.int](mailto:dhakajobs@iom.int) with the subject line **“CFA-12/2023/C/DHK1: Market Analyst Consultant”** by **28<sup>th</sup> September 2023**.

CFA should demonstrate the understanding of the assignment, and experience in module and action plan development, training, and capacity building services.

***Each Submission Must Include the Following:***

- i. Consultant Profile:** CV highlighting main assignments and achievements related to competencies and professional experience outlined in the CFA, including the degree of responsibility held in various assignments during the last 4 years.
- ii. Technical Proposal:** A technical proposal indicating how the work could be completed (maximum 8 pages).
- iii. Financial Proposal:** A financial proposal, outlining professional fees (in BDT) Consultant will be responsible for any tax or VAT issues and need to submit the original bank challan copy at the time of final payment/settlement.

***Please keep the attachment size under 8 MB.***

For any clarification, please contact [IOMBangladeshHR@iom.int](mailto:IOMBangladeshHR@iom.int)

**APPLICATION WITHOUT PROPER REFERENCE CODE MENTIONED ABOVE WILL BE DISREGARDED**

Please ensure that your application is complete with the above-mentioned documents. As incomplete applications generate an immense administrative burden for our organization. As a rule, candidates who have not properly submitted their application with required documents will be excluded from consideration.

**Any attempt for persuasion will be considered as a disqualification.**

**ONLY SHORT-LISTED CANDIDATES WILL BE CALLED FOR ASSESSMENT**

***Posting period:***

***From: 13.09.2023 to 28.09.2023***