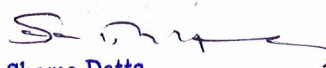




## Terms of Reference (ToR)

### Journalist Fellowship: Women in Agriculture & Climate Resilience

Category	Details
Type of Assignment	Fellowship for Journalists (Print and Electronic Media)
Objective of the Fellowship	<ul style="list-style-type: none"><li>• Emphasize the governance and climate-related challenges confronting women farmers, especially in climate-vulnerable regions.</li><li>• Explore women's contributions to the agriculture sector, with a focus on the economic value of their unpaid labor.</li><li>• Strengthen media-driven advocacy that influences policymakers and stakeholders toward gender-inclusive and climate-resilient agricultural policies.</li></ul>
Project Title	Community-based Resilience, Women's Empowerment and Action (CREA)
Project Locations	Targeted activities will be implemented in multiple climate-vulnerable regions, including coastal belt and haor area of Satkhira, Bagerhat, Bhola, Patuakhali, Barguna, Sunamganj and Kishoreganj
Proposal Submission Deadline	18 February, 2026 (soft copy via email <a href="mailto:lalmohan@manusher.org">lalmohan@manusher.org</a> or hard copy to MJF office)
Duration of Assignment	At least one report has to be published or aired within 6 weeks (by March)
Fellowship Grant	BDT. 50,000 (including VAT/Tax) for each team (Reporter and Camera person)
Number of Fellowship	14
Development Partner	The Embassy of Sweden

  
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## **Background:**

Women farmers in Bangladesh face disproportionate challenges due to climate change, structural inequalities, and governance gaps in the agricultural sector particularly in climate-vulnerable coastal and haor areas. Climate-induced disasters such as salinity intrusion, floods, and land degradation have intensified these vulnerabilities, while limited access to land, credit, government services, and decision-making platforms.

Despite their significant contribution to agriculture, women's work remains undervalued, and they carry a disproportionate burden of unpaid care and domestic work, which is intensified by climate stress. Increased care responsibilities limit women's time, mobility, and participation in agricultural production, markets, training, and governance. To amplify these issues and promote gender-responsive and climate-resilient agricultural governance. Manusher Jonno Foundation (MJF), with support from the Embassy of Sweden, is launching a Journalist Fellowship under the project Community-based Resilience, Women's Empowerment and Action (CREA). This fellowship seeks to highlight these issues through media engagement and empower women farmers by influencing governance structures to adopt inclusive and sustainable agricultural policies.

## **Objectives**

The fellowship aims to-

- i. Emphasize the governance gaps and climate-related challenges confronting women farmers, especially in climate-vulnerable regions.
- ii. Explore women's contributions to the agriculture sector, with a focus on the economic value of their unpaid labor.
- iii. Strengthen media-driven advocacy that influences policymakers and stakeholders toward gender-inclusive and climate-resilient agricultural policies.


## **About the Fellowship**

This fellowship will provide an opportunity for 14 journalists (from print and electronic media) to report or write features on women's roles in agriculture in climate-vulnerable contexts, with a particular focus on unpaid care work and governance challenges. Each fellow will document specific issues related to climate-resilient agriculture and gender-based discrimination.

## **Fellowship Coverage Area**

The fellowship will be conducted in multiple climate-vulnerable regions, including:

- Coastal and Haor areas of Satkhira, Bagerhat, Bhola, Patuakhali, Barguna, Sunamganj and Kishoreganj.

  
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## Fellowship Grant

- Each fellow will receive **BDT 50,000** (including VAT/Tax) for publishing or airing at least one report within the given timeframe.
- A total of **14 journalists** will be selected for the fellowship. (3 from English print media, 4 from Bangla print media, and 7 from electronic media).

## Scope of Work

Fellows will conduct field visits and produce in-depth reports highlighting key challenges and successes of women farmers. Some of the issues to be documented include:

- **Women's Contributions to the Agriculture Sector and the Economic Exclusion:** Women are central to the agriculture sector, contributing substantially across the entire process, from land preparation, seed selection, planting, weeding, harvesting, post-harvest processing, storage, and livestock care to household food management. In many rural contexts, women account for nearly half of the agricultural labor force, yet a significant portion of their work remains unpaid, informal, and unrecognized in economic systems and national accounting.
- **Restricted Access to Resources:** Limited access for women to government-provided 'Krishi Cards' and agricultural support schemes.
- **Land Ownership and Credit:** Challenges related to land access, financial credit, and climate-resilient agricultural tools.
- **Climate-Smart Farming Practices:** Lack of training and awareness on climate adaptation techniques.
- **Climate-Induced Disasters:** Impact of salinity intrusion, floods, and land degradation on agricultural productivity.
- **Underrepresentation in Governance:** Exclusion of women from local and national decision-making processes.

## Deliverables

Each fellow will be responsible for the following deliverables:

1. **Work Plan**
  - Submission of an inception report outlining the proposed story concept, structure, and planned activities at the beginning of the fellowship.
2. **Field Visits and Data Collection**
  - Conduct field visits and collect data from climate-vulnerable areas, including: Satkhira, Bagerhat, Bhola, Patuakhali, Barguna, Sunamganj, and Kishoreganj.
3. **Number of Features**
  - Produce at least one comprehensive report (feature story, in-depth article, or broadcast piece) during the fellowship period.
  - The report must be published or aired within the fellowship timeline.
4. **Publication and Dissemination**
  - All reports must be published or aired by **March 2026**.

  
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- Fellows must submit links and/or copies of the published or aired content to MJF.
- For print media, fellows must submit a hard copy of the newspaper along with the publication link for invoice purposes.
- For broadcast media (TV), fellows must provide the broadcast link.
- Fellows are also required to share the published content on their personal or professional social media platforms and submit the relevant links as part of the reporting requirements.

## Payment Schedule

Deliverable	Payment Schedule
Submission of the work plan, signing of the contract, and submission of the field visit plan	50% of the total amount
Successful publication or broadcast of the report and submission of the invoice	50% of the total amount

## How to Apply

Interested journalists must submit the following documents:

1. **CV with Recent Photograph:** Include relevant experience and contact details.
2. **Brief Proposal:** Outline the proposed story idea, focusing on the governance and climate challenges faced by women farmers.
3. **Sample Work:** Submit two previous reports related to agriculture, climate change, or women's rights.
4. **Nomination Letter:** A letter from their Editor, Chief Reporter, or Head of News nominating them for the fellowship.
5. Proof of professional affiliation (press card / media house ID)
6. Copy of National Identity Card (NID)
7. **Tax Identification Number (TIN), if applicable**
8. Bank account information (for fellowship disbursement).

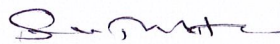
**Applications can be submitted via email to [lalmohan@manusher.org](mailto:lalmohan@manusher.org) and cc to: [asad@manusher.org](mailto:asad@manusher.org) by 18 February, 2026.**

### Disclaimer:

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

### General Clause:

- All documents prepared/All rights of copy right concerning the materials produces by consultant will remain the Property of the MJF and used for learning materials
- Assignment will not be sub-contracted to anyone.

  
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- In the event that, 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.
- In case of any change made in the Scope of Work by MJF because of an increase or decrease in 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.

**Penalty Clause:**


If the agreed deadline and/or deliverables are not adhered to by the consultant, financial penalties will be imposed upon the consultant 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 two months, will result in auto cancelation of the contract and forfeit of the remaining 50% of the contract value.
- Confidentiality of all aspects of the assignment is to be assured by the consultant at all times.

**Discloser of information:**

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

**Safeguarding /Protection Policy:** All fellows shall comply with the MJF's Policy on safeguarding and child Protection policy. 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 non-compliance.

  
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