

Case Study Researcher-Writer

Weaving Prosperity: *The Story of Sigay Nu Mga Babay*

TERMS OF REFERENCE

I. PURPOSE & BACKGROUND

The Women's Empowerment for Leadership in Development and Peace (WELD-Peace) Project, implemented in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM), now on its third phase aims to contribute to improving conditions of peace and stability by strengthening the rights-claiming of women and vulnerable groups toward inclusive, gender-responsive, and accountable governance.

Over the years, the project has supported several women groups who have registered with the government accreditation/registration agencies, i.e. Ministry of Labor and Employment, Cooperative and Social Enterprise Authority (CSEA), Securities and Exchange Commission (SEC) ensuring their legitimacy to access socio-economic support from the government and other agencies. Among these groups is Sigay Nu Mga Babay Association Inc. The association has developed their women enterprise, access funding and technical support from the Bangsamoro Government including the New Zealand Embassy and has sold their products to local market within and outside Bangsamoro region.

In relation to the project's **Intermediate Outcome 2.2** : Women enterprises and former women combatants including women in all their intersecting and diverse identities can access government support programs and services, it is timely and strategic to document Sigay's journey and gather evidence through a case study on how the women of Sigay are gaining control over economic resources such as credit, capital, information, technical resources and markets.

A case study researcher-writer will be engaged to document Sigay's story.

II. AUDIENCE & USE

The primary audiences of this case study are Oxfam Pilipinas, project partner CSOs, Women Enterprise Groups, relevant BARMM ministries and local government units (LGUs), the Australian Government and other funding partners of Sigay. Their story will:

- Serve as an evidence to support project progress of WELD Peace Project Intermediate Outcome 2.2
- Provide insights and recommendations to private sector groups, LGUs and BARMM government on policy and program support to advance women economic empowerment in the region
- Guide Oxfam Pilipinas, and partners in designing follow-on programs, addressing identified gaps, and development and funding partners on potential areas to sustain project gains.

Other stakeholders such as private sector actors, and women enterprise groups (WEGs) may use the case study to strengthen their policies, programs, services and advocacies on women economic empowerment.

III. OBJECTIVES

With this, the research will aim to answer the question: **How are the women of Sigay Nu Mga Babay gaining control over economic resources such as credit, capital, information, markets and technical support?**

The following questions specific question will also be asked:

- i. What are the significant changes (positive or negative) that took place or were experienced by the group and how have these things happened?
- ii. What are the key enabling conditions and limiting barriers that shape how the women access and control economic resources?
- iii. How have internal factors (organizational values, culture, characteristics, structure, systems, etc.) and external factors (project interventions, partnerships, networks, support from government and private sector, historical context, etc.) enabled or hindered their growth?
 - How do the individual choices, knowledges, practices and skills of the members of Sigay Nu Mga Babay interact with institutional opportunities or barriers in accessing credit, capital and markets?

- In what ways do government policies, cultural norms and social networks either enable or constrain Sigay women's ability to exercise agency over economic resources?
- How has the group collectively negotiated or resisted structural constraints to expand their agency in decision-making and resource allocation?
- To what extent does the access to external support (i.e. ministries, parliament members, donors) enhance the women group's agency?
- How does the interplay of agency and structure shape not only economic gains but also shifts in power relations within their households, communities, municipalities and governance spaces, if any?

The research will also document Sigay Nu Mga Babay Association's:

- iv. Experience and level of satisfaction with programs and services provided by the government with their corresponding timelines, alongside their insights¹ and recommendations on these. (Quantitative & Qualitative)
- v. Their increase in access to economic livelihood opportunities and improved income generation in their specific communities (Quantitative & Qualitative)
- vi. Track and analyze the group's income growth trends (Qualitative & Quantitative)
- vii. Integrate insights and forward-looking reflections that could inform project programming and advocacy.

IV. METHODOLOGY

Drawing from a combination of qualitative and quantitative methods, the researcher-writer will use participatory approaches to ensure that Sigay women will be able to share their experiences and guide them in the sense-making of the same, through but not limited to the following suggested approaches:

- Photovoice: Sigay Nu Mga Babay members will be encouraged to use photos and other materials from their documentation, to reflect on their activities, challenges and milestones, to be followed by a collective discussion.

¹ On the adequacy, relevance, quality, effectiveness, impact and sustainability of assistance or services.

- Timeline Mapping: The group members will be guided to visually trace their development from inception to present, marking critical moments, decisions and turning points, among others.
- Focus Group Discussion: The participants will be guided to reflect on their strengths, successes and aspirations. Moreso, beyond just asking about the group's most significant changes, members will be urged to reflect on how that change happened, with regard for counterfactuals.

IV. DELIVERABLE

- One (1) Case Study Report on Sigay Nu Mga Babay Association (not more than 15 pages), integrating narrative, quotes, reflections, photos and light data visualization (i.e., timeline, income trend chart, milestones map).
- The report must be publication-ready and written in clear, compelling, gender-sensitive language.
- Transcripts, interview notes and signed consent must be submitted as support documentation to the case study.

V. FRAMEWORK & APPROACH

Following Oxfam Pilipinas' MELSA principles, the case study researcher-writer will:

- Adopt participatory approaches when engaging Sigay Nu Mga Babay members and other project actors in designing research questions and conducting sensemaking processes.
- Prioritize learning and reflection, ensuring the process is not merely extractive but enables respondents to collectively analyze changes and co-create recommendations.
- Identifying and looking into counterfactuals for observed changes and for Oxfam Pilipinas' and partners' claims of contributions to such shifts, towards a deeper understanding of how change happened (including discovering other actors or factors that could have contributed to it).

The consultant will also ensure adherence to Oxfam Pilipinas' feminist approaches and principles:

- Care - Ensuring the welfare of the research participants as well as consultant throughout the research process (e.g. conducting debriefing after the interview or research)
- Sharing power - Acknowledging power imbalances between the researcher and their research participants, and bridging the gap as much as possible (e.g. asking participants to choose time and place for interviews)
- Reflexivity - Awareness position of the consultant as researcher and taking responsibility for how this may affect the research process (e.g. adjusting the wording of interview questions)
- Do No Harm - Ensuring that the research does not post harm to the participants and others who may be affected
- A gendered and power-aware perspective across all stages of research.
- Documentation of differentiated experiences and impacts for women, youth, persons with disabilities, former combatants, indigenous peoples, among others.
- Reflection of project's disability and age inclusion objectives and initiatives
- Recommendations that are actionable and sustainable in transforming gendered power relations in BARMM.

The Researcher - Writer shall:

- Closely coordinate with the WELD 3 MELSA Officer and UnYPhil Women WELD Project Team to discuss the methodology to be used and finalize field schedules.
- Undertake induction sessions with the (a) Policy Advocacy and Communications (PAC) Team to ensure that the work follows Oxfam's feminist principles and ethical storytelling guidance, (b) Safeguarding Focal (SGFP) on Oxfam's Safeguarding Policies.

Oxfam Branding Guidance Notes

All content to support Oxfam Philippines' work and follow the content ethical guidelines:

<https://oxfam.box.com/s/zpz707f4bl7xw50geogwjutglzjzdv5o>

All media products should be accompanied by a Global consent form:

<https://oxfam.box.com/s/jo3uzvjsafg0o6yleip2dhbgvt209gox>



VII. TIMELINE

Activity	Timeline
Recruitment and on-boarding of Case Study-Writer	October 13-17 2025
Review project materials, design tools, induction and coordination	October 20-24, 2025
Field visit and data collection	October 27-31, 2025
Case Study writing (analysis and drafting)	November 3-7, 2025
Submission of first draft	November 10, 2025
Feedback from Oxfam	November 14, 2025
Final case study submission	November 24, 2025

VIII. QUALIFICATIONS

- Proven experience in writing development-focused case studies or human interest stories;
- Strong background in gender, women's economic empowerment, or community development;
- Experience in applying feminist and ethical communication practices;
- Familiarity with the BARMM context is a strong advantage;
- Ability to synthesize quantitative and qualitative data into compelling narrative;
- Excellent writing skills in English (knowledge of Filipino or local languages is a plus).

IX. COST AND PAYMENT TERMS

A professional fee of Php 83,333.33 (gross) will be paid in two tranches upon satisfactory submission of the final approved case story and all necessary outputs.

First tranche – 45% - Finalization of tools and submission of final schedule

Final tranche – 55% - submission and acceptance of case study

Accommodation, per diem and travel expenses will be reimbursed subject to submission of official receipts aligned with the workplan and schedules.

X. HOW TO APPLY

Application must include the following in a single file:

- Letter of intent expressing interest in the assignment
- Updated CV with relevant qualifications and experience
- Two (2) samples of written work, preferably case stories or similar outputs

Mindanao-based writers are highly encouraged to apply.

Applicants may also submit their applications to ophrecruitment@oxfam.org.ph. Please use the email subject format: Position Applied For - Surname, First Name.

KEY CONTACT

Beneezer Ngo

WELD 3 MELSA Officer

Beneezer.Ngo@oxfam.org.ph