**Terms of Reference**

Gender Equality & Child Protection Assessment

Aparajita: Combatting child Marriage in Bangladesh Project

1. Background

Plan is an international, rights-based, Child-Centred Community Development organization working worldwide for the realization of children’s and other human rights to end child poverty in developing countries. Plan’s vision is of a world in which all children realize their full potential in societies that respect people’s rights and dignity.

Plan International has been operating in Bangladesh since 1994, helping children access their rights to health, education, economic security and protection. Currently, under Country Strategy IV Plan International Bangladesh is implementing programmes in six thematic areas: health, education, child protection, WASH, youth engagement and employment, and disaster risk management and climate change. Through interventions of Plan International Bangladesh, more than 3,500,000 people including women, children and vulnerable are benefitted across 13 districts.

As part of its protection programme Plan International Bangladesh highly emphasises the reduction in the incidences of child and early marriage as addressing the issue of early marriage has important implications for human rights and well-being of young girls. Besides, in Bangladesh about 52% of girls are married before they are 18 years old and this rate is the highest in South Asia[[1]](#footnote-1). Ending child marriage is a high priority for the Government of Bangladesh and a target has been set to eliminate child marriage by 2041. Therefore, Plan International Bangladesh has been working for a long period of time to address child and early marriage in the communities. Among different initiatives, developing and piloting a district model to combat child marriage is noteworthy.

In that continuation Plan International Bangladesh has recently launch Aparajita: Combating Child Marriage in Bangladesh project with financial support of Global Affairs Canada (GAC). It will be a national level project covering 59 districts with special focus on Bhola and Jhalokati district. In 59 districts responsiveness of duty bearers will be increased to prevent and respond to child rights violations, particularly CEFM, by scaling up of the SMS-based age verification and online marriage registration systems. At Bhola and Jhalokati a district model will be established with an objective to reduce vulnerability of adolescents, particularly girls, to Child Early and Forced Marriage (CEFM).

A consultant/firm will be contracted out on behalf of Plan International Bangladesh to carry out the gender equality and child protection (GE & CP) assessment as per this Terms of Reference (TOR).

1. **Project Overview**

The four and a half year *Combatting Child Marriage in Bangladesh* project targets the root causes of poverty and vulnerability by taking an integrated approach to addressing the barriers to success for women and girls identified in Canada’s Feminist International Assistance Policy (FIAP), including girls’ limited control over their own bodies and reproductive choices, limited access to the tools they need to be financially independent, pervasive and harmful gender norms and weak institutions and enforcement of gender responsive policies. The project will work in 59 districts for scaling up of the SMS-based age verification and online marriage registration systems. Nonetheless, to establish a district model special attention will be given in Bhola and Jhalokati district. Therefore the ultimate objective is reducing vulnerability of adolescents, particularly girls, to Child Early and Forced Marriage (CEFM) with a specific focus on reducing the proportion of girls married or in union under the ages of 18 and 15 in Bhola and Jhalokati districts, through a comprehensive approach that seeks to: engage girls; mobilize community stakeholders; strengthen existing child protection (CP) mechanisms and create an enabling and protective environment.

The project will establish a district model through CEFM prevention approach based on 3 integrated components: 1. Increased agency of adolescent girls and boys; 2. Increased community acceptance of norms that value the girl child; and 3. Increased responsiveness of duty bearers. Apart from that at national level the project will work to develop the capacity of matchmakers, informal marriage solemnizers and marriage registrars (*kazis*) for verifying the age of bride and groom before marriage including reporting and share data on early marriage.

In order to establish a district model, the project will be implemented in eight Upazilas (sub districts) of Bhola and Jhalokati district. These are: Bhola Sadar, Daulatkhan, Taziimuddin and Monpura in Bhola district and Jhalokati Sadar, Kathalia, Nalchity, and Rajapur in Jhalokati district. In these areas, the project will aim to reach a total of 167,102 adolescent beneficiaries including 93,717 (56.1%) girls and 73,385 (43.9%) boys aged 10 to 19 years in its intervention areas. Of these adolescents, there will be an estimated 151,102 in-school adolescents including 87,717 (58.1%) girls and 63,385 (41.9%) boys and 16,000 out-of-school (OOS) adolescents including 6,000 (37.5%) girls and 10,000 (62.5%) boys. The project aims to reach the aforementioned adolescents through out-of-school Youth and Economic Empowerment and ASRHR groups, OOS peer leaders, classroom integrated Gender Equality Movement in Schools’, in-school adolescent corners, SBCC events, etc. Considering the unique risks related to violence and health that young women face, and ultimate outcome of reducing vulnerability to child marriage, the project targets primarily unmarried, at-risk adolescents. For further understanding of the project outcomes please see outcome indicators in Performance Measurement Framework (PMF) in Annex 1.

The reach calculations take into account estimations of in-school population based on 2017 BANBEIS statistics for Bhola and Jhalokati and adjusted for the number, type and grades of project intervention schools. Within the eight Upazilas, the project will target 480 schools (182 in Bhola and 298 in Jhalokati). Of these, 236 are Secondary Schools, 55 are Junior Schools, 11 are School & College, 38 are Madrasah Alim and 140 are Madrasah Dakhil. Classroom, integrated Gender Equality Movement in School (GEMS) sessions aim to cover 100% of the estimated student population for grades 6-9, as well as 80% of the Grade 10 population through activities in adolescent corners. The details of project reach are provided in Table 1. Number of different types of schools and boys and girls included in those schools are given in Table 2.

**Table 1. The details of project reach in Bhola and Jhalokati district.**

| TOTAL REACH | Female | Male | Total |
| --- | --- | --- | --- |
| Beneficiaries: |  |  |  |
| Adolescents 11-15 years (in-school) | 87,717 | 63,385 | 151,102 |
| Adolescents 10-19 years (out-of-school) | 6,000 | 10,000 | 16,000 |
| Total | **93,717** | **73,385** | **167,102** |
| Intermediaries: |  |  |  |
| Mentors for self-employment beneficiaries | 50 | 300 | 350 |
| Champion Mothers & fathers  | 204 | 204 | 408 |
| Parents of adolescent girls  | 20,400 | 20,400 | 40,800 |
| SMC/MMC members  | 420 | 630 | 1,050 |
| Teachers | 381 | 1,855 | 2,236 |
| USCWCW and CWB members  | 51 | 42 | 93 |
| CMPC members | 349 | 515 | 864 |
| National and District trainers on CMRA, mobile-based age verification app and online marriage registration system | 82 | 246 | 328 |
| Sub-District trainers on CMRA, mobile-based age verification app and online marriage registration system | 588 | 2,351 | 2,939 |
| Matchmakers and informal marriage solemnizers | 5,102 | 81,598 | 86,700 |
| Marriage registrars (Kazis) | - | 7,200 | 7,200 |
| Division, District and National authorities | 48 | 72 | 120 |
| Total  | **27,675** | **115,413** | **143,088** |

**Table 2: Number of different types of schools and girls and boys in Bhola and Jhalokati district.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| District | School Type | Number | Girls | Boys |
| Bhola | Secondary School  | 81 | 20,021 | 18,625 |
| Jr. Secondary School | 23 | 4,256 | 2,635 |
| School & College | 4 | 1,115 | 1,044 |
| Madrasah Alim | 18 | 4,257 | 1,940 |
| Madrasah Dakhil | 56 | 13,223 | 5,361 |
| Subtotal | **182** | **42,872** | **29,605** |
| Jhalokati | Secondary School  | 155 | 26,207 | 20,438 |
| Jr. Secondary School | 32 | 4,431 | 1,534 |
| School & College | 7 | 1,842 | 1,140 |
| Madrasah Alim | 20 | 2,073 | 2,012 |
| Madrasah Dakhil | 84 | 10,291 | 8,656 |
| Subtotal | **298** | **44,844** | **33,780** |
| Total[[2]](#footnote-2) | **480** | **87,717** | **63,385** |

1. **Purpose and Objectives of the assessment**

The Aparajita: Combatting Child Marriage Project in Bangladesh is a gender transformative project and therefore has a central objective of transforming unequal power relations. In order to provide a foundational and in-depth understanding of extant gender relations, particularly amongst in and out-of-school adolescent beneficiaries in target communities, a GE and CP assessment needs to be conducted. The GE and CP assessment will be well aligned with the themes and topics covered under the baseline survey of the project but, will also include additional questions for broader learning specifically related to the barriers associated with sexual and reproductive health rights (SRHR) and child early and force marriage (CEFM) prevention.

The objectives of the assessment are in the following.

* To understand personal, social, institutional and economic barriers faced by adolescent girls[[3]](#footnote-3) in continuing their education;
* To understand personal, social, institutional and economic barriers faced by the adolescent girls and boys and young women in pursuing job skills training and supports or self-employment opportunities.
* To identify personal, social, institutional and economic barriers faced by the adolescent girls and boys to get access to protection services[[4]](#footnote-4) at school, and community level.
* To understand the social beliefs and practices in intervention areas that drive CEFM.
* To know the socio-economic pressures felt by adolescent girls that drive CEFM.
* To know the extent of joint and individual decisions taken by women and adolescent girls regarding marriage and SRHR[[5]](#footnote-5).
* To know the type and extent of support provided by men and boys to young women and girls to ensure SRHR[[6]](#footnote-6) and prevent CEFM and to understand the barriers and enablers faced by men and boys in supporting young women and girls.
* To understand the myths and taboos about SRH perpetuated amongst the adolescent girls and boys and parents and to identify the sources of information.
* To comprehend the pattern of roles and responsibilities of young women, girls, men and boys in making decisions regarding marriage and SRHR decisions.
* Women’s and girls’ (relative to men’s and boys’) level of access to and control over resources and opportunities within the family[[7]](#footnote-7). This includes the enablers and barriers that to those levels of access and control.
* To understand what enables/empowers girls and boys to access to protection resources/services and how those enablers may be different/same for boys and girls.
* To understand how formal child protection actors (including the committees) coordinate with each other and what gaps might exist in how they function (to uphold the CMRA).
1. **Users of Assessment Findings**

The Findings of GE & CP Assessment will primarily be used by:

* The project team to inform project targets and to facilitate a deeper understanding of the progress towards and on expected project outcomes over its lifetime.
* The project team to inform, focus and validate project design, gender equality strategy, and specific program messaging for activities such as peer education, SBCC strategy and others.
1. **Assessment Location**

The GE & CP assessment will be undertaken in the intervention areas of Bhola and Jhalokati districts. The Upazila included in the project are: Bhola Sadar, Daulatkhan, Taziimuddin and Monpura Upazilas of Bhola district and Jhalokati Sadar, Kathalia, Nalchity, and Rajapur Upazilas of Jhalokati district.

1. **Scope of Work for Consultancy**

The scope of work for the assessment will preferably include, but not limited to:

* Review all project documents, including project design, PMF and tools for baseline study, etc.
* Develop/adjust appropriate methodology to address the specific objectives, review and refine data collection tools, and finalise the tools by pretesting. Ensure all the tools are translated in Bangla and get approved by Plan International before using for data collection.
* Engage qualified data collectors, train them on data collection methods and tools and quality control with support from Plan International Bangladesh and the project team, including co-facilitation of a gender equality and child protection component[[8]](#footnote-8).
* Administer data collection in the study area that includes supervision, cross validation, quality control and data transcription (as per need). Ensure that all data collection activities are gender responsive, adolescent friendly and respect child safe guarding policy of Plan International.
* Data management and analysis in terms of data transcription, coding, computer entry, cleaning, and analysis as per study themes/variables in the specific objectives.
* Write draft report and finalise the report based on feedback of Plan International and partners. Present the findings to the stakeholder.
* Prepare a study brief of 3 page (max) both in Bangla and English. The study brief will contain the objectives, key findings and recommendations.
1. **Methodological Guideline**

It is expected that the consultant/consulting firm will develop an appropriate methodology to address the specific objectives of the assessment. Triangulation in methods of data collection is encouraged as per need. Nevertheless, it should be taken in to account that in the project presently a household and school survey is being conducted which will help to understand the baseline situation against indicators in PMF and to set realistic and achievable targets for the project. This baseline study mainly explores “what”. On the other hand, the gender and CP assessment will be conducted to know “why” and will focus on the qualitative aspects related to the indicators.

During determining respondents’ appropriate segregations as mentioned in the specific objectives should be considered (sex, age, in/out of school, etc.). Since the research will deal with boys, girls and young men and women to a great extent, it is anticipated that during the development of methods and tools for data collection the consultant/consulting firm will consider gender-sensitive, child friendly and age appropriate approaches. The methodology and the tools should be finalised in consultation with Plan International Bangladesh and Plan International Canada.

Plan International is committed to ensure that the rights of those participating in data collection or analysis are respected and protected, in accordance with Plan International’s Ethical MERL Framework and Child and Youth Safeguarding Policy. Therefore, the bidders should include ethical considers in the proposed methodology.

1. **Roles, Responsibilities and Management**

The consultant/firm will work in close contact with the Head of MER & KM in Plan International Bangladesh and will continually inform on the progress of the assignment through updates via in-person meetings, email and Skype conferences. The consultant/firm will also collaborate closely with the staff members of Plan International Canada who will support with the design of the assessment and the development of data collection tools, and data quality assurance procedure.

1. **Expected Competencies**
* Demonstrated experience and skill in conducting researches and evaluations focusing on gender equality or child protection or strongly integrating gender equality and/or child protection perspective and analysis.
* Vast knowledge and experience in Gender Equality, Child Protection, CEFM and ASRHR issues, policies and services systems in Bangladesh.
* Capacity to provide necessary training to human resource for carrying out data collection, quality control (reliability), data transcription, entry and management.
* Excellent command of both written and verbal English
* Experience in using participatory research methods, including with children/adolescents.
* Ability to work collaboratively with Plan International Bangladesh and Plan International Canada, and integrate feedback as required.
* No history of violation of child rights.
1. **Deliverables and Timeframe**

Total duration of the assignment is a maximum of 75 calendar days, starting in April 2019. It is anticipated that the first draft report will be produced within 60 calendar days of signing of the agreement. The final report should be submitted after one week of receiving the feedback. Follow up meetings will be held time-to-time between the contracted consultant/consulting firm and Plan International Bangladesh.

The deliverables will be:

|  |  |  |  |
| --- | --- | --- | --- |
| Deliverable  | Format | Length | Detail  |
| *Inception Report*  | *MS Word* | *Not more than 15 pages* | *Inception report will include final methodology and work plan of the assessment. It should be submitted within five calendar days of awarding the assignment.*  |
| *Data Collection Tools* | *MS Word* | *As per need*  | *Both draft and final versions. The draft tools should be shared with Plan International Bangladesh for feedback. These should also be pre-tested in the field. Based on feedback and findings of pre-test the tools should be finalised.*  |
| *Draft Research Report* | *MS Word* | *Not exceeding 30 pages (excluding annex)* | *The expected structure of the report is given at the end of this table.*  |
| *Presentation of findings to the stakeholders*  | *Power point* |  | *It will include a background, objectives, methodology, key findings and relevant recommendations.*  |
| *Final Research Report* | *MS Word* | *Not exceeding 30 pages (excluding annex)* | *Based on the feedback to draft report and during presentation the report should be finalised. It should be in acceptable English. If required, the consultant/consultancy firm should arrange for proof-reading to ensure the quality.*  |
| *All field notes and data sets*  |  |  |  |
| *Study brief*  | *MS Word/ Illustrator* | *Not more than 3 pages* | *This should be both in English and Bangla* |

The report should have the following structure:

* Title page
* Acknowledgement
* Executive summary
* Acronyms/Glossary
* Table of contents and list of figures and tables
* Introduction and Background (short description of context, project background and description, research objectives)
* Research methodology (it will include justification of selection of study location, sampling procedure, data collection method, data quality assurance procedure, ethical considerations, and limitations)
* Findings and analysis (it should be organised as per the study objectives)
* Discussion and conclusion with recommendations.
* References
* Annexes
1. **Mode of payment**

The payment will be made in three instalments:

|  |  |  |
| --- | --- | --- |
| **Instalments** | **Percentage** | **Timeline** |
| First instalment | 30 | Acceptance of inception report and agreement signed |
| Second instalment | 30 | After receiving the first draft report  |
| Final instalment | 40 | Upon submission of the final report  |

1. **Evaluation Criteria**

The proposals will be assessed based on following criteria:

|  |  |
| --- | --- |
| **Criteria** | **Score**  |
| Appropriate methodology to address the study objectives and realistic detailed work plan  | 40 |
| Relevant competency and experience of the team leader and appropriate team composition | 40 |
| Amount of budget and justification  | 20 |

1. **Preparation of Proposal**

The proposal will be divided into two parts and should be submitted in two separate folders i.e. technical and financial. The technical part of the proposal should not exceed 10 pages and will contain the followings:

* Detailed methodology of the research.
* Detailed timeframe (including dates for submission of first draft, dissemination of findings and final report).
* Account of experience of conducting similar research.
* CVs of the team leader and key members of the research team which reflect relevant experiences.
* Copy of VAT registration certificate (for consulting firm).
* Copy of valid TIN certificate and bank account detail.

Financial Proposal should clearly identify:

* Item wise summary of cost for the assignment with detail breakdown. The budget should not contain income tax as a separate head; it can be blended with the other costs as it will be deducted from the source. However, VAT can be mentioned in the budget as per government regulation. The organisation will deduct VAT and Tax at source according to the GoB rules and deposit the said amount to government treasury.
1. **Submission of Proposal**

The technical and financial proposals should be submitted (**electronically only)** in two separate sub folders in a zipped folder to the email address Planbd.consultant.hiring@plan-international.org by the 15th A*pril, 2019* referencing “GE & CP Assessment of Aparajita: Combating Child Marriage in Bangladesh” in the subject line. Proposal submitted to any other email account except this and in hard copy will be treated as disqualified. The proposals should be submitted in pdf format.

1. **Penalty Clause**

The consultant/consulting firm is expected to provide services within stipulated period as well as submit the final report maintaining quality. If the quality is not maintained as mentioned in section 9, Plan International Bangladesh will deduct 5% of the total agreement amount. If for any reason, the consultant/consulting firm fails to deliver services within stipulated time, the consultant/consulting firm needs to inform Plan International Bangladesh in time with valid and acceptable explanation. Failing to this may evoke penalty clause at the rate of 1% for each day of delay.

1. **Contact Person**

For any further queries, please communicate to Md. Abdullah Al Mamun, Research and Knowledge Management Specialist to the email address: Abdullah.Mamun2@plan-international.org

1. **Child Protection and Ethical Consideration**

Plan International is committed to actively safeguarding children and youth from harm and ensuring children’s rights to protection are fully realized. Plan takes seriously the commitment to promote child safe practices and protect children from harm, abuse, neglect and any form of exploitation as they come into contact with Plan International supported interventions. In addition, we will take positive action to prevent child abusers from becoming involved with Plan International in any way and take stringent measures against any Plan International Staff and/or Associate who abuses a child. Decisions and actions in response to child protection concerns will be guided by the principle of ‘the best interests of the child.’

The GE & CP assessment will involve conducting interviews with adolescents exploring sensitive topics, such as sexual and reproductive health and gender-based violence. The study must, therefore, ensure **appropriate, safe, non-discriminatory participation; stressing all young women’s and young men’s views are collected; a process of free and un-coerced consent and withdrawal; confidentiality and anonymity of participants**. Environments and working methods should be adapted to the capacities of adolescents; time and resources should be made available to ensure that adolescent girls and boys are adequately prepared and have the confidence and opportunity to contribute their views.

During data collection the purposes should be clearly explained to the respondents and based on their consent information will be collected. For children and adolescents, written consent should be taken from their parents/guardians. Confidentiality of data should be maintained and in the report name of the respondents should not be revealed.

In the inception report the Consultant/Consulting firm will provide a description on how they will ensure ethics and protection of children and adolescents in the different stages of the assessment — including data collection and analysis, visits and report writing. It should be in line with Plan International’s child protection policy.

1. **Disclosure and Ownership of Information**

It is understood and agreed that the Consultant/Consulting firm shall, during and after the effective period of the contract, treat as confidential and not divulge, unless authorized in writing by Plan International Bangladesh, any information obtained in the course of the performance of the Contract. Information will be made available for the consultants on a need-to-know basis. All required field visits will be facilitated by Plan International Bangladesh staff.

All ownership and copyright for final data collected during the baseline study is held by Plan International. The Consultant shall treat as confidential and not divulge, unless authorized in writing by Plan International Bangladesh, any information obtained in the course of the performance of the assignment during and after the effective period of the contract.

Obligations regarding non-disclosure of information and intellectual property rights will be specified in the contract for this consulting mandate.

1. **Negotiation**

Once the proposals are evaluated, Plan International Bangladesh may enter into negotiation with one or more than one consultant/ consulting firm for final selection. If negotiations fail, Plan International Bangladesh will invite consultant/consulting firm whose proposal received and was the next highest score to negotiate a contract. If none of the invited proposals led to an agreement fresh, Requests for Proposals (bidding document) will be called.

1. **Disclaimer**

Plan International Bangladesh reserves the right to accept or reject any or all proposals/ application without assigning any reason whatsoever.

**Annex 1. Outcome indicators in performance measurement framework (PMF)**

|  |  |  |
| --- | --- | --- |
| **Indicators** | **Levels of Disaggregation** | **Data Sources** |
| **Ultimate Outcome:** |
| % of adolescent girls under the age of (i) 15 years and (ii) 18 years who are married or in a union | Age Group (10-14,15-17) In-school/Out-of-school | Adolescent girls (<15; <18 years)Household profile for all members of sampled HHs and age when first married |
| **Intermediate Outcomes:** |
| Percentage of adolescent beneficiaries with adequate decision-making regarding marriage and seeking SRH services, including modern methods of contraception | Age Group (10-14,15-19) Marital status In-school/Out-of-schoolSex | Adolescent girls and boys (aged 10-19 years) |
| Percentage of adolescent and family member beneficiaries that demonstrate confidence to continue their economic activities in the long-term | In-school/Out-of schoolSex | Adolescent and family members EE component beneficiaries |
| Percentage of adolescent girls who decided to use family planning, alone or jointly with their husbands/partners | Age Group (10-14,15-19)In-school/Out-of-school | Married adolescent girls |
| Degree/extent to which SMC members, teachers, men, women perceive women/girls as equal to men/boys | Sex | Parents (aged 20+ years)SMC/MMC membersTeachers |
| Percentage of parents who take specific action to support their adolescent daughters' (or daughters'-in-law) education, participation in economic activities (waged or self-employment), and engagement in public activities | Type of action, Sex | Parents (aged 20+ years) |
| Percentage of CMPCs, USCWCWs and CWBs functioning as per CMRA 2017 guidelines | Administrative level (Union, Sub-district, District) | CMPCs, USCWCWs and CWBs |
| Percentage of trained marriage registrars, marriage solemnizers and matchmakers using SMS-based age verification and online marriage registration systems | DivisionSystem | Marriage registrars, marriage solemnizers and matchmakers |
| Average level of satisfaction of trained marriage registrars, marriage solemnizers and matchmakers in Bhola and Jhalokati with the usability and responsiveness of SMS-based age verification and online marriage registration systems | Sub-districtSystem | Marriage registrars, marriage solemnizers and matchmakers |
| **Immediate Outcomes:** |
| Percentage of adolescent and family member beneficiaries with adequate practical knowledge on foundational skills for waged employment (life skills, GE, rights and CP) | Age Group Sex | Adolescent and family members EE component beneficiaries |
| Percentage of adolescent and family member beneficiaries with adequate practical knowledge on self-employment skills | Age Group Sex | Adolescent and family members EE component beneficiaries |
| Percentage of adolescent beneficiaries with adequate practical knowledge on ASRHR, CEFM and GE | Age Group (10-14,15-19) In-school/Out-of-schoolSex | Adolescent girls and boys (aged 10-19 years)  |
| Degree/extent to which adolescent girls and boys perceive women/girls as equal to men/boys | Age Group (10-14,15-19) In-school/Out-of-schoolSex | Adolescent girls and boys (aged 10-19 years)  |
| Level of support provided by parents to adolescent beneficiaries for CEFM prevention, staying in school and nurturing their ambition as perceived by adolescent girls and boys | Age Group (10-14,15-19)In-school/Out-of-schoolSex | Adolescent girls and boys (aged 10-19 years)  |
| Percentage of trained Champion Fathers and Mothers with adequate practical knowledge and skills on GE, CEFM, social norms and practices, Girls' Economic Engagement, and CMRA | Sex | Champion mothers and fathers |
| Percentage of trained informal marriage solemnizers (not on official lists) with adequate practical knowledge on CMRA and SMS-based age verification | Sex | Informal marriage solemnizers |
| Percentage of SMC/MMC members and teachers with adequate practical knowledge of the CEFM reporting and response protocol | Sex | SMC/MMC membersTeachers |
| Percentage of trained members of CMPCs, USCWCWs, and CWBs with adequate practical knowledge to implement policies that safeguard the rights of women and children and prevent CEFM | Sex | Members of CMPCs, USCWCWs and CWBs |
| Percentage of trained marriage registrars with adequate practical skills and knowledge on CMRA, SMS-based age verification and online marriage registration systems | Sex | Marriage registrars |
| Percentage of trained informal marriage solemnizers and matchmakers with adequate practical skills and knowledge on CMRA and SMS-based age verification system | Sex | Informal marriage solemnizers and matchmakers |

1. UNICEF report of the State of the World's Children, 2016. [↑](#footnote-ref-1)
2. Basis for calculations of average number of students (male and female) per school and grade and applied to number of project target intervention schools and intervention grades within them is *Chapter- Three: Secondary School Education Table 3.1.10 Number of School, Teacher and Student by District 2017* and *Chapter- Five: Madrasah Education Table 5.1.8: District Wise Institution, teacher and Enrolment by Gender 2017* [data.banbeis.gov.bd/images/ban03.pdf](http://data.banbeis.gov.bd/images/ban03.pdf) and [data.banbeis.gov.bd/images/ban05.pdf](http://data.banbeis.gov.bd/images/ban05.pdf) [↑](#footnote-ref-2)
3. It needs to be segregated by age – 10 -14 years and 15 – 19 years. [↑](#footnote-ref-3)
4. Protection services can include both formal and informal services. Formal services can include legal services, law enforcement, psycho-social support and mental health, medical, education, etc. Informal services might include child-friendly spaces, child rights clubs, play spaces, neighbourhood watch groups, etc. [↑](#footnote-ref-4)
5. Special emphasis should be given on adolescent girls - those who are at risk due to various socio-cultural and economic reasons. SRHR refers to decisions on use of contraceptives and timing and spacing of children. [↑](#footnote-ref-5)
6. Accessing services, such as counselling, contraception where applicable, treatment of STIs, HIV and AIDS, and Menstrual Hygiene Management (MHM). [↑](#footnote-ref-6)
7. Access to family financial and material resources, opportunities for training (including education), leadership, participation in community events, committees, decision making bodies. [↑](#footnote-ref-7)
8. Plan International Bangladesh staff will co-facilitate gender equality and child protection components of the enumerator training, in line with organizational policies. [↑](#footnote-ref-8)