



Terms of Reference (ToR) Mid-Term Review (MTR) of Initiatives for Married Adolescent Girls' Empowerment (IMAGE) Plus Project

1. Background and Context of the Review

1.1 Introduction

Terre des Hommes Netherlands (TdH NL) is an international, non-profit, non-government development organization based in the Netherlands and registered with the Government of Bangladesh. It's a child rights based organization and works to prevent child exploitation, remove children from exploitative situations and to ensure these children's development in a safe environment.

TdH NL works with an integral approach to combat child exploitation, which is reflected in the organization's Theory of Change. To bring about the desired change and create an environment in which children are protected, long-term causes and medium-term barriers for change are analyzed, as well as the potential to bring about change. Within the context, TdH NL identify key actors that can play a constructive role in this change process, includes children, families and communities, the private sector, government, law enforcement agencies and Civil Society Organization (CSOs). For more information, please refer to website: www.terredeshommes.nl

In Bangladesh, TdH NL works to prevent child exploitation in collaboration with government, development partners, NGOs and networks. IMAGE Plus is one of the flagship projects of TdH NL, which is directly being implemented by the organization under the child abuse/SRHR program. This project is working for the empowerment of early married girls in Bangladesh. The project span is from December 2016 to December 2020.

TdH NL is going to conduct a mid-term review of the IMAGE Plus project covering December 2016 to December 2018. The objective of the review is to measure the changes and improve the implementation mechanism of the project. For more information, please refer to website: www.imageforchange.org

1.2 Background of IMAGE Plus Project

IMAGE Plus intends to work for social and behavioral change of people to improve the lives of early married girls (EMGs) in Bangladesh. The beneficiaries of the project are early married girls in Bangladesh; the main goal is to ensure a dignified life for early married girls, in which they can realize their human rights and potentials. The target audiences for the social and behavior change interventions are early married girls, their spouse, their families, the communities, and the society they live in. The project is working in the 6 unions under 6 upazilas in 3 northern districts of Bangladesh, currently aiming to reach total 9000 Early Married Girls with SRHR, nutrition, gender based violence, education and livelihood as thematic areas.

IMAGE Plus is the continuation of the IMAGE I project, which was implemented in three northern districts of Bangladesh; namely, Kurigram, Gaibandha and Nilphamari. IMAGE I focused on providing support to 4,500 early married girls in three unions from December 2014 until November 2016. The strategy of IMAGE I was to improve the lives of early married girls through a comprehensive and multi-layered programme approach. The project utilized a combination of awareness raising activities facilitated

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through community interventions and advocacy initiatives. The community interventions targeted early married girls, their husbands, families (in-law) and the local community to create awareness on Sexual and Reproductive Health and Rights (SRHR) issues. Communication interventions targeted the general public, policy makers and influencers with awareness raising campaigns and advocacy activities to support the development and implementation of effective legislation, policies and programs ensuring the rights of early married girls are fulfilled to the greatest extent possible.

The development of the IMAGE Plus project is therefore based on the positive results and lessons learned of IMAGE I and the project strived to address the continued needs to support the Early Married Girls in Bangladesh as well as to advocating for protection of their rights on a national level. IMAGE Plus project therefore expanded its geographical target area, reaching an additional 4,500 Early Married Girls and included three newly identified thematic areas of intervention; gender based violence, education and income generating activities (IGA). The project is funded by the Embassy of the Kingdom of the Netherlands in Bangladesh and jointly implemented by Terre des Hommes Netherlands as the lead, RedOrange Media and Communications, SKS Foundation (Gaibanadha), Pollisree (Nilphamari), and Tdh Foundation (Kurigram) as partners.

1.3 IMAGE Plus: Goals, Objectives and Outcomes

Project Goal: Early Married Girls (EMGs) in Bangladesh realize their potentials and claim their rights.

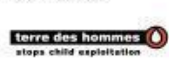
Objectives and Outcomes:

Objective	Outcome
OBJECTIVE 1: A total of 9,000 early-married girls receive quality services, including improved access to sexual and reproductive health & rights (SRHR), nutrition, basic and vocational education, and livelihood opportunities, reduced Gender Based Violence (GBV) in three northern districts of Bangladesh by the end of 2020.	Outcome 1: Early Married Girls (IMAGE I) have adequate knowledge and access to quality health services on SRHR, Nutrition, GBV, education and income generating opportunities.
	Outcome 2: Early Married Girls (New) have adequate knowledge and access to quality health services on SRHR, Nutrition, GBV, education and income generating opportunities.
OBJECTIVE 2: Public awareness in project areas on sexual and reproductive health and rights, education, livelihoods, nutrition, and protection against domestic violence of early married adolescent girls.	Outcome 3: Families and communities continue to demonstrate their support to Early Married Girls (IMAGE I) to have access to quality health services (MCH & SRH), education and income generating opportunities.
	Outcome 4: Families and communities support Early Married Girls (New) to have access to quality health services (MCH & SRH), education and income generating opportunities.
OBJECTIVE 3: Public awareness at National level on sexual and reproductive health and rights, education, livelihoods, nutrition, and protection against domestic violence of early	Outcome 5: Mass awareness increased on early married girls' situation on SRHR, MCH, Nutrition, GBV, Education and IGA through Mass Media Communication.

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married adolescent girls.	Outcome 6: Media professionals and journalists are more aware and involved in improving the situation of EMG.
OBJECTIVE 4: Through local and national level advocacy on sexual and reproductive health and rights, education, livelihoods, nutrition and GBV, policy implementers and influencers recognize the rights of EMGs, actively advocate for protection and welfare policies, and monitor the implementation of existing government programmes.	Outcome 7: Government supportive to Early Married Girls' for access to health, education and IGA services in Bangladesh.
	Outcome 8: Civil society organizations (donor organizations, local and international NGOs, individual activists and private sectors) are informed, aware and sensitized about the situation of Early Married Girls in Bangladesh.

1.4 The Purpose of Mid-term Review

A mid-term review of an on-going project can give an insight on achievement, changes so far and the process of implementation mechanism. After completion of two years, it is needed to determine the relevance, development efficiency, effectiveness, generate learning, plan sustainability and provide “useful feedback” that can help to improve implementation mechanism, and therefore results, during the remaining two years of the IMAGE Plus project. Thus the project is going to conduct a mid-term review, which will be an assessment of the project changes and implementation mechanism of IMAGE Plus project, based on the following OECD/DAC evaluation criteria:

1. **Relevance**
2. **Effectiveness**
3. **Efficiency**
4. **Sustainability**
5. **Lessons Learned**

This mid-term review will serve following specific purposes to improve the implementation mechanism of the project based on MTR findings:

- Measure/Give an assessment of progress to date of the project at outcome and output level;
- Provide recommendations, both at strategic and operational level on the best way to implement the remaining part of the project;
- Document and use lessons learned to improve project performance and result based on what works and what doesn't;
- Ensure value for money for in all aspects of project implementation.
- Respond to internal and external stakeholders' interest and query.

1.5 Project period under review

This review will cover December 2016 to December 2018 of IMAGE Plus project.

2 Main objectives and Key Questions

The main objective of the review is to measure the changes and improve the implementation mechanism of the project by assessing the relevance, effectiveness, efficiency, sustainability and collating the lessons learned of the project. Specific objectives are given below:

1. To measure the extent of changes occurred due to project intervention at both of outcome and output level indicators;
2. To determine the relevance of the project intervention in relation to the existing needs and benefits of the stakeholders;
3. To assess the effectiveness and efficiency of project planning, management, implementation and monitoring;
4. To gather feedback on the implementation strategies and activities from direct and indirect beneficiaries;
5. To assess the extent to which the broader policy environment conducive to replication or, scaling up of the lessons being learnt from project implementation and identify exit strategy for project sustainability.

Use of the Review: This mid-term review is designed to document the relevance, effectiveness, efficiency, sustainability and lessons learned of the project strategy and activities. Findings and recommendations of the review will be used by the project to improve the intervention mechanism of the project to achieve the goal and objective of the project. The mid-term review will document the lessons learned which can be used in the rest of the project period and in future projects can use towards stopping child marriage and abuse.

Key Questions: The key questions that needs to be answered by this review include the following five criteria-Relevance, Effectiveness, Efficiency, Sustainability and Lessons Learned. Reviewer may change or update the list but the final list will be subject to approval by TdH NL.

Criteria	Questions
<i>Relevance</i>	<ul style="list-style-type: none"> ● What are key relevant changes of context that have occurred in the project area in the last two years and what has been the influence of these changes on the orientation and implementation of this project? ● To what extent are the objectives of the project still relevant? ● Are the activities and outputs of the project consistent with the overall goal and the attainment of its objectives? ● Are the activities and outputs of the project consistent with the intended impacts and effects? ● How far the project meets the needs of the target group and contributed to the change of knowledge, attitude and practice level? ● How relevant is the project strategy to the target communities and other key stakeholders?
<i>Effectiveness</i>	<ul style="list-style-type: none"> ● Is the project effective in achieving the intended objective at the outcome level? ● What progress has been made towards achieving the overall

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	<p>project objectives/outcome?</p> <ul style="list-style-type: none"> ● What are the strengths and weaknesses of the project strategy and delivery? ● What are the major factors influencing the achievement or non-achievement of the objectives? ● How effectively does the project management monitor project performance and results? ● Was the project effective in government response?
<i>Efficiency</i>	<ul style="list-style-type: none"> ● How efficient is the project in terms of achieving the intended result with the money and resources available? Was the delivery of services cost-effective? ● How efficient is the project of achieving the intended result with the scheduled time?
<i>Sustainability</i>	<ul style="list-style-type: none"> ● Are results achieved at the level of beneficiaries sustainable? ● To what possible extent will the benefits of the project continue after donor funding ceased? ● What were the major factors which influenced the achievement or non-achievement of sustainability of the project?
<i>Lessons Learned</i>	<ul style="list-style-type: none"> ● What went well and what didn't? ● What needs to be improved?

3 Methodology

TdH NL proposes the mixed method approach to address the specific objectives as well as assess the project contribution to the effectiveness and efficiency under this review with the involvement of key stakeholders of the project. Existing project documents, logical framework, baseline report, annual report and other related documents will be shared by the TdH NL to the reviewer to facilitate this task. The reviewer is expected to propose detailed methodology which should include but not limited to the below mentioned methods for the review.

3.1 Intervention logic and indicators: Reviewer will find the intervention logic/objectives (mentioned earlier in this document in 1.3) and indicators in the logical framework to be covered under this review to assess the progress. Reviewer is expected to finalize the list of indicators to consider for this task with the consultation of the project personnel and subject to approval from the TdH NL.

3.2 Review and Data Collection Methods: The review will follow mixed methods approach, both quantitative and qualitative research methods to collect data and review the project for the best result. It is expected that, following techniques will be followed to collect data:

- Desk Review
- Consultation
- Household Survey: EMGs, Spouses, Mother-in-law
- Focus Group Discussion
- Key Informant Interviews
- In-depth Interviews
- Case Studies/Most Significant Change Stories

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Reviewer is expected to propose the detailed methodology of the study along with the viable sample size and will finalize the methodology with the consultation of the project personnel. Reviewer will need to select sample from the database of the early married girls, their spouses and other family members as well as from the related stakeholders of the IMAGE Plus project.

3.3 Involvement of the Target Group

Target group and the key stakeholders of the IMAGE Plus project will be involved in this review by participating as respondents in the surveys and discussions to provide real and authentic data and information to reviewers. The categories of respondents to be covered through the mid-term review are (but not limited to) as following:

- Early married adolescent girls (EMGs)
- Spouses of EMGs
- Mothers-in-law
- Unmarried adolescent girls from EMGs’ family
- Changemakers
- Community people
- Members of civil society
- Service providers/Duty Bearers
- Media personnel/journalist
- Relevant Government Institutions/Representatives
- IMAGE Plus project personnel and Management

3.4 Geographic Location of the Review

The mid-term review of the IMAGE Plus project will be conducted in the following 6 intervention Unions and in Dhaka to cover both local and national level:

PNGO	District	Intervention Areas	
		Upazila	Union
Pollisree	Nilphamari	Sadar	Sangalshi
		Saidpur	Botlagari
SKS Foundation	Gaibandha	Sadar	Ramchandrapur
	Rangpur	Palashbari	Monohorpur
Tdh Foundation	Kurigram	Sadar	Bhogdanga
		Ulipur	Gunaigach
RedOrange	Dhaka		
TdH NL	Dhaka		
National Level Stakeholders	Dhaka		

3.5 Data Analysis and Reporting:

It is expected that data will be processed and analyzed by following standard methods according to the TdH NL Evaluation Policy. After the completion of the data collection and analysis, reviewer will prepare

a report by following the report outlined (see Annex) provided by the TdH NL.

4. Planning

a. Time frame

The timeframe of the review will be from March to 15 June 2019 to complete all the related tasks and final report submission of the MTR.

b. Scope of Work

Scope of work of the IMAGE Plus mid-term review:

- Inception meeting and inception report with detailed methodology, evaluation matrix, timeline, team plan, and draft data collection tools
- Literature review on the key themes of the project and topics relevant to the review
- Detailed methodology finalization
- Sample selection from the database, profiles, community, stakeholders and project personnel
- Data collection tools development, pre-test and finalization in consultation with the IMAGE Plus project personnel and the consultant
- Preparation of training plan for the enumerator and supervisor, survey manual, field work protocols according to agreed methodologies.
- Training of the data collectors
- Data collection including cleaning, validation and entry
- Finalize the analysis plan in consultation with project personnel
- Data analysis
- Draft report preparation
- Incorporating the feedback received from IMAGE Plus project personnel
- Take input from the Embassy of the Kingdom of the Netherlands and the project partners
- Result sharing with the stakeholders/Target Group
- Finalize the IMAGE Plus Mid-term Review report
- Present and disseminate the findings

The assigned tasks for the consultant will need to focus on the above mentioned aspects, however, are not limited to them. Other associated tasks and subtasks may and should be undertaken based on discussion and need.

c. Key Deliverables

1. Deliverables for Proposal

The deliverables to submit the proposal for conducting Mid-term Review are as following:

- Technical proposal detailing out the methodology, data collection plan, data analysis procedure, quality control mechanism, team planning with short bio of core researchers indicating their strength and experience to carry out this assignment, and detailed timeline as well as the organizational profile.
- Financial proposal with detailed cost breakdown.

2. Deliverables of the Mid-term Review Study

- An inception report with the detailed work plan and detailed methodology (both soft copy and hard copy)
- List of samples surveyed (Quantitative and Qualitative)
- All data collection tools (Quantitative and Qualitative) including survey manual for enumerators and supervisors
- A cleaned dataset of quantitative survey both in Excel and SPSS format
- Transcripts of qualitative data
- Hard copy of filled-in questionnaire and checklists/guidelines
- Analysis table for all the variables of the questionnaire and checklists/guidelines
- Draft report
- Final report (both soft copy and hard copy)

5. Support to the consultancy firm/individual consultant

IMAGE Plus PMU will provide support to the selected consultancy firm/individual consultant through providing:

- Relevant documents
- List of early married girls of IMAGE Plus intervention areas
- Technical support and suggestions on study methodology, survey plan, questionnaire, guidelines/checklist, training for data enumerators, data analysis plan and report structure
- Suggestions and comments on draft report
- Collect feedback and comments from partners and donor
- Technical support to finalize the report

6. Selection Process

Expression of interest including a technical and financial proposal for the MTR will be asked through an open bidding. Consultant/consulting firm for the IMAGE Plus MTR will be selected based on their technical and financial proposal which will be compare among the applicants. Related experiences will also be considered to select the consultant.

Shortlisted proposals/applicants will be subject to an interview including a presentation of their proposal, clarifying questions on the proposal and validation of information. Final selection will be done based on the interview and by IMAGE Plus PMU and TdH NL. Technical report will carry 70% value and financial report will carry 30% value during the proposal assessment. Review report will be assessed by following the IOB quality criteria.

7. Required Competency and Expertise

The consultant (individual/organization) needs to have the following competencies and area of expertise to be eligible for the Baseline Study of IMAGE Plus project:

- Experience in working on SRHR, Adolescent Health, Adolescent Sexual and Reproductive Health, Gender, Livelihoods, Education, Technical and Vocational Education, GBV, and Child Marriage.
- Strong track record of conducting review/evaluation Studies for international NGOs and donor agencies.

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- Demonstrated experience in organizing surveys on the scale of this project over the past five years.
- Strong capacity and experience in planning and organizing survey logistics, including the design and implementation of protocols to ensure high quality data
- Demonstrable expertise in both quantitative and qualitative data analysis (at least 10 years).
- Excellent data interpretation and report writing skills.

8. Payment Method to the Reviewer

- 30% on submission of inception report
- 30% on submission of draft report
- 40% on submission and acceptance of final report

The consultant/consulting firm is expected to provide services within stipulated period as well as submit the final report maintaining the quality. If for any reason, the consultant/consulting firm fails to deliver services within stipulated time, the consultant/consulting firm needs to inform TdH NL in time with valid and acceptable explanation. Failing to this may evoke the payment on time.

9. Ethical Considerations

There will be nothing in the study which may be harmful for the respondents in terms of legal or ethical ground. No one would be forced to provide information for the study. The research objectives will be clearly explained to all the respondents of the study before collecting data from them. S/he will be abstained from data collection from any person who will deny or show any reluctance in providing information. Verbal consent with signature or thumb impression of the respondents, therefore, would be taken before collecting data. The researchers will be highly committed to the respondents to keep the privacy of their information and source of data as well as will put heartiest endeavor to be unbiased in collecting data. The research report will not reveal the identity of the respondents. Ownership and copyright of all data, drafts and final products of the assignment will be the sole and exclusive property of TdH NL and restricted for public use. The consultant or firm will submit all original documents, materials and data to TdH NL.

10. Child Safety Measures

The consultant shall comply with the Terre des Hommes Netherlands' Child Safeguarding Policy. Any violation/deviation in complying with the Child Safeguarding policy will result in termination of the agreement.

11. Submission of Proposal

Interested individual/organization is requested to submit the proposal with the relevant documents to bangladesh@tdh.nl on or before February 16th 2019 CoB. Hard copy of the proposal can be sent to:

IMAGE Plus PMU
 Terre des Hommes Netherlands
 Bangladesh Country Office
 House # 670/A, Road # 11 (New)/ 32 (Old)
 Dhanmondi, Dhaka

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Annex: Mid-term Report Outline

Table of Content

Summary

- Objectives of the evaluation/review
- Evaluation/Review questions
- Methodology
- Conclusion/lessons learned

1. Introduction

- Objectives of the evaluation/review
- Evaluation/Review questions
- Methodology
- Challenges

2. Overview of the project

- Main characteristics, including budget
- Intervention logic
- Short description of partner organization

3. Relevance

- Addressing beneficiaries/target group needs
- Intervention logic in line with TdH and National policies and objectives
- Flexibility in adapting to changes
- Conclusion

4. Effectiveness

- Concrete outputs
- Outcome
- Conclusion

5. Efficiency

- Realization of planning
- Cost-effectiveness
- Cost effective management arrangements of TdH NL
- Conclusion

6. Sustainability

- For the beneficiaries
- For the project
- For the partner organization
- Conclusion

7. Lessons Learned

- Lessons learned at local level
- Lessons learned at national level

8. Added Value

- Concerning the needs of the target group
- Compared to other stakeholders
- Comparison between old and new intervention areas

9. Conclusions and Recommendations

10. Annexes

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