**Request for Proposal (RFP)**

Plan International Bangladesh

**TERMS OF REFERENCE (TOR):**

**TOR for hire a Consultant for developing accelerated/alternative basic education package for out of School Adolescent under Project of Girls Get Equal: Integrated approach to end CEFM: Bangladesh**

**Background and Introduction**

1. **About Plan International Bangladesh**

Founded over 80 years ago, Plan International is one of the oldest and largest children's development organizations in the world. Plan International plays an important role in mobilising children, communities and civil society organisations to claim the rights of children and achieve agreed upon local development priorities, towards a commitment to ensuring the wellbeing of children in support of the United Nations Convention on the Rights of the Child (UNCRC). Plan International is independent, with no religious, political or governmental affiliations, and with a vision of a world in which all children realize their full potential, in societies that respect people's rights and dignity.

Plan International works in fifty-two developing countries across Africa, Asia and the South America, and twenty-one countries raise funds to support these efforts. In 2015, Plan International worked with eighty-four million children in 85,280 communities. Plan International has stated Global Strategic Goal is to reach as many children as possible, particularly those who are excluded or marginalized, with high quality programs that deliver long-lasting benefits. Children are at the heart of everything we do.

Plan International started its operation in Bangladesh in 1994. The vision of Plan international 2030 is to***o empower girls and young women, to be heard, to live without fear of violence and to achieve their rights”.*** Presently under country strategy V Plan International Bangladesh is implementing programmes in Three thematic areas where our priority areas are **Leadership** with the objectives of Empower children and young people as drivers of a systematic change in gender norms and power relations (Leadership), Promote an enabling environment for girls and young women to live free from discrimination, coercion, fear of violence and harmful practices, building their future aspirations and making decisions about their bodies,  **SRHR** with the objectives of promoting an enabling environment for girls and young women to live free from discrimination, coercion, fear of violence and harmful practices, building their future aspirations and making decisions about their bodies, **SOYEE** with the objectives ofraising public and private sectors’ support for young women to access decent work opportunities in the 21st century labour market and have control over resources.

As a continuation, Plan International Bangladesh in coalition with South Asian Partnership & Resource Development Foundation is implementing the project Girls get Equal: Integrated approach to end CEFM: Bangladesh, financial support of Norwegian Agency for Development Cooperation (NORAD). The aim of the project is to reduce the incidence of child marriage in 16 unions of two sub-districts within the district of Barguna within the integrated way to improve their education, economic empowerment, changing social norms, Sexual and reproductive health awareness and make all these issues sustainable through duty bearers. The project duration is from 1st of January 2020 to 31st December 2024.

1. **PROJECT OVERVIEW**

The Girls Get Equal programme in Bangladesh will reach out 26,000 children and youth in Barguna District with interventions to reduce child, early and forced marriage (CEFM) across the five outcome areas.

Within the **girls’ retention in school and youth economic empowerment** outcomes, Plan will support schools to introduce a more gender responsive and child-friendly pedagogy and school codes of conduct. Mainstream formal education will be linked up in partnerships with Technical and Vocational Education and Training (TVET) institutions to provide an attractive offer and encourage girls to stay in school. Plan will train girls and their families in livelihood skills and establish linkages to the private sector to provide employment opportunities.

In terms of **sexual and reproductive health and rights** (SRHR), in-school adolescents will receive training through the integrated Gender Equity Movement in Schools Module (GEMS) package, a 2-year curriculum on SRHR, gender-based violence (GBV), and gender equality for younger adolescents. Out-of-school adolescents will be trained on SRHR by using Plan’s Champions of Change methodology.

Within the **social** **norm change** work, the programme will work with boys and men to promote positive masculinities to change stereotypes, social norms and behaviour that work against the potential of girls. Youth organisations and individual youth will be mobilised and receive support to act as drivers of change and bring about improvements to gender norms, policy and legislative changes. The programme will furthermore conduct awareness trainings on CEFM with community religious leaders, teachers, marriage registration officers (kazis), and solemnisers of marriages.

When it comes to **child protection**, the programme will work to influence the implementation and enforcement of the Child Marriage Restraint Act 2017, to form effective and well-functioning local level child marriage prevention committees and to encourage reporting on child marriage cases. In order to do so, the programme will build the capacity of national and district-level child protection systems, building strong linkages from Ward to District to National level.

Specifically, the programme aims to deliver and achieve the following outcomes:

**Outcome 1: Retention of girls in school**

* 108 secondary schools, including madrassahs and TVET institutions will be supported to strengthen the implementation of ‘Safe, Inclusive and Girls-friendly schools’
* 5760 out-of-school children receive accelerated or alternative basic education
* 1040 educational staff will be trained in code of conduct and inclusive pedagogy

**Outcome 2: Knowledge of sexual and reproductive health and rights among adolescents**

* 13678 adolescents have knowledge of quality SRHR
* 688 educational staff and trainers are trained on SRHR
* 4936 traditional initiators, parents or relevant local actors receive training on SRHR

**Outcome 3: Strengthened economic opportunities for girls and families at high risk of CEFM**

* Facilitate skills and employment opportunities for decent incomes for 2200 youth, focusing especially on girls
* 2000 critically poor families at high risks of CEFM receive economic support so they do not need to marry off children due to poverty

**Outcome 4: Communities embrace social norms that value the girl child and support them to delay marriage**

* 23540 community members receive awareness-raising on gender equality, child rights and CEFM
* 5120 girls and boys receive training on gender equality, child rights and CEFM (using the Champion of Change methodology)

**Outcome 5: Increased responsiveness of duty bearers at national, district, and sub-district levels to prevent and respond to child rights violations, particular CEFM.**

* 133 CBCP committees/mechanisms are functional and with higher sustainability level
* 64 civil society organizations engaged in advocacy relating to CEFM, including child protection, child rights, inclusion, gender equality
* 1638 official duty bearers/CBCP members trained
* 32 civil society organisations have increased capacity on policy advocacy

In alignment with the overall Theory of Change, the programme will contribute to eliminating CEFM by addressing driving forces across the five outcome areas. The programme will be implemented in Barguna Sadar and Taltoli, two sub-districts of Barguna district, in the southern part of Bangladesh. The overall objective of the programme is to reduce the incidence of child marriage in 17 unions of two sub-districts. Barguna Sadar and Taltoli have been selected specifically because of their low score on SRHR indicators, such as lack of access to quality SRH services and poor knowledge of SRHR issues. Barguna is also a particularly vulnerable area in terms of natural disasters, floods and cyclones, which exacerbates child marriage. The number of extreme poor people living in Barguna Sadar is 9,9 % and in Taltoli 12 % (while the national average is 12, 9%).The female employment rate in Barguna Sadar is only 14 %.

1. **BRIEF OF THE ACTIVITY:**

**Developing accelerated/alternative basic education package for out of adolescent under Project of Girls Get Equal: Integrated approach to end CEFM: Bangladesh**

School dropouts have negative consequences for the social, political, environmental and economic development of a country. Bangladesh is a populous country based on mainly rural villages. Since independence in 1971, the country has been facing challenges of poverty with high population growth, unemployment, high vulnerability to natural disaster and slow economic growth. Most of the challenges are beset with human resource development and inseparably linked with education.

Chronic poverty, parent's unwillingness, financial problem, school's poor infrastructure, biased social practice, lack of quality education, geographic isolation, unequal access to education, and security problems for girls are major causes of school dropout in Bangladesh. In short, Poverty of parents and of the family as a whole is a major cause of dropouts. A UNESCO study on the location of dropouts revealed that dropout rate is about 90% more in rural areas than in urban location.

One more poverty-related cause in Bangladesh is most probably ignorance, which leads to the wrong belief that investment in education has an uncertain future for their boys, while for the daughter, an early marriage is the answer for them.

So numbers of adolescent left behind from the formal education which hinders country’s overall development. It is known that quality basic education gives children and youth the knowledge and skills they need to face daily life challenges and take advantage of economic and lifelong learning opportunities. It is also a key driver for reducing poverty, fostering economic growth, achieving gender equality and social development.

Aiming to provide opportunity of basic education and accelerate the knowledge they already gained GGE project initiating informal education for those adolescent in their community youth clubs called as leaning centre through peer to peer leaning approach.

The objective of this education is enhancing adolescent’s basic literacy, numeracy and analytical skill, life skill to live healthy & better life so that those out of school adolescent gain all necessary skills which will help them to carry forward developing their own social economic status as well as country’s development where gender issue will be in build.

**Objective of the work:** To develop alternate education package for out of school children to provide minimum level of literacy, numeracy and life skills and linking pathways for skill for job so that they can access to further technical vocational training and will be confident to access to all basic services.

**Target Population:** All out of school adolescent of 11-18 years of Barguna Sadar and Taltoli upazilla of Barguna District.

1. **SCOPE OF WORK:**

The consultant firm/individual will provide the following issues – the consultant firm/individual will accomplish the following assignment –

* Develop Assessment framework and tools to assess the level of literacy and numeracy of the targeted adolescent aged 11-18 years.
* Explore the different pathways towards skills for job for out of school children and set the level of literacy and numeracy required for different pathways.
* Review existing NFE packages of different organizations
* Develop a NFE learning framework for this project based on pathways and existing different packages
* Develop or adapt as necessary Teaching Learning Materials (which include student workbooks, teacher guide, SRM, etc for literacy, numeracy, financial literacy, Life skill etc.) on learning framework
* Develop training package to train centre facilitators
1. **TIME TABLE**:

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| **Activity/ Deliverables** | **Time line**  |
| Submission detail work Plan |  |
| Assessment Framework and tools  | 20th October, 2020 |
| NFE learning framework based on existing different NFE packages and opportunities for further professional/ technical skill development | 27th October, 2020 |
| Teaching Learning Materials (TLM) package on NFE learning Framework |  20th November, 2020 |
| Training Package  | 26th November, 2020 |
| Submission of all Final packages | 30th of November, 2020 |

The assignment must be completed and delivered on or before 30th November, 2020.

1. **ASSIGNMENT WILL BE CARRIED OUT AS FOLLOWS:**
* After expression of interest, the agency/individual will be called for concept brief & consultation after that the agency/individual can go for bidding process.
* Modify and revise the plan upon requirement.
* Deliver the items as mentioned in the deliverables part to Girls Get Equal (GGE) Project of Plan International Bangladesh.
1. **CONTACT PERSON:**

For any clarification related to content, the agency/individual will contact with Saydul Huq, Education Specialist, Barishal Divisional Office, Plan International Bangladesh, Saydul.Huq@plan-international.org .

1. **COMPETANCIES & EXPERIENCES:**

The consultant/consulting firm should have demonstrated experience in developing Teaching Learning Materials preferably for non-formal education. S/he should have good understanding on Non-formal Education sector and skill development opportunities in Bangladesh. Capacity on developing assessment framework would be highly appreciated.

**Additional qualifications of the team leader:**

* A Master’s degree in Education or equivalent.
* Have previous experience of working in non-formal education sector.
* Adequate knowledge on the issue of child rights and child protection, gender, adolescent sexual and reproductive health and education
* Excellent written and verbal communication skills in Bangla & English
1. **MODE OF PAYMENT:** the mode of payment will be through account payee cheque /bank transfer in the name of the firm.
* 1st Payment: 20% of total contract value of First Phase, after final submission of inception report and signing of contact.
* 2nd Payment: 30% of total contract value of Second Phase will be provided after final submission. Remaining 30% of payment of the second phase will be made in the 3rd Payment schedule.
* 3rd Payment: Remaining 50% will be paid after final submission.

Plan International Bangladesh will deduct VAT and income TAX at source as per Bangladesh Government rules during each time of payment. The mode of payment will be through account payee cheque /bank transfer in the name of the firm/individual.

1. **SUBMISSION CHECKLIST:**
* Concept paper
* Proposal
* Prior experience and other documents mentioned in the tender document
* Financial proposal
* Inception report with time frame
* Submission of draft curriculums.
* Submission of final documents

**Submission of proposal**

The technical and financial proposals should be submitted electronically to the email address: **Planbd.consultant.hiring@plan-international.org** with D**eveloping accelerated/alternative basic education package for out of School Adolescent under Project of Girls Get Equal: Integrated approach to end CEFM: Bangladesh** as a subject. Proposal submitted to any other email account except this and in hard copy will be treated as disqualified. Submissions after the deadline **18 October 2020** will be treated as disqualified. Two different folders i.e. technical and financial should be submitted into one zip folder with a cover letter. The proposals should be submitted in pdf format.

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1. **GLOBAL POLICY ON SAFEGUARDING CHILDREN AND YOUNG PEOPLE:**

The firm/individual shall comply with the Global Policy on Safeguarding Children and Young People Policy of Plan International. Any violation /deviation in complying with Plan International Global Policy on Safeguarding Children and Young People will not only result-in termination of the enlistment but also Plan International will initiate appropriate action in order to make good the damages/losses caused due to noncompliance of Safeguarding Children and Young People Policy.

1. **Non-Staff engaged by Plan International Inc (PII) Code of Conduct:** The firm/individual shall comply with the Non-Staff engaged by Plan International Inc (PII) Code of Conduct of Plan International Bangladesh. Any violation /deviation in complying with Plan International Non-Staff engaged by Plan International Inc (PII) Code of Conduct will result-in termination of the enlistment.
2. **Ant-Fraud, Anti-Bribery, and Corruption:** The firm/individual shall comply with the Anti-Fraud, Anti-Bribery, and Corruption of Plan International Bangladesh. Any violation /deviation in complying with Plan International’s Anti-Fraud, Anti-Bribery, and Corruption policy will result-in termination of the Enlistment.
3. **Disclaimer:** Plan International Bangladesh reserves the right to accept or reject any or all proposals without assigning any reason what so ever.