**Terms of reference (ToR) for the training on**

**Theater for Development (TFD) for Joint Action for Nutrition Outcome (JANO) Project, Plan International Bangladesh**

**House # 14, Road # 35, Gulshan-2, Dhaka-1212**

Founded [80 years](http://plan-international.org/about-plan/about-plan/plan-75-years) ago, Plan is one of the oldest and largest children's development organisations in the world. We work in 52 developing countries across Africa, Asia and the Americas to promote child rights and lift millions of children out of poverty. In 2015, Plan International worked with 84 million children in 87,000 communities. Plan International is independent, with no religious, political or governmental affiliations but having a vision 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. Plan seeks to ensure the rights of children to education, health, safe water and sanitation, protection, youth social and economic empowerment and climate change, environmental degradation and natural or man-made disaster hazards throughout the country.

**Background:**

The project will work with the Government of Bangladesh (GoB) at the national, regional and local levels, to support the effective implementation of the National Plan of Action for Nutrition (NPAN). The NPAN provides the strategic vision for Bangladesh to achieve nutritional security, where all relevant ministries are compelled to support the initiative, which reports directly to the Prime Minister’s office. JANO will work at multiple levels of government, specifically with the Nutrition Committees at the district, upazila and union levels – building their capacity for them to better develop nutritional programmes, implement and budget for these programmes, and to provide effective oversight in its implementation. The NPAN2 calls for a multi-sectoral approach. JANO embraces this concept and will work with the NPAN2 Steering Committee to develop operational guidelines of how best this can be achieved.

JANO has intentionally selected Rangpur and Nilphamari as its implementation districts. Both districts fall under the Rangpur division, which has been identified as one of the two most vulnerable divisions in Bangladesh, with a stunting rate of 42.1 percent, according to the Multiple Indicator Cluster Survey of Bangladesh (2012-2013). Within the Rangpur division, Nilphamari and Rangpur have been identified among the most vulnerable districts. JANO has selected to work in the following seven most vulnerable upazilas of Rangpur and Nilphamari districts: Gangachara, Kaunia, Taraganj, Domar, Jaldhaka, Kishorgonj and Nilphamari Sadar, reaching all 68 unions. Apart from stunting, the number of underweight children is also very high (over 36%) in these upazilas. Also in poverty head count ratio, these upazilas are ranked as the poorest (e.g. 58% of population is poor in Gangachara). Issues such as status of open defecation are still high in most of these upazilas. Poor caring of children is also pre-dominant in these areas according to the data of Mother and Child Nutrition Survey of Bangladesh (2012-13).

**Theater for Development**

Theatre for Development (TfD) sessions has its unique strength to disseminate messages to broader audience in an attractive and acceptableway.Plan International Bangladesh has previous experiences to organize TfD show involving the local youth, using drama techniques with an unstructured script developed by young people themselves and involving audience mirroring the situation of the society. Theatre for Development (TfD) is an innovative, entertaining and participatory awareness building method for disseminating the messages among the community. These TfD takes place in a lawn of a house, school verandah or any open space in the community, organized by the group of young people trained on theatre, field staffs of the partner NGOs.

The issues addressed by the TfD will be developed by young people themselves based on balance diet, dietary diversity, malnutrition, menstrual hygiene, hand wash, child marriage, vegetable gardening, health service from Community Clinic, gender equity related issues faced by themselves in their localities. TfD shows are very effective in engaging community members in dialogues around sensitive issues i.e. sexual reproductive health rights of young people, menstrual hygiene, vegetable gardening and child marriage. The audience starts to reflect and discuss problems young people face in relation to their SRHR. As the theatre scripts will be developed by the young people themselves, youth also become more aware of the problems their peers go through and develop skills to critically reflect on their realities. TfD shows are also a strategic way of reaching communities, including gatekeepers, in the poorest rural areas, where they act as both source of entertainment and education.

**Purpose of TFD training:**

Capacity building of selected FF & volunteer (school part) of partners’ staff and young people to conduct TfD show at union level. It is proved that TfD shows are very effective in engaging community members in dialogues around sensitive issues i.e. sexual reproductive health rights of young people, menstrual hygiene, hand wash, dietary diversity, vegetable gardening and child marriage. So through TfD shows young people will be aware about that issues especially among of the adolescent & young female.

**Objectives:**

To build capacity of FF & volunteer (school part) and selected young people (students) in script writing, acting and conducting the TfD. These trained people will also be able to train other members of TfD groups at their locality.

**Expected Output:**

1. In total 15 batches of training where 525 young people and partner staffs from Rangpur (Taraganj, Kaunia, Gangachara) and Nilphamari (Kishoreganj, Jaldhaka, Domar & Nilphamari Sadar) will receive 3 (three) days nonresidential training on TfD. These trained young people will be able to perform TfD shows.
2. Consultant will follow-up 30 TfD group’s performance at upazila/union level and evaluate the team performance.
3. The training will be held at above mentioned districts and will be organized by ESDO respectively who are the implementing partners of the project.
4. Concept and script on balance diet, diversified food, malnutrition, menstrual hygiene, hand wash, child marriage, vegetable gardening, health service from Community Clinic, gender equity issues for TfD will developed.
5. Field demonstration of TfD show.
6. A draft training manual containing four separate scripts that will be developed during training focusing on the realities faced by young people on their localities.
7. Increase knowledge and understanding of participants on TfD, approach and its relevance as a strategy for message dissemination.
8. The basics such as dos & don’ts’ of acting and conducting TfD.
9. Final manual for training on TfD will be developed.
10. A training report will be produced.
11. Consultant’s travel, food & accommodation during training and follow-up visit will not provide by Plan International Bangladesh.

**Suggested Methodology**

During the agreement, the consultant/consulting firm is expected to follow the following suggested methodology:

1. Will develop a manual for TfD training,
2. Will follow the developed manual for the training,
3. Ensure field demonstration of TfD show.

**Competency and Expertise Requirements**

The consultant/consulting firm should have:

1. Expertise to work with young groups in relation with balance diet, dietary diversity, malnutrition, menstrual hygiene, hand wash, child marriage, vegetable gardening, health service from Community Clinic, gender equity.
2. The consultant/consulting agency should have sufficient and proven expertise to conduct TfD for beneficiaries for the appropriate user of the tools.
3. Knowledge on Bangladesh’s education system and health service delivery system, both by NGOs and Government.
4. Knowledge on national Adolescent Health Strategy.
5. No history of violation of child rights.

**Period:**

Total working process to be completed **by December 31, 2019** irrespective signing of agreement.

**Deliverables:**

1. In total 15 batches of training (three days /batch) with 525 participants, will conducted including one-day practical demonstration at community level.
2. Four draft scripts in English and Bengali language.
3. Training manual/module (soft copy in CD and one hard copy- hard copy for each participant),
4. Training Report.
5. Photos & videos.

**Mode of payment**:

Payment to the consultant shall be done in accordance with policy of Plan International Bangladesh. In principal however, consultant fees will be paid upon the satisfactory report of performance from the Supervisors as prescribed in procurement manual and agreed upon in the contract and annexures. Consultant is expected to pay all relevant government taxes for which they are responsible. Where applicable, Plan International Bangladesh shall deduct all applicable government taxes and submit them to Bangladesh Revenue Authority.

The payment schedule will be as following:

* First Payment**:** After submitting inception report containing methodologies and action plan will be paid 30% of total payment.
* Second Payment**:** 70% would paid upon the satisfactory completion of TfD training and a training report has to submit after completion of the training within one week.

**Day to day Liaison**

Dr. A F M Mahbubul Alam, Project Manager of JANO, Plan International Bangladesh.

**Bindings**

All reports, manuals, photographs etc. produced during the agreement will be given to Plan International Bangladesh and will be property of Plan International Bangladesh. The consultant/consulting firm is prohibited to keep and hard or soft documents and will not use any information for any other purpose without the prior consent of Plan International Bangladesh.

**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.

**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.

**Anti-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.

**Disclaimer:** Plan International Bangladesh reserves the right to accept or reject any or all proposals without assigning any reason what so ever.

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