

TOR for Lunn-Teitelbaum Gender Assessment

Summary/Background

Save the Children's flagship youth employment program, Skills to Succeed (S2S), is designed to equip deprived and at-risk youth, ages 15-24, with the right combination of market-relevant skills, networks and opportunities to get decent jobs or build their own businesses. S2S works on two levels: it supports the transition from school to work and it ensures that out-of-school youth find skilled, safe and secure jobs that qualify as "decent work", according to the definition by the International Labour Organization.

In 2017, with funding from Accenture, the Skills to Succeed program was expanded under the existing Education for Youth Empowerment (EYE) Program in Bangladesh. The program now focuses on transitioning youth to formal employment in the information communication technology and business process outsourcing sectors. By 2020, the program will reach 13,500 youth (8,100 M, 5,400 F).

With the generous contribution from Drs. Anthony Lunn and Phyllis Teitelbaum, Skills to Succeed will be conducting research to answer two key research questions: 1) what impact does participating in S2S have on youth's employment outcomes; and 2) how can S2S empower and boost the employment outcomes of young girls?

Save the Children will answer these questions in two phases, a formative research phase and an impact evaluation phase. The formative research phase will allow for further refinement of the questions and design of the research to create a study that would be most successful and useful for Save the Children and the existing evidence base for youth programming in international development.

As part of the formative evaluation phase, Save the Children is looking for research consultants to assist the Save research team on conducting a qualitative gender assessment with S2S alumni in Bangladesh to explore factors such as gender-based barriers and societal norms that influence the decision-making process when choosing employment. Both female and male youth will participate in this assessment as well as family/community members and employers of youth. The program specifically seeks to understand what barriers young women face and what assets and opportunities they could build on to find more productive jobs. The results of this assessment will inform the design of a small-scale intervention that will help boost and sustain the employment outcomes of young girls participating in the program.

Timeframe

The consultancy period will begin June 15st, 2019 and continue through September 14th, 2019. The exact timing of activities throughout the year will be determined in consultation with the Save the Children research team.

Tasks

1. Participation in an inception meeting with the Save the Children research team.

2. Contribute to a literature review on gender issues and barriers in the workplace as it relates to the Bangladeshi urban context in consultation with the Save the Children research team.
3. Contribute to the design, methods, and data collection instruments to ensure relevant gender issues and sensitivities.
4. Contribute to data collection tool development (using the existing SC tools and other external tools as applicable) in consultation with the Save the Children research team.
5. Participate in a training conducted by Save the Children on data collection protocols and research ethics, how to facilitate the GA tools, data reporting, analysis and findings.
6. Conduct key informant interviews/focus groups with S2S alumni.
7. Participate in a meeting/Workshop to review analysis of qualitative feedback from youth and ensure coordination and collaboration with the quantitative RCT component of the study.
8. Regular weekly skype meeting with SC research team.

Deliverables

The consultant will be responsible for the following deliverables:

1. Written data collection procedures and protocols developed in conjunction with Save the Children.
2. Transcripts and recordings of qualitative data collected from S2S youth alumni using Save the Children-approved data collection tools (all transcripts and recordings should have English translations).
3. Relevant staff participation in inception meeting, data collection trainings and other relevant meetings (full list of required meetings to be set at time of formal agreement between consultants and Save the Children).
4. A full gender assessment/study report and presentation to senior leadership of the program including implementing partners.

Required Competencies

1. Strong Bengali and English skills. The consultant should be able to demonstrate good translation work between the two languages.
2. Extensive experience in conducting research using qualitative methods and methodologies.
3. Proven experience working on research related gender and gender-related issues (ex. gender discrimination, sexual and gender-based violence etc.) including using gender analysis tools for specific research question development.
4. Extensive experience working with marginalized and vulnerable populations and identifying specific areas of why they are differently excluded using a gender and inclusion lens.

Preferred Competencies

1. Proven experience working in research related to youth and youth employment for gender justice.
2. Proven experience developing and adapting qualitative data collection tools.

Illustrative Sample

This assessment will use a combination of focus group discussions and key informant interviews to answer the research questions.

For S2S alumni, the study will arrange focus groups of 10-12 participants in each of the three areas in which the S2S program operates. Program and implementing partner staff will assist the consultant in identifying youth participants. See the table below for the focus group breakdown:

Type of Youth	Moghbazar	Mirpur	Mohammedpur	Total
Employed Males	1	1	1	3
Employed Females	1	1	1	3
Unemployed Males	1	1	1	3
Unemployed Females	1	1	1	3
Total Number of Focus Groups	4	4	4	12

For family/community members and employers, the study will use semi-structured interviews. Program and implementing partner staff will assist the consultant in identifying interview participants. See table below for interview breakdown:

Type of Interview Participant	Moghbazar	Mirpur	Mohammedpur	Total
Youth Family Members	5	5	5	15
Employers	5	5	5	15
Total Number of Interviews	10	10	10	30

Illustrative Timeline

Activity	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Identification of Consultant								
Study Kickoff Meeting								
Data Collection								
Data Analysis and Writing of the Report								
Presentation of Results								

Interested individual consultant, may submit their technical and financial proposal along with CV and TIN certificate copy to the following email address: prosanta.roy@savethechildren.org. Application closing date: **May 25, 2019**.
