**Terms of Reference (TOR)**

**for**

**Social Exclusion and Gender Analysis for USAID’s Youth**

**Empowerment for Social Cohesion Activity**

**Background:**

**About Terre des hommes:**

Terre des hommes Foundation (Tdh) is the leading Swiss NGO focusing on child rights. It is active in more than 30 countries with development and emergency projects. Tdh focuses its action on the two following areas of intervention: health and protection of particularly vulnerable children. Modern management and communication tools ensure the quality of Tdh’s projects. The Foundation constantly aims to improve its services. Following the massive displacement of more than 600 000 people into Bangladesh since end of August 2017, Tdh has put in place an important response plan to provide relief to the Rohingya refugees, notably on health and nutrition, WASH and protection. This project focuses on the improving the situation in the host communities in Ukhiya.

**Context:**

Youth Empowerment for Social Cohesion (YESC) is a 3 year-long USAID program in Cox’s Bazar in Bangladesh. The program’s objective is to reduce the risk of conflict and increase social cohesion by increasing meaningful participation of youth and women in community level decision making processes, by increasing family stability and resilience for vulnerable and marginalized groups, especially early married girls and by improving access of vulnerable and marginalized community members to agricultural value chains through engagement with the private sector and government authorities

This program will be implemented as part of USAID’s New Partnership Initiative (NPI): Conflict-Prevention and Recovery Program (CPRP), with the aim of building capacity of local entity sub-awardees and moving them towards directs awards with USAID

**Theory of Change:**

The theory behind the project is that IF USAID YESC can address some of the underlying causes of the tension, through engaging marginal groups such as youth including EMGs in community governance, ensure family units are not breaking down, and creating access to services and livelihoods, THEN feelings of resentment will be reduced, community cohesion and resilience will be increased, and ultimately that will reduce the risks for conflict.

AND IF we can engage local businesses and government to ensure communities are able to access the value chain AND IF we can ensure that individual families-particularly the most vulnerable such as EMGs, are able to become self-reliant and access rights and services, THEN this will help improve the community’s resilience. By building self-esteem and confidence and linking youth, women and EMGs to the work in the other results, we will be able to ensure these groups engage in advocacy and citizen dialogue with community leaders leading to their active participation in community governance. Once participating in community governance, the skills the youth, women and EMGs have developed in conflict mitigation will contribute to reducing of tension within the community.

In order to progress through USAID YESC’s theory of change, USAID YESC activities will be structured around following objective:

**Objective:** Host communities affected by Rohingya crisis in Cox’s Bazar have their lives protected and peace, dignity, good health, opportunity and prosperity fostered.

**Impact**: Reduced risk of conflict and increased social cohesion in the communities of Raja Palong and Rotna Palong unions in Ukhia, Cox’s Bazar.

For the objective, one or more Intermediate Results (IRs) and Sub-Intermediate Results (Sub-IRs) define key activities are mentioned below:

* IR 1. Improved meaningful participation of youth including women in community level decision making processes;
* Sub-IR 1.1. Youth clubs formed and capacitated to address issues of social conflict and contribute towards enhanced social cohesion;
* Sub-IR 1.2. Youth are engaged in sports and cultural activities for enhanced social inclusion and cohesion;
* Sub-IR 1.3. Community changemakers including youth, Faith based leaders, elected representatives, civil society members are engaged as leaders in community governance;
* IR 2: Increased family stability and resilience competencies for vulnerable and marginalized groups, especially early married girls;
* Sub-IR 2.1. Early Married Girl (EMG) groups, spouse forum and family club formed to support EMGs;
* Sub-IR 2.2. EMGs linked to public and private sector livelihood opportunities and other services in the community;
* IR 3: Improved access of vulnerable and marginalized community members to agricultural value chains through engagement with the private sector and government authorities;
* Sub-IR 3.1. Self-selected and self- organized farmers’ (G&D inclusive) group formed, trained and capacitated on Good Agriculture Practice (GAP);
* Sub-IR 3.2. Strengthened capacity of entrepreneurs and outlet owners to provide inputs and market linkage support to farmers, especially women;
* Sub-IR 3.3. Entrepreneurship developed for youth and women.

**Rationale:**

Tensions in the host community are driven by the perceived negative impact of the Rohingya influx on livelihood opportunities and access to resources. The underlying causes of this problem include reduction of cultivable land, loss of livelihood, increase in resource price, reduced agricultural and fishing opportunities resulting in greater competition for jobs, particularly low paying unskilled labor. Youth, girls and women are disproportionately affected by the crisis and there is an increased feeling of resentment and tensions due to sense of deprivation and disparity between the host community and Rohingyas. The theory of the project is that in order to reduce conflict and increase community cohesion, it is necessary to address the root causes of the host community’s dissatisfaction. To reduce the drivers of social tension, support is needed to engage marginal groups in community governance, ensure family units are not breaking down, and that access to services and livelihoods are ensured. If we can engage local businesses and government to ensure communities are able to access the value chain and if we can ensure that individual families-particularly the most vulnerable such as EMGs, are able to become self-reliant and access rights and services, this will help improve the community’s resilience. By building self-esteem and confidence and linking marginalized groups to the work in the other results, we will be able to ensure these groups engage in advocacy and citizen dialogue with community leaders leading to their active participation in community governance. Once participating in community governance, the skills the youth and other marginalized groups have developed in conflict mitigation will contribute to reducing of tension within the community. As such, this program will seek to address the drivers of tension through three distinct results—

1: By ensuring the participation of marginalized and disempowered groups in the community, this intervention will seek to promote the active participation of youth and women in decision making. The consortium will establish or support existing youth groups, ensuring gender and diversity inclusion. They will be promoted, and their leadership capacity built, to enhance their meaningful participation in the community and increase their access to and influence decision makers such as Faith Based Leaders and local government representatives. They will be supported to identify priority issues, including the priorities and needs of youth, adolescent girls and women, including issues affecting social cohesion and coordinate with decision makers to effect change.

 2: Adolescent girls are at high risk of early marriage, making them additionally vulnerable to the impact of the crisis and preventing them from contributing positively to their community. As such this component will focus on EMGs and their families and support networks; enabling them to be more stable and self-reliant. Spouses, in-laws and family members are decision-makers and influencers in EMGs’ lives. As such, this intervention seeks to engage them as allies for change on gender norms. The motivation for their engagement will be built through their direct benefit from life-skills and capacity building sessions as well as through their indirect benefit from the increase in income generated by EMGs. Through sensitizing EMGs and their support networks on their rights, informing them about available services and supporting them to access livelihood opportunities; this intervention will seek to increase social cohesion by empowering vulnerable and marginalized community members. They will also be supported to access agricultural value chains through engagement with the private sector and government authorities. Within this framework, the program will adopt an integrated approach targeting the most vulnerable people (women, youth and other marginalized groups).

 3: This intervention will also target community farmers, whose livelihood has been heavily impacted by the crisis. Part of the intervention will center on the inclusion of women in income generation activities. The underlying theory is that if marginalized subsistence farmers and fishermen, especially women farmers, have access to agricultural value chain through working with the private sector and government authorities, then it will make them empowered, self-reliant and reduce feelings of hopelessness and despair arising from lack of livelihood opportunities. This will then reduce the risk of conflict and will ultimately increase social cohesion in the communities of selected unions in Ukhia, Cox’s Bazar.

**KEY TASKS AND OUTPUTS**

1. Review available background data, including sex-disaggregated demographic information and social and economic indicators of the project districts, and gender issues related to targeted sectors and access to financial, market, information and services (access to and control over resources too

also the safety risks related to the context and the proposed intervention) in the target districts (where available).

 2. Carry out a desk review of project-related documents to assess to what extent the project will make progress on promoting gender equality and inclusion of diverse groups including disabled in the project areas? To what extent the project will address the needs and constraints of women and men in the target areas? To what extent the project ensured equal and fair participation and representation, and distribution (over access and control)of resources to women and men in the project?

3. Conduct Social Exclusion and Gender analysis , mainly on current inequities, power dynamics, and key protection (key social cohesion and conflict risks) risks resulting from the conflicts, in the project areas- Raja Palong and Rotna Palong unions in Ukhia, Cox’s Bazar.

4. Assess the capacity and practices of key partners as well as the project’s capacity and practices to deliver gender and diversity -responsive services and identify training needs of staff members and/or stakeholders on identified gaps.

5. Identify gender-and diversity-based constraints and recommend key elements of a gender and diversity policy for ensuring that both men and women/diverse and marginalized groups benefit from the project’s activities.

6. Draft a monitoring action plan, co-developed with project staff and outlining the different roles and responsibilities of staff with respect to the action plan and indicators to measure the success of actions.

The social exclusion and gender analysis will aim to identify gender and diversity -based constraints and will provide practical recommendations so the program can design interventions that respond to, accommodate, or overcome the constraints identified. It might be useful to group the identified constraints and practical recommendations by categories such as- early married girl, young youth, men and women farmers, and faith-based leaders.

**Duration of the assignment**

The period of assignment will be 30 days after the singing of the agreement with a possibility of extension of the period without adding extra cost unless otherwise discussed and agreed.

**ADMINISTRATION, REPORTING AND COORDINATION**

The Consultant will be contracted through Program Director of the USAID’s Youth Economic Empowerment for Social Cohesion activity (YESC). The Office space, equipment and other logistical arrangements will not be provided to the Consultant during the period of work from home, but will be provided during missions in Cox’s bazar. The Consultant will report to the Program Director of YESC. Under her overall supervisions, the consultant will liaise with Gender Specialist team of the HQ of Tdh.

**APPLICATION INSTRUCTIONS**

* Please submit a work plan describing the following
* Proposed timeline, approach for completing the work, and include a description of overall process. The timeline should include all key dates for deliverables as outlined above and a plan for meeting these and any additional deadlines
* Unique qualifications of the organization and its staff, such as: understand of and experience in,
* Budget for selected project
* CV of leadership managing the project
* Sample of materials developed for clients, perhaps similar work done for other I/NGOs. the work plan should be submitted.

The anticipated contract started date is around mid of September or October 1, 2020.

**Proposal submission Address:**

The Country Representative

Terre des hommes Foundation

Bangladesh Delegation office

House # 9, Road # 4, Block # F, Flat A3 & B3

Banani, Dhaka 1213

**Submission Deadline:**

**21st September 2020 at 5.00 pm**