



## **Terms of Reference (ToR)**

### **Research on**

### **“Pathways towards Economic Empowerment for the Early Married Girls”**

#### **1. Background and Context of the Research**

##### **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. 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, including children, families and communities, the private sector, government, law enforcement agencies and Civil Society Organization (CSOs).

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 (EMGs) in Bangladesh. The project span is from December 2016 to December 2020.

From the starting of IMAGE, it has been found that, EMGs are deprived from their rights to be accessed to economic activities and establish them as economically empowered. This situation is more challenging from the national context of Bangladesh though women is a powerful economic/labor force especially the young women of the country. Nevertheless, only 36.3% of women in Bangladesh are in labor force, which is significantly lower than the rates of male labor force participation<sup>1</sup>. According to the mid-term review of IMAGE Plus, it has been found that only 21% EMGs are involved in IGA activities (IMAGE Plus MTR, 2019). This is the high time to find out

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<sup>1</sup> BBS (2018). Report on Labour Force Survey 2017. Dhaka, Bangladesh

the current situation of women to be economically empowered including their needs, challenges and opportunities to be reflected in the future initiatives for women's economic empowerment. For the empowerment of EMGs, economic opportunities is in need to be analyzed

TdH NL is going to conduct a research on women's economic empowerment in the context of EMGs based on IMAGE Plus experience in the project areas. The objective of the research is to explore the current situation of EMGs' regarding their access to the economy and how economic empowerment can change their life status in IMAGE plus areas focusing EMGs.

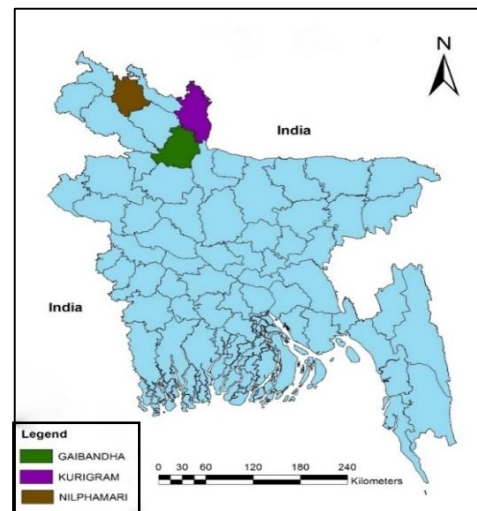
## 1.2 Background of IMAGE Plus Project

IMAGE Plus is working for social and behavioral change of people to improve the lives of early married girls in Bangladesh. The key beneficiaries of the project are early married girls in Bangladesh.

The **Goal** of the project is to ensure a dignified life for EMGs, 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 spouses, their families, communities, and the society they live in. The project is working in the 6 unions under 6 upazilas in 3 northern districts- Gaibandha, Kurigram and Nilphamari, of Bangladesh, currently aiming to reach total 9000 EMGs with SRHR, nutrition, gender based violence, education and livelihood/Income Generating Activities as thematic areas.

The project is a combination of awareness raising activities facilitated through community interventions and advocacy initiatives. The community interventions targeted EMGs, their husbands, families (in-law) and the local community to create awareness on thematic issues of the project. 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 EMGs are fulfilled to the greatest extent possible.

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 (Gaibandha), Pollisree (Nilphamari), and Tdh Foundation (Kurigram) as partners.



### 1.3 Rationale of the Research

There are information of EMGs on various issues in IMAGE Plus working areas, collected through baseline study, mid-term review, database and through regular monitoring. Despite these studies, there is a lack of information on the access to economy and economic empowerment of EMGs as well as other women in the project areas. This research is an attempt to know the situation of EMGs regarding their access to the economy, identify the challenges, way outs and how the economic empowerment can change their lives. Findings and recommendations of this research will be used

- to focus on strategies to involve EMGs in economic opportunities under existing IMAGE Plus project
- to contribute in initiating advocacy initiatives to access the opportunities for the economic empowerment focusing on EMGs
- to contribute to develop new project ideas on economic empowerment of women in Bangladesh

### 2. Objectives of the Research

The objective of this research will be to explore the challenges and opportunities for economic empowerment of early married girls.

**Specific Objectives** are given below:

1. To find out the existing situation (participation rate, challenges, needs and opportunities) of EMGs regarding their **access in economic activities**
2. To explore the situation of **control over resources**
3. To identify how economic empowerment can **contribute to bring the changes in the EMGs' lives**
4. To recommend **future initiatives** to increase access of EMGs to economic activities

### 3. Methodology

TdH NL proposes the mixed method approach to address the specific objectives of this research emphasizing the qualitative method. Existing project documents, logical framework, baseline, annual report and other related documents will be shared by the TdH NL to the consultant to facilitate this task. The consultant is expected to propose his/her elaborated methodology which should include but not limited to the methods mentioned below for the review.

**3.1 Literature Review:** The consultant will conduct a literature review for secondary analysis to find out the status of women economic empowerment in Bangladesh. Another purpose of the literature review will be to complement the findings of the research and to depict a whole picture of women economic empowerment of Bangladesh.

**3.2 Data Collection Methods:** Both quantitative and qualitative research methods will be followed to collect data. It is expected that, following techniques will be followed to collect data:

- Desk Review
- Consultation
- Household Survey: EMGs and other related stakeholders
- Focus Group Discussion with related stakeholders
- Key Informant Interviews
- In-depth Interviews
- Case Studies/Most Significant Change Stories

Consultant 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. Consultant 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 and the community.

### **3.3 Involvement of the Target Group**

Target group and the key stakeholders of the IMAGE Plus project and women of the community from the project implementation areas will be involved in this research by participating as respondents in the surveys and discussions to provide real and authentic data and information to the consultant. The categories of respondents to be covered through the issue based research 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
- Relevant Government Institutions/Representatives
- IMAGE Plus project personnel and Management

### 3.4 Geographic Location of the Research

The research will be conducted in the following intervention areas of IMAGE Plus project and in Dhaka cover both local and national level:

PNGO	District	Intervention Areas	
		Upazila	Union
Pollisree	Nilphamari	Sadar	Sangalshi
		Saidpur	Botlagari
SKS Foundation	Gaibandha	Sadar	Ramchandrapur
		Palashbari	Monohorpur
Tdh Foundation	Kurigram	Sadar	Bhogdanga
		Ulipur	Gunaigach
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. After the completion of the data collection and analysis, researcher will prepare a research report.

## 4. Research Team

The issue based research of IMAGE Plus will be conducted by an external consultant. The team/individual should have analytical skills (at least 10 years), experience in the research on economic empowerment/livelihoods and women empowerment and conducting issue based research. Strong verbal and writing skills, and cultural sensitivity are needed.

Research and Knowledge Management Specialist/PD of IMAGE Plus will lead the process and coordinate the tasks of the external research team. IMAGE Plus PMU especially the PM&E team, Partners and Embassy of the Kingdom of the Netherlands as well as the TdH NL colleagues (country, regional and head office) will provide their technical input and suggestions to the process and on the report.

## 5. Logistics and budget

Consultant will give a detailed budget as financial proposal and subject to approval by the TdH NL before commence the task.

## 6. Planning

### a. Time frame

The timeframe of the research will be November - December 2019 to complete all the related tasks and preparation of the final report. Detailed timeline of the activity is stated in Annex One.

### b. Scope of Work

Scope of work of the IMAGE Plus Issue based Research:

- ToR of the issue based research
- Bidding and Consultant selection
- ***Task of the consultant will be as follows:***
  - Technical and Financial Proposal by the Consultant
  - Inception meeting and inception report
  - Literature review on the theme of the research and status of women economic empowerment in Bangladesh
  - Detailed methodology development
  - 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
  - Finalize the 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 a proposal for conducting issue-based research are as follows:

- 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 timeline.
- Financial proposal with detailed cost breakdown.

## **2. Deliverables of the Issue based Research:**

- 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
- 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)

## **7. Selection Process**

Expression of interest including a technical and financial proposal for the issue based research will be asked through an open bidding. Consultant/consulting firm will be selected based on their technical and financial proposal which will be compared 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.

## **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

## **9. Ethical Considerations**

There will be nothing in the research which may be harmful for the respondents in terms of legal or ethical ground. No one would be forced to provide information for the research. 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.

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. 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.

**Attachment:** Child Safeguarding Policy and Code of Conduct

### 10. Submission of Proposal:

Interested and qualified individual/firms are requested to submit **Proposal with the relevant documents and a cover letter** on or before **November 30th 2019** as below:

**Email address:** Please email to [f.hasan@tdh.nl](mailto:f.hasan@tdh.nl) with Cc to [m.nurulkabir@tdh.nl](mailto:m.nurulkabir@tdh.nl)

**Subject Line:** Please mention '*Research on Pathways towards Economic Empowerment for the Early Married Girls*' in the email subject line

Any query can be made to the above mentioned email addresses.

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