

Terms of Reference (ToR)

For

Final Evaluation of the “Community-Based Child Protection Mechanism for the Children of Garment Workers in Bangladesh (CBCPM)” Project

Terre des Hommes Netherlands (TdH NL) is seeking to contract for the Final Evaluation Consultant (s) of the “Community-Based Child Protection Mechanism for the Children of Garment Workers in Bangladesh (CBCPM)” Project for the Bangladesh office.

1. Introduction to TdH NL

Terre des Hommes Netherlands (TdH NL) is an international non-governmental organisation (INGO) based in the Netherlands and registered with the NGO Affairs Bureau of the Government in Bangladesh that works to stop child exploitation. TdH NL is a member of the Terre des Hommes International Federation, a network of organisations working for the rights of children and to promote equitable development. To tackle child exploitation globally we support programming and advocacy to end child labour, the sexual exploitation of children, and child exploitation in humanitarian action. Please refer to the website: www.terre-des-hommes.nl. In Bangladesh, TdH NL works to prevent child exploitation in collaboration with the government, development partners, NGOs, and networks.

Our Vision

Children can flourish in a world free of all forms of exploitation.

Our Mission

Protect children by preventing and stopping child exploitation. And by empowering children to make their voices count.

2. Project Background

2.1. Project Profile:

Country(ies)	Bangladesh
Project Number and Title	BDCA 0443: Community-Based Child Protection Mechanism for the Children of Garment Workers in Bangladesh
Total Budget (Euros)	481,500 (Euro)
Donor(s)	Garcia Foundation
Project Duration	3 years (36 Months)
Period Start Date:	01 October 2022

Project End Date:	30 September 2025
Thematic programme	SEC
Sub-programme (if any)	N/A
Location(s)	<ul style="list-style-type: none"> - Mirpur (ward 5 & 6), Dhaka North City Corporation, Dhaka - Kashimpur (ward 1 & 2), Gazipur City Corporation, Gazipur
Lead and Implementing partner(s)	Lead Partner: TdHNL Bangladesh Country Office Implementing Partner: Village Education Resource Center (VERC) & Breaking the Silence (BTS)

2.2. Description / Background of the Project:

This project intends to address the child protection issues of the vulnerable children of Ready-Made Garment (RMG) workers living in a highly vulnerable situation in the slums around the RMG factories. They are easy prey for abuse and exploitation since the parents leave them alone or in the care of older siblings and neighbours in the slums. Many of these children are vulnerable to hazardous work, sexual exploitation, and violence. Most of the children do not have access to education and protection services. The minimum wages earned by the RMG workers are inadequate to meet the living expenses of the family. Moreover, there are no early childhood development centers (ECD) and access to schooling is limited. The children do not have access to relevant government services in terms of child protection and development.

Under this project, community based child protection mechanisms have been functional with the engagement of the child protection forum (CPF) members, child protection monitoring committees (CPMC), duty bearers, the parents, community leaders, relevant government officials, CSOs and the employers. Child protection mechanisms are playing a proactive role and conduct evidence-based advocacy with the relevant stakeholders including the government and employers to improve the conditions of the children of RMG workers and their families. RMG workers and the employers are oriented on child safeguarding, safety at the workplace and labour rights. The child-led forums will monitor, create evidence and initiate advocacy at the local and national levels. The project has also created access to ECD, mainstreaming children into public educational institutions, health care and support to the children vulnerable to exploitation and victims through linking access to service providers.

Project Results (Goals, Outcomes and Outputs):

Project Goal: Community-based response and support mechanisms are in place to protect and promote the rights of the children of garment workers in Bangladesh

Outcomes and Outputs:

Outcomes	Outputs
Outcome 1: Children are equipped to advocate for and claim their rights.	Output 1.1: 'Child Protection Forums' (CPFs) are initiated and enabled to lead community awareness and change initiatives.

	Output 1.2: Children and Youth of CPFs are trained in monitoring CP issues and addressing their rights.
	Output 1.3: Vulnerable children and victims of abuse and exploitation are connected with and have access to public and private services.
Outcome 2: Families and communities are proactive and responsive in providing adequate care and support to the children and responding to their needs	Output 2.1: Families and communities are better aware on child protection and supportive of children achieving their needs.
	Output 2.2: 'Child Protection Monitoring Committees' are functional and actively engaged to address the needs of children
	Output 2.3: Child Protection Monitoring Committees effectively monitor and follow up on cases of violence against children and youth and refer the victims to the required services
Outcome 3: Government, CSOs, private sectors and other relevant stakeholders are responsive in strengthening the Child Protection System and responding to the needs of the children of RMG workers	Output 3.1: RMG workers and employers are better equipped of life skills, child safeguarding, occupational safety, labour rights and basic health and nutrition issues
	Output 3.2: Relevant government officials, duty bearers, service providing agencies and CSOs are sensitised to address the needs of children
	Output 3.3: Private sectors (e.g. employers, BGMEA and BKMEA, National Garment Workers Federation, Local and International Labour Organisations) are actively engaged to protect the rights of children and RMG workers

3. Objectives of the Final Evaluation

The overall objective of the final evaluation study will focus on end-term data collection for a set of indicators outlined in the project results framework. The end-term evaluation study report will be used as a final measurement to monitor the project progress against the set indicators measured at baseline and over the course of the project duration.

The specific objectives of the final evaluation are to:

- 1) To measure the changes of the project towards the specified outcome and output level indicators, and compare the findings with the value of the baseline values;
- 2) To assess the changes in behavior and of the project participants and other stakeholders (knowledge, attitude, and practice) through the project interventions;
- 3) Assess the project design, implementation and achievement by using the six OECD DAC evaluation criteria¹: (relevance, coherence, effectiveness, efficiency, impact, sustainability) complemented by comprehensive examples.

¹ OECD (2021), Applying Evaluation Criteria Thoughtfully, OECD Publishing, Paris, <https://doi.org/10.1787/543e84ed-en>

Also consider integrating the TdH NL custom evaluation criteria that includes Partnership, integrity soundness, trauma informed care, programme accountability

- 4) Facilitate/Ensure the participatory involvement of local stakeholders to build ownership of the final evaluation
- 5) To identify key achievements, innovations, best practices, challenges, and mitigation that occurred during implementation, as well as unintended outcomes (both negative and positive), document lessons learnt and significant changes;
- 6) To provide recommendations with clear and actionable ways forwards for relevant government organisations, donors, and external audiences that will support sustainable benefits for the target communities and design similar projects in the future.

Key Indicators of the Project:

The objective of the survey is to collect data on the indicators of the intended goal, outcomes, and outputs of the project as set in the Result Framework, following the table.

Project Results	Indicators
Goal: Community-based response and support mechanisms are in place to protect and promote the rights of the children of garment workers in Bangladesh	# of "Child Protection Forum" and "Child Protection Monitoring Committee" members promoting the rights of children of garment workers
	# of cases of child abuse and exploitation and violation of child rights monitored and reported by the members of Child Protection Forums
Outcome 1: Children are equipped to advocate for and claim their rights.	# of children and youth actively participating in national/local events for policy advocacy on activating Child Welfare Board and implementing Children Act 2013
Output 1.1: 'Child Protection Forums' (CPFs) are initiated and enabled to lead community awareness and change initiatives.	# of Child Protection Forums developed and supported
	# of children and youth members of CPFs participated in awareness raising initiatives
Output 1.2: Children and Youth of CPFs are trained in monitoring CP issues and addressing their rights.	# of children and youth of CPF trained
	# of Children and Youth remain active in monitoring and reporting of child abuse, exploitation cases and protection issues
Output 1.3: Vulnerable children and victims of abuse and	# of young children (4-6) received Early Childhood Education (ECD) services

exploitation are connected with and have access to public and private services.	# of children received public and private services (basic health, psycho-social, legal, etc.) through referral and linkages
Outcome 2: Families and communities are proactive and responsive in providing adequate care and support to the children and responding to their needs	% target families and community members who have accessed or advocated for access to child protection services. (health, education, legal, etc.)
	# of families and community members positively influencing in accessing required public and private services to the children
Output 2.1: Families and communities are better aware on child protection and supportive of children achieving their needs.	# of families and community members of vulnerable children participated in awareness raising initiatives
Output 2.2: 'Child Protection Monitoring Committees' are functional and actively engaged to address the needs of children	# of Child Protection Monitoring Committees developed and supported
	# of Child Protection Monitoring Committees' members trained
Output 2.3: Child Protection Monitoring Committees effectively monitor and follow up on cases of violence against children and youth and refer the victims to the required services	# of cases of violence against children and youth monitored and followed up by the members of Child Protection Monitoring Committees
	# of CPMC members following up and monitoring cases.
Outcome 3: Government, CSOs, private sectors and other relevant stakeholders are responsive in strengthening the Child Protection System and responding to the needs of the children of RMG workers	# of government officials actively participating in project initiatives for promoting rights of children
	# of CSOs advocating for implementation of policies that address issue at hand
Output 3.1: RMG workers and employers are better equipped of life skills, child safeguarding, occupational safety, labour rights and basic health and nutrition issues	# of RMG workers trained
	# of employers trained
	# of RMG workers linked with public and private institutions to access required services
Output 3.2: Relevant government officials, duty bearers, service providing agencies and CSOs are	# of targeted national and local government officials including duty bearers both state and non state and service providers participating in project initiatives for the promotion of child rights

sensitised to address the needs of children	# of targeted national and local CSOs participating in project events (meetings/workshops/dialogues/etc.) for the promotion of child rights
Output 3.3: Private sectors (e.g. employers, BGMEA and BKMEA, National Garment Workers Federation, Local and International Labour Organisations) are actively engaged to protect the rights of children and RMG workers	# of participants from private sectors attending project awareness raising events (meeting/workshop/dialogue/etc.)
	# of companies participating in events

Note: The consultant/firm will strictly follow all the output, outcome and goal level indicators mentioned in the Result Framework of this project.

4. Methodology approach

A suitable and detailed methodology in line with the objectives of the evaluation should be provided by the consultant at the inception. This should include a mixed method approach, integrating quantitative and qualitative methods to achieve the final objectives, and provide details of sampling units (individuals including children, household, group, private sector players, government stakeholders etc.). The consultant/firm will use different methods such as desk review, observation, survey, key informant interviews (KIs), in-depth interview (IDI), focus group discussion (FGD) with different stakeholders to collect data from the community and institutions level. Besides, the consultant/firm will do case/success stories. The consultant/firm is expected to propose appropriate methodology with the required number of nationally representative samples for the quantitative part maintaining standard statistical formula. For the qualitative survey, the consultant/firm must consider the survey prerequisites, individual verbatim for triangulation. However, all data collection methodologies and determination of sample size should be considered in line with the discussion and agreement between the survey team, TdH NL and partner organisations. It is expected that all methods will be conducted by taking into consideration child safeguarding and ethical standards regarding the gathering of data from all relevant stakeholders.

The consultant will develop a comprehensive study methodology that will be reviewed by the TdH NL team during an inception phase.

In MEAL processes TdH NL encourages the participation of local stakeholders, including partners, community members, youth and where feasible, children. It is required that the Inception Report and evaluation design should include adequate details of how local stakeholders groups, including partners, community members, youth and/or children, will be incorporated in ways that are responsible and ensure the safety of participants. The project team will organise introductions with stakeholders

and assist in mobilising participation and the provision of feedback to participating communities.

5. Evaluation Scope

The focus of this study will be restricted to the project outcome indicators as contained in the project logical framework. It shall be conducted among the targeted communities that includes:

Types of beneficiaries/stakeholders	Beneficiary/ stakeholders to be covered under this survey	Types of beneficiaries/ stakeholders
Members of Child Protection Forum	50	Direct
Members of Children Groups	500	Direct
Children (4-6) of Early Childhood Development (ECD)	1500	Direct
Children receives referral and linkages support on child protection issues	400	Direct
Families and Communities	10,000	Direct = 2000 Indirect = 8000
Members of child protection monitoring committee	50	Direct
RMG workers (18-30)	450	Direct
Staff of factories including KAC and Mark Designer Fashion Ltd. of Garcia Foundation	150	Indirect
Government officials, duty bearers, service providing agencies, relevant ministries and departments	80	Indirect
Local government institutions and representatives	20	Indirect
Members of National Garment Workers Federation, BGMEA, BKMEA and International Labour Organisation	30	Indirect
CSOs including media, local and national NGOs and educational institutions	50	Indirect

Note: The consultant/consultancy firm will be requested to take appropriate sampling from the above mentioned beneficiaries.

The entire assignment should be delivered within a maximum of 40 working days including planning, data collection and analysis as well as submission of final report and other deliverables related to the task. This evaluation will be conducted in the following geographic locations:

Districts	Upazila/Police Station (Sub-districts)	Union/Ward
Dhaka	Mirpur	Ward No. 5 & 6, Dhaka North City Corporation
Gazipur	Kashimpur	Ward No. 1 & 2, Gazipur City Corporation

Besides, the following **Scope and Focus of the consultancy work** will be considered under this assignment:

- Conduct an inception meeting for the assignment and prepare an inception report with detailed methodology (both quantitative and qualitative), timeline, team plan, and draft data collection tools (including consent and assent form), analysis plan, training plan for enumerators, sampling plan, child-safeguarding plan, budget plan and outline of the final report;
- Collect and review of existing project documents, such as result framework and other related documents from TdH NL as a part of desk review process;
- Design the survey in consultation with TdH NL and partners in inception meeting;
- Based on the comments received by TdH NL on the inception report, revise the study design, methods or tools accordingly.
- Define a detailed approach and methodology for gathering and analysing data:
 - Develop data collection tools, pre-test, and finalise in consultation with the project personnel;
 - Prepare the survey manual, fieldwork protocols according to agreed methodologies;
 - Conduct training of the data enumerators and supervisors;
 - Collect data including cleaning, validation, and entry;
 - Develop data analysis and management plan;
 - Data analysis.
- Prepare draft report and share with TdH NL and implementing partners for feedback;
- Incorporate the feedback received from the project personnel and project partners;
- Give a presentation to TdH NL management on the final draft Report;
- Finalise and submit the final evaluation report and the collected raw data to TdH NL.

Note: The following 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.

6. Final Evaluation criteria

Final Evaluation at TdH NL shall adopt the OECD DAC evaluation criteria and TdH NL internal customised evaluation criteria as described below;

OECD DAC Evaluation Criteria

1. **Relevance:** Is the intervention doing the right thing?
2. **Coherence:** How well does the intervention fit?
3. **Effectiveness:** Is the intervention achieving its objectives?
4. **Efficiency:** How well are resources being used?
5. **Impact:** What difference does the intervention make?
6. **Sustainability:** Will the benefits last?

TdH NL Custom evaluation criteria

1. **Ethical Soundness/ Integrity:** this is the extent to which our programmes and projects' implementation are adhering to our integrity principles.
2. **Partnership:** this is the extent to which programmes and projects are adhering to our partnership principles.
3. **Programme Accountability:** Evaluations may also include in their focus an assessment of whether the pillars of programme accountability are being applied or not.
4. **Trauma-Informed Care:** the extent to which this approach is being implemented across our interventions.

Detailed description of these criterias can be found in section 3.2 of the [TdH NL evaluation guideline 2025](#)

Key Questions:

The key questions that need to be answered by this assignment including OECD DAC criteria:

Criteria	Questions
Relevance	<ul style="list-style-type: none"> • Is the intervention doing the right things? • What are the key relevant changes of context that have occurred in the project area and what has been the influence of these changes on the awareness raising, communication, advocacy and implementation of this project? • To what extent were the objectives and outcomes of the project relevant? • Were the activities and outputs of the project consistent with the overall goal/impacts and the attainment of its objectives/effects? • To what extent did the project meet the needs of the target group and contribute to measuring the changes of knowledge, attitude and practice level in line with the set indicators of the project?

<i>Coherence</i>	<ul style="list-style-type: none"> • How well does the intervention fit? • To what extent were context factors (political stability/instability, population movements etc.) considered in the design and delivery of the intervention? • To what extent was the intervention coherent with policies and programmes of other partners operating within the same context?
<i>Effectiveness</i>	<ul style="list-style-type: none"> • To what extent did the project effectively achieve the project objectives and indicators of goal, outcomes and output of the log frame? • What progress has been made towards achieving the overall project objectives/outcome as per the targets of the indicators? • What are the strengths and weaknesses of the project strategy and delivery? • What are the major factors influencing the achievement or non-achievement of the objectives?
<i>Efficiency</i>	<ul style="list-style-type: none"> • How efficient is the project in terms of achieving the intended result with the money and resources available? • Was the project implemented in the most efficient way in terms of allocated resources? • Were the activities implemented cost-effective in achieving the impact? • How efficient is the project in achieving the intended result within the scheduled time?
<i>Impact</i>	<ul style="list-style-type: none"> • What were the expected and unintended positive and negative impacts in the lives of project beneficiaries? • What difference has the activity made in terms of improving the lives of project beneficiaries?
<i>Sustainability</i>	<ul style="list-style-type: none"> • To what extent will the results of the project be sustained after the donor ceases funding? • What initiatives are in place and followed to ensure sustainability for the project beneficiaries? • What were the major factors which influenced the achievement or non-achievement of sustainability of the project?

Besides, the consultant will document lessons learned as mentioned below:

- What are the replicable practices and what needs to be avoided?
- What are the areas of improvement of the project?
- What are the key lessons generated during the life span of the project?

The consultant/consulting firm may update the list in consultation with and approval from TdH NL.

7. Stakeholders to be involved in the Final Evaluation process

Beneficiaries and the project's key stakeholders will be involved in this evaluation process by participating as respondents and discussing providing authentic data and information to the survey team, along with the following stakeholders. The key stakeholders and beneficiaries will be selected based on the appropriate methodology proposed by the consultant/firm after the selection process, and they need to follow the principles of gender and inclusion of marginalized groups.

Stakeholder Name	Main roles in the Final Evaluation study
Project Team	<p>TdH NL Bangladesh country office teams (project and MEAL) will:</p> <ul style="list-style-type: none"> • Develop ToR • Recruit the consultant(s) • Provide the consultants with templates of the Inception Report and Final Evaluation Report. • Provide the consultant with relevant documents such as the project proposal, log frame, and other related documents. • Produce mission letters if required. • Coordinate with partners for field data collection. • Coordinate and work with NGO partners and Global Teams to review the Inception Report, Evaluation Report, and Slide presentation. • Will provide guidance and orientation on child safeguarding and ethics, project background, and context. • Coordinate the assessment of the quality of the consultancy service deliveries.
MEAL Team	<p>The Global Teams, including MEAL, PDQ, REI, and/ or Programme, will:</p> <ul style="list-style-type: none"> • Involved in the recruitment of the consultant if needed • Provide relevant technical support • Review and approve the ToR • Review and approve the Inception Report and relevant data collection tools • Review and approve the Evaluation Report
Consultant (s)	<p>The consultant/firm will follow the ToR to conduct a final evaluation and ensure deliverables are as expected in those working areas, following the indicators set and synthesis of specific data and report as stated:</p> <ul style="list-style-type: none"> • Develop an inception report following the template provided by TdH NL, including data collection tools and a work plan • Develop a data analysis plan as mentioned in the inception report template. • Recruit qualified data collection teams and provide training to them. • Translate data collection tools into the local language(s) and conduct field tests. • Carry out quantitative and qualitative data collection and ensure the quality of the collected data. • Carry out data processing, including data cleaning.

	<ul style="list-style-type: none"> • Develop data entry tools/ online data collection tools, • Analyse data based on the disaggregation of each indicator in the provided log frame. • Provide a preliminary finding presentation to the TdH NL for feedback. • Produce a draft report based on the provided template. • Produce the final baseline study following the TdH NL format by addressing all comments from TdH NL. • Develop a comprehensive slide presentation of the baseline study and provide a presentation in the dissemination workshop. • All reports, data collection tools, and slide presentations are required to be submitted to TdH NL for review and approval. The consultant is responsible for addressing all the comments and submitting them back for final review and approval.
Partners	Partners are to extend all field support to conduct the final evaluation, with the selection of target group,s and organize FGD and KII as relevant to complete the baseline study in the working locations, and provide inputs to the data collection tools and evaluation report.

8. Timeline and Deliverables

The consultancy will be completed from **10 September to 31 October 2025**. The consultant/consultancy firm will be expected to complete all the related tasks and final report submission of the survey within this timeframe. In accordance with the timetable, the evaluator(s) will produce and/or provide to TdH NL the following:

#	Deliverables	Deadline
1	Participate in the inception meeting to present and discuss project details, the goal of the baseline study and to receive from the project team the required information and documents needed to perform the evaluation.	1 st week
2	Inception report including the study design, work plan, final data collection tools in English and local language, methodology, and data analysis plan (template of the report will be provided)	2 nd week
3	Gain ethical approval or any other approval needed to collect data (as required based on data and context)	3 rd week
4	Training materials for data collectors, including data collection and quality assurance mechanisms/instruction/guidelines/protocol.	3 rd week

5	Online data collection forms in KOBO or other effective mobile data collection applications, if used.	4 th week
6	Field report after completion of the data collection.	5 th week
7	Participate in a reflection workshop with TdH NL staff and partners to present and discuss findings.	6 th week
8	Final completed evaluation study report in English addressing all comments/feedback from TdH NL and/or partners (template of the report will be provided)	7 th week
9	Child-friendly version Evaluation report in English addressing all comments/feedback from TdH NL and/ partners	7 th week
10	Final comprehensive slide presentation of the evaluation study results.	7 th week
11	Raw data: <ul style="list-style-type: none"> - All completed questionnaires and consent forms (if hard copies are used). - Raw quantitative/ qualitative data (transcript, data entry in Excel, English translation) - Final clean data used for data analysis. - Final data analysis outputs (in table, graph...) used for the report and slide presentation (including data analysis by indicator) 	7 th week

TdH NL will oversee the process and maintain responsibility for accountability and guidance throughout all phases of execution, and approval of all deliverables.

9. Management and supervision

The evaluator(s) will report directly to the Country Manager or other assigned member of TdH NL staff and work closely with the Programme Coordinator-PME & Fundraising and Field Project Coordinator-CBCPM Project, along with others.

Nazrul Islam
Country Manager Bangladesh
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Heng Kun, MEAL Advisor
The Asia Regional Office
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The consultant is expected to use the TdH NL study report templates that include The Evaluation Report template and Inception Report template and can be requested through m.nurulkabir@tdh.nl or m.sumon@tdh.nl

The TdH NL Country Office will provide preparatory and logistical assistance to the evaluator(s), including:

- Background materials (project proposal, quarterly report data, annual reports, baseline report, mid-term report, etc))
- Meetings, phone/ email communication with relevant TdH NL staff
- Identify interviewees and provide contact information
- Logistical support for the field visits
- Arranging meetings and appointments with stakeholders and beneficiaries in project sites (if necessary)

10. Child Safeguarding Measures

The consultant must adhere to the TdH NL Safeguarding Policy, therefore as a condition of entering into a consultancy agreement the individual/firm must:

- Read and Sign the [TdH NL Safeguarding Policy](#) and abide by the terms and conditions therein.
- Read and Sign the [TdH NL Code of Conduct](#)

Additionally (as also be stated in the contract):

- It is the responsibility of the consultant or consultancy firm to safely recruit, train and manage any subcontractors (such as researchers, enumerators, translators, etc.) in relation to safeguarding.
- Safeguarding of subcontracted staff during the baseline study is the responsibility of the consultant.
- The consultant is responsible of conducting a safeguarding training (using the [Safeguarding and Ethical Evaluation](#) presentation) for any subcontracted staff

Any violation /deviation of complying with TdH NL's said policy will result in termination of the agreement.

11. Ethical Considerations and Conflict of Interest

The consultant must ensure that no one is forced to provide information. The Final Evaluation study objectives will be clearly explained to all respondents before collecting data, with written consent and/or assent forms signed by respondents or guardians. The consultant must commit to maintaining confidentiality and unbiased data collection.

12. Quality assessment of the evaluation report will be based on:

The quality of the Midterm / Final Evaluation study process and outputs will be assessed based on:

- Design and methodology
- Analysis of findings based on facts and data for reliability
- Structure and clarity of the report

13. Selection criteria of the applicants for the interview

Expression of Interest, including a technical and financial proposal for the evaluation study, will be requested through open bidding. The consultant/consulting firm for the assignment will be primarily selected based on the relevant experience of the

consultant and technical and financial proposals, which will be compared among the applicants.

- Quality of baseline proposal
- Experience and knowledge of the consultant
- Schedule
- Budget

Shortlisted proposals/applicants will be subject to an interview, including a presentation of their proposal, clarifying questions on the proposal, and validation of information. The final selection will be made based on the interview and by the project. The technical proposal will carry 35% marks for the relevant experience of the consultant, 50% marks for adequacy of methodology and work plan, and 15% marks for the financial proposal during the proposal assessment.

14. Budget

The consultant will include a financial proposal that outlines a detailed breakdown of all costs required to complete the evaluation study.

15. Payment Schedule

- 40% on submission of inception report (with work plan, data collection tools)
- 30% on submission of 1st draft of the baseline report
- 30% on submission of approved final report and slides of findings

The consultant/consulting firm is expected to provide deliverables within the stipulated period as well as submit the final report, maintaining the quality. If, for any reason, the consultant/consulting firm fails to deliver services within the stipulated time, the consultant/consulting firm needs to inform TdH NL in time with a valid and acceptable explanation. Failing to do this may result in a late payment on time. Please note that all VAT and tax amounts will be deducted from the total amount at the source (i.e., TdH NL) as per government regulations.

16. Evaluator (s) Skills, Competencies, Experience and requirements

The consultant (s) engaged to undertake the assignment must fulfil the following requirements: (qualification and skill areas, technical competence, language proficiency, and in-country or regional work experience, process management skills):

- Minimum 10 years experience in performing survey/ assessment/ review/ evaluation and sound understanding of survey concepts, methodologies, and tools;
- The lead consultant and the relevant members of the team should have an excellent research background and have proven track record in conducting a similar type of assignment;
- Knowledge and experiences on child protection, child labour, child abuse and exploitation, skill training, child rights, right-based approach and gender, and working with RMG workers and employers will be given preference;
- Ability to work collaboratively with multiple individuals, groups and team;
- Demonstrable expertise in both quantitative and qualitative data analysis;
- Excellent data interpretation and report writing skills with high quality English;

- High professional level of writing reports and using advanced statistical analysis programs such as SPSS, Stata, Kobo, etc.
- Experience in providing training to data collection teams.
- Evidence of having undertaken similar assignments.

17. How to apply

Application process and timeline

TdH NL Bangladesh Country Office invites interested individuals and agencies to submit the following application documents:

1. Technical proposal outlining their motivation for the application, the methodological approach and the resources required (documents, survey questions, FGD and KII checklists, etc).
2. A proposed activity schedule/work plan with a time frame.
3. CVs of the lead consultant and the team members.
4. Two recent reports that were written by the Lead Consultant.
5. Financial proposal detailing evaluators' itemised fees, data collection and administrative costs.

Interested individuals/organizations are requested to submit the proposal with the above-mentioned documents to **bangladesh@tdh.nl** on or before **7th September 2025 by 5:00 PM** with **"Eol on Final Evaluation Study of CBCPM Project"** as the subject line. Different files, i.e., technical, financial, and a cover letter, need to be attached to the email in the name of each file. The proposals (both financial and technical), including CVs, are requested to be submitted in PDF format.

Our Commitment to Diversity, Integrity and Child Safeguarding

We are not looking for just one type of person - we want to recruit people who can add fresh perspectives, innovative ideas and challenge our thinking. We are especially interested in people whose lived experiences help us to see things we might otherwise miss, and enable us to do better work with and for children. Whether or not you meet 100% of the criteria, we want to hear from you, because we know that different voices, ideas, perspectives and knowledge, working together will enable us to better the lives of children around the world.

TdH NL is committed to ensuring diversity and gender equality within our organisation. We continue to learn about intersectional considerations and power distribution within our organisation and our work. We are dedicated to preventing and eradicating any type of misconduct including sexual harassment, exploitation and abuse, any other type of misuse of power, lack of integrity or financial misconduct.

Note: We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us, this includes a commitment to diversity and inclusion at all levels of our work. All offers of employment will therefore be subject to satisfactory references and appropriate screening checks, which include a valid criminal record check, terrorism finance checks, and/or integrity

screenings/references relating to misconduct and disciplinary actions in prior employment.

TdH NL is particularly committed to keeping children and vulnerable individuals safe, and has zero tolerance on (child) abuse. Every TdH NL employee is bound by the TdH NL Code of Conduct that describes the expected behaviour by staff, in particular with regards to Safeguarding children and (young) adults in our programmes. Child safeguarding measures are part of our selection and recruitment process. By submitting your application you accept that TdH NL will conduct such pre-employment screening for successful candidates. TdH NL participates in the Inter-Agency Misconduct Disclosure Scheme.