

Terms of Reference

Individual Consultant Hiring for Endline Evaluation

Project: NOBODOY- Building Climate Resilience and Sustainable Livelihoods for Coastal Women and Youth

**Project location: Kamarkhola Union, Dacope, Khulna
(ONLY FOR INDIVIDUAL CONSULTANT)**

Title of Assignment	Endline Evaluation of Climate-Smart Agriculture, Livelihoods, and Gender Resilience under the NOBODOY Project
Background and Purpose of the Assignment	The NOBODOY project focuses on "Climate Feminism," addressing the disproportionate impact of salinity and climate change on women and youth in coastal Bangladesh. As the project reaches completion, this endline assessment is critical to measure changes against baseline values, assess the sustainability of interventions, and provide accountability to the New Zealand High Commission.
Objective of the Assignment	The consultant will measure the changes attributable to the project since the baseline. This includes assessing the outcomes of interventions on climate resilience, measuring Knowledge, Attitude, and Practice (KAP) shifts, and validating whether the baseline-identified gaps (e.g., 57.8% knowledge gap in gardening) were successfully addressed.
Project Title	NOBODOY: Building Climate Resilience and Sustainable Livelihoods for Coastal Women and Youth
Project Goal	The goal of the NOBODOY project is to enhance the climate resilience and economic empowerment of women and youth in the disaster-prone coastal region of Kamarkhola Union, Dacope Upazila, Khulna , by integrating a "climate feminism" approach into sustainable development.
Component Highlights	<ol style="list-style-type: none"> 1. Climate-Smart Agriculture (CSA) & Homestead Gardening 2. Alternative Livelihoods Development 3. Community Engagement & Advocacy
Project Locations	Kamarkhola Union, Dacope, Khulna
Technical and Financial Proposal Submission Date	9 February, 2026 at 02:00 PM
Duration of Assignment	10 February – 24 February, 2026



Breaking the Cycle of Poverty through Education and Rebuilding Our Nation

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Tentative Start & End Date	10 February, 2026
Report Recipient	JAAGO Foundation Trust
Donor Partner	New Zealand High Commission

1. About the JAAGO Foundation Trust (JFT)

JAAGO Foundation Trust is a national non-government organisation in Bangladesh working to break the cycle of poverty through education, youth empowerment, gender equality and climate resilience. The organisation ensures that every child and young person, including girls and those with disabilities, has access to inclusive and quality learning opportunities.

Recognising Bangladesh as one of the most climate-vulnerable countries in the world, JAAGO Foundation Trust integrates climate change, disaster risk reduction (DRR) and climate change adaptation (CCA) across its programme areas. Rising sea levels, salinity intrusion, intensified cyclones, water scarcity and displacement affect millions, particularly those living in poverty. The organisation adopts a participatory, community-led approach that empowers youth, women and marginalised groups to understand climate risks, advocate for climate justice, and build long-term resilience.

JAAGO Foundation Trust implements a wide range of climate and DRR initiatives, with a strong emphasis on youth leadership. Through programmes such as the ImaGen Venture Youth Challenge and the Youth Climate Action and Commonwealth dialogues, thousands of young people have been mobilised to design, test and implement climate solutions across Bangladesh. These initiatives strengthen climate literacy, foster innovation and ensure that youth voices contribute to national and global climate conversations.

Climate feminism is a core area of focus for JAAGO Foundation Trust. The organisation recognises that women face disproportionate impacts of climate change and actively promotes their leadership in climate adaptation efforts. Through partnerships with the Malala Foundation and UNDP Rome Centre, JAAGO Foundation Trust provides capacity-building, awareness, and alternative livelihood opportunities tailored for women and young girls. Initiatives such as climate-smart agriculture, improved cookstove technologies and community sensitisation help empower women as drivers of climate resilience rather than passive beneficiaries.

Together, these efforts reflect JAAGO Foundation Trust's long-standing commitment to inclusion, equity and climate resilience. By integrating education, youth leadership, gender equality and community-based climate adaptation, the organisation supports vulnerable communities in building a sustainable and climate-resilient future for generations to come.

2. Project Overview

The **NOBODOY Project** is structured around three primary components designed to build long-term climate resilience and economic agency for women and youth in Kamarkhola Union, Dacope.

1. Climate-Smart Agriculture (CSA) & Homestead Gardening

This is the technical core of the project, focusing on shifting traditional farming to salt-tolerant methods.

- **Homestead Nutrition Gardening:** Training **150 women** and an additional **270 households** (via 9 Master Trainers) to grow food in saline-prone yards using vertical and sack gardening.
- **Watermelon Cultivation:** Supporting **225 individuals** (113 women and 112 men) in high-value, salinity-resilient watermelon farming.
- **Model Farms:** Establishing **9 demonstration sites** to serve as permanent "learning hubs" for the community to witness best practices in mulching and soil management.



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2. Alternative Livelihoods Development

To reduce total dependency on climate-vulnerable land, the project diversifies family income sources.

- **Handicraft Production:** Training **90 women and girls** in bamboo-based handicrafts, providing a portable and non-agricultural skill set.
- **Market Linkages:** Organizing **3 major market linkage fairs/workshops** to connect these producers directly with buyers, ensuring they bypass middlemen and retain higher profits.
- **Improved Cooking Stoves (ICS):** Distributing **50 ICS units** to reduce fuel-wood collection time and respiratory health risks for women.

3. Community Engagement & Advocacy

This component focuses on the "Climate Feminism" aspect—changing mindsets and policies.

- **Climate Education:** Engaging **18 schools** to build climate literacy among adolescents, turning them into household change agents.
- **Courtyard Sessions & Theater:** Using interactive theater and sessions to raise awareness on climate-linked social issues like **Child Marriage** and **Gender-Based Violence (GBV)**.
- **Policy Advocacy:** Holding district and national-level events to share evidence-based results with stakeholders to influence broader climate adaptation policies.

4. Scope of Work

The consultant will design and execute a mixed-methods evaluation to capture quantitative shifts in socio-economic status and qualitative depth regarding behavior change.

A. Quantitative Sampling (Representative Population)

The consultant must ensure the sample is statistically representative of the following beneficiary groups (Total N ≈ 380 - 400):

Beneficiary Category	Population Size	Sampling Requirement
Homestead Gardening & Seeds	429 Women	Primary focus for KAP & nutrition metrics.
Watermelon Cultivation	225 Individuals	Focus on yield, salinity management, & income.
Handicraft Production	90 Women/Girls	Assessment of alternative income viability.
ICS Recipients	50 Households	Assessment of fuel/time savings & health.
Adolescents & Youth	School groups	Focus on climate education impact.

B. Qualitative Validation (KIIs & FGDs)

To validate the findings, the consultant must conduct **Key Informant Interviews (KIIs)** and **Focus Group Discussions (FGDs)**:

- **Stakeholder KIIs: Upazila Agriculture Officer (UAO):** To validate the technical success of the 9 model farms and integration with DAE.
 - **Livelihood/Climate Specialists:** To assess the "Climate-Smart" technicality of interventions.
 - **Trainers & Teachers:** To evaluate the effectiveness of the training modules and school-based climate education.
 - **Market Actors:** To assess the strength of market linkages and the commercial demand for handicrafts.
- **Targeted FGDs:** Separate sessions for women farmers, youth groups, handicraft producers, and ICS users to capture unintended outcomes and sustainability prospects.

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5. Thematic Areas for Assessment

The assessment must mirror the Baseline structure to allow for a **Side-by-Side Comparison**:

- **Socio-Demographic Stability:** Confirming respondent profiles match the baseline (Age 18–35 focus).
- **Economic Outcomes:** Measuring shifts in monthly income/expenditure brackets and the ability to save/reinvest.
- **Agricultural Transition:** Measuring the "Knowledge-to-Practice" gap (Baseline showed 57.8% lacked gardening knowledge; endline must measure adoption).
- **Climate-Smart Adoption:** Tracking the uptake of salt-tolerant practices (Watermelon cultivation) and reduction in yield loss.
- **Energy & Health:** Measuring usage vs. ownership of Improved Cooking Stoves (ICS) compared to the 100% baseline reliance on traditional stoves.



6. Key Deliverables

1. **Inception Report:** Including finalized KoboToolbox survey tools and a ward-wise sampling map.
2. **Preliminary Findings Presentation:** A slide deck summarizing early data trends for JAAGO staff.
3. **Final Assessment Report:** A comprehensive document containing:
 - Executive Summary & Methodology.
 - **Baseline vs. Endline Comparison Tables** for all indicators.
 - Lessons learned and sustainability recommendations.
4. **Raw Data Package:** Cleaned dataset (Excel/Stata) and transcribed qualitative notes.



7. Technical Requirements & Methodology

The consultant must employ a **Mixed-Methods Evaluation Design** that ensures both statistical rigor and contextual depth.

- **Panel Survey Approach:** To the extent possible, the consultant should track and interview the same individuals from the baseline to measure direct longitudinal change.
- **Triangulation:** Findings from the quantitative survey must be cross-verified through the **KIIs** with the Upazila Agriculture Officer and **FGDs** with the women's groups.

8. Document Review (Desk Research)

The consultant is required to review national and international frameworks to benchmark the project's success.

9. Quality Control

To ensure the integrity of the endline data, the following protocols are mandatory:

- **Enumerator Training:** A training including a field pilot in a non-target ward of Dacope.
- **Data Cleaning:** Daily review of data submissions to flag outliers or incomplete entries.
- **Spot Checks:** A minimum of **5%** of respondents will be re-contacted by the JAAGO MEAL team to verify the authenticity of the interviews.

10. Submission Checklist for Proposal

Individual Consultants must submit the following to be considered:



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A. Technical Proposal

- **Updated CV:** Highlighting experience in Dacope or Khulna coastal regions.
- **Methodological Note:** A brief (3-4 page) explanation of how they will achieve the **household surveys** and **qualitative sessions** in the assignment period.
- **Timeline:** A detailed Work Plan (Gantt Chart) for the assignment period.

B. Financial Proposal

- **Professional Fees:** Total lump-sum or daily rate.
- **Operational Costs:** Breakdown of travel (to/from Khulna), local transport within Kamarkhola, and enumerator costs.
- **Tax/VAT:** Inclusion of AIT (Account Information Tax) as per Government of Bangladesh regulations.

11. Evaluation Criteria

Criteria	Weightage	Focus Areas for Evaluation
Technical Approach & Methodology	40%	<ul style="list-style-type: none"> • Strength of the Sampling Strategy (ensuring representation of all 9 wards in Kamarkhola). • Clarity on Mixed-Methods Integration (how KII/FGD data will validate quantitative results). • Robustness of the Data Quality Control plan (enumerator training and spot-checking).
Consultant Experience & Expertise	30%	<ul style="list-style-type: none"> • Proven track record in conducting Endline/Impact Evaluations for climate-resilient livelihood projects. • Experience working in coastal regions (Dacope/Khulna) and understanding salinity issues. • Technical background in Agricultural Economics or Statistics.
Financial Competitiveness	30%	<ul style="list-style-type: none"> • Cost-effectiveness of the fee structure relative to the depth of the sampled household surveys. • Realistic budget for local travel in remote Kamarkhola and data processing. • Alignment with JAAGO's financial and VAT/Tax guidelines.

12. Duration of the Agreement

The agreement will be valid for **11-24 February**, covering the inception, data collection, and reporting phases:

- **Phase 1 (Inception):** Desk review of baseline, tool finalization, and KoboToolbox setup.
- **Phase 2 (Data Collection, Analysis & Reporting):** Field surveys in Kamarkhola Union, KIIs with Agriculture Officer/Specialists, and FGDs. Data cleaning, baseline vs. endline comparison, and submission of the final impact report.



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13. Mode of Payment

Payment will be made via online banking after the handover and certification of deliverables. All invoices must include clear descriptions of accomplishments and include applicable VAT and taxes as per Government of Bangladesh regulations.

14. General & Financial Considerations

To fulfil the services stipulated in this Agreement may obtain or have access to some needed information concerning the overall JAAGO Foundation Trust. The consultant agrees that, during the period of the contract or at any time thereafter, it will not:

Disclose confidential information to any unauthorized person; make use or attempt to use any confidential information, process, papers, or documents for personal benefit or the benefit of any other organization or in any manner whatsoever other than by the terms under this special service agreement.

The performance of this task under this agreement shall be the property of JAAGO Foundation Trust and here due credit as well as attribution will be given to the consultant.

Payment would be made through an automatic Bank Transfer directly into JAAGO Foundation Trust A/C or any scheduled Bank in Bangladesh in favor of the consultant. For payment, the consultant has to submit an invoice duly describing the agreed accomplishment. It is noted that consultants must fill up their account number as per instruction i) Account name ii) A/C number iii) Bank name iv) Branch name v) E-mail address.

Payment Stage	Description of Deliverables	Payment
Stage 1	Inception: Upon approval of the detailed work plan, sampling frame, and finalized digital survey tools (KoboToolbox).	50%
Stage 2	Data Submission & Finalization: Upon completion of field data collection and submission of the cleaned raw dataset and KII/FGD transcripts and Upon submission and approval of the Final Endline Assessment Report (including Baseline vs. Endline Comparison and Specialist Brief).	50%

15. Ownership

JAAGO Foundation Trust will retain full ownership of all data, reports and tools under this assignment.

16. Reporting

Reports must be submitted to:

Name: Md Iftikhar-Ul-Karim

Designation: Sr. Manager, Project Implementation Team

JAAGO Foundation Trust

Email: iftikhar.karim@jaago.com.bd

17. Contact Person

Asif Mahmud, Assistant Manager, Program Implementation Department, JAAGO Foundation Trust, will be available to answer any queries or clarifications regarding this Terms of Reference. He will be available to respond to questions and queries through asif.mahmud@jaago.com.bd during the assignment period.



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18. Required Qualifications

The consultant must meet the following minimum requirements:

- Proven track record in **Quantitative and Qualitative Research** within the DRR/Livelihood sector in Bangladesh.
- Demonstrated experience in **Climate-Smart Agriculture (CSA)** or coastal livelihood evaluation.
- Proficiency in **digital data collection tools** and statistical analysis software (SPSS/Stata).
- Ability to translate complex climate data into actionable policy recommendations.

19. Risks, Assumptions & Mitigation



- **Weather/Access:** Tidal surges or coastal rain in Dacope may delay field movement. **Mitigation:** Flexible scheduling and hiring local enumerators from the Khulna region familiar with water-based transport.
- **Respondent Availability:** Farmers may be busy during harvest/planting. **Mitigation:** Scheduling interviews during off-peak hours and engaging local community leaders to secure appointments.
- **Data Integrity:** Risks of enumerator bias. **Mitigation:** Mandatory 2-day training and 10% back-checks by JAAGO MEAL staff.

20. Safeguarding

The consultant must strictly comply with JAAGO Foundation Trust's Code of Conduct and **Child Safeguarding & PSEA** (Protection from Sexual Exploitation and Abuse) policies, especially when interviewing female beneficiaries and youth in Kamarkhola.

21. General Provisions

Publicity, conflict of interest, notices, assignment, and amendments follow JAAGO Foundation Trust's standard contractual protocols.

<p>Prepared By</p>  <p>Signature: _____ Name: Asif Mahmud Asst. Manager, Programme Implementation Department. JAAGO Foundation Trust</p>	<p>Approved By</p>  <p>Signature: _____ Name: Mr. Iftikhar-Ul-Karim Sr. Manager, Programme Implementation Department. JAAGO Foundation Trust</p>
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