

## Terms of Reference

### Consultant for Baseline Study

### GOOD for Sustainable Future

(Getting Out Of Devadasi system and prevention from further dedication)

Terre des Hommes Netherlands (TdH NL) is seeking a qualified consultant(s) or agency with strong experience in child protection and project evaluation to lead a baseline study for our project, "GOOD for Sustainable Future (Getting Out Of Devadasi system and prevention from further dedication)."

#### 1. Introduction to TdH NL

Terre des Hommes Netherlands (TdH NL) is an international non-governmental organisation committed to stopping child exploitation. Our mission is to protect children by preventing and stopping child exploitation and by empowering children to make their voices count. Our vision is that children can flourish in a world free of exploitation.

#### 2. Project Information

##### 2.1. Project Profile:

Country(ies)	<i>India</i>
Project Number and Title	<i>INCE0498, GOOD for Sustainable Future</i>
Total Budget (Euros)	Eur 995,056
Donor(s)	TdH-NL, Foundations, Other local donors
Project Duration:	<i>3 years</i>
Period Start Date:	<i>01-04-2025</i>
Project End Date:	<i>31-03-2028</i>
Thematic programme	SEC (Sexual Exploitation of Children)
Sub-programme (if any)	NA
Location(s)	Karnataka
Lead and Implementing partner(s)	Children of India Foundation &

	<i>Sub-partners in collaboration with CIF</i> <i>-SEVAK - North Karnataka districts</i> <i>-AMMA Foundation - Belgaum District</i> <i>-Chaitanya Mahila Sangha - Bagalkot District</i> <i>-SNEHA - Bellary district</i> <i>-Muktha Network- Koppal district</i> <i>-CRT - Bangalore at State level</i> <i>6 more district partners</i>
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## 2.2. Overview of the Project

The Devadasi system, a centuries-old practice in North Karnataka, continues to subject young girls to ritual dedication, leaving them vulnerable to sexual exploitation, forced child marriages, trafficking and multi-generational poverty. Despite legal prohibitions, socio-cultural stigmas and economic constraints perpetuate this harmful tradition, trapping families in cycles of marginalisation. Stakeholder consultations highlighted the complex interplay of cultural beliefs, gender inequality, and economic deprivation as key drivers of the problem. Many Devadasi women and their children lack access to education, economic opportunities, and social protection, increasing their risk of trafficking and abuse.

Since 2022, the Empowerment for GOOD project by Terre des Hommes Netherlands has reached 5,356 at-risk girls and 504 boys across 163 villages. Through child-led advocacy, policy engagement, and economic empowerment, the project has strengthened community resilience and catalysed systemic change. However, persistent challenges necessitate continued intervention. The next phase aims to deepen impact by fostering leadership, expanding education access, and strengthening community-led efforts to eradicate the Devadasi system, ensuring a sustainable future for affected children and their families.

### **The project aims to achieve the following outcomes:**

Outcome 1: Children become advocates for their rights, influencing policy and community attitudes.

Outcome 2: Leadership training creates empowered youth who challenge societal norms and inspire peers.

Outcome 3: Networking builds solidarity, enabling collaborative problem-solving and sustained impact.

### **Strategic alignment:**

Outcome 1: Children become advocates for their rights, influencing policy and community attitudes aligns with Result Area 1 of the SEC TP (Children are empowered

to make safe choices and influence decisions that affect them) by increasing their advocacy capacity, contributing to safer decision-making and participation.

Outcome 2: Leadership training creates empowered youth who challenge societal norms corresponding with Result Area 3 of the SEC TP (Children are cared for, protected and have a sense of belonging ), enhancing youth leadership to challenge harmful norms that contribute to sexual exploitation.

Outcome 3: Networking builds solidarity, enabling collaborative problem-solving and sustained impact aligns with Result Area 5 of the SEC TP (evidence-based laws , policies and budgets are enforced to ensure all children are safe from sexual exploitation and realise survival rights/basic needs) by strengthening multi-stakeholder engagement, fostering a collaborative environment for securing children's protection through legal and policy frameworks"

### 3. Objectives of the Baseline Study

The purpose of the baseline assessment is to collect information that will form the basis of project progress measurement but also inform the prioritisation and phasing of project activity implementation. The study will serve as a reference point against which progress can be measured and evaluated throughout the project cycle.

Specifically, the baseline study will serve to;

1. **Establish a baseline data for project indicators.** The baseline study will collect data that will be the starting point for change measurement, confirming baseline values for all outcome indicators.
2. **Provides an opportunity to refine indicators.** The baseline study will help to refine indicators to track progress towards achieving desired outcomes. This may be through determining the extent to which certain indicators can be easily measured.
3. **Inform intervention phasing.** The baseline study provides data that guides the phasing and targeting of project interventions.

### 4. Baseline Study Scope

The focus of this study will be restricted to the project goal and outcome indicators as contained in the project logical framework. It shall be conducted among the targeted communities that includes **(Children, Family community, CSO, Government & Law Enforcement agency)**. 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 baseline study shall be conducted in **North Karnataka (Ballari, Bagalkote, Belagavi, Vijayapura, Koppal, and new 6 districts)**

## 5. Methodology and Approach

*Given the purpose of the evaluation, its questions, objectives and the context of the evaluation, we expect that the evaluation may use a mixed method design. TdH NL will value the contributions of the consultant(s) on the methodology that will be used for data collection, analysis and synthesis. The exact qualitative and quantitative methods that will be utilised, as well as the sampling and selection strategies, will be agreed upon by the consultant(s) and the TdH NL team.*

## 6. Stakeholders to be involved in the baseline study process

- The project intends to work with all identified key stakeholders - both at operational and strategic levels of influence - through a collaborative approach across all stages of the project cycle, including planning, implementation, monitoring, and ensuring the quality of project deliverables.

### Key stakeholders involved in the project are as follows:

- **Children:**  
This includes *Kishori* and *Kishora* groups, representing adolescent girls and boys, who are central to the project's objectives and impact.
- **Families and Duty Bearers:**  
At the individual level, families play a crucial role in supporting and reinforcing the developmental goals of the project. Duty bearers, such as parents and guardians, are instrumental in ensuring a safe and enabling environment for children.
- **Community Stakeholders:**  
Community-level influencers, such as temple priests, are also considered important stakeholders, given their role in shaping cultural norms and social attitudes.
- **Government Structures:**  
The project engages with child protection institutional structures, such as Village Level Child Protection Committees (VLCPCs) and School Management Committees (SMCs), which are vital for safeguarding child rights at the grassroots level. Additionally, the 3-tier Panchayati Raj Institutions (PRIs) are key to strengthening local governance and ensuring accountability.
- **Institutional Service Providers:**  
Frontline workers such as Anganwadi teachers and school teachers are included as primary stakeholders to support the education and well-being of children.
- **Government Officials:**  
The project also involves officials from relevant government departments such

as Education, Social Welfare, Cooperatives, Mining, and Rural Development, whose collaboration is essential for policy-level coordination and programmatic support.

- **Lawmakers and Enforcement Agencies:**

Legal and enforcement stakeholders such as Para Legal Volunteers and representatives from the State and District Legal Services Authorities will be engaged to ensure legal support, protection, and justice for the target communities.

*Detail the stakeholders and their main roles in the baseline process.*

Stakeholder Name	Main roles in the Baseline study
Project Team	Provide support to the consultant during the baseline study process, Providing necessary Documents
MEAL Team	Review baseline reports and provide feedback and finalise the report
Consultant (s)	Conduct field-level baseline study and prepare the final report.
Partners	Plan field visits, mobilise stakeholders, and obtain necessary permissions

## 7. Timeline and Deliverables

Following the timetable, the consultant evaluator(s) will produce and provide to TdH NL within the specified dates the following:

#	Deliverables	Deadline
1	Participate in the inception meeting to present and discuss project details, the goal of the baseline study, and receive from the project team the required information and documents needed to perform the baseline study.	20th August 2025
2	Inception report including the study design, work plan, final data collection tools in English and local language, methodology (template of the report will be provided)	25th August 2025
3	Gain ethical approval or any other approval needed to collect data (as required based on data and context)	30th August 2025

4	Training materials for data collectors including data collection and quality assurance mechanisms/instruction/guidelines/ protocol.	30th August 2025
5	Online data collection forms in KOBO or other effective mobile data collection applications if used.	5th September 2025
6	Field report after completion of the data collection.	10th September
7	Participate in a reflection workshop with TdH NL staff and partners to present and discuss findings.	12th September
8	Final completed baseline study report in English addressing all comments/feedback from TdH NL and/ partners (template of the report will be provided)	15th September
9	Final comprehensive slide presentation of the baseline study results.	20th September
10	Raw data: <ul style="list-style-type: none"> <li>- All completed questionnaires, consent forms (if hard copies are used).</li> <li>- Raw quantitative/ qualitative data (transcript, data entry in Excel, english translation) if applicable.</li> <li>- Final clean data used for data analysis.</li> <li>- Final data analysis outputs (in table, graph...) used for report and slide presentation (including data analysis by indicator)</li> </ul>	20th September

The TdH NL focal points in India will oversee the process and maintain responsibility for accountability and guidance throughout all phases of execution and approval of all deliverables.

## 8. Management and Supervision

The evaluator(s) will report directly to the Country Director or other assigned member of TdH NL staff and work closely with the Project/Programme Manager, Project Coordinator, MEAL Officer / Advisor.

*Dr. Thangaperumal Ponpandi*  
Country Director - India & Nepal  
Email address - **p.thangam@tdh.nl**

*Heng Kun*  
MEAL Officer/Advisor  
**h.kun@tdh.nl**

The consultant is expected to use the TdH NL study report templates that include The Baseline Study Report template and Inception Report template and can be requested through [p.thangam@tdh.nl](mailto:p.thangam@tdh.nl).

The TdH NL team, through their partner(s), 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)

## **9. 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 for conducting a safeguarding training (using the [Safeguarding and Ethical Evaluation](#) presentation) for any subcontracted staff

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

## **10. Ethics and Conflict of Interest**

The consultant must ensure that no one is forced to provide information. The baseline 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.

## **11. Quality Assessment of the Baseline Report:**

The quality of the baseline 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

### **Selection criteria of the applicants for the interview**

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

## **12. Budget**

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

### **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

## **13. Consultant (s) Skills, Competencies, Experience, Requirements**

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

- At least a Master's degree in a relevant area such as child protection, development studies, sociology, etc.
- At least 6 years of experience in leading project evaluations, including baseline studies with at least one on SEC, CL, HA
- Expertise in [thematic programme, i.e. child labour, sexual exploitation of children, child protection, child rights, right-based approach and gender.
- Advanced level of English.
- High professional level of writing reports and using advanced statistical analysis programmes such as SPSS, Stata, etc.
- Experience in providing training to data collection teams.
- Have team member(s) with knowledge of the local context and language.

## **14. How to Apply**

We invite interested individuals and agencies to submit the following application documents:

1. Technical proposal (max. 10 pages) 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.

Please address queries and applications to the Country Director of TdH NL (*Dr. Thangaperumal Ponpandi*, at the following email address: [p.thangam@tdh.nl](mailto:p.thangam@tdh.nl)). The deadline for applying is *27th August 2025*.