

TERMS OF REFERENCE FOR CONSULTANCY ON: STRENGTHENING LGBTIQ+ INCLUSION IN PLAN INTERNATIONAL'S AREAS OF GLOBAL DISTINCTIVENESS (AOGDS)

PLAN INTERNATIONAL SWEDEN, FEBRUARY 2020

1. Background

All over the world, evidence show that LGBTIQ+ children and young people are being subjected to systematic discrimination and violence. Challenges related to being LGBTIQ+ often combine with other issues experienced by their age group and intersect with other factors such as ethnicity and social status, making exclusion often worse for LGBTIQ+ children and young people. In certain contexts, identifying openly as LGBTIQ+ may result in imprisonment, violent punishments from the community, law enforcement or in certain cases even death. Despite advancements in the global commitments and resolutions, LGBTIQ+ children and young people are not represented in decision making processes. In countries where supportive legislation exists, laws may be poorly implemented with social norms change lagging far behind. Within the international development sector, LGBTIQ+ children and young people are often left behind in programming; their needs go unaddressed and they are unable to claim their rights.

Based on the efforts made so far within Plan International, including the development of a training package on strengthening Plan International's understanding of Sexual Orientation, Gender Identity, Gender Expression and Sex Characteristics (SOGIESC), it has become apparent that Plan International would greatly benefit from mapping of its own programme and advocacy contexts in order to move forward with LGBTIQ+ inclusion sustainably and with a concern for all relevant risks in doing so. Furthermore, the evaluation of the training package recommended Plan International to create further support for wider staff to integrate a SOGIESC-inclusive delivery ('how'), as well as inclusion ('why'), lens into existing work and create new conversations within Plan International on LGBTIQ+ inclusion.

2. Overall objectives

Plan International Sweden would like to conduct a research study focusing on barriers and opportunities within Plan International to strengthen LGBTIQ+ inclusion in the key thematic areas (Areas of Global Distinctiveness) which Plan International focuses on, and understand the different environments in which Plan International operates in.

The objectives of the research include;

- Conduct situation analyses of legal and social contexts for young LGBTIQ+ persons in selected programme countries in which Plan International operates and categorise different types of contexts.
- Identify entry points for integrating LGBTIQ+ inclusion in Plan International's programming aligned with Plan International's focus thematic areas (Areas of Global Distinctiveness) and create a greater understanding of the challenges in doing so in the programme countries/contexts in which Plan International is present.

- Propose an action plan with roles and responsibilities as well as suggestions of relevant resources and tools for Plan International on how to advance LGBTIQ+ inclusion in the selected countries.
- Conduct a donor mapping to identify what funding streams are possible to tap into for strengthening LGBTIQ+ inclusion work and SOGIESC mainstreaming at Plan International.

3. Scope of the Research

Analyses of legal and social context would be limited to a few select countries where Plan International Sweden supports programs which include the regions of Middle East, Eastern and Southern Africa region, West Africa and Central Africa Region, Asia Region and Latin America Region. There currently exist mapping done by organisations such as ILGA which may be used as a basis for analysis, though additional analysis in relation to children's and youth's rights would be necessary.

Plan International applies a Programme & Influence approach in all of our programmes meaning that all programmes should be rights-based, gender transformative and open and accountable in order to achieve lasting change and impact for children and youth. The approach also commits Plan International to work with other actors, in all contexts and at all levels. Our thematic areas include;

- Sexual and Reproductive Health and Rights (SRHR)
- Youth Activism, Governance and Participation
- Protection from Violence / Child Protection
- Inclusive Quality Education (IQE)
- Skills and Opportunities for Youth Employment and Entrepreneurship (SOYEE)
- Early Childhood Development (ECD)

In order to understand particular contexts better and more in-depth, specific countries may be chosen as case studies as well as focus thematic areas. The research partner, in discussion with Plan International, will decide on the focus. For the purpose of the proposal, however, the potential research partner may specify their preferred approach.

4. Main Research Questions

The following research questions should guide the research but may be revised as part of the inception report;

1. What are the legal, social and security contexts for young LGBTIQ+ persons in the select Plan International programme countries? Is it possible to categorize different contexts based on a level of enabling environment for LGBTIQ+ inclusion?
2. What are the implications of these different types of contexts on LGBTIQ+ inclusion in Plan International's programming and how could Plan International advance LGBTIQ+ inclusion in these contexts? What are the commonalities and differences between the countries in their entry points?
3. What types of resources (i.e. technical specialists, programme tools, etc.) are needed for Plan International to ensure LGBTIQ+ inclusion in these different contexts?

4. What are the role and responsibilities for different entities of Plan International? (Plan International Global Hub, Regional, National and Country Offices for ensuring LGBTIQ+ inclusion.
5. How could the potential efforts of LGBTIQ+ inclusion be in close alignment with existing commitments to Gender Equality and Girls' Rights?

5. Methodology

The research process will involve the collection, analysis and interpretation of qualitative and quantitative data relevant to the aims and specific questions listed above, drawing on primary and secondary sources.

Consultant(s) will develop a detailed methodology for data collection, data management and analysis in their proposal to answer the research questions. This methodology should be in direct response to the research questions. This methodology should be further unpacked in the Inception Report.

The research methodology is suggested to include the following elements;

- **Literature Review**

The research should review existing key resources within Plan International such as research, tools, programme models and Theory of Change applicable to respective thematic area. Resources that are cross-cutting for Plan International such as Planting Equality 2.0 and Champions of Change methodologies may be reviewed. Guidelines to indicate LGBTIQ+ inclusion may build on existing resources such as UNDP's LGBTI Index or other relevant resources. Although limited, previous and existing Plan International projects and initiatives that have included components of LGBTIQ+ inclusion and rights-based approaches would be mandatory to inform this study.

- **Key Informant Interviews**

Remote and in-person (where possible) key informant interviews and an online survey with selected representatives from Plan International's Headquarters, Regional, National and Country Offices, as well as from selected partner organisations.

- **Focus Group Discussions**

Key informants may include;

- Global Technical leads
- AOGD Technical Leads
- Head of Programme Excellence Team (PET)
- Resource Mobilization Focal Points
- Regional Gender and Inclusion Advisors
- Regional Heads of Influencing
- Regional Thematic Advisors (may be at National Offices or Regional offices)
- Country Programme Directors/ Staff
- Country Gender and Inclusion Advisors
- Country Thematic Advisors
- If relevant, representatives from relevant partner organizations

It is expected that the research partner will conduct a risk assessment together with Plan International Sweden before approaching key informants, especially for sensitive settings. Inclusive techniques will be expected to seek active participation in the research by respondents and other stakeholders.

The research will mainly be conducted in English, but depending on which case study countries that are identified; some interviews will be conducted in e.g. French, Spanish and other local languages, possibly with interpreters. Survey questionnaires will need to be translated to both Spanish and French, and potentially other local languages (Plan International may be able to partly support).

6. Key Deliverables

1. **Inception Report** including:
 - An updated timeline; (the research must be completed by mid-June the latest)
 - Detailed methodology, including draft sampling methodology and size;
 - Draft data collection tools;
 - Ethical considerations;
 - Consent forms for any primary data collection;
 - (Draft) Methods for data analysis;
 - Brief justification of the methods and techniques used (including relevant underlying values and assumptions/ theories) with a justification of the selections made (e.g. of persons interviewed).
2. **Final Sampling methodology** (including list of participants)
3. **Final Data Collection Tools**
4. **Draft Report**
5. **Final Report** (including Executive Summary)
6. **Action Plan**
7. **Sharing of findings and dissemination:** The research partner will present most significant findings to Plan and key stakeholders, to get their feedback on critical areas as agreed in the detailed work plan. The research partner will also be responsible for sharing key findings of the report in dissemination events (online, and potentially physically depending on the location of the research partner).

Timeline

The following activities should be reflected in your application and be conducted between March 2020 and June 2020.

1. Submission of Inception Report
2. Preparations for Data Collection
3. Data Collection, including support for Focus Group Discussions
4. Data Entry and Analysis
5. Validation of findings with key stakeholders and respondents & feedback incorporation
6. Submission of Draft
7. Submission of Final Report
8. Submission of Other Deliverables
9. Management Response and Action Plan

7. Ethical and child protection Considerations

The researcher(s) must follow Ethical Principles for involving human subjects in a research and obtain written/ verbal consent from the human subjects. Permission from elder must be sought if children under 18 years are involved as respondents. The researcher(s) must ensure signed informed consent of each child and his/ her parents after explaining purpose of the study and its usage. Individual responses should not be shared to observe confidentiality of data. Plan International has to ensure that no risk or harm is involved in this study. Study findings has to provide evidence to implementers and planners in that it will benefit the population overall. The researcher(s) should understand and sign child protection policy of Plan International at time of signing agreement with Plan International. In case, the report contains photos; the consultant has to take written consent from the photographed person, on a form that will be shared by Plan International and should be submitted in original form separately along with final report. Moreover, if relevant, do not use children's real names when

providing a quote in the report. The preferred style for giving reference to an individual child is to provide the false name instead of their real name, age and where they are from. This is also applicable to adult participants who wish to remain anonymous. The researcher(s) avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of study carried out in collaboration with others.

8. Tenders and bid assessment

Requirements of the research partner

Potential partner for the research and collaboration could be academic research institute, non-governmental organisation or a consultancy team that would like to enter a partnership on this research. The following criteria are applied;

- Postgraduate degree in social sciences, human rights or adult education.
- Expertise in human rights, gender equality and preferably in issues of inclusion, sexual orientation and gender identity and expression.
- Proficiency in qualitative and quantitative methods of data collection
- Experience and understanding of a rights based approach in programs, preferably child and/or young people's rights. Experience with LGBTIQ+ inclusion programs will be an added advantage.
- Experiences on one or more thematic areas including child protection, sexual reproductive health and rights, education, and other issues relevant to Plan International's focus thematic areas.
- Applies learning oriented approach and ability to engage in a constructive dialogue.
- Excellent written and oral communications skills in English, and preferably French or Spanish.

The role can be home-based/remote, with regular calls with focal point(s) at Plan International Sweden.

Technical and Financial Proposal

Based on the above terms of reference, interested consultant(s) or organisations are required to submit a Technical and Financial proposal, latest [25th of February, 2020 to \[kawin.tiansuwan@plansverige.org\]\(mailto:kawin.tiansuwan@plansverige.org\)](#)

The technical proposal should contain:

- Presentation of the understanding of the research assignment and focus.
- A proposed methodology for the quantitative and qualitative aspects of the assignment. As the methodology is somewhat flexible (is meant to evolve in dialogue with the research partner), new suggestions are possible to include.
- Possible risks and considerations identified by the consultant / team.
- A proposed work plan including dates for submission of the draft and final report.
- Evidence of availability of appropriate qualifications, experiences and key staff that will constitute the team.
- CVs of the assigned team member(s) detailing relevant experience.

The financial proposal must be submitted in *EURO* or *SEK* with a break up of all key activities and costs. The financial proposal may be revised before signing of contract, if Plan and the research partner agree on a revised technical proposal / work plan.

9. Annex / Important documents

In 2015, Plan International Sweden and Plan International UK commissioned the [Strengthening Plan's Support to LGBTIQ Adolescents](#) report, which identified why and how Plan International could strengthen its programme, influencing and institutional support to LGBTIQ adolescents, following consultations with Plan International staff and external organisations. Building on the recommendations of this report, the project "**Strengthening Plan International's Support to LGBTIQ Adolescents**" was developed with the support of the Global Headquarters of Plan International which included development of capacity strengthening materials for internal capacity

building as well as working with norm change in the communities. The evaluation documents of the project will be available once the consultancy is underway.

Read more about Plan International's Global Strategy: 100 Million Reasons at <https://plan-international.org/strategy>

Read more about Plan International's Programme and Influence Approach at <https://plan-international.org/approach/programme-influence>