

## **Terms of Reference (TOR)**

### **Consultant to Conduct Endline Assessment for Promoting Adolescent Safe Spaces (PASS) Project in Bawku West and East Mamprusi Districts**

#### **BACKGROUND**

Norsaac is a human-rights, community engagement, and policy-influencing organization headquartered in Tamale and serving Northern Ghana to promote social transformation and improved living conditions. It works with networks of women, youth, children, excluded groups, and like-minded organizations to strengthen their agency to claim and exercise their rights. Since 2002, Norsaac has become one of Ghana's leading organizations collaborating with communities and target groups to empower individuals through increased knowledge and skills. Norsaac further engages target groups, along with additional stakeholders, to influence community-level change (e.g., provision of quality services; altering community norms, beliefs, and practices; influencing gatekeepers in homes, communities, and formal structures). In the new strategic document (2020-2026) Norsaac has a vision of "A healthy and empowered society where everyone enjoys their rights and live a life of dignity".

Norsaac has over the years worked with various structures and people at the community, district, regional and national levels on issues that affect vulnerable groups especially women and girls. The organization has hence positioned itself to work with networks of vulnerable groups to understand issues that affect them both at policy and implementation levels aimed at empowering them to demand services.

As part of the global programme to end child marriage, UNICEF and UNFPA have been funding the implementation of the Promoting Adolescent Safe Spaces (PASS) project. Since 2019, UNICEF has supported partner Norsaac to reach adolescent girls and boys with structured and sustained interventions to foster emotional and social wellbeing and to increase their skills and knowledge to better prevent and respond to child marriage and sexual and gender-based violence, as well as prevent and respond to violence, exploitation, and abuse of children.

The overall Goal of the Project is to ensure that adolescent girls 10-19 at risk or affected by child marriage in programme areas are empowered with the relevant knowledge, skills, and networks to build confidence, make informed decisions, express their voices, and access services and community support to prevent and respond to child marriage.

In November 2022, the President of Ghana and other heads of state warned about the worsening Sahel crisis, which threatens to engulf the entire West African region. Over 1,000 refugees had entered Ghana as of July 2022. The Sahel crisis had the potential to increase the vulnerability of

adolescent girls, putting them at greater risk of child marriage, teenage pregnancy, and SGBV. In response, Norsaac expanded the safe spaces model to the two host communities (Sapeliga and Kari) affected by the Sahel crisis, in partnership with UNICEF. In 2023, in addition to the safe space model, Norsaac introduced the emergency context model, which includes emergency-related questionnaires in baseline and endline surveys, provision of economic empowerment sessions for 100 adolescent girls, and dignity kits for 1,000 girls and women. However, as the project did not reach additional areas, issues such as teenage pregnancies, child labor, child marriage, school dropouts, and SGBVs still persisted in the district. Therefore, the project expanded to 10 other communities, including Tarikom, the host community for the temporary migrant camp in Bawku West.

## **PURPOSE**

The purpose of this contract is to seek the services of the consultant to conduct an endline study on the Promoting Adolescent Safe Spaces Project (PASS) in 15 communities in Bawku West and East Mamprusi Districts. Specifically, the endline will be conducted in 10 communities (Binaba, Kusakabe, Apotdabogo, Zongoire, Widnaba, Tili, Tarikom, Kopella, Buliga, and Taling) in Bawku West District and 5 communities (Simniboma No.1, Jerigatinga, Soansabigi, Zogiligu and Wundua.) in East Mamprusi District.

## **THE OBJECTIVES OF THE ENDLINE STUDY:**

The endline study aims to assess the outcomes and impact of the Promoting Adolescent Safe Spaces (PASS) project on adolescent beneficiaries in Bawku west district, focusing on changes since the baseline, the influence of family and community engagement, and the potential effects of the Sahel crisis on project outcomes.

The specific objectives are to:

1. Measure changes in adolescents' knowledge, attitudes, and practices regarding key health and social issues targeted by the PASS program.
2. Assess improvements in the accessibility and utilization of Sexual and Reproductive Health and Rights (SRHR) services among adolescents in their communities.
3. Evaluate changes in adolescents' interpersonal skills, including communication, trust-building, and collaboration, and their influence on engagement in PASS activities.
4. Examine the contribution of family and community involvement to adolescents' participation and the achievement of PASS project goals.
5. Assess changes in the perceptions and contributions of traditional leaders regarding child marriage and Sexual and Gender-Based Violence (SGBV) in their communities.
6. Evaluate the impact of the Sahel crisis on adolescent girls and the host community (Tarikom) since project implementation.
7. Identify key insights and effective approaches that can inform future Norsaac and UNICEF initiatives in adolescent health.

8. Develop actionable recommendations for enhancing policy advocacy on adolescent safe spaces to improve program outcomes.

#### **THE MAIN QUESTIONS OF THE ENDLINE STUDY INCLUDES:**

1. How have adolescents' knowledge, attitudes, and practices regarding key health and social issues been addressed by the PASS program changed since the baseline?
2. To what extent has access to Sexual and Reproductive Health and Rights (SRHR) services for adolescents in their communities improved? How frequently are these services being utilized compared to baseline levels, and what are the implications for reproductive health?
3. How have adolescents' interpersonal skills including communication, trust-building, and collaboration with peers, family, and community members developed since the baseline, and how has this influenced their engagement in PASS activities?
4. In what ways has the involvement of families and community members in PASS activities contributed to achieving the project's goals for adolescent beneficiaries?
5. How have the perceptions and attitudes of traditional leaders regarding child marriage and Sexual and Gender-Based Violence (SGBV) changed since the baseline?
6. What specific contributions are traditional leaders making toward preventing child marriage and SGBV in their communities, and how effective have these contributions been?
7. How has the Sahel crisis affected adolescent girls and the host community (Tarikom) since project implementation, particularly in terms of participation in and outcomes from the PASS project?
8. What key lessons, insights, and effective approaches from the PASS project can inform and improve Norsaac's and UNICEF's future initiatives in adolescent health?
9. What actionable recommendations can be made to strengthen policy advocacy on adolescent safe spaces and enhance program outcomes for future interventions?

#### **SCOPE OF WORK**

Norsaac is seeking to hire the services of an external consultant to conduct an endline study for the PASS Project in 10 communities in Bawku west district. This includes data collection, analysis and reporting. The consultant will work under the supervision of Norsaac and its partner, UNICEF. The consultant is expected to study the data collection tools that were initially developed for the baseline study before the commencement of data collection. The study should employ both quantitative and qualitative methods.

The consultant will analyze the collected data and produce a draft report, which will be presented to Norsaac and UNICEF, before producing a final report encompassing the comments and additions.

#### **DELIVERABLES, RESPONSIBILITIES AND TIMELINES**

Both Consultant and Norsaac have key roles to play to deliver this task in a more professional manner. The following are expected of the parties involved in this exercise.

#### **Norsaac**

- ✓ Make available project documents to aid in the data collection analysis and reporting.
- ✓ Review data collection instruments with consultant.
- ✓ Provide financial resources for the Consultant to carry out the task.
- ✓ Read and make inputs into the draft report when shared by the consultant.

**Consultant**

- ✓ Review programme documents
- ✓ Review the data collection instruments.
- ✓ Train and handle data collection related cost by enumerators
- ✓ Lead in the data collection in all 10 communities
- ✓ Analyze and report on the data gathered
- ✓ Submit draft report to Norsaac-UNICEF for their study and inputs.
- ✓ Finalize the report and submit to Norsaac-UNICEF at the agreed date.
- ✓ Submit all datasets of the study in soft copy.

**TASK DURATION**

The Consultant is expected to start by 10<sup>th</sup> April 2026, and submit a draft report by, and final report by 30<sup>th</sup> April 2026.

Date	Number of days	Task
10/04/2026	Review of data collection tools	By Consultant and Norsaac
13/04/2026 to 17/04/2026	5 days	Data collection
20/04/2026 to 23/04/2026	4 days	Analysis and Submission of first draft
24/04/2026 to 27/04/2026	2 days	Review by Norsaac team
28/04/2026 to 30/04/2026	3 days	Incorporating comments and submission of final reports by consultant.

**Qualifications and Experience:**

The consultant is expected to meet the following requirements:

- At least a master’s degree in a relevant field (e.g. social sciences, public health, gender studies).
- Thematic expertise (SRHR, women and youth participation, gender, social accountability)
- At least 5 years of relevant professional research experience
- Excellent facilitation and coordination skills
- Demonstrated experience in qualitative and mixed methods research methodologies
- Experience with conducting research on sensitive topics, such as SGBV

- Strong analytical skills and proficiency in writing in English

### **Ethical Considerations**

The consultant must ensure confidentiality, informed consent during stakeholder engagements, and alignment with Norsaac's safeguarding and policies.

### **How To Apply**

Interested consultant(s) should submit their proposals, in hard copy or in electronic format not later than 5:00pm of Monday, 06/04/2026.

The application should include;

- A cover letter
- Technical proposal demonstrating understanding of the TOR and detail presentation of methodology
- A detailed financial proposal in Ghana Cedis
- CVs of consultant(s)