

**THE WORLD BANK  
TERMS OF REFERENCE**

**ADOLESCENT GIRLS INITIATIVE – HAITI**

**YWCA – CONTRACT MODIFICATION**

**Young Women’s Christian Association**

---

**A. PROJECT BACKGROUND AND OBJECTIVES**

**Need for Girl Programming in Haiti Post-Earthquake Setting**

Investing in adolescent girls’ economic empowerment has been shown to be a potent development multiplier. Research has proven that a girl’s education, health, and wealth can benefit both her family’s livelihood as well as her greater community. In October 2008, the World Bank launched the Adolescent Girls Initiative, a public-private partnership to promote the transition of adolescent girls from school to productive employment through innovative interventions that are tested, and then scaled-up or replicated if successful. Furthermore, investing in adolescent girls is a timely and strategic investment: it can delay pregnancy and marriage, and help prevent HIV infection. Young women that are more educated, earn income, and have greater access to reproductive health information and services are more likely to delay marriage and childbirth, have healthier babies, attain higher literacy rates, and grow into productive adults who contribute to the their countries wellbeing. In a society with the youngest age structure in the Caribbean (70% of Haiti’s population is under 30 years old), investing in Haitian adolescent girls is a direct investment in the country’s future. The main objective of the project is to socially and economically empower Haitian adolescent girls and young women through models of skills development in order to increase their employability and their earning potential in the future.

**B. SCOPE OF WORK**

**Objective**

The World Bank is looking for local NGOs/ Community Organizations to partner in the targeting and recruitment for the project as well as the delivery the accompaniment component of the project.

**Recruitment and targeting:**

The NGO will select girls 17-20 from a vulnerable socio-economic context that will take part in the project. The selection and recruitment strategy will be designed jointly with the World Bank project team. The selected organizations will work with the World Bank to ensure that the identified candidates fit the determined criteria of age, socio-economic vulnerability, literacy in creole and motivation to take part into the program.

The local NGO will be expected to conduct the selection in the ‘quartier’ where it has direct work experience. The selection process will strongly rely on the quality of the NGO’s community network to ensure the respect of the agreed criteria (1); the transparency of the social mobilization and selection processes (2); the overall suitability of the proposed candidates to ensure that they optimally benefit from the project (3).

The NGO partner will maintain an online data base of participants, designed jointly with the World Bank Team.

**Accompaniment:**

In order to ensure empowerment of adolescent girls and appropriate management of youth at risk issues, the project will include accompaniment to participants. The accompaniment component includes:

- Help girls make informed decisions about the type of training and internship
- Provide a network of peers and role models as well as advisors for guidance
- Provide or coordinate access to safe spaces to obtain information and guidance,
- Stay in touch with girls during training and internships and follow up on their achievements and challenges
- Contact girls who drop out of the program and determine the causes for dropping out. Try to motivate girls to go back to the program whenever possible.
- Promote the development of soft skills for the workplace (for example timeliness, team orientation, and planning ability) and girls' self esteem
- Participate in the design of a strategy for gender based violence prevention during the training and the internship. Help the World Bank team, training providers, and employments prevent sexual harassment and sexual exploitation.
- Participate in the coordination mechanisms devised by the World Bank team and provide information to the monitoring and evaluation system of the project
- Issue recommendations to the WB team, training providers, and employers based on their interaction with participants

Given the vulnerability of the project beneficiaries, the selected NGOs are expected to bring to the entire selection and accompaniment processes their experience in working with adolescent girls and ways to address challenges preventing the candidates from following the training and gaining employment.

The two-year pilot project is in its under implementation and the first cohort of girls is expected to join the program in July-August of 2012.

1. Identify and recruit vulnerable young women according to the project criteria and capacity.
2. Provide project beneficiaries with educational and psycho-social activities while receiving training in a professional school.
3. Create a mentorship program for beneficiaries, including personal and group therapy.
4. Encourage beneficiaries to participate in community project for vulnerable populations (children, elders, etc.).

The following timeline includes the first couple months of the project, in which the project team will implement the training component of this initiative. The World Bank's AGI Haiti will include 2 cohorts between July 2012 and September 2013.

First Month:

- Find the new community space which will host the girls' mentorship sessions
- Hire the staff (project coordinator, social worker, mentors, etc)
- Launch the beneficiaries' recruitment process
- Put in place mentorship groups
- Hold the 1st sessions with the social worker

Second month:

- Start support activities with the beneficiaries on their vocational training in coordination with training providers
- Start follow up activities on beneficiaries' performances and attendance (with schools)
- Put in place the parents' group

**C. DELIVERABLES/SPECIFIC OUTPUTS EXPECTED FROM CONSULTANT**

The contract starts on November 13, 2012 until June 30, 2014.

- 10% at the contract signature (standard for WB contract)
- 40% 1<sup>st</sup> deliverable: Beneficiary list based on the selection of 200 young women who are eligible to receive the training.
- 40% 2<sup>nd</sup> deliverable: Beneficiary list for the second cohort starts training in early 2013 + USD

All of the additional funds will only be "passed through" the organization. The funds will pass from the World Bank to the training center/NGO for direct disbursement to each adolescent girl who is going through training at their respective training. Each beneficiary will receive **1,000 HTG** for the first month's stipend. The total amount of the modification reflects 110 girls that will be going through the training. The World Bank-AGI team will oversee distribution of funds and ensure the funds are disbursed legitimately. We will require both a beneficiary signature and will take a picture as further confirmation of identity.

- 10%: final deliverable - final report.

The TTL in charge of this project is Mrs. Aude-Sophie Rodella and the charge code is

Estimated Total Cost Cohort 1	
Estimated Total Cost Cohort 2	
<i>Total</i>	