

Primary Research Study:

“Adolescent Girls and Modern Slavery in Fragile Contexts and Humanitarian Settings”

Terms of Reference

About Plan International UK

Plan International UK strives to advance children's rights and equality for girls all over the world. We recognise the power and potential of every single child. But this is often suppressed by poverty, violence, exclusion and discrimination. And its girls who are most affected. As an independent development and humanitarian organisation, we work alongside children, young people, our supporters and partners to tackle the root causes of the challenges facing girls and all vulnerable children.

A note on terminology

This research will explore different aspects of modern day slavery, which includes but is not limited to the worst forms of child labour (WFCL), from the perspective of adolescent girls¹ who have 'been on the move'. While the worst forms of child labour are defined by the ILO, modern slavery does not have a commonly recognised and agreed definition. For the purposes of this ToR and research, Plan International UK defines these terms as follows:

Modern slavery: an umbrella term to bring together the variety of situations in which one person is forcibly controlled by an individual or group for the purpose of exploitation including: slavery and forced labour, debt bondage or bonded labour, human trafficking, domestic servitude, forced or servile marriage, the worst forms of child labour and other exploitation, including sexual and broader child exploitation.

Worst forms of child labour: we adhere to the ILO definition of the work forms of child labour, including child slavery, trafficking, debt bondage, serfdom, forced labour, including forced recruitment for use in armed conflict, prostitution, pornography, and hazardous work (these are all considered forms of modern slavery). The consent of any child under 18 years of age to any of these activities does not alter its classification as modern slavery.

Plan International also defines adolescent girls on the move as: girls aged between 10 and 19 years who have left their place of habitual residence and are either in transit – moving across international borders or within countries – or have already reached a place of safety. The term can therefore be applied to IDPs, asylum-

¹ While adolescence is difficult to define, not least because individual experiences of puberty vary considerably, the general understanding is that an 'adolescent' is between the ages of 10 and 19, divided into 'very young adolescent' (10 to 14 years), 'middle adolescent' (15 to 16 years) and 'older adolescent' (17 to 19 years). Plan International, *State of the World's Girls 2013: Adolescent Girls and Disasters*, <https://plan-international.org/publications/state-worlds-girls-2013-adolescent-girls-and-disasters>

seekers and refugees, stateless persons, migrants, trafficked persons or child soldiers, for example. They may be travelling voluntarily or are forcibly displaced; they may be accompanied by parents, peers / others, or travelling alone.

Background and rationale

Modern day slavery and child exploitation persists in the UK and around the world and the risks to children increase during times of conflict, instability and mass movements of people. This is especially prominent in 2017 with the numbers of people on the move are at the highest levels since World War II.

Plan International UK is commissioning this primary research to contribute to the knowledge base on the specific drivers, risks and impacts of modern slavery on adolescent girls – understood through the lens of a range of factors that give rise to exploitation, include those specific to age, gender and power.

Purpose and objectives

This multi-country (up to three countries) primary research project will support Plan International UK's advocacy and campaigns work on the modern day slavery and the worst forms of child labour in fragile settings on humanitarian contexts. It will also provide a valuable contribution to wider sector knowledge on the issue and help inform programming in this area.

Depending on the research sites selected, it is expected that this research will centre on the following components of 'modern day slavery':

- Child sexual exploitation (to include transactional sex, child prostitution and other forms of sexually exploitative WFCL)
- Forced labour (to include domestic servitude, forced agricultural or other physical labour amongst others- and how this is specifically related to adolescent girls' experiences)
- Child, early and forced marriage²

This research will explore these issues in fragile and emergency contexts, with a particular focus on adolescent girls on the move. The research has the following objectives:

- To understand, from their own perspectives, the nature, consequence and effects³ of modern day slavery on adolescents in fragile settings and or emergency contexts, with a focus on adolescent girls on the move.⁴
- To understand how different risk factors⁵ interact with age and gendered power dynamics, as well as the different and intersecting identities⁶ of adolescent girls, to worsen or lessen their experience and exposure to modern day slavery whilst on the move.

² The definition as to how this specifically relates to modern slavery needs to be agreed with Plan but broadly speaking should be linked to monetary gain from the girls' family for her bride price, and also as a "protection" mechanism in response to perceived forced prostitution and other sexually exploitative actions by armed groups

³ Both in terms of their development and psychosocial wellbeing

⁴ Plan uses the OECD's fragility framework. See OECD, *States of Fragility 2016: Understanding Violence*, pp22-3, <http://www.oecd.org/dac/conflict-fragility-resilience/states-of-fragility-2016.htm>,

⁵ Researchers are encouraged to consider using the risk factors set out in the INSPIRE framework (as they relate to the individual, close-relationship, community and societal levels)

⁶ For example, wealth status, ethnicity, caste, disability, sexual orientation and gender identity e.g.

- To highlight the views of adolescent girls on the response (or lack of) of different actors⁷ to better address their resilience, protection and other needs of adolescent girls on the move. This should be supplemented with recommendations based on existing evidence.

Suggested research methods

In order to maximise the potential of this study and present a triangulated use of the data, we suggest a mixed methods approach with an emphasis on qualitative outputs:

Literature review: this should include a secondary data review on prevalence of modern slavery, its drivers, impacts and relevant legal frameworks in the research focus countries, as well an analysis of policy and programming interventions.

Qualitative research methods to: understand the drivers and factors of acceptance of Modern Slavery (e.g. forced recruitment, child marriage), attitudes of children, families and community members, influence of religious leaders, etc. Suggested participatory techniques could include:

- Groups: Focus Group Discussions; particularly with adolescent girls themselves to understand their concerns, perspectives, barriers and aspirations as a collective rather than individual experiences. The consultant should suggest appropriate and safe FGD participatory methodologies.
- Individual girls: semi-structured Interviews. Delayed data collection methods that follow the main period of interviewing- using techniques such as diary-keeping, photo voice, community observations, drawings etc. may be considered to allow the respondents more time and privacy to respond.
- Researchers should consider peer-to-peer elements used in these approaches where expertise, capacity and time allow.⁸

Quantitative research methods as appropriate (e.g. survey data) to: capture the sex and age and other intersecting attributes of respondents, as well as the experiences of respondents with regards to modern slavery.

Sample groups: Consultants should outline in the proposal how they will identify and recruit participants to the study, working in partnership with the relevant Plan International Country Office teams. Nevertheless, we would expect the following sample groups to be included in the study:

- Adolescent girls and boys aged 10-19, split into separate sex and age appropriate (e.g. 10-14; 15-16; 17-19) groups when conducting group discussions.
- A concentrated effort needs to be applied when sourcing respondents in order to ensure we are capturing a fully intersectional set of identities.
- A set of young women in order to provide a retrospective viewpoint of their experiences of modern day slavery as adolescent girls. It could be especially important to identify and engage with 'survivors' as a specific group (e.g. survivors of forced marriage/sexual slavery, recruitment/abduction into armed groups).

⁷ E.g. local and national governments, community structures, national and international NGOs, UN actors etc

⁸ Consultants and research institutes with experience in conducting peer to peer research with young people are strongly encouraged to apply, with examples cited in their application

- Family members, community members, religious and traditional leaders, NGOs, UN agencies, government officials and other key stakeholders to give a rounded view and to help understand better the existing social norms and context facing adolescent girls in relation to their experiences of modern slavery.
- Where possible and relevant, and bearing in mind the sensitivities, it would be interesting to conduct data collection with (possibly former) recruiters or traffickers.

Preliminary Research Questions

It is expected that this research will be able to generate evidence showcasing adolescent girls' own experiences of modern slavery and the worst forms of child labour, including whilst on the move.

The consultant(s) are expected to tailor the research questions as appropriate according to the study sites and upon recommendations from local partners, Plan or pre-existing knowledge. However, the following long-list of preliminary research questions are meant to inform the development of the research tools and the analysis framework for the findings:

- What types of modern slavery are adolescent girls most at risk of when on the move? What are the short-term and long-term implications for girls?
- How do adolescent girls' experiences of being on the move affect the risk of exposure to modern slavery?
- How are these risks to modern slavery linked or driven by the type of fragile or emergency context experienced?
- What types of coping mechanisms, strategies (positive and negative) or actions do adolescent girls use to resist or protect themselves from modern slavery and the WFCL?
- To whom do adolescent girls and boys feel comfortable discussing issues of modern slavery and reporting incidents (for example, with peers, family members, local authorities, teachers, community-based protection mechanisms, or police)?
- Do the intersecting identities of adolescent girls exacerbate or reduce risk to modern slavery whilst on the move, transit or at destination?
- What are individual and community attitudes towards modern slavery, its victims, and those that perpetrate it?
- Are these risks unique, or predominantly, experienced by adolescent girls? Why?
- What role do families, communities, government officials and other adults have in driving, perpetuating or reducing these risks?
- What recourse to justice or availability of support services do adolescent girls have?
- To what extent are adolescent girls aware of community-based services that may protect them from engaging in or supporting them to leave modern slavery and the WFCL (child protection, judicial, social work, etc.)?
- To what extent have external actors (such as humanitarian actors) positively or negatively affected girls' and boys' ability to prevent or respond to risks related to modern slavery?

- What interventions do girls recommend to prevent and respond to modern slavery and reduce their risk of exposure to it?⁹

Theoretical Framework

The researchers will be required to submit their own theoretical approach, however Plan would welcome applications with hypothesis that will centralise around issues of age, gender and power dynamics¹⁰ and how they inter-relate with other contextual factors that give rise to modern slavery in fragile settings and humanitarian contexts.

This research should be framed using an intersectional analysis approach to help us understand how gender is compounded or exacerbated by other factors, and how these factors relate to each other. Intersectionality is an analytical tool for studying, understanding and responding to the ways in which gender intersects with other identities and how these intersections contribute to unique experiences of oppression and privilege. Using this analytical approach will help to dissect how and what factors put adolescent girls at greatest risk of engaging in modern slavery and WFCL. It also helps to understand which characteristics make adolescent girls at risk of modern slavery and the WFCL, and what interventions may be able to support them.

Countries and study sites

The countries in which the research will take place will need to be discussed and agreed with Plan International UK. However, the the long-list of potential countries / regions includes the following: Middle East region (Lebanon, Jordan); Myanmar; Thailand; Tanzania; Kenya; Uganda; Pakistan; India; Nigeria / Lake Chad Basin, and; Bangladesh.

Where possible, Plan will provide local logistical support via Country Offices as well as support in identifying key stakeholders, and access to girls and their communities. However, consultants and research institutes with strong links to partners that have experience of undertaking research with adolescent girls in countries listed above are strongly encouraged to apply.

Study sites will similarly need to be agreed with Plan in advance of the contract. Nevertheless, it would be good to employ a mixed set of study sites (such as rural and urban host communities, refugee/IDP camps and transit hubs, and non-formal settlements).

Outputs

1. Workshop with key Plan International staff to design primary research
2. An ethics application and attendant approval
3. Training manual and guidance for facilitators and enumerators, delivered through in-depth trainings
4. A 20 – 30 page summary research report featuring evidence, findings and recommendations for the UK government, policy makers, civil society and other humanitarian actors.

⁹ It is suggested the researchers use an ecological framework approach to capture these recommendations

¹⁰ Who has access to power, who is able to utilise their power and who do they have power (or influence) over. One suggested conceptual lens for this study could include three interrelated components of empowerment: resources, agency and achievement. See, for example: Kabeer, Naila. 'Resources, Agency, Achievements: Reflections on the Measurement of Women's Empowerment.'

5. A full technical research report including:
 - a. Executive Summary
 - b. Introduction – Purpose of the review, methods used and limitations
 - c. Analysis – Findings of the review in relation to the objectives
 - d. Conclusions and recommendations – Summary of findings, key learnings and recommendations
 - e. Appendix – List of documentation reviewed, people and organisations interviewed.
6. A bank of 5-7 individual case stories from adolescent girls, with accompanying photographs, who have participated in the research (to support communications linked to the public dissemination of the research)
7. PowerPoint presentation for use as part of the report dissemination

NB: The final reports need to be fully edited and proofread and of publishable standard. Three rounds of draft reports will be produced for comment by Plan International prior to finalisation.

Audience and purpose of the research

The research is intended to be presented at a range of high level events in the UK and in the countries that the research took place and will be used to support Plan International UK's engagement with, and influence of, decision makers, civil society and other actors in policy making and programming working in this field. These include government officials, civil servants, UN agencies and other actors. The research will also be helpful to inform Plan International's own programme responses.

Timeframe

The consultant is expected to develop a detailed timeline for this piece of work. However, field work should start as soon as possible as we require preliminary results and the first draft of the report to be finalised by the end of December. The final report must be finalised and be ready for design and printing by the end of February.

Risks

Conducting research with girls who are on the move at the time of research may prove to be practically very difficult, although it should be feasible to approach this research through a retrospective view of the experiences of adolescent girls, drawing on their past experiences of being 'on the move.' A risk assessment and set of research ethics will need to be applied in advance of data collection and an arrangement with a local partner will likely need to take place in order to support access to the girls included in the sample.

Protection and Ethical Standards

Any research commissioned by Plan will need to abide by our set of international and country office child protection standards and research ethics before commencing data collection.

Due to the sensitive nature of the research there needs to be special considerations made before research commences to ensure there is adequate psycho-social protection and support available during the research process.

It is suggested that prior to data collection tools should be reviewed by Plan's in-house team of gender and child protection experts who will ensure questions are both sex and age appropriate. It is also suggested that these are shared with local partners and/or local experts in gender and child protection in order to review the questions in respect of each study site and whether they are culturally appropriate, and ensure the necessary support and protection is available before starting the data collection.

It is expected that at a minimum the consultant(s) will ensure that they abide by Plan International's Research Policy and Standards and the following principles when working with participants:

- Treat them with care and sensitivity
- Be objective and transparent
- Avoid ethnocentricity: show respect for their ethnicity, language, religion, gender and sexual orientation
- Rigorously safeguard the dignity, wellbeing, autonomy, safety and security of their family & friends
- Respect their values and right to make their own decisions
- Give special protection to participants with diminished autonomy, such as unaccompanied minors — for example, by involving NGOs or national authorities (e.g. National Refugee Councils) with relevant experience, to provide legal advice, psychological support, language interpreting and/or legally appointed supervision.¹¹

Where possible, working with local partners and researchers with a good understanding of the local context is supported, but care must be made to ensure they are objective and fair.

Research Management

Consultant(s) will report directly to the Policy and Advocacy Advisor, Anthony Davis. The work will be carried out in close collaboration with the Plan International UK Gender Adviser, Gender in Emergencies Officer and Child protection in Emergencies Officer, with input from relevant colleagues in Plan International.

Skills and Qualifications

We would value applications from universities, research institutes and consultants with expertise in conducting similar research to high ethical standards. Applicants should meet the following criteria:

- A commitment to promoting and supporting child and girls' rights
- Excellent understanding of gender equality and children's rights in fragile settings and humanitarian contexts.
- Significant experience in devising, managing and conducting multiple country primary research programmes on gender equality, gender-based violence, and child protection issues
- Track-record of published research (whether peer-reviewed or grey literature)

¹¹ See for example: European Commission. "Guidance note — Research on refugees, asylum seekers & migrants." EC, <file:///Users/mungo/Downloads/EC%20guidance%20on%20research%20on%20refugees%20&%20migrants.pdf>

- Experience of peer to peer research would be advantageous
- Demonstrably strong analytical, writing and communication skills, with an excellent track record of writing high quality research reports for consumption by external policy and programme audiences
- Experience of evaluating child protection and gender-based violence projects in fragile settings and humanitarian contexts is desirable
- Ability to deliver on tight time frames and meet deadlines
- Fluent spoken and written communication skills in English. Knowledge of French would be an asset.
- Existing research networks and partnerships in country would be advantageous

Budget

Please shape your proposal on an available budget of up to £55,000 including all time and travel costs as well as any other associated costs. All expenses will need to be covered by this budget.

Application Process

Plan UK welcomes a response to these Terms of Reference, with a CV and short written statement including:

- The consultant(s)' suggested approach including methodology, schedule and proposed research matrix
- An outline of costs & timescales
- A capability statement demonstrating how they meet the required qualifications and competencies;
- Examples of relevant previous work
- Copies of all relevant Curriculum Vitae (CVs). Only CVs for the specific individuals that will form the proposed evaluation team should be included.
- Two references (including one from your last client/employer).

N/B: The entire bid should be a maximum 10 pages including the budget. Examples of previous work should be included in an Annex.

Responses should be sent to: Anthony Davis (Anthony.davis@plan-uk.org) no later than 5pm on 29 September 2017. Phone interviews will be conducted on Friday 6 October 2017.