

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANTS AND CONTRACTORS

Title	Funding Code	Type of engagement	Duty Station:
Research on examining factors contributing to drop out rates among boys in schools in Nigeria	Non-Grant (RR);	<input checked="" type="checkbox"/> Consultant	Remote with field visits
<p>Background and Purpose of the Assignment:</p> <p>As home to approximately 206 million people¹, Nigeria is the most populous country in Africa, and the population is continuously growing. According to current projections, by 2050, 1 of every 13 births globally will take place in Nigeria². To protect the rights to education, the country developed policies that guarantee free and compulsory basic education and has seen increasing access to education. Progress in enrolment, however, is threatened by high out-of-school rates, school dropout, and persistent inequality. According to the National Personnel Audit 2018, 10.2 million children in primary school age and 8.1 of junior secondary school age are out of out of schools. Due to the limited access to school and poor quality of education provided, 70 percent of 10-year-olds cannot read a simple sentence. Poor quality of education fuels school dropout as well.</p> <p>Using data from the 2021 Multiple Indicator Cluster Survey (MICS), an analysis of school dropout in Nigeria shows that approximately 5 per cent of students drop out at the primary and lower secondary education levels. However, at the upper secondary level, the dropout rate spikes to 27 per cent. This suggests that students may either be departing upper secondary education prematurely or failing to transition to higher educational levels within a year of attending upper secondary education. According to MICS 2021 data, only 84 per cent of children effectively transition to junior secondary education. Gender disparities reveal higher male dropout rates in primary education across zones. We know there are differences by wealth quintile and locations. Due to the issue of dropout and low transition rates, of the 5.9 million children who commence Primary Grade 1 annually, merely 2.4 million persist to the conclusion of Junior Secondary Grade 3, the last grade of compulsory basic education.</p> <p>Given a gender parity which was historically favor boys, UNICEF Nigeria implemented successful scalable interventions targeted at increasing access to education for girls in the past 10 years. These interventions brought additional 1.5million girls to schools across 6 states in Northern Nigeria. However, recent reports have highlighted that many boys are out of school and dropping out of school across states in the country. Understanding the situations and causes of school dropout among boys, which would be different from those of girls, is key to address the out-of-school children issue in the country.</p>			

¹ World Bank. (2020). Population, total - Nigeria [data set]. <https://data.worldbank.org/indicator/SP.POP.TOTL?locations=NG>

² UNICEF. (2017). *Generation 2030 Africa 2.0. Prioritizing investments in children to reap the demographic dividend*. New York: UNICEF.

Consequently UNICEF Nigeria is commissioning mixed-method research to examine factors contributing to school dropout among boys in Nigeria, including system, demand-side, and supply-side factors. The findings will contribute to strengthening a knowledge-base and informing evidence-based strategies to improve school retention, transition and completion and reduce gender disparities in education.

Scope of Work:

The purpose of this research include:

- a. Collect data of school dropout at primary and junior secondary level (public school only) in 36 states and the Federal Capital Territory (FCT) and other data necessary to analyze school dropout and factors associated with the likelihood of dropout across the country. Identify data available from secondary sources, and data that need to be collected through surveys/interviews as primary sources.
- b. Measure and assess the prevalence of dropout in both the number and rates of dropout for boys and girls respectively, by location, education level, types of schools, and among others.
- c. Examine factors associated with the likelihood of dropping out of school for boys and girls respectively, which include demographic factors of children/families (e.g., age, grade level, poverty) , school characteristics, community characteristics, among others.
- d. Examine how gender moderates the relationship between dropouts and other factors (e.g., by estimating interaction effects) where feasible.
- e. Further investigate the role of gender specific factors in dropout for boys through qualitative research to confirm the findings from the quantitative analysis and explore factors that are not captured in the quantitative data.
- f. Identify effective strategies to prevent and manage dropout for boys with a clear Theory of Change (TOC) based on the findings.
- g. Develop an analytical report with policy recommendations and strategy notes on prevention management of dropout to inform policy dialogue and programme development.

Under the supervision of the Chief of Education, and with the guidance and support of education manager and education specialist, the consultant will be responsible for the following:

1) Develop an inception report with literature review:

- Conduct literature review on boys' dropout in developing countries especially in Africa including Nigeria.
- Building on the existing evidence and insights, develop an inception report, which presents the background, literature review, problem statement, research questions, research framework, methodology, data collection plan, limitations, deliverables, and timeline of this research project.

2) Conduct quantitative analysis using secondary data:

- Collect and assess secondary data available, develop analytical models to answer the research questions, and run the analysis.
- Develop a report on quantitative analysis that summarize the research questions, data used, analytical model developed, and results.

3) Develop detailed survey plan:

- Based on the results of secondary data analysis, identify additional data to be collected through field surveys to conduct qualitative analysis and if necessary additional quantitative analysis.
- Develop a detailed survey plan that outlines the objectives of field surveys, types of data/information to be collected, survey methodologies (e.g., questionnaires, interviews, and focus group discussions), sampling strategy and size, data collection instruments. The field survey should be implemented in multiple locations (e.g., rural and urban, different states) to get insights into the realities of marginalized children in different context.

4) Conduct field surveys and use primary data to perform qualitative/quantitative analysis:

- Administer the filed surveys to collect the primary data from key stakeholders to complement the secondary data analysis.
- Using the primary data collected, conduct qualitative (and quantitative analysis where necessary) to provide further contextualization of the findings on the factors explaining dropout of boys.

5) Develop an analytical report and strategy notes and present findings

- Develop a final analytical report which provide detail of findings with policy recommendations to address boys' dropout in Nigeria. The technical report should include the background, literature review, research questions, problem statement, data and methodology, limitations, findings, discussions, and policy recommendations.
- Develop strategy notes on prevention management of dropout with clear Theory of Changes (TOC) based on evidence informed interventions.
- Present the findings to UNICEF, the government, and other education stakeholders, using PPT slides summarizing the research project.

Note: All data collected belong to UNICEF and must be submitted to UNICEF. No presentation or publication using the data and findings of this study is allowed without prior written consent.

Child Safeguarding

Is this project/assignment considered as "[Elevated Risk Role](#)" from a child safeguarding perspective?

YES NO If YES, check all that apply:

Direct contact role YES NO

If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediately physical proximity, with limited supervision by a more senior member of personnel:

The consultant will be responsible for collecting primary data on stakeholders', including children's and adolescents', experiences related to school dropout. Depending on the methodology identified by the consultant together with the Education section, this might involve interviews or focus group discussions with different stakeholders, adolescent boys, particularly from vulnerable populations. It is envisioned that these discussions would not exceed 5 hours of contact with children and adolescents.

Child data role YES NO

If yes, please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (name, national ID, location data, photos):

If it is determined that the consultant will collect primary data through questionnaires, interviews or focus group discussions with children and adolescents, then the consultant will analyze this data to identify themes and to support the reporting on findings. It is estimated, depending on the number of participants, that this would not exceed 40 hours of interaction with children's data. Personally identifiable information collected would be limited to age, school grade if applicable and location. The consultant will be required to de-identify all data and destroy it upon completion of analysis.

More information is available in the [Child Safeguarding SharePoint](#) and [Child Safeguarding FAQs and Updates](#)

Budget Year:	Requesting Section/Issuing Office:	Reasons why consultant cannot be done by staff:
2024	<i>Education/Abuja</i>	<p>This research requires in-depth knowledge and skills to conduct mixed method research, which include rigorous data collection and analysis and development of multiple knowledge products, including a thorough research report.</p> <p>The researcher will require a strong background in multiple research methods and statistical analysis and will need to ensure that the outputs are delivered according to high standards for quality</p>

		<p>research and writing. The requirements, in terms of time and human resources, exceed the current capacity of the UNICEF Nigeria staff. At the same time, these capacity needs are short-term for the duration of this research study.</p>	
<p>Included in Annual/Rolling Workplan: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No, please justify:</p>			
<p>Consultant sourcing:</p> <p><input type="checkbox"/> National <input checked="" type="checkbox"/> International <input type="checkbox"/> Both</p> <p>Consultant selection method:</p> <p><input type="checkbox"/> Competitive Selection (Roster)</p> <p><input checked="" type="checkbox"/> Competitive Selection (Advertisement/Desk Review/Interview)</p>		<p>Request for:</p> <p><input checked="" type="checkbox"/> New Individual Contract</p> <p><input type="checkbox"/> Extension/ Amendment</p>	
<p>If Extension, Justification for extension:</p>			
	<p>Start Date:</p> <p>Approx. 15 July 2024</p>	<p>End Date:</p> <p>Approx. 30 October 2024</p>	<p>Number of Days (working)</p> <p>65 days (estimated)</p>

Tasks/Milestones	Deliverables/Outputs:	Timeline
<p>1) Develop an inception report with literature review:</p> <ul style="list-style-type: none"> - Conduct literature review on boys' dropout in developing countries especially in Africa including Nigeria. - Building on the existing evidence and insights, develop an inception report, which presents the background, literature review, problem statement, research questions, research framework, methodology, data collection plan, limitations, deliverables, and timeline of this research project. 	<ul style="list-style-type: none"> - Literature review - Draft inception report - Final inception report 	<p>4 Aug. (10 days)</p>
<p>2) Conduct quantitative analysis using secondary data:</p> <ul style="list-style-type: none"> - Collect and assess secondary data available, develop analytical models to answer the research questions, and run the analysis. - Develop a report on quantitative analysis that summarize the research questions, data used, analytical model developed, and results. 	<ul style="list-style-type: none"> - Draft report on quantitative analysis - Final report on quantitative analysis 	<p>25 Aug. (15 days)</p>
<p>3) Develop detailed survey plan:</p> <ul style="list-style-type: none"> - Based on the results of secondary data analysis, identify additional data to be collected through field surveys to conduct qualitative analysis and if necessary additional quantitative analysis. - Develop a detailed survey plan that outlines the objectives of field surveys, types of data/information to be collected, survey methodologies (e.g., questionnaires, interviews, and focus group discussions), sampling strategy and size, data collection instruments. The field survey should be implemented in multiple locations (e.g., rural, and urban, different states) to get insights 	<ul style="list-style-type: none"> - Draft survey plan with instruments - Final survey plan with revised instruments 	<p>1 Sep. (5 days)</p>

<p>into the realities of marginalized children in different context.</p>		
<p>4) Conduct field surveys and use primary data to perform qualitative/quantitative analysis:</p> <ul style="list-style-type: none"> - Administer the filed surveys to collect the primary data from key stakeholders to complement the secondary data analysis. - Using the primary data collected, conduct qualitative (and quantitative analysis where necessary) to provide further contextualization of the findings on the factors explaining dropout of boys. 	<ul style="list-style-type: none"> - Primary data collected. - Draft/Final research report with policy recommendations and TOC - Draft/Final strategy notes on prevention management of dropout - PPT slides on the research project and findings presented to stakeholders. 	<p>13 Oct. (35 days)</p>
<p>5) Develop an analytical report and strategy notes and present findings</p> <ul style="list-style-type: none"> - Develop a final analytical report which provide detail of findings with policy recommendations to address boys' dropout in Nigeria. The technical report should include the background, literature review, research questions, problem statement, data and methodology, limitations, findings, discussions, and policy recommendations. - Develop strategy notes on prevention management of dropout with clear Theory of Changes (TOC) based on evidence informed interventions. - Present the findings to UNICEF, the government, and other education stakeholders, using PPT slides summarizing the research project. 		

<p>Total estimated consultancy costsⁱ</p>			
<p>Minimum Qualifications required: Bachelor's Masters PhD Other</p>	<p>Knowledge/Expertise/Skills required: <u>Qualifications:</u></p>		

<p>Enter Disciplines – Education Development, Education Policy, Social Policy, International Relations, or related field.</p>	<ul style="list-style-type: none"> • A minimum of 8 years of experience in education research, including quantitative and qualitative methods, in development and/or humanitarian contexts, with demonstrated experience in gender analysis. • A minimum of 8 years' experience and they need rich experiencing in gender analysis in education. • A minimum of 8 years working experience with using education data to inform evidence-based decision-making to address key barriers to education access for marginalized populations. • Strong working knowledge of key data sources on education data (MICS, DHIS, UIS, NEDS in Nigeria, and others) is an asset. • Experience in mapping data against key policy and international priorities. • Strong knowledge of the Nigerian context and understanding of international development issues, including the status of the humanitarian-development nexus nationally and at the state level in Nigeria, particularly as it relates to education for girls and marginalized populations. <p><u>Other skills and attributes:</u></p> <ul style="list-style-type: none"> • Experience working with UN agencies or other international development agencies. • Strong knowledge of the Nigerian political landscape and recent developments in education • A good understanding of UNICEF's programmatic areas, namely Education (especially Education in Emergencies), social policy and child protection • Excellent written and oral communication skills, with experience translating evidence for and communicating with a broad range of actors (including government) on sensitive issues.
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	<ul style="list-style-type: none"> • Ability to present ideas concisely for diverse audiences and to give practical, actionable advice grounded in evidence. <p><u>Language requirements:</u></p> <ul style="list-style-type: none"> • Fluency in English is required.
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ⁱ Costs indicated are estimated. Final rate shall follow the “best value for money” principle, i.e., achieving the desired outcome at the lowest possible fee. Consultants will be asked to stipulate all-inclusive fees, including lump sum travel and subsistence costs, as applicable.

Payment of professional fees will be based on submission of agreed deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

Text to be added to all TORs:

Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.