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Date: 8<sup>th</sup> April 2016

Contract Amendment No: 1

**CONTRACT FOR: LIGADA DFID Mozambique's Programme for Women and Girls**

**CONTRACT NUMBER: 7053**

With reference to the contractual letter dated 27<sup>th</sup> July 2015 whereby your firm was engaged to undertake the scope of work described in Section 3 – Terms of Reference in the original contract, I confirm that the UK Government wishes to make the following amendment to the letter of 27<sup>th</sup> July 2015.

This amendment relates to:

**Form of Contract – Section 4 Financial Limit**

Delete £12,500,000  
Insert £12,514,995

**Section 3 Terms of Reference**

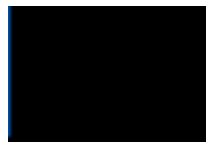
Insert annex A – 'ToR for GBV Study', as Supplementary to Original ToR

**Section 5 Schedule of Prices**

Insert table in Annex B – 'Budget for GBV Study' as supplementary to Original Pro formas

Please confirm in writing by signing and returning one copy of this letter, within **15 working days** of the date of signature on behalf of DFID that you accept the amendments set out herein.

Please note the provision in the contractual letter that the financial limit of the UK Government's liability to the Supplier under this engagement shall not exceed the sum specified unless the amount of any such excess has been agreed by the Department for International Development in writing before the Supplier takes any action which might result in the financial limit being exceeded.



For and on behalf of the  
Secretary of State  
for International Development

Name:

Position:

Signature:

Date:

For and on behalf of  
Oxford Policy Management Ltd

Name:

Signature:

Date:

## **Annex A – ToR for GBV Study**

### **LIGADA**

#### **Research: Scoping the relationship between female economic empowerment and Violence against Women and Girls (VAWG).**

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##### Ligada: introduction to the programme

*Ligada*, meaning 'connected' is a six-year DFID funded programme, which will 'connect' girls and women to Mozambique's economic growth.

Despite impressive headline growth, Mozambique is still one of the least developed countries in the world: over half the population lives in poverty. Households headed by women are more likely to live in poverty. This marginalisation tends to be passed on to the next generation as children are excluded in turn from opportunities. Women's exclusion from decent economic opportunities is a major cause of poverty. Only four per cent of women work in the formal sector; in the informal sector, women are largely confined to precarious work. In Mozambique's cities, 19-24 year old females suffer the highest unemployment rates in the country.

The main goal of Ligada is to achieve female economic empowerment (FEE) in urban areas in Mozambique, which will lead to sustainable development, poverty reduction, and greater gender equality in the country.

Ligada will work directly with a particularly at-risk and poorly served group: young vulnerable women living in the in Mozambique large urban cities, where the supply of jobs and services is generally available but to which they have little access due to particular barriers. Evidence shows that this population faces many obstacles in securing a decent livelihood, either through self-employment or in the formal sector and that there are many issues relating to social norms and agency that affect the direction of a girl's life, her choices and her ability to develop her social and economic potential.

To achieve this goal, Ligada has the following three objectives:

- Strategically generate evidence about FEE in urban areas, to influence programme planning and policy reforms.
- Increase women's recruitment and retention in decent jobs, and improve opportunities, incomes, and access to markets for the vulnerable young urban female population (16–29 years) in the urban economy.
- Map and build sustainable pathways of change for both the target population of adolescent girls and women, and institutions that hinder women's access to decent work.

### **1. Context**

VAWG is endemic in Mozambique although reliable figures are sparse. The feasibility study for *Ligada* showed that Mozambique has the 11th highest rates of Child, Early and Forced Marriage (CEFM) in the world, 1 in 3 women have suffered GBV and there is high social of acceptance GBV. There are alarming statistics about the levels of sexual abuse against girls in secondary schools. In a UNICEF report (UNICEF 2011) 80% of girls stated that sexual abuse occurs in schools and 70% reported that teachers use sexual intercourse as a condition for promotion between grades. Accusations of witchcraft and associated harmful practices are common although data on prevalence is hard to come by.

The evidence (internationally) on the links between female economic empowerment and VAWG are piecemeal.

On the one hand, there is evidence that female economic empowerment can reduce rates of VAWG. For example greater wealth or economic opportunities can remove incentives for child marriage (i.e. bride price, shedding the economic burden of a daughter, shoring up her financial security and social status through marriage, etc).<sup>1</sup> Greater economic empowerment of young women can also impact on their self-esteem and autonomy, enabling them to avoid or end abusive relationships.

Furthermore, economic growth can present opportunities to challenge some of the harmful social norms that perpetuate the incidence and acceptance of GBV. For example, urban environments and the process of urbanisation that comes with greater investment offers the opportunity for the rapid exchange of and exposure to new ideas. This fertile environment potentially offers the opportunity to reconceptualise gender norms and values<sup>2</sup>. Businesses can play a norm shifting role as well-resourced private sector firms can have huge reach and influence. They present opportunities to offer alternative visions of girls and women's role in society and address social norms such as GBV through corporate communications, employee engagement and marketing.

However, with greater FEE, there may also be the possibility of backlash.

These risks circle around two foci, risks associated with the work/workplace and travel to work and risks associated with shifts in gender roles and power relations due to greater economic empowerment within home and community:

#### Risks associated with work

The workplace can increase vulnerability to GBV. Male-dominated work environments often have higher rates of harmful social norms and definitions of masculinity<sup>3</sup>. Due to significant employment gender segregation in Mozambique, and high acceptance of GBV, it is likely that

many women entering formal work will be entering work environments that have been dominated by men, where sexual harassment and GBV has some level of acceptance. Transactional sex, common in schools, may persist in the workplace, as a means to secure work or a promotion. Postings far from home through public sector employment routes i.e. teachers/police, shift work and work in the informal sector can force women into vulnerable working conditions, with little or no support network.

#### Risks associated with shifts in gender roles

A number of microfinance projects have reported an increase in the incidence of VAWG for female recipients of loans<sup>4</sup>. As mentioned above, whilst it is positive that urban environments offer the potential for a re-conceptualisation of gender roles, this can also potentially challenge and frustrate power dynamics within relationships as women gain more autonomy and independence. The impact of growing frustration amongst young men burdened by the expectations of a provider role with few options to provide are well documented by NGOs such as Promundo and, in Mozambique HOPEM<sup>5</sup>. Coupling this with greater opportunity or support to women may lead to resentment and anger within relationships (known as 'gender-role strain'<sup>6</sup>). Furthermore, there is some evidence emerging from Ligada's inception phase studies that many young people are using their limited income to access alcohol and drugs, a significant risk factor for increasing incidence of GBV<sup>7</sup>. Opening up gender roles can also lead to polarisation and the rapid adoption of regressive as well as progressive values. All of which has the potential to manifest with greater incidence of GBV.

A range of studies suggest several factors can influence whether FEE leads to a reduction or an increase in VAWG. These include: social norms around the acceptability of violence, what kinds of work women should do, who controls their income, and who makes economic decisions within the household; and women's social networks and visibility in the community. All of these are likely to be highly context-specific and little is known

Lastly, VAWG can act as a barrier to women's employment, though internationally, there is limited and sometimes conflicting data. Studies have found higher unemployment rates among victims of violence and women who experience violence lose income due to time taken off work (quoted in Taylor et al 2015).

## **2. Objective of the study**

For the purpose of this study where the ToR refers to VAWG this encompasses violence directed against girls and women including but not restricted to intimate partner violence, sexual violence and harmful traditional practices.

Broadly speaking – the study will look at the relationship between FEE and VAWG, both in the workplace and domestically (also acknowledging that for many women the lines between home and work are blurred). The study will provide a 'first look' at the connections between FEE and VAWG in these contexts as research in this area, in Mozambique, is very thin. In this sense it is likely that the research will result in as many, if not more, questions than answers, highlighting areas that warrant further research.

Despite its exploratory nature this scoping research will provide Ligada with recommendations how mitigate against its interventions do not lead to an increase in violence experienced by women and girls (do no harm), see also section 6.

Specifically, the study will:

- a) Identify and document any existing baseline data/research on VAWG in Maputo looking specifically at;
  - Prevalence of VAWG
  - Social acceptance of VAWG
  - Manifestation of VAWG i.e. rape, domestic violence, CEFM, etc
- b) Map who is doing what on VAWG, existing policies, programmes and donor interest. Highlight where/if there is specific interest on links between FEE and VAWG amongst donors, private sector or NGOs, drawing on existing mapping.
- c) Identify and document lessons learnt (what's worked, what's not) /common concerns/innovative practices on addressing VAWG in Mozambique. Identify any examples of work that have addressed VAWG in the context of FEE programmes (both in terms of do no harm and to gain ground through FFE interventions in addressing GBV), either in Mozambique or other countries.
- d) Provide an outline of the particular risks associated with different types of employment within the workplace and any strategies that have been used to mitigate these risks (nationally and internationally). Highlight particular areas of interest that could be of interest for further research projects in this area.
- e) Provide comment of the impact of FEE on gender roles at household level:
  - a. Identify new or emerging patterns of behaviour or opportunities to shift gender roles, if discernible, that could be of interest for further research
  - b. Explore the different perceptions on the continuum from harassment to violence - particularly in the workplace - looking at men-boys & girls-women perceptions of where 'violence' starts and 'banter' ends
  - c. Comment on possible negative impact or potential for backlash, potential or existing attitudes, manifestation and strategies, if apparent, to address this
- f) Identify tangible entry points and clear messages for the Ligada programme to work on addressing GBV in the workplace, looking at potential role for business, donors, public sector institutions and NGOs.
- g) Comment on potential role for the Ligada programme to mitigate any negative impact of FEE on gender roles/relationships. Identify any successful work in this area. Specifically comment on scope to work with men and boys.

### 3. Main outputs

This study will provide the following main outputs:

- Methodology and research tools
- Presentation
- Report

### 4. Scope of work

#### **Practical scope and scale**

*Ligada* is likely to work in four cities in Mozambique: Maputo/Matola, Beira, Tete, and Nampula, which between them represent a range of important nuance in political, social and economic contexts. This mapping should cover Maputo but with a view to developing methodology that will be replicable in other cities.

It is expected that there will be a need to use both primary and secondary data sources (existing reviews and research where available) generated through focus groups, case studies, and key informant interviews.

### 5. Where will this study intersect with pathways, create opportunities for *Ligada* and help to identify synergies:

- All pathways: Any programme addressing female economic empowerment risks being threatened by the impact of VAWG. For *Ligada* it is essential to understand the context in which GBV happens at home or the workplace (including which groups are under particular risk) in order to ensure that the interventions do no harm and the programme includes strategies to mitigate the risk or violence occurring due to increased employment.
- Influencing pathway:
  - Businesses: to shape influencing work with businesses – identifying potential messaging and campaigns on ways to minimise risk of GBV in workplace and for women at home. Whilst not wishing to place additional ‘burdens of care’ on businesses in reaching out to potential female employees, these messages can be shaped as way to attract and retain female employees, and ways to position organisation (especially those with targets to meet) as progressive, attractive places to work for women.
  - NGOs/Donors: to shape messaging/lessons learned to inform other actors working on FEE. Research in this specific area is very thin so this can potentially make a significant contribution to programming in this area. The methodology and research tools used can all be shared to help inform further research in this area.
- Working with men and boys: This study will have a specific focus on understanding attitudes towards and impact of FEE on men and boys. This should help to inform *Ligada*’s approach to working with men and boys, providing some evidence as to both need for work in this area.

### 6. Suggested methodology

The methodology will include a review of secondary data (building on the preliminary evidence review of the VAWG Helpdesk reports), interviews with key informants and Focus Group Discussions (FGDs) with women and men.

There is already significant expertise on VAWG in Mozambique amongst NGOs such as WLSA and Forum Mulher. The team will conduct series of meetings and interviews with these key actors to provide background information, identify existing evidence in Mozambique. We will also look to them for some support in identifying ways to bring together focus groups for the field research based on clearly defined sampling criteria.

While the exact sampling and selection criteria for the FGDs will be developed as part of the methodology it is envisaged that the focus groups will take place in two locations in Maputo and will be based on nature of employment (i.e. informal, formal (public), formal (private))

and possibly different sectors), age and/or lifecycle criteria (e.g. number of children). This will allow the team to analyse specific risks and vulnerabilities according to type of work, income and level of qualifications/experience. Each group will be profiled to give clear sense of context. Specific consideration should be given to how to recognise and capture specific experiences of most vulnerable and excluded women.

It is envisaged that the research team will conduct 14-16 focus groups in total and then carry out individual interviews amongst those who self-select to be interviewed further after the group work. In order to get to a level of depth and insight on a very taboo subject in a short space of time the tools used for the research will need to be designed with some care. For this reason, the lead researcher has sought some technical support through the DFID VAWG 'clinic' – a pilot from DFID's VAWG team coupling one-off offers of significant international expertise on tackling VAWG and social norms with need from country offices. The request has been approved and the support will be offered in March to help develop/review the proposed methodologies. It will also ensure that the study's approach to ethics (including the existence of referral services, training of researchers and duty of care for researchers) is in line with international best practice.

## 7. Deliverables

- Draft and final (after revision) study methodology, including the selection of the target area and target groups
- Draft and final (after revision) research instruments (including key questions, exercises details, etc.)
- Comprehensive presentation of preliminary findings
- Comprehensive GBV/FEE study draft report
- Final GBV/FEE study report

All deliverables will be peer reviewed.

## 8. Coverage

Maputo;

## 9. Suggested team

Researchers	Organisation	Position & Role
	OPM	<b>Quality Assurer</b> Quality control of all outputs, management of budget and reporting to Ligada mgt
	Ligada	<b>Team Lead</b> Overall responsibility for the quality of the research, responsible for design of research methodology and tools, training of researchers, oversight of research and write up of study and presentation
	Gender @ Work	<b>Lead researcher</b> Support design of research methodology, significant support in design of tools and delivery, lead data collection and delivery of the raw data and findings
	Tbc	<b>National researcher</b>

## 10. Schedule

- **TORs for the study** finalized by end of March.
- **Methodology** will be finished by mid April.
- **Desk review** will be done by the end of April ; primary data collection will be finished by mid May
- **Draft report** will be available end of May;
- **Final report** by June 2016

