

Terms of reference (ToRs) for the procurement of services above the EU threshold

CONFIDENTIAL

Project title:	Processing number/cost centre:
Strengthening reproductive health and empowerment of young women	G-100214-001
Country:	Internal order:
Tanzania	100214020000
Subject of the tender procedure:	Tender number:
Tanga Youth: Empowered and Supported (Tanga YES!)	10032371

0. List of abbreviations	3
1. Context.....	5
2. Tasks to be performed by the contractor	6
2.1 Term.....	7
2.2 Objectives, indicators, work packages, milestones	7
2.3 Project and knowledge management requirements	17
2.4 Data protection and information security	20
2.5 Other requirements	21
3. Technical-methodological concept.....	23
3.1 Interpretation of objectives (section 1.1 of the assessment grid).....	23
3.2 Processes and actors in the partner system (section 1.2 of the assessment grid)	23
3.3 Strategy (section 1.3 of the assessment grid).....	25
3.4 Project management (section 1.4 of the assessment grid)	26
3.5 Further requirements (section 1.5 of the assessment grid)	28
4. Personnel.....	28
5. Costing requirements	35
5.1 Assignment of experts	35
5.2 National administrative staff	36
5.3 Travel expenses	37
5.4 Materials and equipment	39
5.5 Operating costs in the country of assignment	39
5.6 Workshops, education and training	39
5.7 Local contributions	40
5.8 Other costs.....	41
5.9 Flexible remuneration item	41
6. Requirements on the format of the tender	41
7. Options or follow-on contract	42

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371



7.1	Option to expand the service content/extend the contract term pursuant to section 132 (2) no. 1 German Act against Restraints of Competition (GWB)	42
7.2	Option to procure materials and equipment pursuant to section 132 (2) no. 1 German Act against Restraints of Competition (GWB)	42
7.3	Follow-on contract pursuant to Section 14 (4) no. 9 German Ordinance on the Award of Public Contracts (VgV) (<i>This option is not available if the service is being tendered using the negotiated procedure without a call for competitive tender.</i>)	43
8.	Annexes (optional)	43

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371**0. List of abbreviations**

AFHS	Adolescent-Friendly Health Services
ACSEE	Advanced Certificate of Secondary Education Examination
CHMT	Council Health Management Team
CSC	Community Scorecard
CSO	Civil Society Organisation
CYP	Couple Years of Protection
DEO	District Education Officer
EUR	Euro
GBV	Gender Based Violence
GTA	Gender-Transformative Approach
GTC	General Terms and Conditions of Contract for supplying services and work on behalf of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
IEC	Information, Education and Communication
KOMP	Cost per Output Monitoring and Forecast
LoI	Letter of Intent
MoCDGWSG	Ministry of Community Development, Gender, Women and Special Groups
MoEST	Ministry of Education, Science and Technology
MoH	Ministry of Health
MoU	Memorandum of Understanding
PMO-RALG	Prime Minister's Office – Regional Administration and Local Government
REO	Regional Education Officer
RCHC	Reproductive and Child Health Coordinator
RHMT	Regional Health Management Team
RMO	Risk Management Office
SASA!	Start, Awareness, Support, Action

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

SBC	Social and Behaviour Change
SBCC	Social and Behaviour Change Communication
SEAH	Sexual Exploitation, Abuse and Harassment
SGBV	Sexual and Gender-Based Violence
SRH	Sexual and Reproductive Health
SRHEYW	Strengthening Reproductive Health and Empowerment of Young Women
SRHR	Sexual and Reproductive Health and Rights
STI	Sexually Transmitted Infection
SWO	Social Welfare Officer
TDHS	Tanzania Demographic and Health Survey
ToRs	Terms of Reference
TWG	Technical Working Group
VCAT	Values Clarification and Attitude Transformation
VEO	Village Executive Officer
WEC	Ward Education Coordinator
WEO	Ward Executive Officer

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

1. Context

1.1 Situation analysis

Tanzania, with a population of approximately 63 million (2025) and over 60% of the population under the age of 25, has made notable efforts in recent years in women's rights and political representation. However, gender equality has not yet been fully achieved, and women continue to face structural disadvantages in many areas of social and economic life. Against the backdrop, the reproductive empowerment of young people, particularly young women, continues to be limited by persistent gender norms, power imbalances, and unequal access to information and services.

National data highlight the continued influence of gendered power relations within households and communities. Findings from the Tanzania Demographic and Health Survey (TDHS) 2022 show that decision-making authority, including on issues that directly affect women's health, remains unevenly distributed. While a majority of households report joint decision-making, when decisions are taken by a single individual, men are more likely to make these decisions on women's behalf. These patterns reflect entrenched gender norms that limit women's autonomy and restrict their ability to make informed decisions about their reproductive health and life choices.

Despite long-standing national commitments to sexual and reproductive health and rights (SRHR), key indicators have improved only gradually. The unmet need for family planning remains high at around 21% nationwide (TDHS 2022) and has declined only marginally since 2016. Teenage pregnancy continues to be a major concern: the proportion of adolescent girls aged 15–19 who have already given birth decreased only slightly and remains above the sub-Saharan African average. Young people are also exposed to a high risk of sexually transmitted infections (STIs), with an estimated 6 % of young women and 7 % of young men acquiring an STI each year, while testing rates remain low. Preventive and early detection services for other reproductive health risks are similarly limited.

Gender-based violence further exacerbates these challenges. Nearly four in ten ever-partnered women of reproductive age report having experienced physical and/or sexual intimate partner violence. Such experiences not only violate fundamental rights but also have long-term consequences for physical, mental, and reproductive health, and undermine young women's capacity to exercise reproductive autonomy.

Young people with disabilities face additional and intersecting barriers. Research suggests that access to health services for young women with disabilities is constrained by physical inaccessibility, economic hardship, social exclusion, and discriminatory attitudes among health care providers. Census data indicate that approximately 5.1 million people over the age of seven live with a disability in Tanzania, with prevalence slightly higher among women than men. However, the evidence base on the use of SRHR services by persons with disabilities remains extremely limited due to insufficiently disaggregated data, weak data collection systems, and low institutional prioritisation of disability inclusion within the health sector. These gaps risk reinforcing invisibility and exclusion in policy and programme design.

In Tanga Region, these national challenges are also evident and, in some contexts, intensified by rural settings, socio-cultural norms, and uneven service availability. Adolescents and young women, especially those who are out of school or living with

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

disabilities, face significant barriers to accessing accurate information, youth-friendly services, and supportive social environments. Parents, teachers, opinion leaders, and health care providers play a key role in shaping norms and access yet are often insufficiently equipped to support young people in a non-judgemental and rights-based manner.

1.2 Brief description of the project.

The German Federal Government and the Government of the United Republic of Tanzania have agreed to implement the technical cooperation project Strengthening Reproductive Health and Empowerment of Young Women (SRHEYW) from July 2026 to June 2029. The project will be implemented by GIZ in cooperation with the Ministry of Health (MoH) and the Prime Minister's Office for Regional Administration and Local Government (PMO-RALG) as key partners. Implementation will focus on Tanga Region, where GIZ has been active in maternal, neonatal, and reproductive health for more than seven years through the project *Improving Health Care Provision*. Building on this collaboration and regional experience, SRHEYW will primarily benefit adolescent girls and young women, while also engaging male peers, families, communities, and relevant government stakeholders and religious leaders. The objective is to improve the reproductive health of young women and newborns. To achieve this objective, the project shall work on the following outputs:

1. Maternal, neonatal and reproductive health services are improved
2. Young people are empowered in dealing with sexual and reproductive health issues
3. The environment for empowered choices is improved
4. The utilization of reproductive health services by people with disabilities is improved

2. Tasks to be performed by the contractor

The contractor will implement all activities of outputs 2 and 3 of the project SRHEYW. These activities aim to support young people, particularly young women, to make informed and confident decisions about their health and future. In many communities, access to reliable information on health and relationships remains limited, and social norms may discourage open discussion or seeking professional support. As a result, young women may lack the knowledge and confidence needed to access appropriate services and claim their rights.

The contractor's work focuses on strengthening the capacity of schools and youth groups to deliver accurate, age-appropriate SRHR information and essential life skills. It also supports health workers, teachers, parents, and community leaders in engaging with young people in a respectful and non-judgemental manner. Improved cooperation between youth groups and health facilities helps young people better understand available services and feel more comfortable in using them. Special attention is given to young people who are out of school or living with disabilities, who often face additional barriers to accessing information and care. By working with families, communities, and the media, the project contributes to creating an enabling environment in which young women can lead healthy lives, make informed choices, and shape their own future.

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

2.1 Term

The expected term of the contract for services must be specified in the 'Special terms and conditions of contract'. The definitive term and service delivery period are set out in the contract award notification.

2.2 Objectives, indicators, work packages, milestones

The contractor is responsible for implementing interventions that will contribute to achieving the module objective and to reaching the targets set for the four indicators measuring progress against the objective. Module objective and relevant indicators are outlined in the following.

Module objective.

The **module objective** is: "The reproductive autonomy and health of young women and newborns are inclusively improved in selected regions of Tanzania."

Module indicator 1

Neonatal mortality in the neonatal units of 8 selected health facilities

Baseline: 63.9 deaths per 1,000 admissions to the neonatal unit (2025)

Target: 57.5 deaths per 1,000 admissions to the neonatal unit (2028)

Module indicator 2

Number of couple years of protection (CYP) achieved through the use of modern contraceptive methods in 19 selected health facilities

Baseline: 87,507 couple years of protection (2025)

Target: 96,258 couple years of protection (2028)

Module indicator 3

Proportion of births among young women aged 10–19 years in 11 selected health facilities

Baseline: 12.2% of approximately 13,500 births attended annually among women aged 10–19 (2025)

Target: 10.9% of approximately 13,500 births attended annually among women aged 10–19 (2028)

Module indicator 4

Proportion of SRHR services utilised by young people aged 10–24 years in 11 selected health facilities

Baseline: 43.7% of approximately 39,000 SRHR services provided annually (2025)

Target: 48.0% of approximately 39,000 SRHR services provided annually (2028)

Module indicator 5

Proportion of young women with high reproductive autonomy in selected communities

Baseline: 20% of young women, including 10% among young women with disabilities (2025)

Target: 25% of young women, including 15% among young women with disabilities (2028)

The baseline and target values of indicators 1 through 5 are provisional. They will be reviewed in the first year of implementation and adjusted in the first reporting.

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371**Output objectives, indicators, baselines, and targets**

The module aims to achieve three outputs listed below alongside their indicators. The contractor is fully responsible for the achievement of the following output indicators in Outputs 2 and 3, as outlined in the following section.

Output 2: Young people's skills in protecting their sexual and reproductive health and rights are strengthened in a gender-sensitive manner.

Output indicators:

Output indicator 2.1 Number of young people aged 10–24 whose SRHR skills have been strengthened in a gender-sensitive manner

Baseline:	0 young people, including 0 girls/young women and 0 young people with disabilities (2025) (no young people with strengthened skills)
Target:	3,000 young people, including 1,500 girls/young women and 100 young people with disabilities (2028)
Definitions, data source and data collection:	Annual evaluation of our own data collected from young people who participate in youth clubs inside and outside schools, using a questionnaire on knowledge, attitudes and practices in the area of SRHR. Each young person participating in a club is surveyed once at the beginning and once at the end of their annual participation in the club with regard to strengthened (decision-making) skills. A young person's skills are considered to have been strengthened if the index value calculated from the questionnaire for that person has increased by at least 5% between the surveys within one year. Gender-sensitive strengthening means that gender-specific needs, experiences and power relations are taken into account. This includes, for example, promoting self-determination, communication skills, critical thinking and saying no. Boys and girls are equally empowered to make informed decisions, with gender-specific barriers such as shame, role models or taboos being actively addressed and broken down.

The contractor is solely responsible for achieving this indicator.

Output 3: The framework conditions for young people, especially young women and girls, to access gender-responsive sexual and reproductive health and rights services have been strengthened in selected communities.

Output indicator 3.1: Proportion of influential individuals in selected communities with a positive change in attitude towards young people's use of SRHR health services.

Baseline:	0% of the 50 influential individuals selected as examples (2025)
Target:	50% of the 50 influential individuals selected as examples (2028)

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

Definitions, data source and data collection:	Annual evaluation of own data collection using standardised questionnaires and supplementary short interviews regarding positive attitude changes among influential individuals in selected communities; Influential persons are defined as those with a formal leadership role (community, religion, school, health, youth) or those named by at least two independent community members as opinion leaders on youth and health issues. For example, 50 individuals are selected in the selected communities in the catchment areas of 12 health facilities, e.g. via community mapping, stakeholder workshops, snowball sampling. A positive change in attitude is deemed to have occurred if agreement with key statements on the acceptance and support of SRHR services for young people increases significantly compared to the baseline.
--	---

The contractor is solely responsible for achieving this indicator.

Output indicator 3.2: Number of gender-transformative SRHR approaches implemented by civil society actors in selected communities

Baseline:	1 gender-transformative approach (2025)
Target:	8 gender-transformative approaches (2028)
Definitions, data source and data collection:	Annual evaluation of reports and evaluation forms from implementing organisations with regard to the implementation status, reach and transformative influence of civil society initiatives on gender norms and young women's freedom of choice in the area of SRHR. Gender-transformative approaches, e.g. "SASA!", "Men as Partners", "Girl-Led Advocacy" and "Community Conversations" approaches are measures that actively promote young women's freedom of choice, the dismantling of discriminatory norms and the strengthening of female autonomy, and question and change existing gender-specific power imbalances, among other things by involving boys and men and integrating religious and traditional authorities. An approach is considered successfully implemented if it has been carried out as planned (in terms of time and content), demonstrably contains gender-transformative elements, and has been accepted by target groups (e.g. high and recurring participation, positive feedback, initiative, observable/reported behavioural change).

The contractor is solely responsible for achieving this indicator.

Work packages and milestones

The contractor is responsible for providing the following work packages and for achieving the corresponding milestones. The intervention is structured around two outputs with a total of four interlinked work packages that jointly contribute to strengthening the reproductive empowerment of young people, particularly young women, through improved access to information, services, and enabling environments.

- **Work Package 1 – Youth Empowerment** - focuses on strengthening young people's knowledge, skills, and linkages to services through school-based and out-of-school youth clubs.

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

- **Work Package 2 – Community engagement** - addresses the broader social and institutional environment through engagement with opinion leaders
- **Work Package 3 – Communication campaigns** - focuses on implementation of coordinated social and mass media campaigns
- **Work Package 4 – Civil society support** - focuses on support to local civil society organisations through a small-grants-mechanism for gender-transformative approaches

Together, the work packages combine individual-level capacity development with community, media, and system-level interventions.

Work package 1: Youth Empowerment

Work Package 1 focuses on strengthening life skills education and improving adolescents' access to youth-friendly services through school clubs and youth clubs outside schools. The package addresses gaps in age-appropriate sexual and reproductive health education, life skills, and inclusion particularly for adolescents and young people who face barriers to formal education and health services.

The contractor will train teachers and facilitators to deliver sexual and reproductive health education in line with national standards. Training will be provided through a combination of foundational in-person sessions and supplementary e-learning designed for continuous education, follow up, and learning exchanges. The main training method will be in-person sessions, complemented by an existing e-learning course provided by GIZ or the partner. The e-learning component will primarily cover theoretical content and reinforce learning from the in-person sessions.

The e-learning course and access credentials will be provided to participants at no cost to the contractor. The contractor is not expected to develop, host or maintain an e-learning platform or course.

To enable participants to access and complete the e-learning course using their own mobile devices, the contractor shall provide each participating teacher and facilitator with approximately 5 GB of mobile data. For budgeting purposes, the cost is estimated at 3.30 Euros per participant for 5 GB, based on current local mobile network rates. The contractor shall arrange the data bundles and include these costs in the respective workshop costs (see section 5.6).

During the face-to-face training, the contractor shall introduce participants to the e-learning course, support them in accessing it, and encourage its completion.

Trainings shall cover sexual and reproductive health and rights, life skills with a focus on economic empowerment, and gender and disability inclusion. The trainings shall, at a minimum, cover the following core topics: (i) changes during puberty; (ii) medical risks of pregnancy for young people; (iii) ways to avoid pregnancy; (iv) positive effects of contraceptives; (v) actual and perceived negative side effects of contraception; (vi) social and cultural barriers to SRHR; (vii) access to sexual and reproductive health services; (viii) young people's reproductive health rights; (ix) prevention of sexually transmitted infections (STIs); and (x) sexual and gender-based violence (SGBV); (xi) access to SRHR services for people with disabilities.

The contractor is expected to adapt the content, language, and learning methods to meet the specific needs of both in-school and out-of-school youth clubs, considering age, literacy

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

levels, and the respective learning environments. These trainings aim to strengthen the capacity of educators and facilitators to engage young people in a respectful, non-judgemental, rights-based and participatory manner. Annual school club and youth club events will provide platforms for peer learning, visibility, and exchange. Regular virtual and in-person supportive supervision and mentoring will be provided to teachers and facilitators.

To strengthen practical access to services, structured cooperation between school clubs and youth clubs and nearby health facilities will be facilitated. This includes visits of clubs to health facilities, as well as outreach visits by health care workers to schools and youth clubs. These activities are intended to familiarise young people with available services, reduce anxiety and stigma, build trust and strengthen referral pathways including through agreed coordination arrangements between clubs and facilities (e.g. designated focal persons and simple referral procedures). The work package also includes the development/adaptation, production and dissemination of training and information materials to support consistent delivery. In addition, the clubs shall be linked to the respective ward community development officer to ensure awareness of and access to existing government and partner programmes, support services, and funding opportunities.

A preliminary list of potential schools has been compiled and is provided in the table below. The list represents schools that have been identified as potentially suitable intervention sites based on the programme's geographic focus and selection criteria. Following contract award, the contractor shall engage with these schools, present the proposed intervention approach, and invite them to participate. Participation is voluntary, and the final selection of intervention schools shall be based on the schools' expressed interest and willingness to participate, while ensuring an appropriate geographic distribution and alignment with the programme objectives. In the same communities, the contractor shall identify and map existing out-of-school youth clubs and existing peer educators in close collaboration with the respective community development officers. The contractor shall assess existing out-of-school clubs using a structured assessment checklist and propose transparent selection criteria for the identification of suitable intervention sites and partner clubs.

Table 1: Selected Health Facilities and Potential Schools.

Hub Health Facility)	Attached/Satellite Facilities	Schools (for Output 2)
Handeni Town Hospital Hub	Chanika Dispensary	Handeni Secondary School, Kileleni Secondary School, Kideleko Secondary school, Kwamagome Secondary School
Korogwe Town Hospital Hub	Kilole Dispensary, Mtonga Dispensary, Majengo Health Centre	Nyerere Memorial Secondary School, Kimweri Secondary School, Kilole Namrah Islamic Secondary School, Ngombezi Secondary School, Semkiwa Secondary School, Korogwe Girls Secondary School, Old Korogwe Secondary School, Snemsanga Secondary School

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

Ngamiani Health Centre Hub	Duga Health Centre, Makorora Health Centre, Mikanjuni Health Centre	Mkwakwani Secondary School, Old Tanga Secondary School, Chumbageni Secondary School, Msambweni Secondary School, Toledo Secondary Schools, Elohim Secondary School, Japan Secondary School, Tongani Secondary School, Tanga Technical Secondary School, Usagara Secondary School, Sahare Secondary School, Mikanjuni Secondary School, Mnyanjani Secondary School, Popatlal Secondary School
-----------------------------------	---	--

A strong focus is placed on inclusion. To ensure that interventions and procurements respond to the specific needs of young people with disabilities, a rapid needs assessment will be conducted in participating schools and youth clubs to identify barriers to participation, preferred communication approaches, accessibility requirements, and reasonable accommodation needs for different groups of learners. The findings will inform the design and implementation of all inclusion-related activities.

Trainings for teachers and facilitators will enable school and youth clubs to actively include young people with disabilities in both school- and community-based settings, supported by adapted and accessible training materials. Adaptations may include formats that are easier to understand and accessible for different types of disabilities. Exchange formats between inclusive schools will be facilitated, including peer exchange among teachers working with students with disabilities and dedicated meetings for students with disabilities. In addition, selected special-school teachers will be supported through access to short courses on inclusive education, with a focus on effective communication strategies and the meaningful inclusion of students with disabilities in SRH sessions.

Finally, the contractor will use innovative and engaging approaches to strengthen school and youth clubs. This includes organising and facilitating extracurricular activities and inter-school competitions (such as sports events, innovation challenges, and SRHR knowledge quizzes) to actively support and reinforce life-skills development and encourage active participation. The contractor will also support the participation of teachers, students, and parents in relevant national and regional conferences to enable the exchange of experiences and the learning from best practices as well as contributing to sustainability and alignment with national priorities.

The contractor shall ensure close coordination with MoH, MoEST, PMO-RALG, and MoCDGWSG throughout the planning and implementation of activities. Training content and delivery approaches shall be aligned with relevant national policies, guidelines, and standards and developed in consultation with the responsible ministries and local authorities. Activities related to economic empowerment shall be implemented under the guidance of MoCDGWSG.

The contractor shall maintain transparent collaboration with relevant stakeholders at national, regional, district, and community levels. Existing structures, including school boards, parent associations, and other relevant community mechanisms, shall be consulted and engaged throughout implementation to promote ownership, sustainability, and alignment with government priorities.

Milestones for work package 1	Delivery period
--------------------------------------	------------------------

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

Training package for sexual and reproductive health education agreed with national stakeholder and training materials to support the inclusion of persons with disability in school and/or youth clubs is available.	6 months after contract award
22 school clubs and 44 out-of-school clubs identified	6 months after contract award
84 teachers and facilitators (44 in-school teachers, 40 out-of-school facilitators) are trained for each module (SRHR, Inclusion, Life Skills/Livelihoods) to support school and youth clubs.	SRHR: 8 months after contract award Inclusion/GTA: 10 months after contract award Life Skills/Livelihoods: 12 months after contract award
22 schools and 44 out of school clubs engage in mutual visits with health facilities. (Students/Youth visiting health facilities and health care workers visiting school/out of school clubs)	2 visits after 9 months, 4 visits after 18 months, 6 visits after 24 months (in school) after contract award 2 visits after 9 months, 4 visits after 18 months, 6 visits after 24 months (out of school) after contract award
Support exchange formats between inclusive schools, including peer exchange among teachers working with students with disabilities. Organise two meeting for students with disabilities from selected schools, together with teachers and regional authorities, to share experiences and promote inclusion.	Fully implemented 27 months after contract award
Two distinct knowledge products e.g., technical brief or brochure — one documenting learning from school/youth clubs and one specifically on disability integration—finalized and presented at relevant TWG or sub-TWG meetings.	27 months after contract award

Work Package 2 - Community engagement

The aim of this work package is to address the social norms and power structures that shape young people's access to sexual and reproductive health and rights (SRHR) information and services. The contractor shall engage local opinion leaders (primarily religious leaders, parents and influential community leaders) through a gender-transformative approach. The contractor shall facilitate regular, structured dialogue processes that go beyond awareness-raising and explicitly challenge restrictive gender norms, power relations, and social expectations related to youth sexuality and reproductive autonomy, and harmful practices such as child marriage and early pregnancies.

Local opinion leaders will be engaged in appropriate small group formats. Engagement sessions will be held through dialogue cycles complemented by follow-up and refresher meetings, allowing sufficient time for trust-building, reflection, and gradual attitude change. These dialogues will use evidence-informed discussion formats, less tool driven and more outcome oriented and will incorporate Value Clarifications and Attitude transformation

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

sessions (VCATs) drawing on personal reflections, local evidence, and community perspectives to encourage critical reflection and collective problem-solving. To ground discussions in real community experiences, the contractor shall, where appropriate, include safe and structured opportunities for youth participations to share feedback and testimonies.

Continuous engagement over time is essential to enable sustained shifts in attitudes and behaviours and to support transformative change in norms governing young people's access to family planning and youth-friendly SRH services.

Parents will be engaged through dedicated school- or community-based dialogue formats focusing on practical adolescent SRHR perceptions, addressing myths, supporting youth health and education, and building effective parent-adolescent communication skills. Following initial engagement of leaders and parents, the contractor shall organize periodical joint multi-stakeholder dialogues to address shared misconceptions, improve intergenerational communication, and co-create community-level actions promoting youth reproductive empowerment.

In addition, the contractor shall orient Ward Education Coordinators (WECs) Village and Ward Executive Officers (VEOs/WEOs) and other relevant local authorities on key SRHR topics as well as to strengthen their capacity for ongoing monitoring and sustainability of project interventions. Moreover, the contractor will be responsible for documenting the processes and lessons learned from working with opinion leaders and parents and will produce a concise, high quality knowledge product (e.g. technical brief or brochure) suitable for dissemination in national and sub-national technical working groups. Finally, the contractor shall organise and facilitate meetings that allow for the external assessment of attitude changes.

Milestones for work package 2	Delivery period
72 local opinion leaders identified, engaged in initial dialogues, and baseline assessment completed.	6 months after contract award
72 local opinion leaders meet for midline assessment. (The execution of the midline assessment is the responsibility of an external provider.)	15 months after contract award
72 local opinion leaders completed the proposed engagement programme and participated in the endline assessment. (The execution of the midline assessment is the responsibility of an external provider.)	24 months after contract award
36 local authority representatives (WECs, VEOs and WEOs engaged on key SRHR topics.	Once after 12 months, twice after 24 months after contract award
Concise knowledge product (e.g., technical brief or brochure) documenting learning experiences with local leaders finalized and disseminated.	27 months after contract award

Work Package 3 - Communication campaigns

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

Work Package 3 focuses on reinforcing interpersonal and community-level interventions through coordinated social and mass media campaigns and outreach. To this end, the contractor shall address knowledge gaps as well as deeply rooted social norms, attitudes, gender dynamics, and environmental barriers that influence young people's access to and use of SRHR information and services. In direct support of the project's key outcome indicators — reducing the proportion of adolescent pregnancies and increasing the use of SRHR services by adolescents and youth — SBC activities shall be designed and monitored to contribute to these targets. The contractor shall establish institutional buy-in and adapt relevant approved messages in close coordination with the Ministry of Health and PMO-RALG, ensuring efficiency, and alignment with national standards, by prioritizing the review, selection, and adaptation of existing, approved SRHR messages and IEC resources over creating new content. The contractor will develop a detailed concept note and media work plan for approval. The concept note shall outline the proposed strategy, participatory co-creation processes involving youth and community leaders, specific message adaptations, a mapped selection of dissemination channels, (e.g, radio, social media, or outdoor media) and audiences reached.

The contractor shall implement the approved concept and media plan, ensuring that messages emphasize the benefits of delaying pregnancy, the safety of modern contraception, and the importance of timely access to youth-friendly services. Dissemination strategies will be reinforced through human-interest stories and community events, linked to community scorecard (CSC) processes to ensure that media messaging is grounded in local accountability and service-delivery feedback. Furthermore, the contractor shall conduct specialized trainings for journalists to support responsible and sensitive reporting on SRHR topics.

Milestones for work package 3	Delivery period
SBC Concept note on communication including workplan developed and agreed with key partners.	6 months after contract award
15 media professionals oriented, and first phase of campaign launched.	15 months after contract award
100% of the workplan implemented	27 months after contract award
Communication packages including all IEC resources handed over to partners.	27 months after contract award

Work Package 4 - Civil society support

Work Package 4 strengthens local ownership and sustainability by supporting community-embedded civil society organisations (CSOs) to implement gender-transformative approaches (GTA). The focus is on local organisations with demonstrated links to their communities, including connections to schools, health facilities, youth clubs, and local opinion leaders. The contractor shall ensure that these organisations have gender equality as a central objective and possess the capacity to address discriminatory laws and norms through actions that challenge systemic inequalities. The contractor shall facilitate a process where 10 local organisations from selected communities will receive initial training in grant writing and proposal development, followed by a competitive call for proposals. Up to five

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

organisations will be selected and awarded a grant (maximum EUR 12,000 per grant) to implement context-specific gender-transformative interventions. Each organisation is expected to implement at least two GTA.

Recognising that local organisations may require targeted capacity strengthening to deliver high-quality gender-transformative programming, the contractor will provide training and ongoing technical support on gender-transformative approaches and implementation quality. The contractor will monitor grant implementation to ensure accountability, learning, and alignment with programme objectives.

A definition of gender-transformative approaches (GTA), including minimum quality requirements and an assessment/scoring framework, is provided in the Annex 3 and 4 and shall be applied during proposal appraisal and throughout implementation. Only interventions that meet the minimum GTA criteria will be eligible for funding. The contractor shall document the appraisal results and provide a brief justification for the selection of grantees.

If implementation monitoring indicates that an intervention does not meet the minimum GTA requirements, the contractor shall provide corrective technical support and agree on a time-bound improvement plan with the respective grantee. Continued disbursement of grant funds shall be conditional upon adequate progress towards compliance with the GTA criteria.

Milestones for work package 1	Delivery period
Training of local organisations and call for proposals	6 months after contract award
5 grants awarded	9 months after contract award
10 Gender transformative approaches implemented.	27 months after contract award
Concise knowledge product (e.g., technical brief or brochure) documenting learning experiences and results of working with local organisations developed.	27 months after contract award

Tasks cutting across Work Packages**Coordination with Government and Stakeholders**

The contractor shall:

- In coordination with and on request of GIZ technical advisors, participate in relevant national and sub-national SRH Technical Working Groups and Adolescent Health Subcommittees and report back on key discussions and recommendations.
- Actively coordinate and plan activities with Regional Education Officers (REOs), District Education Officers (DEOs), Ward Education Coordinators (WECs), RHMTs, CHMTs, Community Health Coordinators (RCHCs), Social Welfare Officers (SWOs),

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

and Education Departments to ensure alignment with sector priorities, school calendars, and local implementation needs.

- Organize and support joint planning sessions and stakeholder meetings involving Health and Education authorities to strengthen cross-sectoral ownership of school and youth club interventions.
- Participate in and support RHMTs, CHMTs, and Education Departments in organizing annual or pre-planning health and education stakeholder meetings.

Technical Alignment and Standards

The contractor shall:

- Support the dissemination and application of relevant national standards and guidelines, including the Policy Guidelines on School Health Services in Tanzania and Adolescent-Friendly Health Services (AFHS) guidelines, across all project activities.
- Support and participate in RHMT, CHMT, and Education Department meetings to present findings on youth engagement, training progress, supervision findings, and the effectiveness of school-health facility referral pathways.
- Provide technical inputs and presentations for the GIZ Sector Network, national conferences, and other relevant learning and exchange forums.

2.3 Project and knowledge management requirements

Requirements on the assignment of experts:

- The contractor is responsible for selecting, preparing, training and steering the experts assigned to carry out the advisory services.
- The contractor ensures appropriate technical and conceptual guidance of field staff and supports continuous quality assurance throughout implementation.
- Concept notes for planned activities must be submitted at least two weeks prior to implementation for joint technical review and approval by GIZ.
- An external provider, contracted separately by GIZ, shall be responsible for the development, piloting, and implementation of appropriate tools for data collection and analysis for Module Indicator 5, Output Indicator 2.1, and Output Indicator 3.1. . As these indicators assess changes in behaviour and/or attitudes, their measurement requires specialised methodological expertise. The external provider will therefore be responsible for the methodological design, data collection and analysis related to these indicators. The external provider will commence its work once the contractor has initiated implementation and identified the relevant target groups, individuals and communities. GIZ will facilitate coordination and exchange between the contractor and the external provider. The contractor shall cooperate with the external provider by providing relevant information on planned and implemented activities, target groups and implementation locations, coordinating with implementing partners, and facilitating access to the relevant groups and communities for data collection. The

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

contractor is not responsible for developing the data collection methodology or tools, conducting the analysis, or contracting and financing the external provider.

- Furthermore, the contractor contributes to programme monitoring by maintaining up-to-date training records, participation registers, and implementation documentation, and by supporting data collection as required by GIZ.

Requirements on materials and equipment and operating costs:

- The contractor makes the required materials, equipment and consumables available and covers their operating and administrative costs.

Requirements on expenditure management and cost control:

- The contractor manages costs and expenditures, accounting processes and invoicing in line with GIZ requirements.
- All activities and expected expenditures must be submitted to and approved by GIZ in advance.
- The contractor contributes to cost-output monitoring (KOMP) by allocating activities and expenditures to the respective outputs and work packages, in accordance with the agreed results framework.
- In line with funder requirements to allocate and monitor costs per output, the contractor shall budget 65% of the total costs for Output 2 (Young people's skills) and 35% for Output 3 (Enabling environment). Invoices must clearly separate costs by output for each item.

Coordination requirements:

- Regular coordination will be ensured through monthly management meetings between the contractor and GIZ, which shall be organized and minuted by the contractor, including clear action points and follow-up responsibilities.
- The contractor shall participate in regular coordination meetings with the GIZ Project Manager and relevant Technical Advisors.
- The contractor shall ensure effective coordination and communication between GIZ and the contractor's field staff.
- The contractor shall actively coordinate and plan activities with relevant government stakeholders, including RHMTs, CHMTs, REOs, DEOs, WECs, RCHCs, SWOs, and Education Departments to ensure alignment with sector priorities and local implementation needs.
- The contractor shall support and participate in relevant national and sub-national SRH Technical Working Groups, Adolescent Health Subcommittees, stakeholder meetings, and relevant learning and exchange forums in coordination with GIZ technical advisors.
- The contractor shall support joint planning and review meetings between Health and Education authorities to strengthen cross-sectoral ownership of interventions.
- All project-related documents, including workplans, minutes, reports, training materials, monitoring tools, and registers, must be systematically stored and shared via MS Teams to ensure transparency and accessibility.

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

Monitoring and reporting requirements:

- The contractor plays an active role in the results-based monitoring of the project. Regular monitoring activities must cover at least the following areas
 - Degree to which activities are implemented
 - Degree to which the objectives, indicators and milestones listed in section 2.2 of these ToRs have been achieved
 - Results that have occurred in the contractor's sphere of responsibility
 - Results that have occurred outside the contractor's direct sphere of responsibility

The contractor reports to GIZ as follows:

- Instead of the reporting language stipulated in GIZ's General Terms and Conditions of Contract (German), the contractor provides the following reports in the following language: English
- Inception report 12 weeks after contract award. The inception report shall outline the contractor's understanding of the assignment, the proposed methodological approach, a detailed workplan and timeline, roles and responsibilities, monitoring and evaluation strategy, coordination arrangements with GIZ, and any initial risks or assumptions. The inception report is subject to review and approval by GIZ and serves as the basis for implementation.
- Contributions to the report to GIZ's commissioning party as requested by GIZ.
- Brief quarterly reports on the implementation status of the project (5-7 pages)
- The contractor shall prepare joint quarterly summary reports and presentations for Health and Education authorities on implementation progress, training results, supervision findings, and community dialogue activities.
- Quarterly narrative reports will be submitted no later than four weeks after the end of each quarter using an agreed format.
- At the end of the assignment, the contractor shall submit a draft final report no later than two week before the end of the contract. The final report shall be submitted on the last day of the contract and shall document activities implemented, results achieved against agreed objectives and indicators, key findings, lessons learned, recommendations, challenges encountered, and mitigation measures taken. The final report is subject to approval by GIZ.

Requirements for company-wide learning, knowledge and innovation:

- The contractor contributes to company-wide learning and knowledge management by documenting and sharing lessons learned, good practices, and stories of change emerging from implementation.
- The contractor produces high-quality fact sheets, brochures, technical inputs, presentations, and other contributions to GIZ knowledge management platforms as requested.
- The contractor supports learning and exchange activities as agreed, including contributions to project reviews, workshops, conferences, evaluations, the GIZ Sector Network, and other relevant learning forums.
- The contractor shall assess and, where appropriate, utilize digital platforms and national e-learning portals to support documentation, follow-up, and implementation of trainings and activities.

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

Communication and visibility requirements:

- The contractor shall contribute to GIZ communication and visibility activities, including the preparation and implementation of delegation visits to project sites.
- The contractor shall provide one high-quality communication product per month, including a short text and four high-quality photographs suitable for publication on GIZ communication channels, including LinkedIn.

Backstopping requirements:

The contractor ensures appropriate backstopping. The following services form part of the standard backstopping package. In accordance with GIZ's General Terms and Conditions for supplying services and work on behalf of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, these services – as well as the ancillary personnel costs – must be priced into the fee schedules of the staff listed in the tender:

- The contractor's responsibility for its own staff;
- Ensuring the flow of information between GIZ and the contractor's field staff;
- Process-oriented technical and conceptual steering of the consulting services;
- Steering adaptations to changing framework conditions;
- Performance monitoring;
- Ensuring the administrative management of the project;
- Ensuring compliance with reporting requirements;
- Technical support by the contractor's staff for its personnel on the ground;
- Making local use of and sharing the lessons learned by the contractor with the GIZ team.
- Advance communication and agreement with GIZ of any backstopping mission.

2.4 Data protection and information security

The provisions on data protection and information security of the current version of GIZ's General Terms and Conditions of Contract (section 1.11 Data protection) apply.

The performance of the contract may be associated with the processing of personal data by the contractor, such as (but not limited to) names and contact information. In such cases, the contractor shall act as an independent DATA CONTROLLER and must alone comply with ALL applicable data protection obligations, notably the Tanzanian Personal Data Protection Act, No. 11 of 2022 (Cap. 44). The contractor shall process personal data only when a given goal cannot be reasonably attained without such data. The data protection principles such as lawfulness, data minimization, accuracy, purpose limitation, storage limitation, transparency, integrity and confidentiality, and accountability, as well as the numerous rights of the data subject must be paid due attention. GIZ is NOT in any way responsible for such processing.

Whenever the contractor executes the instructions of a partner to GIZ with regard to such processing, the partner shall be the data controller, and the data processing shall be carried out in accordance with the partner's instructions as well as laws and standards to which it is subject.

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

Without limiting any other obligations under the applicable law, the contractor will ensure appropriate protection of the Personal Data processed and the interests of the Data Subjects in conformity with the following minimum rules:

Lawfulness, Fairness and Transparency: Personal Data shall be processed lawfully, fairly and in a transparent manner in relation to Data Subject

Data Minimization and Storage Limitation: The Processing of Personal Data shall be adequate, relevant and limited to what is necessary in relation to the purposes of this contract. It shall be kept in a form which permits identification of Data Subject for no longer than is necessary for the pursued purposes or for other lawful and justifiable purposes, such as auditing or legal proceedings. Specifically, personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, as well as genetic data, biometric data, or data concerning health or data concerning a natural person's sex life or sexual orientation must only be collected in a strictly anonymous and aggregated manner.

Appropriate Technical and Organizational Measures: The Contractor will maintain state-of-the-art technical and organizational measures to safeguard the security of the Personal Data and protect its confidentiality, integrity, and availability. Such measures must be proportionate to the sensitivity of the Personal Data and to the likelihood that a risk to the Personal Data materializes.

2.5 Other requirements

Safeguards and gender measures with specific reference to services:

In order to promote gender equality and avoid or mitigate possible unintended negative impacts in its area of responsibility, the contractor shall implement the following measures:

- **Gender equality:**
The contractor shall actively promote gender equality and disability inclusion and mitigate any potential unintended negative impacts on women, girls, boys, and marginalized groups within its area of responsibility. All activities shall be planned and implemented in a gender-responsive and, where feasible, gender-transformative manner, ensuring equitable access, meaningful participation, and benefits for women and men, girls and boys, including persons with disabilities and other marginalized groups. The contractor shall apply a “do no harm” approach, prevent discrimination, and ensure that activities do not reinforce harmful gender norms or power imbalances. Appropriate safeguarding measures, including referral pathways for gender-based violence, shall be in place, and sex- and age-disaggregated data shall be collected where appropriate in line with applicable national regulations and GIZ policies. Any anticipated deviations from these above-mentioned requirements must be reported to GIZ in advance and duly justified prior to implementation.
- **Environmental protection and climate action (climate change mitigation/adaptation):**

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

To mitigate potential unintended negative environmental impacts within its area of responsibility, the contractor shall implement environmentally responsible and climate-sensitive practices throughout project implementation. This includes minimizing waste and pollution, promoting resource efficiency, and ensuring environmentally sound procurement, transport, and disposal of materials. Where feasible, climate-friendly and low-emission solutions shall be prioritized, including the use of digital tools to reduce travel, energy-efficient equipment, and locally sourced materials. The contractor shall also promote environmental awareness among staff and partners and ensure that activities are resilient to climate-related risks relevant to the Tanga context.

- **Conflict and context sensitivity**

The contractor shall implement all activities in a conflict-sensitive and context-aware manner, recognizing the sensitive nature of sexual and reproductive health and rights (SRHR) and the diverse social, cultural, and political contexts within Tanga Region. The contractor shall apply the principles of do no harm and proactively identify, assess, and mitigate risks related to social tensions, stigma, community resistance, or unintended negative consequences that may arise during implementation. Activities shall be adapted, where necessary, in close coordination with local authorities and relevant community stakeholders to ensure they remain appropriate and acceptable within the local context. Care shall be taken to ensure that project activities do not exacerbate existing conflicts, inequalities, or community tensions. Any significant contextual changes, emerging risks, or incidents that may affect project implementation shall be reported promptly to the contracting authority, and appropriate mitigation measures shall be agreed before implementation continues.

- **Human Rights:**

The contractor shall implement all activities in accordance with a human rights-based approach, ensuring that the principles of non-discrimination, participation, accountability, transparency, and equality are reflected throughout project implementation. All activities shall respect, protect, and promote the rights and dignity of all individuals, with particular attention to adolescents, young people, women, persons with disabilities, and other vulnerable or marginalized groups. Engagement with communities, schools, youth clubs, health facilities, and other stakeholders shall be conducted in a respectful, inclusive, culturally appropriate, gender-responsive, and age-appropriate manner. The contractor shall ensure meaningful participation of relevant stakeholders, promote equitable access to project activities and services, and take appropriate measures to prevent discrimination, exclusion, or stigmatization throughout implementation.

- **Security precautions:**

The contractor shall implement all activities in line with GIZ's Security Risk Management framework and follow instructions issued by the GIZ Security Risk Management Advisor. All contractor staff are advised to register with GIZ's mass

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

notification system for security alerts. Any security incidents, safety-related events, or near misses shall be reported promptly to the contracting authority in accordance with established procedures, and appropriate preventive measures shall be taken to ensure staff safety.

- **Safeguarding and Duty of Care:**

The contractor is responsible for ensuring that all activities under this assignment are implemented in full compliance with applicable safeguarding, child protection, and duty-of-care standards. Given that the assignment involves engagement with teachers and youth leaders who work with children and adolescents, the contractor shall take proactive measures to prevent, identify, and respond to any form of abuse, exploitation, or harm.

The contractor shall ensure and document that all personnel, facilitators, and partners involved in implementation are adequately sensitised and trained on safeguarding principles, including appropriate conduct when working with minors, power dynamics, and the prevention of sexual exploitation, abuse, and harassment (SEAH). The contractor shall inform all relevant stakeholders about clear and accessible reporting pathways, including confidential mechanisms for raising concerns or complaints, and shall actively support the strengthening and use of existing safeguarding structures and referral mechanisms at community and institutional level. Safeguarding measures and risk mitigation actions shall be integrated into planning, implementation, monitoring, and reporting throughout the contract period.

The contractor's staffing profile shall be balanced in terms of gender and age.

3. Technical-methodological concept

In this section, the tenderer shall reflect on the objectives and terms of reference of the tender at hand, describe the partner system and its processes in the area of responsibility and present the technical-methodological concept for completing the tasks listed in section 2 and achieving the set objectives. In addition, the tenderer must describe the design of the project management process.

3.1 Interpretation of objectives (section 1.1 of the assessment grid)

Interpretation of the objectives in the ToRs

The contractor shall interpret the objectives for which it is responsible. Simple repetition of the objectives formulated in section 2 of the ToRs is not desired. Rather, the contractor is to describe and interpret the changes in the partner system that are to be directly achieved by the object of the tender procedure. The resulting positive impact on the partner system (section 1.1.1 of the assessment grid) shall also be presented.

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

In doing so, the contractor shall demonstrate its understanding of the Tanzanian context and explain how contextual factors, including the institutional, policy, socio-cultural, and operational environment, influence the achievement of the objectives. The contractor shall identify key contextual opportunities, challenges and risks relevant to achieving the expected results and sustainability of the proposed interventions

Critical examination of tasks

The contractor must undertake a critical examination of the ToRs (section 1.1.2 of the assessment grid). This shall include an assessment of the appropriateness of the personnel concept for implementing the scheduled tasks, an assessment of the results hypotheses for achieving the objectives and possible risks in implementation, and an assessment of the technical concept.

The contractor shall furthermore critically assess the suitability and feasibility of the proposed approach in the Tanzanian context, taking into account relevant institutional, policy, socio-cultural, and operational factors that may affect implementation. The contractor shall identify key opportunities, challenges and risks associated with the proposed approach and explain how these will be addressed. Particular consideration shall be given to the feasibility of engaging schools, young people, parents, communities and relevant government structures; socio-cultural sensitivities related to sexual and reproductive health; coordination with relevant stakeholders; and the practical feasibility and sustainability of the proposed activities

3.2 Processes and actors in the partner system (section 1.2 of the assessment grid)

Processes describe actions or sets of tasks that are necessary in order to render specific services in a sector or in the cooperation/partner system. Specific actors are given responsibility for determining and implementing these actions and sets of tasks in line with the regulations. Actors are usually institutions such as ministries, local governments, associations and chambers, non-governmental organisations, companies in a sector or individual businesses, universities or banks, but may also be individuals (e.g. a person with higher decision-making authority).

The tenderer shall describe the processes in the sector or partner system that are relevant to the services put out to tender (section 1.2.1 of the assessment grid). The description shall demonstrate a sound understanding of the Tanzanian context and explain how relevant institutional, policy, socio-cultural, and operational factors influence these processes. The tenderer shall identify opportunities, challenges and practical considerations arising from these factors that are relevant to implementation.

The tenderer shall present the actors (partners and others) who are relevant for the tender in the form of a map of actors. As far as possible, it shall list the actors by name. Their mandates as well as strengths, weaknesses, and interests with respect to the services put out to tender are also to be briefly presented (section 1.2.2 of the assessment grid). The actor mapping shall reflect a thorough understanding of the Tanzanian institutional landscape and stakeholder environment and identify the key actors relevant to the assignment, their respective roles and their relevance for successful implementation.

In addition, the tenderer shall describe the interaction between the actors mentioned above. This can consist of a description of the specific collaboration between individual actors in the

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

processes listed above, of the dependencies or conflicts between the actors and their consequences, or of existing dialogue and communication formats (section 1.2.3 of the assessment grid). The analysis shall demonstrate an understanding of how these relationships function in practice within the Tanzanian context and identify factors that may facilitate or hinder collaboration and implementation.

3.3 Strategy (section 1.3 of the assessment grid)

The strategy for delivering the services in the tender is the core element of the technical-methodological concept. It is composed of the following elements:

- Procedure for achieving the objectives stated in section 2.2 of these ToRs
- Development of partnerships with the relevant actors
- Approaches for leverage effects and measures for scaling-up
- Consideration of environmental and social compatibility requirements (including gender equality)
- Appropriate consideration of further requirements

3.3.1 Strategic approach to achieving the objectives mentioned in the ToRs
(section 1.3.1 of the assessment grid)

The tenderer shall describe and justify the approach it plans to adopt in order to achieve the milestones, objectives and results (see Section 2) for which it is responsible (Section 1.3.1 of the assessment grid). The proposal shall present a coherent and feasible implementation strategy that explains the overall implementation logic, including the sequencing of key interventions, stakeholder engagement approach, and measures to ensure quality, sustainability, and effective risk mitigation. Rather than providing a detailed description of individual activities, the tenderer shall explain how the proposed approach will contribute to achieving the expected outputs and outcomes.

The proposed approach shall demonstrate a sound understanding of the Tanzanian context and explain how relevant institutional, policy, socio-cultural, economic and operational factors have been considered in the design of the intervention. The tenderer shall explain how these contextual considerations are reflected in the proposed methodology, implementation approach, stakeholder engagement strategy, and risk mitigation measures.

3.3.2 Building partnerships with the relevant actors
(section 1.3.2 of the assessment grid)

The tenderer shall develop and describe a strategy for developing the cooperation with the actors in the partner system who are relevant for the implementation of the services in the tender. The strategy shall address cooperation with MoH, MoEST, PMO-RALG and MoCDGWSG; relevant regional and local government authorities; participating schools and out-of-school youth clubs; health facilities; and Community Development Officers. It shall also explain how relevant community structures, including school boards, parent associations and other community actors, will be engaged. The tenderer shall describe its understanding of the mandates, interests, capacities, and relationships of the relevant actors and explain how it will establish and maintain effective cooperation with these actors throughout implementation.

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371**3.3.3 Approaches for leverage effects and measures for scaling-up**

(section 1.3.3 of the assessment grid)

The tenderer shall state whether there are promising approaches for leverage effects beyond the measures mentioned in section 2. This shall include approaches for documenting and sharing lessons learned and effective practices; strengthening the use of existing government, education, health and community structures; and facilitating the replication or uptake of successful approaches beyond the participating schools, youth clubs and communities. and to describe them. In doing so, the tenderer shall present and explain measures that promote both horizontal and vertical scaling-up. Horizontal scaling may include the replication or dissemination of successful approaches to other schools, youth clubs, health facilities or communities. Vertical scaling may include the integration of successful approaches, tools or lessons learned into relevant government structures, guidelines, training approaches or planning processes at district, regional or national level. In particular, the tenderer must submit proposals on how innovations that have been developed in the context of implementation can be disseminated beyond the sphere of influence of the project.

The tenderer shall describe how knowledge generated through the assignment will be captured, disseminated and utilised to maximise learning and sustainability. The proposal shall explain how successful approaches, innovations, tools and results can be replicated across geographical areas, institutions or target groups (horizontal scaling-up) and integrated into policies, guidelines, systems or institutional frameworks (vertical scaling-up). Particular attention shall be given to opportunities for sustainable uptake within the Tanzanian context.

3.3.4 Consideration of environmental and social compatibility requirements

(section 1.3.4 of the assessment grid)

Not applicable

3.4 Project management

(section 1.4 of the assessment grid)

In this section, the tenderer presents the operational plan for implementing the services in the tender. The proposal shall describe the operational plan for implementing the services, the procedures for coordination with GIZ, the commissioning project and the relevant implementing partners, and the proposed monitoring approach. The project management concept shall demonstrate how the strategy described in Section 3.3 will be translated into effective implementation arrangements that ensure timely delivery, quality assurance, risk management and achievement of the expected results. The proposal shall further describe how the contractor will manage, supervise and provide technical guidance to the proposed personnel, including arrangements for quality assurance, performance management and timely corrective action where required.

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

3.4.1 Operational plan

(section 1.4.1 of the assessment grid)

The tenderer shall draw up and explain an operational plan for implementing the strategy described in section 3.3, including a plan for the assignment of all the experts included in the tender.

The operational plan must include the assignment times (periods and expert days) and assignment locations of the individual experts, the milestones as presented in section 2 and, in particular, describe all the necessary work stages in detail and in chronological order. The tenderer can define further milestones beyond those prescribed in section 2 and map them out in the plan of operations.

The operational plan shall clearly demonstrate how the proposed strategy will be translated into practical implementation. It shall explain the sequencing of activities and deliverables, the allocation of responsibilities among experts, and how the proposed implementation schedule contributes to the timely achievement of the objectives and expected results. The operational plan shall reflect realistic implementation arrangements within the Tanzanian context, including institutional processes, geographical considerations, seasonal factors, stakeholder availability, and appropriate allocation of human and financial resources.

3.4.2 Coordination with GIZ or the commissioning project

(section 1.4.2 of the assessment grid)

Not applicable

3.4.3 Steering or coordination of measures with the relevant implementing partner

(section 1.4.3 of the assessment grid)

In the tender, the tenderer shall name the implementing partners relevant for implementing the services and to describe and explain the procedure for steering or coordinating the measures with them.

The proposal shall identify the implementing partners relevant to the assignment and describe how collaboration, coordination, and joint planning will be organised throughout implementation. The tenderer shall demonstrate a thorough understanding of the Tanzanian institutional landscape and stakeholder environment, including the mandates, roles, and relationships of the different actors involved. The proposal shall explain how existing coordination structures, government systems, and stakeholder relationships will be utilised to facilitate effective implementation, strengthen ownership, and promote sustainability of the proposed interventions.

3.4.4 Monitoring

(section 1.4.4 of the assessment grid)

In the tender, the tenderer shall describe how it will regularly capture and document the status of completion of the tasks, the achievement of objectives, the results achieved and the

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

risks in the area for which it is responsible in accordance with the specifications set out in section 2.

The proposal shall explain how monitoring information will be collected, validated, analysed, documented, and reported, including the methods, responsibilities, and frequency of data collection and reporting. The tenderer shall describe how monitoring requirements of the project and relevant partner systems will be met and how monitoring findings will be used to support adaptive management, continuous learning, quality improvement, and evidence-based decision-making. The proposed monitoring approach shall be appropriate to the Tanzanian context, taking into account national reporting systems, partner capacities, data availability, and practical implementation realities to ensure timely, reliable, and meaningful monitoring throughout the assignment.

3.5 Further requirements

(section 1.5 of the assessment grid)

Not applicable

4. Personnel

The tenderer shall provide 'experts' for the positions referred to and described (scope of tasks and qualifications) in this section on the basis of corresponding CVs. **The requirements on the format and content of the CVs are described in section 6.**

When selecting personnel, the contractor must ensure that the team is well-balanced with respect to gender and age.

The qualifications mentioned below correspond to the requirements for achieving the highest number of points in the technical assessment.

'One year of professional experience' is therefore defined as a cumulative 12 expert months with at least 18 expert days per month, provided no diverging definition is specified for individual qualifications.

Expert 1: Team Leader with national experience (section 2.1 of the assessment grid)

This position is a key expert.

Tasks of expert 1: Team leader

- Overall responsibility for the advisory packages of the contractor
- Ensuring the coherence and complementarity of the contractor's services with other services delivered by the project at local and national level
- Design, implementation, monitoring and evaluation of capacity development measures for local partners in the following areas Adolescent SRHR, Life Skills, and Gender-Transformative Approaches.
- Securing buy-in and ownership for all activities at national and local level, including proactive engagement with key stakeholders (such as RMOs, REOs, DEOs, WEOs,

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

VEOs, and District Cultural Officers); with particular responsibility for Work Package 2 and the engagement of local opinion leaders

- Oversee Work Package 3, including coordination with partners, management of short-term experts, and quality assurance of communication products in line with and national guidelines
- Responsibility for taking cross-cutting themes into consideration (for example, gender equality)
- Staff management, in particular identifying the need for short-term assignments within the available budget, planning and managing the assignments and supporting experts
- Ensuring that monitoring procedures are carried out
- Regular reporting in accordance with deadlines
- Responsibility for checking the use of funds and financial planning in consultation with the commission manager at GIZ
- Supporting the commission manager in updating and/or adapting the project strategy, in evaluations and in preparing a follow-on phase

Qualifications of expert 1: Team leader

Education/training (section 2.1.1 of the assessment grid):	Bachelor degree in medicine, nursing, public health or social science (6/10 points) plus postgraduate degree in public health, gender studies or social science (4/10 points)
Language (section 2.1.2 of the assessment grid):	Knowledge of English: C1 (5/10 points) and Kiswahili: C1 (5/10 points) in the Common European Framework of Reference for Languages
General professional experience (section 2.1.3 of the assessment grid):	7 years of professional experience in designing and implementing large youth-focused health programmes
Specific professional experience (section 2.1.4 of the assessment grid):	5 years of professional experience in working with gender-transformative approaches,
Leadership/management experience (section 2.1.5 of the assessment grid):	5 years of management experience in an international organisation, including line-management responsibility and oversight of programme budgets exceeding EUR 650.000 annually.
International professional experience outside the country/region of assignment (section 2.1.6 of the assessment grid):	Not applicable
Professional experience in the country/ region of assignment (2.1.7 of the assessment grid):	Not applicable
Experience in the field of development cooperation (section 2.1.8 of the assessment grid):	5 years of professional experience working in an international organisation.
Other (section 2.1.9 of the assessment grid):	Not applicable

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

Expert 2: Sexual Reproductive Health and Right (SRHR) Expert with national experience (section 2.2 of the assessment grid)

Tasks of expert 2: SRHR Expert

- Lead the planning and implementation of school- and out of school youth-club-based SRHR and life-skills interventions under Work Package 1, including training of teachers and youth facilitators on sexual and reproductive health education, life skills, and gender and inclusion.
- Ensure high-quality, age-appropriate SRHR knowledge transfer to adolescents and young people, aligned with national health guidelines and youth-friendly service standards.
- Support and technically guide structured cooperation between schools, youth clubs, and health facilities, including mutual visits and outreach by health workers, to strengthen access to SRHR services and referral pathways.
- Together with the Team Leader, design and facilitate structured, gender-transformative dialogue processes with local opinion leaders under Work Package 2, using health-based evidence to address social norms affecting young people's access to SRHR services and to contribute to the reduction of teenage pregnancies.
- Coordinate the implementation of repeated dialogue cycles and support the organisation of baseline, midline, and endline assessments in collaboration with the external service provider.
- Support the orientation of Ward Education Coordinators and Village/Ward Executive Officers on key SRHR topics to strengthen local ownership, monitoring, and sustainability.
- Ensure coherence between youth-focused interventions and community-level norm change activities, and contribute to reporting, documentation of lessons learned, and safeguarding compliance.

Qualifications of expert 2: SRHR Expert

Education/training (section 2.2.1 of the assessment grid):	Master's degree in public health, medicine, nursing, social sciences, education or gender studies,
Language (section 2.2.2 of the assessment grid):	Knowledge of English: C1 (5/10 points) and of Kiswahili: C1 (5/10 points) in the Common European Framework of Reference for Languages
General professional experience (section 2.2.3 of the assessment grid):	5 years of professional experience in sexual and reproductive health and rights (SRHR) or adolescent and youth health programmes (5/10 points) and 5 years of experience in the design and implementation of SRHR knowledge transfer interventions for adolescents and young people in school-based or out-of-school settings (5/10 points)*
Specific professional experience (section 2.2.4 of the assessment grid):	5 years of experience engaging community leaders, opinion leaders, religious leaders or other gatekeepers on sensitive SRHR topics (5/10 points) and 5 years of experience applying gender-transformative approaches, (5/10 points)*

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

Leadership/management experience (section 2.2.5 of the assessment grid):	Not applicable
International professional experience outside the country/region of assignment (section 2.2.6 of the assessment grid):	Not applicable
Professional experience in the country/ region of assignment (2.2.7 of the assessment grid):	Not applicable
Experience in the field of development cooperation (section 2.2.8 of the assessment grid):	5 years of professional experience working in an international organisation.
Other (section 2.2.9 of the assessment grid):	Not applicable

*The periods of professional experience demonstrated under the two criteria may overlap.

Expert 3: Community Engagement and Gender Officer with national experience (section 2.3 of the assessment grid)

Tasks of expert 3: Community Engagement and Gender Officer

- Lead the capacity strengthening of local CSOs under Work Package 4, including training on grant writing, proposal development, and implementation of gender-transformative interventions.
- Manage and technically accompany the competitive grant process, including support to selected organisations and monitoring of grant implementation, results, and use of funds.
- Provide technical guidance to CSOs on gender-transformative approaches, inclusion, and safeguarding, and facilitate linkages with schools, health facilities, youth clubs, and community structures.
- Support the integration of gender-transformative and inclusive approaches into school and youth club activities under Work Package 1, including advice on training content and facilitation methods.
- Contribute to coordination, reporting, and documentation of learning related to community engagement and gender equality, in close collaboration with the Team Leader and other experts.

Qualifications of expert 3: Community Engagement and Gender Officer

Education/training (section 2.3.1 of the assessment grid):	Bachelor's degree in gender studies, social sciences, public health or development studies
Language (section 2.3.2 of the assessment grid):	Knowledge of English: C1 (5/10 points) and of Kiswahili: C1 (5/10 points) in the Common European Framework of Reference for Languages

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

General professional experience (section 2.3.3 of the assessment grid):	5 years of professional experience in community engagement or gender equality
Specific professional experience (section 2.3.4 of the assessment grid):	3 years of experience in the implementation of gender-transformative interventions,
Leadership/management experience (section 2.3.5 of the assessment grid):	Not applicable
International professional experience outside the country/region of assignment (section 2.3.6 of the assessment grid):	Not applicable
Professional experience in the country/ region of assignment (2.3.7 of the assessment grid):	Not applicable
Experience in the field of development cooperation (section 2.3.8 of the assessment grid):	3 years of professional experience working in an international organisation.
Other (section 2.3.9 of the assessment grid):	Not applicable

Expert 4: Youth Engagement Officer with national experience (section 2.4 of the assessment grid)Tasks of expert 4: Youth Engagement Officer

- Provide a youth perspective in the design, implementation, and adaptation of project activities across all work packages, ensuring relevance, acceptability, and accessibility for adolescents and young people.
- Support the implementation of school- and youth-club activities, including trainings, events, peer-learning formats, and extracurricular activities.
- Contribute to the co-creation and review of SRHR messages, training materials, and IEC products to ensure youth-friendly language and formats.
- Support community engagement activities, including dialogue processes with opinion leaders, by providing insights on youth realities, barriers to access, and effective messaging.
- Participate in monitoring and learning activities, including feedback collection from young people and documentation of lessons learned from a youth perspective.
- Act as a liaison between the project team and youth participants, helping to ensure safeguarding, inclusion, and respectful engagement.

Qualifications of expert 4: Youth Engagement Officer

Education/training (section 2.4.1 of the assessment grid):	Advanced Certificate of Secondary Education Examination (ACSEE).
--	--

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

Language (section 2.4.2 of the assessment grid):	Knowledge of English: B2 (5/10 points) and of Kiswahili: C1 (5/10 points) in the Common European Framework of Reference for Languages
General professional experience (section 2.4.3 of the assessment grid):	2 years of engagement in youth-led or youth-focused initiatives, such as school or youth clubs, community organisations, advocacy groups, or volunteer programmes.
Specific professional experience (section 2.4.4 of the assessment grid):	Experience in developing social media content related to youth issues, sexual and reproductive health and rights (SRHR), health promotion, or gender equality
Leadership/management experience (section 2.4.5 of the assessment grid):	Not applicable
International professional experience outside the country/region of assignment (section 2.4.6 of the assessment grid):	Not applicable
Professional experience in the country/ region of assignment (2.4.7 of the assessment grid):	Not applicable
Experience in the field of development cooperation (section 2.4.8 of the assessment grid):	Not applicable
Other (section 2.4.9 of the assessment grid):	Not applicable

The tenderer must assign all the proposed experts (expert 1 – 4) to the required qualifications and clearly present them in a separate table preceding the CVs. The summary presentation must mention only qualifications that are actually indicated in the CVs. Professional experience must be evidenced by meaningful references in the CVs. It is advisable to make explicit reference to each example of professional experience.

Soft skills of team members

In addition to their specialist qualifications, all team members are also expected to have the following qualifications:

- Team skills
- Initiative
- Communication skills
- Sociocultural and intercultural skills
- Efficient partner- and client-oriented working methods
- Interdisciplinary thinking

Soft skills are not evaluated.

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371**Expert Pool 1: Communication Experts with national experience with 3 to 6 experts**

The experts in this pool are not part of the technical assessment, so no CVs need to be submitted with the tender. The qualifications specified for the pool are therefore minimum requirements, the fulfilment of which must be confirmed by GIZ before the experts are assigned.

The expert pool shall provide a flexible resource of qualified communication professionals who can be mobilised throughout the implementation period, depending on project needs. The actual number of experts engaged, their specific profiles, level of effort and timing of assignments may vary according to implementation requirements and may differ from the indicative staffing requirements presented in Section 4 of the Terms of Reference.

Tasks of the expert pool

- Support the development and implementation of social media, mass media and community communication activities under Work Package 3, in line with the approved communication concept and work plan.
- Develop youth- and community-friendly communication products on SRHR and related health topics, using approved IEC materials, key messages and branding guidelines.
- Produce communication materials, including social media content, human-interest stories, radio and television materials, photography, videos, graphics and other visual assets.
- Support the documentation of project activities, events, campaigns and field visits through written, photographic and audiovisual products.
- Provide technical communication support during community engagement activities, stakeholder events and media engagements, as required.
- Ensure that all communication products are technically accurate, culturally appropriate, gender-responsive, disability-inclusive and compliant with safeguarding, ethical and branding requirements.
- Contribute to the organisation, archiving and handover of communication products and documentation generated during implementation.

Qualifications of the expert pool

The expert pool shall collectively cover the qualifications and areas of expertise listed below. Individual experts are not required to fulfil all criteria. The contractor shall ensure that all required areas of expertise are adequately covered across the expert pool. Experts shall only be deployed for assignments for which they have the relevant qualifications and professional experience.

Education/training	The expert pool shall include experts with relevant training or qualifications in one or more of the following areas: • communication, media or journalism • photography or videography • graphic design or visual arts These qualifications may be distributed among different experts within the pool.
--------------------	--

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

Language	The expert pool shall collectively have sufficient English and Kiswahili language capacity to perform all assignments. Experts undertaking direct engagement with communities, young people or other Tanzanian stakeholders shall have Kiswahili at C1 level; English at B2 level is required for experts responsible for communication with GIZ and preparation of English-language deliverables. (C1 and B2 as per Common European Framework of Reference for Languages)
General professional experience	Each proposed expert shall have 3 years of relevant professional experience in their respective area of expertise. Collectively, the expert pool shall cover one or more of the following areas: • health communication or social and behaviour change communication (SBCC), • public awareness campaigns, • documentary or event photography or • graphic design for print and digital media.
Specific professional experience	Not applicable
Leadership/management experience	Not applicable
International professional experience outside the country/region of assignment	Not applicable
Professional experience in the country/ region of assignment	Not applicable
Experience in the field of development cooperation	All experts shall demonstrate experience in the field of development cooperation, demonstrated by a portfolio of four distinct communication products (e.g. photographs, graphics, visual assets) developed for international organisations.
Other	Not applicable

5. Costing requirements

In your tender, please do not deviate from the specification of inputs required in these ToRs (the number of experts and expert days, the budget specified in the price schedule). This is part of the competitive tender and is used to ensure that the tenders can be compared objectively. Please note: only services that were commissioned by GIZ and rendered by the

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

contractor will be remunerated. We would also like to point out that it may not be necessary to make use of the total number of proposed expert days.

5.1 Assignment of experts

The number of expert days corresponds to full working days.

Expert	Expert days in the country of residence /remote	Availability of expert in the country of assignment* in expert days	Expert days in total	Consecutive stay > 3 months (see General Terms and Conditions, section 3.6.2)	Number of international flights	Number of national flights
Key Expert 1: Team Leader	0	495	495	Not applicable	1	6
Expert 2: SRHR Expert	0	495	495	Not applicable	0	2
Expert 3: Community Engagement and Gender Officer	0	495	495	Not applicable	0	2
Expert 4: Youth Engagement Officer	0	495	495	Not applicable	0	0
Expert Pool 1 Communication	0	200	200	Not applicable	0	0
Backstopping	Not applicable	Not applicable	Not applicable	Not applicable	2	2

5.2 National administrative staff

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

The following national administrative staff are needed:

1 Driver for 27 months

1 Office assistant (admin and finance management) for 27 months

5.3 Travel expenses**5.3.1 Travel – sustainability considerations**

GIZ would like to reduce greenhouse gas emissions (CO₂ emissions) caused by travel. When preparing your tender, please incorporate options for reducing emissions, for example by selecting the lowest-emission booking class (economy) or using means of transport, airlines and flight routes that are more CO₂-efficient. For short distances, travel by train (second class) or e-mobility are the preferred options.

CO₂ emissions caused by air travel must be offset. GIZ specifies a budget for this, through which the carbon offsets can be settled against evidence.

There are many different providers in the market for emissions certificates, and they have different climate impact ambitions. The [Development and Climate Alliance](#) has published a [list of standards](#) (only in German available). GIZ recommends using the standards specified there.

5.3.2 Travel expense requirements

The travel expenses must be costed as follows by the contractor:

Travel expenses item	Quantity/budget
Total number of international return flights (economy class)	3
Total number of domestic return flights (economy class) for back-stoppers	2
Total number of regional/national flights	10
CO ₂ offsets for flights	700 EUR An unalterable budget for CO ₂ offsets for settlement against evidence is specified.
Transport costs (rail travel, car travel, public transport)	Not applicable
Per-diem allowances for back-stoppers	20
Overnight accommodation allowances for experts with national experience and other staff	1200

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

Overnight accommodation allowances for back-stoppers	20
Accommodation allowances for experts with national experience and other staff	1200
Other travel expenses (visa, project-related travel expenses outside the place of business etc.)	1.000 EUR

Per-diem allowances are reimbursed as a lump sum up to the maximum amounts permissible under tax law for each country as set out in the country table in the circular from the German Federal Ministry of Finance on travel expense remuneration (download at <https://www.bundesfinanzministerium.de>).

Per-diem allowance (=daily subsistence allowance) for experts with national experience:

The Per-diem allowance for **experts with national experience** is calculated based on the GIZ and Third Party (Non-Governmental Rates) guidelines for events within Tanzania, with effect of 01/07/2023. The Maximum Per-diem allowance rate is 25,00 EUR per day.

In addition, for the following items, reasonable costs can be settled against evidence up to the proposed amount.

- Flight costs
- Other travel expenses

Notes on the settlement of accommodation allowances outside Germany:

For the country Tanzania, tenderers may offer accommodation allowances up to EUR 97,00 for international and regional experts. This is the maximum amount permissible under tax law as per the BMF circular on travel expense reimbursement.

If the contractor offers accommodation allowances at up to 75% (EUR 72,75) of the maximum amounts permissible under tax law as per the BMF circular on travel expense reimbursement, the expenses will be reimbursed **on a lump-sum basis** in the contractually agreed amount.

If the contractor offers accommodation allowances at between 75% and 100% (EUR 72,76 - EUR 97,00) of the maximum amounts permissible under tax law as per the BMF circular on travel expense reimbursement, the corresponding **evidenced expenses** will be reimbursed up to the contractually agreed amount.

The accommodation allowance for **experts with national experience** is calculated based on the GIZ and Third Party (Non-Governmental Rates) guidelines for events within Tanzania, with effect of 01/07/2023. The Maximum Per-diem allowance rate is 25,00 EUR per day

All travel activities must be agreed in advance with the project manager. Travel expenses must be kept as low as possible.

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371**5.4 Materials and equipment**Budget for materials and equipment: EUR 20.000

The fixed, unalterable budget above is earmarked for the procurement of the materials and equipment described in the table below (payment against evidence).

Made available free of charge by the project executing agency (local project partner) for the duration of the contract.	Made available free of charge by GIZ for the duration of the contract.	Materials and equipment to be procured by the contractor in the financial bid.
Office space, utilities	1 project vehicle (4WD) for permanent use 1 additional driver and project vehicle as agreed Cleaning services for office space	Office furniture IT equipment

5.5 Operating costs in the country of assignment

The specified lump sums per month are the maximum amounts the tenderer can include in the tender. In other words, the tenderer can offer lower individual lump-sum amounts. The corresponding lump sums are to be entered into the price schedule by the tenderer. **Higher lump sums are not to be included in the tender.**

	Months	Lump sum per month up to
Office operating costs	27	EUR 1.500
Vehicle operating costs	27	EUR 1.400

5.6 Workshops, education and trainingWorkshop budget: EUR 300.000

The fixed, unalterable budget given above is specified in the price schedule for workshops and trainings. The budget includes the following costs relating to the planning and running of workshops: Room hire, technical systems, moderation services, catering, workshop

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

materials, mobile data bundles to access e-learning (see section 2.2), travel expenses for partner experts (subsistence, accommodation, travel costs; for budgeting see Annex 6 and use daily rates of EUR 25 per day and per night each shall be used for subsistence and accommodation), other costs relating to the workshops.

The budget does not include the fees and travel expenses for the contractor's experts incurred in connection with the planning and running of the workshops. These are covered by the corresponding number of expert days and travel expenses (see sections 5.1 and 5.3 above).

5.7 Local contributions

Budget for local contributions: EUR 60.000

Local contributions are awarded on the basis of the attached annex 'Mustervertrag Örtliche Zuschüsse' (Contract template for local contributions) and in accordance with the provisions of the General Terms and Conditions and the annex 'Handreichung Örtliche Zuschüsse' (Guideline for local contributions) to the General Terms and Conditions.

Local contributions will be provided under Work Package 4 in the form of local subsidy agreements to local civil society organisations (CSOs) to support the implementation of community-based, gender-transformative interventions. These local contributions are a core programme instrument to strengthen local ownership, sustainability, and context-specific responses to harmful gender norms and power relations.

The local contributions will be implemented as local subsidy agreements with selected local organisations and are not service contracts. The recipient organisations will independently design and implement their proposed interventions within the agreed framework, objectives, and budget ceilings, while remaining accountable for the appropriate use of funds and achievement of agreed results. The contractor will not procure services from these organisations but will provide financial resources and technical accompaniment to enable locally led implementation.

A total of five local contributions, each valued EUR 12,000, will be awarded to selected local organisations, resulting in an overall **local contribution volume of EUR 60,000**.

These tasks of the contractor include, but are not limited to:

- Conducting commercial and legal eligibility checks of applicant organisations;
- Supporting capacity building of local organisations, including training on grant management, financial reporting, safeguarding, and gender-transformative approaches;
- Managing the competitive call for proposals and selection process;
- Providing ongoing technical advisory services and accompaniment during grant implementation;
- Monitoring progress, use of funds, and compliance with contractual and safeguarding requirements;
- Supporting learning, documentation, and reporting on results achieved through the local contributions.

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

The contractor shall allocate expert days for the administrative, financial, and technical tasks related to the management of local contributions. Responsibility for the management and technical accompaniment of local contributions is assigned to the Community Engagement and Gender Officer (Expert 3) and the Admin and Finance Staff, as specified in Section 4 and 5. They will ensure that capacity building and technical advisory services related to the local contributions are delivered in a structured, transparent, and quality-assured manner, in close coordination with the Team Leader.

5.8 Other costs

Total other costs: EUR 60,000

Work Package 1 – Capacity Development and Youth Empowerment An amount of EUR 20,000 is available to cover the costs of printing, reproduction, procurement and distribution of training and information materials for comprehensive sexuality education (CSE), life skills, gender and inclusion. This includes adapted and accessible training materials to support the inclusion of young people with disabilities, as well as visibility and participation materials (e.g. T-shirts) required for project implementation. All expenditures require prior approval by GIZ and will be reimbursed at actual cost upon submission of appropriate supporting documentation and proof of expenditure, in accordance with GIZ financial regulations and the agreed implementation plan.

Work Package 3 – Communication and Community Engagement An amount of EUR 40,000 is available to cover the costs of production, printing, procurement and dissemination of communication and information, education and communication (IEC) materials, as well as media placement and airtime (e.g. radio, television, digital and outdoor platforms) required for the implementation of Work Package 3. All expenditures require prior approval by GIZ and will be reimbursed at actual cost upon submission of appropriate supporting documentation and proof of expenditure, in accordance with GIZ financial regulations and the agreed implementation plan.

5.9 Flexible remuneration item

Budget for flexible remuneration: EUR 80,000

The fixed, unalterable budget above is earmarked in the price schedule for flexible remuneration. Flexible remuneration is intended to facilitate the flexible management of the contract by the commission manager at GIZ. The contractor can make use of the funds in accordance with section 3.6.5.7 of the General Terms and Conditions.

6. Requirements on the format of the tender

The structure of the tender must correspond with the structure of the ToRs. It must be legible (for example Arial, font size 11 or larger) and clearly formulated. The technical tender must be written in English.

The technical-methodological concept of the tender (section 3 of the ToRs) must not exceed 26 pages (not including the cover page, list of abbreviations, table of contents, brief

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

introduction and CV for the backstopper). Additional annexes not requested will not be assessed. External content (e.g. links to websites) will also be disregarded.

The CVs of the staff proposed in accordance with section 4 of the ToRs must be in the EU format and not more than four pages in length. The CVs can also be submitted in English.

The CVs must clearly and unequivocally show what position the proposed person held, which tasks they performed and how long they worked during which period in the specified references. **The references contained in the CVs must therefore include the following information:**

- Name of the company/organisation/reference project in which the expert worked
- Position held and task(s) performed by the expert in the company/organisation/reference project
- Work outcomes or products produced by the expert, or expert's contribution to the completion of these outcomes and projects (if relevant)
- Duration of the expert's assignment in the company/organisation/reference project per calendar year in full-time expert days, weeks or months (for example: 2019: 2 months, 2020: 10 months, 2021: 1 month)
- Leadership experience/management: clear information on the reference projects or fixed positions within the company/organisation in which the requirements specified in section 4 were fulfilled (for example, period, number of persons for whom the expert had disciplinary responsibility, project budget)

In order to facilitate the assessment, we request that you number the references sequentially and provide only references that are clearly related to the object of this tender.

7. Options or follow-on contract

7.1 Option to expand the service content/extend the contract term pursuant to section 132 (2) no. 1 German Act against Restraints of Competition (GWB)

GIZ can exercise the following option if it wishes to expand the tendered services. This is described in detail below.

Nature and scope:

While retaining the overall character of the contract, there is a possibility of GIZ continuing to obtain the services specified in section 2 of these Terms of Reference and/or of expanding the contract to include further services of the same kind. The overall contract term must not exceed three times the original contract term, and the overall contract value must not exceed twice the original contract value.

Precondition: GIZ's commissioning party extends and/or provides additional funding for the current project or commissions a follow-on project or an agreement is concluded to provide cofinancing for the measure.

Subject of the tender procedure:

Tanga Youth: Empowered and Supported (Tanga YES!)

Transaction number: 10032371

**7.2 Option to procure materials and equipment pursuant to section 132 (2) no. 1 German Act against Restraints of Competition (GWB)**

Not applicable

7.3 Follow-on contract pursuant to Section 14 (4) no. 9 German Ordinance on the Award of Public Contracts (VgV)

Pursuant to Section 14 (4) no. 9 VgV, GIZ reserves the right to award a follow-on contract to the contractor in order to procure similar services.

Scope of possible services: The term of the follow-on contract must not exceed twice that of the original contract, and the value of the follow-on contract must not exceed twice that of the original contract.

Condition: The above option is subject to GIZ receiving a commission from the commissioning party or the conclusion of an agreement for cofinancing of the measure. Any follow-on contract must be awarded within three years of the award date of the original contract.

A follow-on contract under 7.3 can be considered only as an alternative to the option in 7.1.

8. Annexes

1. Module proposal SRHEYW
2. GOT DSA Guideline *[NB: to be applied to partner staff in budget]*
3. GTA Guidelines
4. GTA Assessment
5. Standards for Adolescent Friendly Reproductive Health Service
6. Policy Guidelines on School Health Services in Tanzania
7. National Strategy for Inclusive Education