
TERMS OF REFERENCE

FORMATIVE RESEARCH

ON

PARENTING PRACTICES AND PARENTING SUPPORT NEEDS

IN CURAÇAO AND ARUBA

CONTENT

1. Background and rationale.....	2
2. Main purpose of the research.....	4
3. Specific objectives of the research	4
4. Utilization of research findings	5
5. Research questions	5
6. Methodology.....	6
7. Ethical, gender and human rights considerations	7
8. Description of the assignment - Scope of work.....	8
9. Key deliverables	10
10. Payment schedule.....	11
11. Location and duration.....	12
12. Supervisory arrangements.....	12
13. Qualifications, experience and competencies.....	12
14. Requirements for submission of proposal.....	13
15. How to apply.....	14

1. Background and rationale

There is a strong body of research showing that positive parenting, delivered through parenting support interventions, has lifelong impacts on the well-being and developmental trajectory of children.¹ Positive parenting, in this context, is defined as “Parental behaviour based on the best interests of the child that is nurturing, empowering, non-violent and provides recognition and guidance which involves setting of boundaries to enable the full development of the child”.²

Studies have shown that positive parenting interventions, which emphasize essential elements such as effective communication, empathy, emotional regulation, stress management, and conflict resolution skills, play a critical role in strengthening parent-child relationships.³ Moreover, they contribute to creating a safer and more supportive family environment. The proactive nature of positive parenting may thus act as a preventive measure, reducing the likelihood of both child maltreatment and intimate partner violence. This underscores the importance of positive parenting interventions as critical entry points for addressing both forms of violence in a coordinated manner,⁴ especially considering the frequent occurrence of both within the same family, impacting the intergenerational transmission of violence, and the shared risk factors and consequences across the lifespan.⁵

Recognizing the profound impact of parental practices throughout the life course, there is growing interest in Curaçao and Aruba to accelerate parenting support initiatives as a critical strategy for strengthening families and mitigating key risk factors associated with family violence. Both countries are therefore increasingly recognizing the development, implementation, and scaling of gender-responsive evidence-based parenting support interventions as strategic priorities.

Against this backdrop, the Governments of Curaçao and Aruba,⁶ in collaboration with key stakeholders and with the support of UNICEF the Netherlands, recently conducted a rapid mapping and scoping of their respective parenting landscapes. The results highlighted the importance of developing national long-term visions for parenting support. These visions, currently in the final stages of development, aim to articulate each country’s goal for parenting support programming, facilitate strategic decision-making, and serve as benchmarks for measuring progress. Moreover, the scoping exercises revealed a critical need to establish comprehensive resource directories, cataloguing existing parenting support interventions on each of the islands. These directories are currently in the finalization phase.

Furthermore, the findings emphasized the need for each country to undertake formative research on parenting practices and support needs, intending to gain a nuanced understanding of the diverse dynamics shaping parenting across socio-economic groups and corresponding support requirements within each country. The research should inform tailored strategies and interventions that resonate

¹ Daly, Mary Bruckhauf, Zlata; Byrne, Jasmina; Pecnik, Ninoslava; Samms-Vaughan, Maureen; Bray, Rachel; Margaria, Alice (2015). Family and Parenting Support: Policy and Provision in a Global Context, Innocenti Insights, UNICEF Office of Research - Innocenti, Florence.

² Council of Europe, Committee of Ministers Recommendation (2006) 19 on policy to support positive parenting.

³ World Health Organization (2016) INSPIRE: Seven Strategies for Ending Violence against Children.

⁴ UNICEF (2020) Designing Parenting Programmes for Violence Prevention: A Guidance Note.

⁵ Bacchus, Loraine J., et al. “Exploring Opportunities for Coordinated Responses to Intimate Partner Violence and Child Maltreatment in Low and Middle Income Countries: A Scoping Review.” *Psychology, Health & Medicine*, vol. 22, no. sup1, 2 Feb. 2017, pp. 135–165, <https://doi.org/10.1080/13548506.2016.1274410>.

⁶ **Wherever this document refers to the Governments of Curaçao and Aruba, it will denote the following: the Government of Curaçao through the Ministry of Social Development, Labour and Welfare (SOAW); and the Government of Aruba through the Department of Social Affairs.**

with the unique challenges faced by different segments of the population. This should include addressing issues related to fostering healthy relationships and promoting positive, non-violent family dynamics. Ultimately, the goal is to contribute to the development of inclusive, gender-responsive and evidence-informed parenting support interventions in Curaçao and Aruba.

In view of the above, UNICEF the Netherlands, in close collaboration with the Governments of Curaçao and Aruba, seeks to contract a consultancy company/research team to carry out this formative research.

Key definitions used in this document

Parent: Used here broadly, by not limiting it to biological parents, but extending it to any guardian or caregiver providing consistent care to a child.

Positive parenting: Parental behaviour based on the best interests of the child that is nurturing, empowering, non-violent and provides recognition and guidance which involves setting of boundaries to enable the full development of the child.⁷

Parenting support interventions: A set of activities or services aimed at improving how parents approach and execute their role as parents, specifically their parenting knowledge, attitudes, skills, behaviours, and practices.⁸

Child maltreatment: A form of violence against children perpetrated by a parent or caregiver, which includes acts of commission, such as physical, sexual and psychological abuse, as well as acts of omission such as neglect or exposure to violent environments.⁹

Intimate partner violence (also called domestic violence): Intimate partner violence refers to behaviour within an intimate relationship that causes physical, sexual or psychological harm, including acts of physical aggression, sexual coercion, psychological abuse and controlling behaviours. This definition covers violence by both current and former spouses and partners.¹⁰

Equitable relationships within families: Refers to interactions and dynamics where fairness, respect, and equality are upheld among family members.

Gender-responsive parenting: Refer to parenting that applies key principles such as gender equality and inclusion, and that promotes positive gender norms and socialization, in order to transform imbalanced power structures in families and future generations.¹¹

⁷ Council of Europe, Committee of Ministers Recommendation (2006) 19 on policy to support positive parenting.

⁸ UNICEF Office of Research - Innocenti (2015) Family and Parenting Support: Policy and Provision in a Global Context.

⁹ Bacchus, Loraine J., et al. "Exploring Opportunities for Coordinated Responses to Intimate Partner Violence and Child Maltreatment in Low and Middle Income Countries: A Scoping Review." *Psychology, Health & Medicine*, vol. 22, no. sup1, 2 Feb. 2017, pp. 135–165, <https://doi.org/10.1080/13548506.2016.1274410>.

¹⁰ World Health Organization. "Violence Info – Intimate Partner Violence." *Apps.who.int*, 2017, apps.who.int/violence-info/intimate-partner-violence/.

¹¹ UNICEF, Gender-Responsive Parenting – Technical Note.

2. Main purpose of the research

The aim of the research is to gain insight into the current parenting practices, challenges, support needs, and desires of parents in both Curaçao and Aruba, with an overarching goal of establishing alignment between the demand and supply of parenting support interventions. This includes ensuring a comprehensive understanding of the factors influencing parenting dynamics encompassing social, cultural and gender norms, as well as stressors like work demands and challenging family relationships, including disagreements and conflicts. By understanding these aspects, the research seeks to formulate an optimal and holistic offering of parenting support that resonates with the identified needs and preferences of parents, incorporating strategies to encourage parents to actively participate in and benefit from parenting interventions. Furthermore, the research will explore opportunities within parenting support to proactively address, in a coordinated manner, issues related to promoting healthy parent-child relationships and fostering respectful intimate partner dynamics.

It is expected that the outcomes of the research will guide evidence-based policymaking, programme development, and strategic planning. Moreover, the research should contribute to the establishment of robust monitoring and evaluation mechanisms to assess the effectiveness of interventions and guide future initiatives.

3. Specific objectives of the research

In support of the research's overall purpose, the specific objectives will be to:

Current parenting practices and family dynamics

- Explore and understand current parenting practices within diverse socio-economic groups among parents of children across different ages, with specific attention to vulnerable and/or hard-to-reach populations. Furthermore, explore parental perceptions regarding family dynamics, covering disciplinary practices, dynamics in intimate partner relationships, and perceptions of safety and well-being within the family environment on their island.
- Gain insight into the influences of social, economic, cultural/historical, religious, and gender factors on parenting practices within different socio-economic groups, and examine their correlation with family dynamics and perceptions of safety and well-being within family environments.

Awareness and utilization of existing parenting support interventions

- Obtain an understanding of parents' perceptions regarding the availability of parenting support on the island and in their neighbourhoods, as well as the reasons influencing parents to either use or not use the current interventions.
- Explore the conditions that affect the willingness, ability, and motivation of parents to engage in parenting support interventions.

Optimal future parenting support offerings

- Identify the needs, preferences, and expectations of parents regarding parenting support, including government assistance, support from the business sector, and community support.
- Examine the extent to which the needs and desires of parents align with the existing array of parenting support interventions. Based on this, and guided by the national vision on parenting support and other relevant policy documents, formulate:
 - Comprehensive policy recommendations across diverse sectors aimed at supporting parents and fostering safe and supportive family environments. These recommendations should address systemic issues and set the framework for action.
 - Specific action points for an optimal future offering that supports parents in the most suitable and effective manner. This should involve compiling a comprehensive list of examples of existing evidence-based, non-commercialized parenting support interventions, which, when contextually adapted, could meet the needs of parents in

Curaçao and Aruba. Special attention should be given to gender-responsive interventions, considering their potential to address power dynamics and social norms that contribute to promoting equitable relationships within families. Additionally, the compilation should encompass examples of various materials commonly employed in these interventions, such as parenting workbooks, and visual and audio content.

4. Utilization of research findings

Here are several anticipated ways in which the results of the research are expected to be applied.

Policy development

It is anticipated that the findings will play a critical role in shaping or adjusting policies. This may involve refining the national vision for parenting and parenting support, establishing policy goals and action points for an optimal gender-responsive parenting support offering, providing guidelines for parenting support programmes, exploring funding needs, or enacting legislation supporting parents and families.

Programme development

It is anticipated that insights from the formative research will be leveraged to develop new parenting support interventions, adapted from evidence-based interventions in other countries. In addition, existing interventions in Curaçao and Aruba may be modified to better align with and address current needs. This could involve targeting specific demographics, adjusting programme content and delivery methods with particular attention to gender dynamics, while also enhancing accessibility.

Marketing and communication

It is anticipated that the findings will serve as a foundation for developing effective marketing and communication strategies – this to raise awareness among parents and families about available resources and motivate their utilization.

Monitoring and evaluation

It is anticipated that the findings will play a crucial role in setting measurable objectives and indicators for the effectiveness of parenting support initiatives. This will form the basis for establishing a monitoring and evaluation system to track progress and measure the impact of programmes.

5. Research questions

The research should, at a minimum, address the following questions. When relevant, an integrated gender and disability lens should be applied to these inquiries.

Main research question

What are the current parenting practices, challenges, support needs, and desires of parents, and how can this evidence be utilized to establish alignment between the demand and supply of parenting support interventions, ensuring the development of an optimal, holistic and gender-responsive offering that addresses the identified needs and preferences of parents?

Specific research questions

Current parenting practices and family dynamics

- What parenting practices are currently employed by parents in different socioeconomic groups, and how do these practices vary according to the age phase of their children, with specific attention to vulnerable and/or hard-to-reach populations, including, but not limited to:
 - Fathers
 - Parents of children with disabilities

- Adolescent parents
- Migrant parents
- What are the prevailing positive parenting practices employed by parents (e.g., positive reinforcement, positive discipline), and which ones are less common; and how do parental perceptions regarding family dynamics, intimate partner relationship dynamics, and perceptions of safety and well-being within the family environment, present on the respective islands?
- What are the primary questions, aspirations, and challenges that parents encounter, organized by the age group of the child (0–2 years, 3–9 years, 10–17 years)?
- What social, economic, cultural/historical, religious and gender influences impact parenting practices in Curaçao and Aruba, and how do these factors relate to family dynamics and perceptions of safety and well-being within the family?

Existing array of parenting support interventions

- To what extent are parents familiar with the existing array of parenting support interventions in Curaçao and Aruba, and in what ways can awareness of these interventions be enhanced?
- How do parents perceive the availability and accessibility of parenting support on the island and in their local community?
- What conditions influence the willingness, ability, and motivation of parents to participate in parenting support interventions?
- What are the specific needs and preferences that parents have in relation to parenting support, and how do these align with:
 - available evidence/statistics on parenting challenges in Curaçao and Aruba;
 - current parenting support offerings in Curaçao and Aruba; and
 - national vision on parenting support in Curaçao and Aruba.

Optimal future parenting support offerings

- What specific forms of support or assistance would parents prefer to receive to enhance their parenting knowledge and skills? From whom would parents prefer to receive support, and in what manner or modality?
- What roles can the government, business sector, and the community play in supporting parents in their parenting responsibilities?
- What policy recommendations and specific action points can be articulated for shaping the future landscape of parenting support in Curaçao and Aruba, considering the unique needs and challenges related to gender dynamics and fostering healthy family relationships?
- Which existing evidence-based, gender-responsive, non-commercialized parenting support interventions could be adapted to suit the context of Curaçao and Aruba and implemented at scale?

Please note that the research team may identify additional research questions during the development of the Research Protocol and/or may propose modifications to existing ones.

6. Methodology

The research should seek to utilize existing data collection instruments adapted to the context of Curaçao and Aruba whenever possible. The study is planned to unfold over an seven-month period and will employ a mixed methodology, integrating a quantitative method with an additional qualitative approach. This combined approach is intended to enable a more comprehensive and balanced exploration of the research questions outlined above.

The quantitative component of the research will aim to provide representational insights into the prevalence and patterns of certain parenting behaviours and family dynamics and their association with specific demographic factors. Furthermore, it will explore the utilization of existing parenting

interventions and preferences for future offerings. To achieve this goal, a nationally representative survey will be conducted, targeting individuals aged 16 and above who are parents. The aim is to encompass diverse socio-economic backgrounds, with a specific focus on vulnerable and/or hard-to-reach populations, including fathers, parents of children with disabilities, adolescent parents, and migrant parents. The definitive list of targeted groups will be established at a later stage.

It is important to note that parents will not be directly questioned about instances of violence; instead, the survey will focus on broader themes such as family dynamics, disciplinary methods, and relationship interactions to gather comprehensive data. For example, rather than asking about instances of physical discipline, the survey might inquire about common disciplinary techniques or approaches to resolving challenging situations within family environments. Similarly, instead of inquiring about instances of controlling behaviour in intimate partner relationships, the survey might examine decision-making dynamics and perceptions of autonomy within relationships.

It is recommended that data collection be conducted using the Computer-Assisted Personal Interviewing (CAPI) technique. Where applicable, existing questionnaires should be customized to the specific context of Curaçao and Aruba. All instruments must undergo a process of field pre-testing to ensure their effectiveness and appropriateness in the local setting.

The qualitative component of the research will play a critical role in gaining a deeper understanding of the lived experiences and perspectives of parents, and their perceptions of family dynamics and safety and well-being within family environments. Furthermore, it will delve into the perspectives of key stakeholders in the parenting domain, including, but not limited to: parenting, health care, educational and social work professionals; employers;¹² community and faith leaders;¹³ and young adults.¹⁴ This qualitative approach will explore the nuanced aspects of parenting practices, challenges, and support needs within the context of Curaçao and Aruba. Involving parents directly in these discussions will facilitate the exploration of diverse viewpoints and the identification of unique challenges faced by parents from various socio-economic backgrounds and those with children in different age groups. Moreover, engaging key stakeholders in the parenting domain will provide insights into the broader societal context, including workplace dynamics and community influences on parenting.

N.B.: Final methodologies must adequately address the research questions outlined above. It is expected that technical proposals will identify a more detailed methodology, including sampling techniques and participatory data collection approaches, as well as selection procedures for research participants. Please note that the research team will be responsible for the recruitment of research participants, ensuring a comprehensive and ethical approach throughout the process. Stakeholders who have not necessarily been involved in earlier studies should be encouraged to actively participate in the research.

7. Ethical, gender and human rights considerations

Ethical considerations

Ensuring ethical practices will be paramount in conducting this research. Informed consent should be obtained from all participants, clearly outlining the purpose, procedures, and potential risks and benefits of the study. Informed consent with 16 and 17-year-old adolescent parents should involve obtaining both their consent and the consent of their parents or legal guardians, ensuring a

¹² Employers may influence work-family life balance policies, parental leave options, and workplace flexibility, all of which can significantly impact the parenting experiences of their employees.

¹³ Community and faith leaders, acting as influential figures, may provide valuable insights into local norms, cultural dynamics, and the impact of religious values on parenting practices.

¹⁴ Young adults may provide valuable insights into parenting and parenting support through both future parenthood planning and feedback based on their recent transition to adulthood.

comprehensive age-appropriate understanding of the research, its purpose, and potential implications, while respecting legal and ethical standards. Participants' privacy and confidentiality should be strictly maintained, with data anonymized and stored securely. Any potential harm or discomfort to participants should be minimized, and participants should have the right to withdraw from the study at any point without consequences.

It is important to reiterate that participants will not be directly questioned about specific incidents of violence in parenting or intimate partner relationships. Instead, the research team will adopt a positive approach, avoiding assumptions of violence in every family. Questions will therefore be framed around broader themes such as family dynamics, disciplinary methods, and relationship interactions, allowing participants to share their experiences and perceptions comfortably and without pressure.

The research team will be committed to ensuring that all participants feel comfortable and safe throughout the data collection process, and measures will be in place to provide support and referrals as needed, with particular focus on adolescent parents who may require additional assistance.

The Research Protocols for Curaçao and Aruba, including the procedure for obtaining informed consent, particularly in cases involving adolescent parents, must undergo a comprehensive review and obtain approval from the respective ethics committees.

Gender considerations

This research recognizes the importance of a gender-sensitive approach to understanding parenting practices and support needs, including issues related to gender equitable intimate partner relationships. Special attention should be given to the nuanced experiences of mothers and fathers, acknowledging potential gender-specific challenges and expectations in parenting. The research should also strive to avoid reinforcing stereotypical gender roles and should explore how cultural norms and societal expectations may influence parenting dynamics. By adopting a gender-inclusive lens, the study aims to contribute to a more comprehensive understanding of parenting practices and support requirements in diverse family structures, thus fostering a culture of positive gender socialization and promoting equitable relationships within families.

Human rights considerations

Respecting and upholding human rights principles will be fundamental throughout the research and dissemination process. The study should ensure that participants' rights, including the right to privacy, dignity, and non-discrimination, are safeguarded. Attention should be given to cultural sensitivity, acknowledging and respecting the diverse cultural backgrounds of participants. The research should also seek to amplify the voices of vulnerable or marginalized groups, promoting inclusivity and equity. The findings will be disseminated in a manner that respects the rights and dignity of the participants, ensuring that their voices are accurately represented without perpetuating stigma or discrimination. By aligning with human rights principles, the study aims to contribute to the development of parenting support initiatives that are inclusive, respectful of diversity, and promote the well-being of all individuals and families in the community.

8. Description of the assignment - Scope of work

The Governments of Curaçao and Aruba will lead this assignment, in close collaboration with the Curaçao and Aruba Parenting Commissions and with technical and operational support from UNICEF the Netherlands. These entities will review and offer feedback on key deliverables throughout the project. For each stage of the assignment, the following indicative, but non-exhaustive tasks will need to be undertaken:

Inception Plans

- Conduct initial meetings with relevant government representatives, the Curaçao and Aruba Parenting Commissions, and UNICEF the Netherlands to clarify objectives and expectations.
- Develop individual project Inception Plans for both Curaçao and Aruba, outlining the research

objectives, timeline, team roles and communication modalities.

Literature review

- Conduct a comprehensive review of relevant international and country-specific documents, studies, and reports for both Curaçao and Aruba. *N.B.: Relevant country-specific information and documents will be shared with the research team.*
- Summarize key findings and insights from the literature review.

Research Protocols

- Develop separate draft Research Protocols for both Curaçao and Aruba, outlining the research's objectives, indicator selection, data collection methods, sample size, participant selection procedures, ethical considerations and risk and mitigation measures.
- Ensure the inclusion of pilot-tested data collection instruments to guarantee their reliability and effectiveness. Each protocol should also detail the analysis plans, ensuring a methodologically robust research process.
- Share the respective draft protocols with relevant government representatives, the Curaçao and Aruba Parenting Commissions, and UNICEF the Netherlands for feedback.
- Submit the respective finalized Research Protocols for ethics review.

Data collection

- Implement the approved Research Protocols for data collection.
- Utilize a mix of quantitative and qualitative methods as outlined in the protocols.

Data analysis

- Analyze the collected data using appropriate statistical and qualitative analysis methods.
- Interpret the findings in the context of the research questions.

Preliminary findings presentation - validation rounds

- Present and discuss preliminary findings with relevant stakeholders in both countries, including parents, parenting stakeholders, and other relevant parties.
- Actively engage stakeholders in discussions to collect their feedback, comments, and insights on the presented findings.
- Use the feedback received to refine and improve the research findings, ensuring accuracy and relevance.

Formative Research Reports

- Compile separate draft Formative Research Reports for both Curaçao and Aruba, incorporating the analyzed data, interpretations, and recommendations specific to each island.
- Develop a Monitoring and Evaluation (M&E) framework tailored for each island to assess the long-term impact of parenting support on fostering positive changes in parenting practices, enhancing family dynamics, addressing challenges, and meeting parents' needs. The framework should define key performance indicators, aiming for international recognition where possible to facilitate cross-country comparisons. In addition, it should specify data collection methods and evaluation criteria, ensuring a systematic assessment of the effectiveness of parenting support in alignment with the findings and recommendations from the formative research.
- Incorporate the M&E Framework into the draft final reports for each island and share the respective reports with the Governments of Curaçao and Aruba, the Curaçao and Aruba Parenting Commissions, and UNICEF the Netherlands for feedback.
- Finalize and submit the respective final Formative Research Reports, incorporating feedback received.

Dissemination

The Governments of Curaçao and Aruba will be responsible for disseminating their respective Formative Research Reports. This will include ensuring that the findings and recommendations are effectively communicated to relevant stakeholders, policymakers, and the broader community. The

Governments of Curaçao and Aruba will employ various communication channels to maximize the impact and reach of the research outcomes, facilitating informed decision-making and fostering community engagement.

9. Key deliverables

Deliverable 1 – Inception Plans

- The Inception Plans for each country should, at a minimum, contain the following:
 - Introduction
 - Team composition (CV's) and roles
 - Stakeholder engagement
 - Internal and external communication
 - Risk assessment and mitigation
 - Timeline and milestones
- Each country's respective Inception Plan should be submitted in both Word and PDF formats and written in English.

Deliverable 2 – Final Research Protocols

- The Research Protocols for each country should, at a minimum, address the following:
 - Key findings from the literature review.
 - Research scope and objectives.
 - Complete methodology, including definitions of key concepts, a research matrix encompassing research questions, indicators, and the related data collection method(s) and their limitations, research sampling design, ethical considerations, pre-tested data collection instruments tailored to the context in Curaçao and Aruba, consent forms, data analysis methods, protection protocols for human participants and data, and any other pertinent methodological issues, as applicable to the specific research design.
 - Management plan incorporating quality assurance activities such as trainings, monitoring, and supervision of the data collectors.
 - Detailed timeline of the research implementation.
- The respective final Research Protocols should reflect the feedback received from the Governments of Curaçao and Aruba, the Curaçao and Aruba Parenting Commissions, UNICEF the Netherlands and the ethics review committee.
- The final Research Protocol should be submitted in both Word and PDF formats, and it should be written and properly edited in English.

Deliverable 3 – Preliminary findings presentations

- Following the data collection and analysis phase, separate preliminary findings presentations should be prepared for Curaçao and Aruba to solicit feedback from parents, parenting stakeholders and other relevant parties.
- Each preliminary findings presentation should cover the following essential elements:
 - Introduction
 - Methodology recap
 - Demographic overview
 - Data collection highlights
 - Quantitative and qualitative insights
 - Cross-analysis

- Comparison with literature
 - Emerging patterns or trends
 - Limitations
 - Initial recommendations
- Each preliminary findings presentation should:
 - Be delivered using presentation software and visual aids
 - Be made available in English, Dutch, Papiamentu/o and Spanish
 - Be adapted to different audiences
 - Encourage interactive discussions

Deliverable 4 – Final Formative Research Reports

- The respective final Formative Research Reports for Curaçao and Aruba should, at a minimum, contain the following:
 - Executive summary
 - Purpose and objectives
 - Description of methodology
 - Analysis of key findings
 - Recommendations for policy and practice
 - Monitoring and Evaluation framework
 - Annexes (including a comprehensive list of examples of relevant evidence-based, non-commercialized parenting interventions with contextual adaptability information)
- The respective final Formative Research Reports should:
 - Reflect the feedback received from the Governments of Curaçao and Aruba, the Curaçao and Aruba Parenting Commissions, and UNICEF the Netherlands
 - Be edited and include graphic designs and visual aids, e.g. tables, graphs, infographics
 - Be written and properly edited in English
 - Be delivered electronically in Word and PDF formats, and accompanied by a summary presented in a separate Power Point presentation
- The executive summary (max. 5 pages) included in the respective Formative Research Reports must be written and properly edited in English, Dutch, Papiamentu/o and Spanish.
- The summary presented in a separate Power Point presentation must be provided in English, Dutch, Papiamentu/o and Spanish.

N.B.: Translation services may be contracted to a professional translator, and the associated costs should be accounted for in the proposed budget. Additionally, documents should be formatted to include visual aids and graphic design, adhering to the branding and design guidelines of the Governments of Curaçao and Aruba, and UNICEF the Netherlands. The design quality of these aids should be of a high standard and may be sourced from a professional graphic designer if the contractor lacks the necessary design capabilities. The relevant expenses for design services should be incorporated into the proposed budget.

10. Payment schedule

- 25% upon submission and acceptance of deliverable 1
- 45% upon submission and acceptance of deliverables 2 and 3
- 30% upon submission and acceptance of deliverable 4

Payment will be effected upon receipt of an invoice to UNICEF the Netherlands, and upon submission of key deliverables to the satisfaction of the Governments of Curaçao and Aruba and UNICEF the

Netherlands. Any deliverable submitted and not meeting the specifications must be reworked and resubmitted at no additional cost.

Changes to the agreed dates for deliverables must be mutually agreed in writing by UNICEF the Netherlands and the contractor.

11. Location and duration

The contract start and end dates will be negotiated upon awarding the contract.

- Tentative starting period: May2024
- Foreseen finishing period: November 2024
- Location(s): Across Curaçao and Aruba

12. Supervisory arrangements

The contractor will operate under the guidance of the Governments of Curaçao and Aruba, the Curaçao and Aruba Parenting Commissions, and UNICEF the Netherlands. Reporting channels will be directly to the Project Manager for Curaçao/Aruba and the International Technical Advisor for Parenting Support at UNICEF the Netherlands.

13. Qualifications, experience and competencies

While the consultancy firm/institution has the flexibility to determine the composition of the research team based on its internal system, ideas, and logic, it is recommended to consider the following suggestions.

A well-rounded team is envisioned with a blend of international/regional and national expertise. The team should consist of a team leader to oversee the overall study, and one to two team members with combined expertise in qualitative and quantitative research, particularly involving parents and young people. Additionally, the team should include an experienced statistician and/or data analyst, along with a skilled report writer and technical expert(s) in the area of parenting support and family dynamics. Emphasizing collaboration, the research team is strongly encouraged to engage in active partnerships with local research and academic institutions in Curaçao and Aruba.

Finally, the field workers selected for data collection should possess relevant qualifications and experience in conducting surveys or interviews. They should be well-versed in the local context, culturally sensitive, and adept at building rapport with participants. Fluency in relevant languages (e.g. Dutch, Papiamentu/o, and Spanish) is essential.

The successful consultancy team/firm must demonstrate capacity to conduct the research and possess the following:

Qualifications:

- Advanced degrees: Team members should have relevant advanced degrees (master's or Ph.D.) in fields such as social sciences, public health, education, or a related discipline.

Expertise and experience:

- International research experience is required: Demonstrated expertise in conducting research across diverse contexts, showcasing an understanding of cross-cultural dynamics and the ability to navigate varied cultural settings.
- Formative research: Experience in formative research methodologies, including qualitative and quantitative approaches, and a track record of successfully conducting similar studies.

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- Sector expertise:
 - Extensive knowledge and expertise in parenting practices, family dynamics, including issues related to family violence, social and gender issues, and parenting support.
 - Thorough understanding and up-to-date knowledge of the latest international evidence on effective and scalable parenting support interventions, encompassing both face-to-face and technology-based approaches.
 - Experience with UN agencies, such as UNICEF and WHO, or other international organizations with expertise on parenting support.
 - Experience working in the Caribbean region is considered a strong asset.

Competencies:

- Research design: Proficiency in designing comprehensive and culturally sensitive research protocols.
- Data collection and analysis: Strong skills in both qualitative and quantitative data collection and analysis methods.
- Ethical considerations: Understanding and adherence to ethical considerations in research, particularly in research involving parents and young people.
- Communication skills: Effective communication skills for engaging with diverse stakeholders, presenting findings, and producing high-quality reports.
- Language proficiency: Proficiency in English is essential, and collectively, the team must possess fluency in Dutch, Papiamentu/o, and Spanish.
- Collaboration: Ability to work collaboratively within a multidisciplinary team and engage with a wide variety of partners and stakeholders.

Additional consideration:

- Publication record: A publication record in reputable international journals and conferences is considered a strong asset.

14. Requirements for submission of proposal

Consultancy firms/institutions interested in participating must submit the following two separate documents to the UNICEF the Netherlands office:

1) Technical proposal indicating:

- A brief background on the proposed consultants with CVs included.
- A proposed methodology and approach/vision that elaborates and/or improves upon the approach and outline provided in these Terms of Reference.
- A work plan detailing the duration of each task and the involvement of consultant(s) over time in person-days.
- Risk and mitigation measures.
- Ethical considerations and how the contractor will address these.

2) Financial proposal indicating:

Total budget and breakdown

Provide the total estimated budget in Euro or USD, along with a detailed breakdown of budget items as outlined in the Technical Proposal. The breakdown should be directly linked to deliverables.

CAPI implementation costs

Explicitly outline all costs associated with the implementation of Computer-Assisted Personal Interviewing (CAPI).

Translation costs

Detail all costs associated with translation. Specify translation rates per word for each of the four languages in the financial proposal. Invoicing should be based on the actual number of translated words, and hours dedicated to translation should not be considered as part of the working days.

Other applicable costs

Include all other relevant costs in the financial proposal, such as meeting expenses, graphic design expenses, travel costs, and daily subsistence costs.

15. How to apply

Interested and suitable parties are invited to submit in separate emails, technical proposal and budget proposals on or before **11:59 pm the Netherlands time, the 8th of April**, to the following email address: nschuurman@unicef.nl

The Technical Proposal should be submitted titled “Technical Proposal – Formative research on parenting practices and parenting support needs in Curaçao and Aruba”.

The Financial Proposal should be submitted titled “Financial Proposal – Formative research on parenting practices and parenting support in Curaçao and Aruba”.

Documents should be attached in PDF format only; no physical proposals will be accepted at the Office.

Any request for clarification must be sent in writing by email at nschuurman@unicef.nl .