



Terms of Reference – Gender ABC Project

Consultancy for the Project Monitoring and evaluation

1. End FGM European Network

The End FGM European Network (End FGM EU) is an umbrella network of 22 national organisations working in 12 European countries and who are expert on Female Genital Mutilation (FGM). End FGM EU operates as a meeting ground for communities, civil society organisations, decision-makers and other relevant actors at European level to interact, cooperate and join forces to end all forms of FGM in Europe and beyond. We put at the heart of our work grassroots voices to influence European governments and policy-makers to work towards the elimination of FGM. We build our members' capacity, offer spaces to share expertise and develop partnerships.

While being dedicated to being the driving force of the European movement to end FGM, we are equally committed to build bridges and cooperation with all relevant actors in the field of FGM both in Europe and globally. In this sense, we actively promote and foster cooperation between the European movement and movements in other regions of the world.

2. Gender ABC project

According to an EU-wide survey on violence against women conducted by the EU Agency for Fundamental Rights (FRA), 35% of the women interviewed had experienced physical, sexual or psychological violence before the age of 15 by an adult perpetrator, and one woman in three had experienced physical and/or sexual violence since the age of 15.

An intervention strategy that has been poorly exploited so far is education in school. Currently, EU education strategy and policies fail to address gender equality and gender-based violence in the school system as shown in DG EAC's Strategic Framework.

In 2018, the End FGM European network along with its members in Germany (**Terres Des Femmes**), Italy (**AIDOS**), Portugal (**APF**), and Spain (**Medicos del Mundo**) received funding from the European Commission to implement an innovative new programme tackling gender-based violence through engaging with young people in a school setting.

This project recognizes the role of schools in influencing values, social norms and attitudes, and shaping behaviour. The school system is an ideal setting for tackling gender inequalities and gender-based violence from an early age. This programme will assist young people to identify and resist gender-based violence and to become agents of change within their communities.

Through two distinct phases, the project will be implemented for a 24 month period:

1. Education programme development:

- Develop a comprehensive education programme on gender and gender-based violence for primary and secondary schools in 6 European languages;
- Production and delivery of the education programme.

2. Education programme implementation:

- To deliver education activities to primary and secondary school children through a participatory approach;
- To train focal points on the key programmes topics and on risk assessment;
- To raise awareness of families, communities, local authorities and support services.

The project objectives are:

- Empower children to respect human rights, recognize violations of children rights and forms of GBV violence and protect themselves;
- Raise the awareness of school personnel, families, communities and support services to develop a supportive environment for children;
- Strengthen political commitment of local authorities (education, welfare, youth) to sustain school education programmes on gender.

3. Purpose and objectives of evaluation

The overall purpose of this consultancy is to support the project partner to successfully capture the outcomes of the project. To do this the consultant is required to provide technical assistance at two specific points in the project and will be responsible to deliver:

- A monitoring and evaluation framework plan, including assisting partners to put in place baseline data (prior to education programme implementation);
- To carry out the final evaluation (at the end of the project).

Both tasks should be structured to assess the projects efficiency, effectiveness, impact, strategic relevance and sustainability and to respond to the following key evaluation questions:

- Are we doing what we said we would do?
- Are we making any difference?
- Are these the right things to do?

4. Expected deliverables

Deliverable 1: a monitoring and evaluation plan of the project including:

- a set of indicators to monitor the plan;
- an implementation plan for the roll-out of the M&E framework including:
 - the description of procedures, roles and responsibilities;
 - a timeframe;
 - a monitoring plan and an indicator tracking table;
 - recommendations for implementing staff for progress tracking;

Deliverable 2: Draft Evaluation Report which shall include:

- Analysis of programme against objectives, indicators and evaluation criteria

5. Timeframe and budget

The assignment shall start on the day of the last signature of the contract preferably at the beginning of March and shall be completed by September 2020.

The expecting deliverables are:

- the project monitoring and evaluation framework: by the end of **April 2019**.
- the final evaluation of the project: the end of **September 2020**.

Task	Deadline
Project review and collecting information to get to know the project Online meetings with the partners to meet and know them Workshop in Berlin March 2019	March 2019
Definition and drafting of the indicators to monitor the project Finalisation of the project M&E Framework	End of April 2019
Data collecting from the stakeholders Finalization of the deliverables including the feedback of the partners Draft evaluation report	September 2020

The maximum contract price is 9100 EUR including both fees and VAT. Please note if you are located outside of Belgium End FGM EU is liable for the VAT.

Prices indicated in the proposal must be fixed amounts in Euro.

6. Eligibility criteria

End FGM EU is seeking proposals from individuals with at least 5 years of proven successful experience in education, development of training curricula and materials and on monitoring & evaluation.

Knowledge and experience in one or more of the following areas is considered essential:

- Experience of undertaking and managing monitoring & evaluation exercises in the field of gender equality;
- Experience in undertaking primary and secondary data reviews, data collection and analysis;
- Experience in monitoring and evaluating programmes with multiple partners and external stakeholders;
- Knowledge of school systems and curricula;
- Knowledge of gender issues;

- Experience in working with NGOs

The applicant must not have any personal or capital involvement with End FGM EU.

The applicant must be able to travel to Berlin for a meeting with all partners on the 13th of March.

Language requirements

Applicants must be proficient in English, particularly in written.

Selection procedure

Participation in this procedure is open on equal terms to all natural and legal persons fulfilling the abovementioned eligibility criteria and language requirements.

The selection will be done based on expertise (50%) and proposal (50%).

All applicants will receive acknowledgement of receipt of their proposal by email.

7. Proposal submission

To be considered for this service, the applicant with the required profile shall submit the following documents in English:

- CV
- Cover letter describing examples of similar previous work and proposal for this work
- 2 references with full contact details

The proposal needs be submitted electronically in English to ibenboulerbah@endfgm.eu

Submission date: 20th February 2019