**Libya**

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**Terms of Reference**

**Promotion of Opportunities for Women’s Economic Empowerment (POWER)**

**Project Evaluation**

1. **Background and context**

Libyan women benefit from a vast range of legal rights safeguarded by the various legislative instruments that have come into force since the revolution of 1969. The most important of these are:

* The Libyan Constitutional Declaration of 1969
* The Declaration Establishing the People’s Authority (2nd. March 1977) which affirms that direct participation in the Basic People’s Congress is the right of all (male and female) citizens.
* The Great Green Charter for Human Rights of 1988, where Article 21 states that “both men and women in the Libyan Arab Society are equal in all that is human and a differentiation of rights between men and women is a gross and unwarranted injustice”
* The Strengthening of Freedom Act. No. 20 of 1991, where Article 1 affirms that “male and female citizens in the Libyan Arab Jamahiriya are free and equal in right” and Article 2 affirms, “Every citizen (male and female) has the right to exercise their authority and the right to self determination.”
* The Charter on the Rights and Duties of Women in the Libyan Arab Society approved in 1997 by the General People’s Congress, which also provides a number of provisions guaranteeing equal rights of men and women and includes provisions on: the exercise of authority, national security duties, marriage, motherhood, divorce and custody and nationality of children as well as their right to work, social security and financial independence.

The Libyan legislature has strived to ensure that women in Libyan society are granted their full rights before the law, and seeks to maintain compatibility and consistency of Libyan legislative acts with the provisions of internationally recognized conventions. In addition, significant progress in gender equality has been most evident in education and health, where available statistics indicate that for 1996, 49% of primary school students were females, as were 60% of secondary school students, and 51% of university students. Maternal mortality also declined from 90 per 100,000 in 1982 to 40 per 100,000 in 1995.

Nevertheless, Libya is keen to further advance female economic empowerment. In particular, the promotion of women’s entrepreneurial skills and employment opportunities is a priority for decision makers. Following discussions with the General Peoples’ Committee for Social Affairs (GPCSA), it was made clear that while the legal framework in Libya provides for a high standard of equality in terms of legal and political rights, the ability of women to exercise these rights is often compromised by their lack of awareness and access to information.[[1]](#footnote-1) With a view to addressing this constraint, the GPCSA launched a project in 2007 whereby a caravan of experts travel through the local governorates (*Shabiyaat*) to raise awareness on the rights of women through lectures, discussions etc.[[2]](#footnote-2) The current initiative of the GPCSA is primarily focused on the legal rights of women, looking at issues such as the legal ramifications of divorce and property rights, which have a marked impact on the economic empowerment of women.

The General Peoples’ Committee for Social Affairs (GPCSA) is the government national body responsible for the management of women’s affairs and the provision of social care for them. GPCSA is also responsible of implementing legislation related to social security and social solidarity, children and family affairs. In addition, the GPCSA grants licenses for the establishment of NGOs and private institution’s activities, and provides advice to ensure their consistency with related policies.

***Project Brief***

*The main objective of the project is to build the capacities of the GPCSA and other relevant stakeholders so as to ensure that women are aware of the rights that they are entitled to, and have the opportunities to obtain the necessary skills required to effectively compete for employment. The intended project outputs:*

* *Use of the knowledge products of UNDP SURF-AS Gender Mobile Resource Unit in building the programme and capacity of partners.*
* *Establishment of a standardized Libya specific training package on women’s economic opportunities that incorporates ILO training materials along with best practices in promoting women’s economic empowerment, both from the region and internationally, as mapped by the SURF-AS KST.*
* *Enhanced capacities of GPCSA staff at national and local levels, as well as local NGO’s and Civil Society Organisations, in the area of women’s economic empowerment.*
* *Inter-agency cooperation in the localisation of the project in the pilot Shabiya.*
* *Women in the pilot Shabiya made aware of income generation opportunities.*
* *Knowledge Product: Promotion of sustainable gender-sensitive poverty reduction projects through the launching of a national “POWER” booklet (which comprises experiences from the project, combined with the prepared curriculum and overall framework, along with recommendations for replication).*
* *Establishment of replicable best practices in the field of gender-sensitive poverty reduction projects.*

*Linkages with regional and international networks in the area of women’s economic empowerment.*

Notes for consideration

* *The project was initially started in 2007 and was extended to the end of 2010. The project will be operationally closed at the end of 2010, and the project activities have been concluded except for the final printing of the POWER booklet which is under the process of final editing .*
* *The original strategy for the project was to implement the training within one pilot Shabiyaa (municipality) in Libya. However, following advice from the national counterpart, staff from all across the country were invited to attend the training in a rural locality in Libya. This in turn meant that instead of the pilot programme initially intended to take place, a national initiative based within the original pilot location was implemented.*

*The project was implemented by General Peoples’ Committee for Social Affairs (GPCSA) through the National Execution Modality with a total budget of US$150,000 funded by UNDP through a Gender Thematic Trust Fund*

1. **Evaluation purpose**

As an integral part of the project implementation cycle, and in line with the country office evaluation plan, the proposed evaluation will analyze the achievements of the project against its original objectives. The evaluation will review technical and managerial aspects and will consider issues of effectiveness, efficiency, relevance, impact and sustainability. The evaluation will identify factors that have facilitated and/or impeded the achievement of objectives, and should result in recommendations and lessons learned that will help in re-orienting and re-prioritizing project activities and managerial arrangements as needed.

1. **Evaluation Scope and Objectives**

The evaluation will look at the entire project duration and at all activities implemented. The evaluation will also place a specific focus on the role of UNDP CO in the implementation of the project, and the integration of capacity development and gender mainstreaming. .

The evaluation will also assess the extent to which the implementation of the project has involved relevant stakeholders and the degree to which it has been able to create collaboration between different partners.

* Changes in development conditionswith a focus on the perception of change among stakeholders;
* Measurement of change*:* Progress towards results should be based on a comparison of indicators before and after (so far) the project intervention.
* Project strategy: how and why outputs and strategies contribute to the achievement of the expected results.
* Sustainability: Extent to which the benefits of the project will continue, within or outside the project domain, after it has come to an end.

1. **Evaluation questions**

* Have there been improvements in stakeholder’s skills and knowledge in the field of women’s economic empowerment and micro enterprises.
* What progress toward the output has been made? And what is needed to achieve them?
* What factors have contributed to achieving or not achieving intended outputs?
* To what extent have UNDP assistance and support contributed to (achieving or progress towards achieving) outputs?
* Has the UNDP partnership strategy with UNIFEM and ILO been appropriate and effective?
* What factors contributed to effectiveness or ineffectiveness of the implementation for project activities? And what are the factors affecting the quality of outputs and deliverables? Have data collection and storage systems been improved, or have new systems been developed?
* Were the training curriculum for promoting women’s economic empowerment developed and endorsed?

1. **Methodology**

Overall guidance on project evaluation methodology is provided in the [UNDP Handbook on Planning, Monitoring and Evaluation for Development Results](http://teamworks.beta.undp.org/pg/groups/306038/evaluation-group-libya-co/) . The evaluator should coordinate closely with the UNDP Country Office, project stakeholders and the project team. Consultations should be held with relevant government partners involved in the process. Based on a set of relevant quantifiable and qualitative indicators, a combination of quantitative and qualitative methods for the collection and analysis of the data should be used, and consideration should be given to the social, economic and political context in which project took place.

The following data collection and analysis should be considered:

* + Desk review of relevant documents (project document etc.)
  + Discussions with senior management and relevant staff of UNDP Country Office
  + Regular in-depth consultation with project staff
  + Interviews with partners and stakeholders
  + Visits to project sites
  + Discussions with project team, project beneficiaries/partners;
  + Development of key evaluation questionnaires for the final beneficiaries and partners;

However, it is expected that the evaluator will supply an inception report, in which he/she will provide an outline of the evaluation methodology to be applied before proceeding with the evaluation process. The inception report must be compliant with the evaluation report template The key stakeholders of the project include but are not limited to the General Peoples’ Committee for Social Affairs (GPCSA) and GPC for Planning and Finance.

1. **Evaluation products (deliverables)**

The evaluation consultant will be accountable for producing the following deliverables in Arabic and English languages:

* Evaluation inception report: An inception report should be prepared by the evaluation consultant before commencing the full evaluation exercise. It should detail the evaluator’s understanding of the project outputs, should show how each evaluation question will be answered, and should outline: proposed methods; proposed sources of data; and proposed data collection procedures. It should also include a proposed schedule of tasks, activities and deliverables.

The inception report should provide UNDP/GPCSA and the consultant with an opportunity to verify that they share the same understanding of the evaluation and should clarify any misunderstandings at the outset. The evaluation inception report should be made available by the end of the third working day of the evaluation mission, at the latest

* Draft evaluation report: UNDP and GPCSA review the draft evaluation report to ensure that the evaluation meets the required quality criteria by the beginning of the second week
* Final evaluation report:

1. **Evaluation Team Composition and Required Competencies**

The evaluation will be conducted by one independent national or international consultant who has not participated in the project preparation and/or implementation. They must not have any conflict of interest with project related activities. The consultant will be responsible for conducting a mission to Libya to meet with the stakeholders, and will be responsible for the drafting of the inception report and the drafting and finalization of the evaluation report.

**Education:**

The candidate should hold advanced university degree in social sciences, political sciences, management or a related technical field.

**Work experience:**

Eight years of professional experience at the national and international levels in strategic planning, programme monitoring and evaluation.

Experience with the UN and familiarity with the UN planning and programming instruments is an asset.

**Languages**

Fluency in Arabic and English.

**Competencies**

* Strong statistical and analytical, quantitative and qualitative research skills.
* Strong knowledge of results-based management.
* Strong drafting skills.
* Demonstrated ability to work in a multi-cultural environment, and establish harmonious and effective working relationships both within and outside the organization.

1. **Evaluation ethics**

This evaluation mission will be conducted in accordance with the principles outlined in the UNEG “Ethical Guidelines for Evaluation”.

1. **Implementation arrangements**

To facilitate the Project evaluation process, UNDP Libya set up an Evaluation Focal Point (EFP) to support the Portfolio Manager (PM) and the National Project Coordinator (NPC) in coordinating the evaluation process internally and externally However, the evaluation will be fully independent and the evaluation team will retain enough flexibility to determine the best approach in collecting and analyzing data for the project evaluation.

1. **Time-frame**

The evaluation mission will consist of one international/ national consultant for a period of two weeks.

* Preparation of the inception report by the end of the third day of the mission.
* One working day will be given to UNDP & GPCSA to read the report and give their inputs.
* The evaluation consultant will deliver the draft evaluation report to UNDP and GPCSA by the end of sixth working day of the mission at the latest.
* Two working days will be given to UNDP & GPCSA to read the report and give their inputs.
* The evaluation consultant will deliver the final evaluation report to UNDP by the end of the tenth working day of the mission.

Time Frame: 1st week

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| --- | --- | --- | --- | --- | --- | --- |
| 1st day (SUN) | 2nd day (MON) | 3rd day (TUE) | 4th day (WED) | 5th day (THU) | FRI) | (SAT) |
| * + Meeting/Briefing UNDP. |  |  |  |  |  |  |
| * + Meeting/Briefing by UNDP |  |  |  |  |  |  |
| * + Meeting/Briefing by Project NPC. |  |  |  |  |  |  |
| * + Meeting with National counterparts at GPCSA |  |  |  |  |  |  |
| * + Receive Project Documentation. |  |  |  |  |  |  |
| * + Finalizing the evaluation design/methods and preparing the detailed inception report. | | | * + UNDP & NCID to give their input on the inception report. | * + Preparing the draft report. | | |

Time Frame: 2nd week

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| --- | --- | --- | --- | --- | --- | --- |
| 6th day (SUN) | 7th day (MON) | 8th day (TUE) | 9th day (WED) | 10th day (THU) | (FRI) | (SAT) |
| * + Meeting with national counterparts at GPCSA. | * + UNDP & GPCSA to give their input on the Draft report. | | * + Preparing and delivering the final report. | |  |  |
| * + Delivering the draft report. |  |  |  |  |  |  |

**11. Cost**

The daily rate for the evaluator will be determined according to qualifications and past experience and based on UNDP rates.

The evaluation fees will be paid in three equal installments (33.33% each).

* The first installment will be paid upon signing the consultancy contract;
* The second installment upon submission of the draft report; and
* The final one, upon acceptance of the final report.

1. **Reading Materials (Annexes)**

* Country Programme Document 2006-2010
* Project Document.
* Progress Reports
* UNDP CO National Gender Strategy
* MDG Reports
* Evaluation report template Quality Criteria for Evaluation Report
* Ethical Code of Conduct for Evaluation in UNDP

1. A General Peoples’ Committee is the equivalent of a National Ministry. [↑](#footnote-ref-1)
2. A “Shabiya” is the term in the Libyan Arab Jamahiriya that denotes a local governorate. At present, there are 22 Shabiyaat in Libya. [↑](#footnote-ref-2)