**Terms of Reference**

**For**

**The Impact Assessment/Evaluation of Gender Equity Program**

**2007-2011**

Introduction

Eritrea is a new country, moving towards ensuring basic social services to all of its citizens as a basic right and striving to improve quality of life. The policy of the Government of the State of Eritrea (GSE) calls for the provision of quality basic education, health and other social services in an equitable manner. Full participation of the whole population in the efforts to bring political, social and economical development changes is vital.

Gender disparity in Eritrea, caused by centuries old traditions, religion and cultural taboos has been addressed to ensure active involvement of women in all walks of life. Yet, due to the limited access to opportunities and rights the participation of women and girls in all walks of life is limited.

Lack of awareness on Gender issues are also factors that influence negatively the participation of women and girls. This is due to socio-economic and socio-cultural factors. Although the degree varies from one zoba to the other, from one ethnic group to other, women and girls have to pass through a way that are not equally treat as of men and boys in their respective society.

In order to bring change in the life of women and girls, gender inequality need to be addressed at all levels of the society. It requires an ongoing and multifaceted approach to adequately address them. Many attitudes and practices are so widespread in tradition that it requires massive impetus to bring change.

If social justice and participatory development is to be achieved, the particular needs of women and girls have to be identified, and a range of strategic and practical measures must be taken to overcome these barriers. Gender has to be mainstreamed in the government institutions and the society at large; and specific steps have to be taken to ensure sharing equal opportunities and participation of men and women. It is in this spirit that the National Union of Eritrean Women (NUEW) wants to address the issue and the Gender Equity Project is a continuation of it.

Project background

The Gender Equity Project started in 2007 with financial assistance from the UNDAF (Joint Program of UN agencies). The assumption of the project was to mainstream gender in government institutions, the public and the society at large in line with the National Priority of UNDAF outcome 5 that is achieving equal opportunities, rights, benefits and obligation in all areas of life. The following are the specific objectives of the gender equity program:

1. Capacity for gender responsive planning, monitoring and evaluation for gender equality strengthened in 12 key national institutions including NUEW and other civil society organizations.

1.1. Establish and operational Gender Research Center at NUEW

1.2. Mechanisms, guidelines and tools for the design and accelerate implementation of sector specific gender sensitive research, planning, monitoring and evaluation developed and used by planning officers and managers in the 12 key national institutions including NUEW to develop gender sensitive analysis and budgeting and monitoring of the national action plan.

1.3. Strengthening line ministries for the provision of timely, accurate, reliable age and sex disaggregated gender responsive data for evidence based policies and instruments.

1.4. Advocacy and communication strategy and gender responsive pilot program implemented for

i) The promotion of women and girls in education and training

ii) Women, power and decision making

iii) Women and health

iv) Women, the economy and the poverty

v) Human rights of women, violence against women and armed conflict

vi) Advocating and monitoring on CEDAW implementation recommendations

2. NUEW capacity to address economic empowerment of women in difficult circumstances (heads of households, nomadic, drought affected, HIV/AIDS affected etc) increased.

2.1. Access to credit and entrepreneurial skills training for females in rural, nomadic and resettled communities

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**Project Impact Evaluation**

NUEW is interested in assessing the impact of the project in order to ascertain its effectiveness, draw lessons learned & best practices and to guide the continuation of the project and/or implementation of similar projects in the future. The evaluation is expected to assess the progress attained against the target and objectives set out in the project document.

**Specific Objectives and Key Questions of the Evaluation**

Assess the strengths and limitations of the project in terms of:

* Achieving project objectives and outputs
* Progress towards achieving expected results
* The extent of which the program components have contributed to the achievement of the NUEW objectives
* The impact of activities carried out under each of the program components, especially with regard to human and institutional capacity building
* Impact of the project on the targeted beneficiaries
* Community capacity building
* Adequacy of the monitoring and evaluation components

*Key Questions*

1. Is the intervention producing the intended benefits and what was the overall impact on the population?

2. Could the project be better designed to achieve the intended outcomes?

3. What progress toward the outputs and outcomes has been made?

4. Were the stated outputs and outcomes achieved?

5. What were the major factors influencing the achievement/non-achievement of the results?

6. Do the respective component areas significantly contribute to the achievement of the country program outputs and outcomes?

7. What factors contributed to effectiveness or ineffectiveness?

8. To what extent have gender issues been addressed in the project?

**Methodology**

The evaluation process will be carried out based on a participatory approach, where all key stakeholders who affect and/or affected by the intervention of the program areas are involved in the process. Moreover, the evaluation will be carried out in an objective, sensitive and independent manner.

In terms of data collection, the evaluation team should use multiple methods that could include desk reviews, group or individual interviews, field visit surveys. The appropriate set of methods would be determined in the work plan that the selected evaluator should submit at the beginning of the assignment.

**Specific Tasks of the Consultant**

* Preparation of work programs
* Revision of various documents
* Development and adaptation of data collection instruments including: questionnaires, data entry manual and field procedures.
* Field operation
* Conducting data analysis
* Producing analysis reports
* Submitting of draft report for review and comments
* Proceeding to the finalization of the report document and submit to NUEW in electronic version and hard copy.

**Time Frame for the Evaluation Process**

The consulting job should be finalizes within 30 working days. The evaluation will be carried out starting from --------- and it will end by --------------

**Selection Criteria**

* A short list of consultants will be considered for the assignment
* The consultant is expected to report her/his proposal and C.V. to the NUEW, Head office department of social service and rehabilitation before -----------------------.
* The consultant is expected to indicate the consultanting fee.
* The evaluating criteria will be:

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| --- | --- | --- |
| No | Description | Allocation in % |
| 1 | Experience in similar projects | 25 |
| 2 | Professional Reputation - previous performance | 20 |
| 3 | Academic qualification | 25 |
| 4 | Methodology to be used –technical proposal | 30 |