

## TERMS OF REFERENCE

<b>Job ID/Title:</b>	Final External Evaluation of the “Supporting Women’s and Youth Political Participation for Peace and Development in Guinea-Bissau”
<b>Duty Station:</b>	Bissau, Guinea-Bissau
<b>Category:</b>	International Expert
<b>Additional Category:</b>	
<b>Brand:</b>	
<b>Type of Contract:</b>	Individual Contract
<b>Category (eligible applicants):</b>	External
<b>Application Deadline: (Please allow at least one week)</b>	10/04/2020

<b>Languages required</b>	Arabic		English	X	French		Russian	
	Spanish		Chinese		Portuguese	X	Other	

<b>Starting date</b>	18/05/2020
<b>Duration of Contract (# of Days)</b>	25 working days (of which 10 in Guinea Bissau and 12 home based)
<b>Expected Duration of Assignment</b>	2 weeks in Bissau 2,5 weeks home based
<b>Office facilities</b>	Connection to the internet, building pass

## **1. Background and rationale: Socio Political and Economic Situation of the Country, Challenges and Opportunities for Youth and Women**

Fifty-eight percent of adult women aged 15-49 are illiterate in Guinea Bissau according to the UNDP Human Development Report 2014. MICS4 2010 data show that among young women 15-24 years of age, 60 percent were illiterate, and in rural areas 84% of young women were illiterate.

Broadly speaking, young people express an attitude of despair and victimization toward the seemingly insurmountable gap between their current life and what they perceive as their unfulfilled needs and desires. Gender-based violence remains a serious threat to the development and participation of women and girls, yet only 10 percent of women avail themselves of the justice system. This situation indicates a serious lack of trust in state institutions and services.

Women and youth have remained under-represented in the parliament under the current and previous governments, as well as in political parties, defence and security forces, and overall leadership positions. Since the 2000 elections, women have held, on average, only 10 to 15 percent of National Assembly seats (14/102). In 2019, the country entered an electoral process, the result of which showed the desire to include women in the political process. Among the impacts it was seen that unlike the previous decade where the female presence was almost non-existent, this new era illustrates that 8 of the 16 existing Ministries will be led by women.

In the political parties of today, women party members are often relegated to subservient roles such as food preparation. It is also not uncommon for parties to disproportionately place women candidates in difficult or unwinnable seats, making the frequency of these nominations a false measure of participation. Voices from the youth wings of the parties are disempowered, actively silenced, marginalized, or instrumentalized for violence in the service of personalized political interests.

The project **“Supporting Women’s and Youth Political Participation for Peace and Development in Guinea-Bissau”** aims at a contribution to reverse that trend by enabling the political engagement of Bissau-Guinean women and youth leaders in national decision-making. It seeks to afford these women and youth greater ability to play leading roles in reducing the barriers to political power and thereby contribute to creating more stable and professional party systems from the bottom-up.

## **2. Description of the Joint Program**

The project **“Supporting Women’s and Youth Political Participation for Peace and Development in Guinea-Bissau”** has been implemented by UNFPA, UNWOMEN and WFP from January 2018 until March 2020 with the funding from the UN Peacebuilding Fund (PBF) and as part of a broader portfolio of PBF projects in Guinea-Bissau.

The project is an integrated strategy to increase participation of women and young people through greater and more inclusive ownership of electoral results and development policies, including policies impacting economic opportunities and access to resources by rural communities. It supports citizen engagement of women and young people to promote and defend their rights to participate in political and economic life and provides channels for practical use of acquired skills for more effective participation in political debates, formulation of development and spending priorities, and election monitoring to build a more inclusive social and political environment. It is envisioned to foster a new generation of accountable and responsible leaders capable of building a peaceful, stable, safe and prosperous Guinea-Bissau. The project had as its intervention area the capital Bissau, in addition to 13 regional centers: Bolama, Bubaque, Sao Domingos, Buba, Catio, Bafata, Gabu, Bissora, Quinhamel, Cachungo, Cacheu, Farim and Mansoa.

The project comprised a set of interrelated efforts that focus on addressing core obstacles to these target groups, the empowerment and political engagement capacities was tested during the political phases in which the project was involved, the country planned the legislative and presidential elections that took place in 2019 in March and December respectively.

**The expected outcomes and outputs of the project are:**

**Outcome 1: Leaders and members of women and youth organizations actively participate in democratic processes and contribute to peace and stability through implementing change/dialogue initiatives.**

**Output 1.1:** Women and youth leaders trained in functional and political literacy

**Output 1.2:** Youth and Women leaders at the grassroots level are trained in political leadership and peacebuilding skills

**Output 1.3:** Grants Facility for Youth and Women-led Dialogue or Change Initiatives that promote peace and stability developed and implemented with training and on-going accompaniment for effective implementation of initiatives

**Output 1.4.:** Rural women advocate more effectively for their rights and needs

**Outcome 2 Women and youth effectively participate, accompany and ensure fair and equitable electoral processes.**

**Output 2.1:** Top members of political parties, governors, (especially youth and women) are trained in political leadership and peacebuilding skills

**Output 2.2:** Women and youth's participation in the elections enhanced through stronger representation as candidates and voters

**Output: 2.3:** Women and youth contributed to monitoring the electoral process and solving incidents that may arise through the Election Observatory

**Gender Marker Score: 3**

Gender equality is the principal objective of this project. 70% of budget goes to women and young women's empowerment

**PBF Focus Areas which best summarize the focus of the project:**

1.Support the implementation of peace agreements and political dialogue: 2.2 (democratic governance) and 2.3 (conflict prevention/management).

The project was approved in December 2017 but could not start until January 2018. The implementation phase thus led to the initiation of an implementation plan and the project was officially launched in June 2018 due to the political crisis.

However, despite the acceleration of the project's implementation, with the exception of WFP, no other agency, namely UNFPA and UN Women, was able to complete the activities in March 2020. On this basis, UN Women and UNFPA introduced another request to extend the project until July 2020.

Public information about the project implementation (the project document and the 6-monthly project reports) can be found at the following link:

<http://mptf.undp.org/factsheet/project/00108258>

The project will also provide the consultant with the following data on the project:

ToR for activities, results, reports, implementing partner's agreements, minutes of meetings, budgets.

**3. Evaluation objectives, criteria, and key questions**

The objective of this assignment is to conduct an end-term independent evaluation of the project to assess its effectiveness, build evidence of peacebuilding results, and highlight the strategies that have contributed to, or hindered, their achievement. In addition, the evaluation will assess the project's contribution to increased national capacity, ownership and transparency, as well as explore whether gender and women's economic rights were considered in the implementation of the project.

The evaluation will provide highly relevant recommendations and lessons learned for future and ongoing PBF-funded and other peacebuilding projects, that take into consideration the specific roles and work of the RUNOs involved.

It is being conducted in conjunction with two other UN agencies, WFP and UNFPA in collaboration with UNDP and UNIOGBIS and the Ministry of Women, Family and Social Cohesion.

Within the broader and country specific context, the evaluation is expected to:

- \* Assess effectiveness and a potential measurable impact of the Program intervention on the target group across all dimensions of Political Participation for Peace and Development in Guinea-Bissau.

- \* Identify and document lessons learned, best practices, success stories and document and analyze challenges and possible weaknesses to inform future work of UN agencies in the area of women's political participation for Peace and Development programming.

- \* Analyze the relevance of the Program objectives, strategy and approach at the local and national levels for the Women's and Youth Political Participation for Peace and Development in Guinea-Bissau.

- \* Assess organizational efficiency and coordination mechanisms in progressing towards the achievement of program, including the achievement of gender equality and women's empowerment results as defined in the intervention.

- \* Analyse and assess the strategies in place and contribute to identify additional strategies for replication and up-scaling of the project's best practices.

- \* Identify, assess, and validate innovation in all aspects of the program.

-Asses the measures taken by the project, and identify new measures to ensure national ownership of the project.

Criteria to be used for this evaluation includes OECD/DAC (INSERT FOOTNOTE: OECD/DAC Evaluation criteria available at: <http://www.oecd.org/dac/evaluation/revise-evaluation-criteria-dec-2019.pdf>) evaluation criteria: relevance, coherence, effectiveness, efficiency, impact (to some extent), sustainability. In addition, Human Rights and Gender Equality will be considered as an additional criterion. In line with the quest to incorporate human rights and gender equality in all UN work, and acknowledging UN Women's Evaluation Policy, which

promotes the integration of women's rights and gender equality principles into evaluation, these dimensions will require special attention for this evaluation and will be considered under each evaluation criterion.

A number of key evaluation questions are reported below for each of the criteria. During the inception phase, the consultant will be responsible for analysing, selecting, refining and complimenting them, compiling the final set of questions the evaluation will seek to answer.

### **Relevance**

- Do the project expected results address the needs of the target groups? Are the activities and outputs of the project consistent with the intended outcomes? Was the intervention flexibly adapted to respond to evolving needs over time?

What is the significance of the intervention as far as local and national commitments and priorities are concerned? Are the activities and outputs of the project consistent with the overall global and national gender priorities?

Does the intervention addresses relevant key causes and drivers of political instability, including by addressing the behaviour of key driving constituencies involved?

To what extent to the local population, beneficiaries and external observers perceive the intervention as relevant? What is the gender dimension of differences in this perception?

To what extent has the project been catalytic in addressing some of the root causes of political fragility, and gender inequalities, especially those hindering women's political participation for peace and development?

· Was the intervention timely in addressing the context of political fragility and recurrent crises in Guinea Bissau, and did it effectively utilize windows of political opportunities?

### **Effectiveness**

· What has been the progress made towards achievement of the two expected outcomes of the Work Plan? What specific results were achieved, both positive and negative? To what extent are beneficiaries satisfied with the results?

What major factors contributed to the achievement or non-achievement of expected project objectives?

Did the project have effective monitoring mechanisms in place to measure progress towards achievement of results?

To what extent was the monitoring data objectively used for management action and decision making?

Have the project's organizational structures, managerial support and coordination mechanisms effectively supported the delivery of the project? What are the recommendations for improvement?

To what extent do beneficiaries and implementing partners demonstrate satisfaction of the coordination and support received?

- Were gender equality and relevant horizontal inequalities (ethnic, religious, geographical, etc.) that drive political conflict taken into consideration and what are the results?

· To what extent are the programme approaches and strategies innovative for increasing women's political participation in the context of peace and development? What -if any- types of innovative good practices have been introduced in the programme to achieve results in this field?

· What contribution are participating UN agencies making to implementing global norms and standards for women's political participation and peacebuilding?

- Have real improvements occurred in the relations among conflicting groups, as demonstrated by changes in their behaviour ?

### **Efficiency**

- Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the programme outcomes?

· How the split of funding between the three agencies has increased or reduced the joint project implementation?

· What measures have been taken during planning and implementation to ensure that resources are efficiently used?

· Have the outputs been delivered in a timely manner? If not, how did the project team mitigate the impact of delays?

Are the programme and its components cost-effective? Could the activities and outputs have been delivered with fewer resources or within a reduced timeframe, without reducing their quality and quantity?

- Has the joint nature of the project affected efficiency of delivery, including reduced duplication and increased cost-sharing, reduced/transferred burdens and transaction costs? If so, what factors have influenced this?

To what extent can the partnership between UN agencies and Implementing partners be regarded as efficient?

- Has the joint programme build synergies with other programmes being implemented at country level by the United Nations and the Government of Guinea Bissau?

-To what extent was the Technical Group efficient in advising and monitoring the implementation of the project?

### **Sustainability**

-- Are requirements of national ownership satisfied? Is the programme supported by national/local institutions? Do these institutions, including Government and Civil Society, beneficiaries, other implementing partners demonstrate leadership commitment and technical capacity to continue to work with the programme or replicate it to ensure continuity of peace-building efforts after the project closes?

- What capacity of national partners, both technical and operational, has been strengthened?

- To what extent have the capacities of duty-bearers and rights-holders been strengthened?

- How have partnerships (with governments, UN, donors, NGOs, civil society organizations, religious leaders, the media) been established to foster sustainability of results?

- Did the intervention design include an appropriate sustainability and exit strategy (including promoting national/ local ownership, use of local capacity, etc.) to support positive changes in Gender Equality and Human Rights after the end of the intervention? To what extent were stakeholders involved in the preparation of the strategy?



Are there indications that the project has had a catalytic effect on national actors in the commitment to pursue other peace-building activities, and are there signs of potential support from other donors?

Is there evidence of sustainable transformations at the local and national level that can be associated with the joint intervention?

- To what extent has the intervention contributed to the momentum for peace by encouraging participants and communities to develop their own initiatives, also as a result to the initial support provided project?

-To what extent did this joint effort result in the creation or reform of political institutions or mechanisms that deal meaningfully with grievances or injustices?

### **Gender Equality and Human Rights**

- To what extent has gender and human rights considerations been integrated into the programmed design and implementation?
- How has attention to/ integration of gender equality and human rights concerns advance the area of work?

### **Stakeholder engagement**

In line with UN Women evaluation standards, this exercise will be gender sensitive, consultative, inclusive and participatory and will ensure the participation of women and CSOs representing various groups of women and youth from various counties in Guinea-Bissau. Special attention will be given to representativeness of all target groups of women including rural women, women and girls with disabilities, single parents, illiterate women, ethnic minority women and women with other identities, as applicable. A diverse group of women who have participated in the programme, and other community members who were direct and indirect programme beneficiaries, will benefit from this evaluation findings and should be included as the key actors in the design of the main recommendations.

Similarly, direct implementing partners will be involved in the evaluation process as key informants and sources of information. **These include:**

### **Scope of Evaluation**

The evaluation will be conducted by the Evaluation Team composed of an International Evaluation Consultant (Team Leader) and National Evaluation Consultant. The International Evaluation Consultant will lead the evaluation process and decide on planning and distribution of the evaluation workload and tasks. The National Evaluation Consultant will provide support to the International Evaluation Consultant throughout the evaluation process.

The evaluation will cover the whole duration of the project, between January 2018 and March 2020. The geographic scope of the evaluation is **PLEASE FILL IN**

### **6. Evaluation process and methodology.**

The external end-term evaluation will be conducted in accordance with United Nations Evaluation Group (UNEG) standards, and more specifically, UN Women's GERAAS will be used to assess and ensure the quality of evaluation products (INSERT FOOTNOTE). All deliverables will be reviewed against the GERAAS criteria by the Evaluation Management Group for approval.

This includes subjecting the Evaluation Report to UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN SWAP) quality scoring, requiring that evidence of gender integration is demonstrated throughout the evaluation process and in the report. The evaluation methodology should clearly focus on highlighting gender issues in the implementation of the programme, in line with the following criteria:

- GEWE is integrated in the evaluation scope of analysis and evaluation indicators are designed in a way that ensures GEWE related data will be collected.
- GEWE is integrated in evaluation criteria and evaluation questions are included that specifically address how GEWE has been integrated into the design, planning, implementation of the intervention and the results achieved;
- A gender-responsive methodology, methods and tools, and data analysis techniques are selected.
- Evaluation findings, conclusions and recommendations reflect a gender analysis.

The evaluation process is divided in six phases:

- 1) Preparation Phase
- 2) Inception phase
- 3) Data collection phase
- 4) Data analyses and syntheses phase
- 5) Validation
- 6) Dissemination and Management Response

The evaluation team (the International and National Consultant) is responsible for phases two, three, four and five while the RUNOs share the responsibility for phases one and six.

A full methodology will be developed by the consultant during the inception phase and included in the inception report. This will include the identification of a variety of key informants to consult, and specifically outline the instruments and tools (interviews, observations, focus groups, literary journal, survey, site visits, etc.) that will be used to collect relevant information and data. The list of sources of information collected will be then attached to the evaluation report

## **7. Duties and Responsibilities and Evaluation objectives**

Under the coordination and supervision of UN Women, in close collaboration with the Evaluation Steering Committee and the Evaluation Reference Group, the final evaluation of the project will be conducted by a team of two consultants: (1) a National Consultant (e) and one International Consultant (e).

The international consultant will work in close collaboration with the project coordination team and implementing partners: Tiniguena, Plan International, Women's Political Platform, INEP (National Institute of Studies and Research), Directorate-General for the Development of Education (INDE), Directorate-General for Literacy (Alfabetização), IPAV. The consultant will work under the management of the project coordinator, with the overall supervision of the PBF Coordinator who is a part of the UN Resident Coordinator's Office. The evaluation should be conducted in accordance with the OECD DAC evaluation principles.

The consultant is expected to perform the following activities as part of conducting the independent evaluation:

- Review documents and consult with the local PBF Secretariat and senior management and project team members to better understand the project,

including its design process, implementation aspects and expected results and to draft a brief Inception Report with a detailed evaluation methodology.

- Review the project results and budget, progress and financial reports, monitoring framework and reports and cooperation agreements signed with partners.
- Prepare and conduct interviews (individual and focus groups, as relevant) with key stakeholders, project beneficiaries at central and regional level, implementing partners and members of the Project Coordination team.
- Conduct a comprehensive analysis of data collected in the field by the consultant and by the project team.
- Organize a debriefing session in Bissau, in Portuguese, to present the interim evaluation report for comments of the key stakeholders, including the government and civil society organizations, at the end of the field component of the evaluation mission.
- Draft a report in English, considering relevant comments from the debriefing, as appropriate.
- Finalize the report based on any additional comments received.

## 8. Deliverables

The following deliverables are expected:

- An inception report to be provided after 7 days of work and prior to the field-based component. The inception report should capture relevant information such as proposed methods; proposed sources of data; and data collection procedures. The inception report should also include an evaluation matrix, proposed schedule of tasks, activities and deliverables and should also contain background information.
- A PPT presentation to stakeholders in Bissau with interim findings at the end of the field mission; **(payment 30%)**
- An interim evaluation report 4<sup>th</sup> week **(payment 30%)**
- A final evaluation report. The final report should address comments from the Evaluation Reference Group. The final version, accepted as such following final approval by the Evaluation Management Group, will be delivered on the 6<sup>th</sup> week of the assignment **(payment 40%)**. Both the interim and the final report will be structured as follows:

- I. **Table of Contents**
- II. **List of abbreviations and acronyms**
- III. **Executive summary**
- IV. **Background and context**
- V. **Evaluation purpose**
- VI. **Evaluation objectives and scope**
- VII. **Evaluation methodology and limitations**
- VIII. **Evaluation findings**
  - a. Design

- b. Relevance
- c. Efficiency
- d. Effectiveness
- e. Sustainability
- f. Gender, Equity and Human Rights

**IX. Conclusions**

**X. Recommendations**

**XI. Lessons learned**

**XII. Annexes**

- a. Terms of Reference
- b. Documents consulted
- c. List of institutions interviewed, and sites visited
- d. Evaluation tools (questionnaires, interview guides, etc.)
- e. Summary matrix of findings, evidence, and recommendations
- f. Evaluation brief

N.B.: All payments are subject to the submission of deliverables and following the Evaluation Management Group's approval of satisfactory performance. Satisfactory performance will be assessed based on GERAAS quality assessment standards (see annex 1 for more information)

*Suggested agenda (subject to possible evolutions):*

2020							
Activities	May	June			July		
	W3	W1	W2	W3	W4	W1	W2
Consultant to read documents prior to the evaluation starting and to prepare detailed methodology and inception reports. <i>Home based ( 6 days)</i>	□						
Consultant evaluating project on the ground, Guinea Bissau ( 10 days)		□					
Consultant preparing the final draft Home based ( 6 days)				□			
Feedback from UNFPA, UNWOMEN, WFP and PBF							

Consultant to incorporate feedback and submit a final draft . Home based ( 3 days)							
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<b>Organizational structure.</b>	<b>Function</b>	<b>Members</b>
Evaluation Steering Committee	<ul style="list-style-type: none"> <li>- Approves the initiation of the evaluation, its Terms of Reference and the dissemination of its conclusions</li> <li>- Issues a management response following the recommendations of the evaluation report.</li> </ul>	<ul style="list-style-type: none"> <li>* The Inter-Agency PBF WYPP Technical Group</li> <li>*Ministry of Women, Family and Social Cohesion</li> </ul>
Evaluation Management Group	<ul style="list-style-type: none"> <li>- Manages the selection of consultants, contractual arrangements and payments</li> <li>- Guarantees the independence of the evaluation.</li> <li>- Ensures the dissemination of conclusions and recommendations.</li> </ul>	<ul style="list-style-type: none"> <li>* Evaluation &amp; Monitoring Specialist, UNW WCARO</li> <li>* Project coordinator, GNB</li> </ul>
Reference group (advisory body)	<ul style="list-style-type: none"> <li>- Reviews the specifications of the evaluation.</li> <li>- Issues technical advice at key stages of the evaluation (initial design report, first version of the evaluation report).</li> <li>- Will be invited to support the release of the final report of the evaluation, the conclusions and recommendations.</li> </ul>	<ul style="list-style-type: none"> <li>- Project Beneficiaries (TBD).</li> <li>- UNIOGBIS Gender Unit</li> <li>- Plan International</li> <li>- Tinguena</li> <li>-WFP</li> <li>- UNFPA</li> <li>- UN Women</li> </ul>

 Deliverables

**9. Duration of the assignment**

The assignment must be conducted during 25 working days within the span of six weeks.

## 10. Consultant Profile

- Proven evaluation experience, essentially in peacebuilding or fragile settings and in areas of political participation and youth/women empowerment
- Strong analytical, and communication skills, including ability to produce high quality practical advisory reports and knowledge products.
- Professional and/or academic experience in at least two areas of expertise amongst: peacebuilding, gender, women's empowerment, youth, political empowerment, democratic reform, rural development, West-African context, and/or management.
- Ability to produce high quality outputs in a timely manner while understanding and anticipating the evolving client needs.
- Experience working in fragile or conflict-affected countries and with conflict-sensitive approaches.
- Ability to focus on impact and results for the client, promoting and demonstrating an ethic of client service.
- Ability to work independently, produce high quality outputs.
- Strong ability to write clearly and convincingly.
- Excellent writing, research, analysis and presentation skills.
- Demonstrated Gender sensitivity
- Excellent knowledge and experience in gender equality and women's political participation programming and implementation

### Education:

- Master's degree in development studies, gender, law, economics, business administration, political science, human rights, and/or other relevant social sciences.

### Experience:

- Proven at least 7 years of experience in managing or/and evaluating development, peacebuilding or emergency programs/projects (some specific experience in leading evaluations is required).
- Knowledge and demonstrable experience of PBF funded projects is an asset.
- Knowledge of Guinea-Bissau general country context is strongly desirable.
- A strong record in designing and leading evaluations; gender sensitive evaluation certification or experience preferred
- A detailed knowledge and familiarity of the UN, its programming processes and coordination mechanisms. Work experience in UN Delivering as One context would be an asset
- Experience in gender analysis and human rights (e.g. expertise in women's economic empowerment; rural agricultural development will be considered an asset).

### Language:

- Proficiency in Portuguese and English is mandatory.

- Proficiency in Bissau-Guinean Creole constitutes an advantage.

## 11. Ethical Code of Conduct

The United Nations Evaluations Group (UNEG) Ethical Guidelines and Code of Conduct for Evaluation in the UN system are available at: <http://www.uneval.org/document/detail/100>; Norms for evaluation in the UN system: <http://unevaluation.org/document/detail/21> and UNEG Standards for evaluation (updated 2016): <http://unevaluation.org/document/detail/1914>.

### GUIDELINES FOR APPLICATION:

Interested candidates should apply online following relevant instructions and deadline indicated in the call for applications. Candidates should submit:

#### Required documents:

- a. A cover letter explaining interest and motivation for this assignment.
- b. Two recent reports authored by the applicant
- c. **A financial proposal showing only the following value in dollars: daily fees.**
- d. A personal CV including past experiences in similar projects and at least 3 professional references.

Lump sum contracts: The financial proposal shall specify a total lump sum amount, and payment terms around specific and measurable (qualitative and quantitative) deliverables (i.e. whether payments fall in installments or upon completion of the entire contract). Payments are based upon output, i.e. upon delivery of the services specified in the ToR. In order to assist the requesting unit in the comparison of financial proposals, the financial proposal will include a breakdown of this lump sum amount (including travel, per diems, and number of anticipated working days).

Travel: All envisaged travel costs must be included in the financial proposal, except the inside travel to the regions for which the transportation will be covered by the UNWOMEN (excluding possible accommodation/catering fees). This includes all travel to join duty station/repatriation travel. In general, UNWOMEN should not accept travel costs exceeding those of an economy class ticket. Should the Individual Consultant wish to travel on a higher class he/she should do so using their own resources.

In the case of unforeseeable travel, payment of travel costs including tickets, lodging and terminal expenses should be agreed upon, between the respective business unit and Individual Consultant, prior to travel and will be reimbursed.

Evaluation: Individual consultants will be evaluated based on the following methodologies:



### Cumulative analysis

When using this weighted scoring method, the award of the contract should be made to the individual consultant whose offer has been evaluated and determined as:

1. Responsive/compliant/acceptable; and
2. Having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation.
3. Technical Criteria weight – 70 points.
4. Financial Criteria weight – 30 points.

Only candidates obtaining a minimum of 70 points would be considered for the Financial Evaluation.

Evaluation criteria:

5. Education Background - 10 points.
6. Experience as defined in the ToR - 20 points.
7. Competences as defined in the ToR - 10 points.
8. Understating of the ToR - 15 points.
9. Methodology and overall approach - 25 points.
10. Overall quality of the proposal (comprehensiveness, structure, language and clarity) - 20 points.

## **ANNEXES**

Annex 1 UN Women GERAAS evaluation quality assessment checklist

<https://genderevaluation.unwomen.org/-/media/files/un%20women/gender%20evaluation/handbook/tool%2014%20-%20geraas%20evaluation%20report%20quality%20assessment%20checklist.docx?la=en>

Annex 2 UN Women Evaluation Consultants Agreement Form:

<https://gate.unwomen.org/resources/docs/SiteDocuments/UNWomen%20-%20CodeofConductforEvaluationForm-Consultants.pdf>

Annex 3 UNEG Norms and Standards for evaluation<sup>[1]</sup>

<http://www.unevaluation.org/document/detail/1914>

Annex 4 UN Women Evaluation Handbook and Country Portfolio Evaluation Guidance

<https://genderevaluation.unwomen.org/en/evaluation-handbook>

<https://genderevaluation.unwomen.org/en/evaluation-handbook/country-portfolio-evaluation-guidance>

Annex 5 Resources for data on gender equality and human rights

- UN Office of the High Commissioner for Human Rights (OHCHR) – Universal Human Rights Index: <http://uhri.ohchr.org/en>
- UN Statistics – Gender Statistics: <http://genderstats.org/>
- UNDP Human Development Report – Gender Inequality Index: <http://hdr.undp.org/en/content/gender-inequality-index-gii>
- World Bank – Gender Equality Data and Statistics: <http://datatopics.worldbank.org/gender/>
- Organisation for Economic Co-operation and Development (OECD) Social Institutions and Gender Index: <http://genderindex.org/>
- World Economic Forum – Global Gender Gap Report: <https://www.weforum.org/reports/the-global-gender-gap-report-2017>

- A listing of UN reports, databases and archives relating to gender equality and women's human rights can be found at: [http://](http://www.un.org/womenwatch/directory/statistics_and_indicators_60.htm)

[www.un.org/womenwatch/directory/statistics\\_and\\_indicators\\_60.htm](http://www.un.org/womenwatch/directory/statistics_and_indicators_60.htm)

- Example evaluation questions from OECD DAC 2012 Guidance Evaluating donor engagement in situations of conflict and fragility

<http://www.oecd.org/dac/conflict-fragility-resilience/publications/4312151e.pdf>