



## Changing Gender Attitudes, Empowering Girls Initiative Retrospective Evaluation Consultancy Terms of Reference

Organization	The Global Fund for Children
Project	Changing Gender Attitudes, Empowering Girls
Type	Short-term consultancy
Position Location	Remote, with travel to Mexico, Honduras, and Guatemala
Duration	Approximately through July 2018
Reporting to	Regional Director for Latin America
Starting Date	Early April 2018
Application Deadline	Applications considered on rolling basis
Vacancy Contact	Please send applications to <a href="mailto:coser@globalfundforchildren.org">coser@globalfundforchildren.org</a>

### Background

The Global Fund for Children’s mission is to transform the lives of the world’s most vulnerable children and youth—trafficked children, child laborers, refugees, children with disabilities, and many others—and to help them reach their full potential. We pursue this mission by investing in innovative grassroots organizations. We provide our partners with both flexible capital and capacity-building support to help them achieve their goals, scale their impact, and reach even more children in need. Since 1997, The Global Fund for Children has invested in 646 grassroots organizations, strengthening thousands of communities and improving the lives of more than 10 million children and youth worldwide.

In order to promote gender equality, The Global Fund for Children launched its Changing Gender Attitudes, Empowering Girls Initiative in Honduras, Mexico, and Guatemala. The initiative, which is now in its fourth year, aims to benefit girls and young women by challenging harmful social and gender norms, and specifically the gender attitudes of boys and young men. This initiative has invested in six local partner organizations that work directly with children and youth to address the following:

- Teach boys, girls, young women, and young men about the importance of questioning gender norms and attitudes
- Promote positive, responsible, and non-violent masculinity among boys and young men
- Promote equitable gender relations, particularly between adolescents
- Promote positive male engagement in sexual and reproductive health and child-rearing
- Promote the recognition and protection of the rights of girls and women, improving sexual and reproductive health outcomes and reducing the incidence of gender-based violence

The initiative incorporates an explicit gender-justice and gender-transformative lens, in which partners work directly with adolescents and youth and their families and communities to disrupt machismo in all of its forms and promote equitable gender attitudes and relations. The ways in which this work is carried out is up to each partner organization—some partners address gender attitudes and norms within the context of CSE, while others incorporate a positive masculinity lens within a violence prevention framework. The contexts in which they work also vary—some operate school-based programs, while others reach adolescents and youth in other community-based or more informal settings.

## **Scope and Purpose of Work**

- **Main Objective**

The purpose of the evaluation is the analysis of the processes of planning and execution of the grants, the location of obstacles, the identification of lessons learned, the evaluation of the fulfillment of the results and the characterization of counterparts and/or direct or indirect interlocutors have been able to strengthen or hamper the priority thematic areas of the project.

- **Specific Objectives**

- Reconstruct in a participatory manner the main features of the formulation and start-up of programs and activities.
- Collect lessons learned, successful methodologies and challenges.
- Evaluate the degree of compliance with the general objective, the specific objectives and the expected results.
- Evaluate the management capacity of the entities involved.
- Formulate pertinent recommendations, which may be included in a document aimed at making visible the achievements and scope of the project, with respect to the following topics: a) Collaboration between the entities, institutions and organizations involved in the Project; b) Sustainability of the actions undertaken within the framework of the Project.

- **Evaluation Coverage**

- Geographical: the evaluation will be limited to the following countries: Honduras and Guatemala. Contact with Global Fund for Children staff in Washington, DC will be in person or remote depending on location of consultant. Consultant will also coordinate as needed with Global Fund for Children Mexico and Central America representative in Chiapas.

- **Levels of analysis**

The Evaluation will provide a comprehensive review of the program, encompassing the areas of design, structure, processes and results.

- The design: refers to the way in which the Project was conceived and elaborated. The pertinence, the initial diagnosis, the adequacy of the logic of intervention and the coherence of the strategy will be analyzed.
- The structure: relevance will be analyzed in relation to the allocation of human and material resources, knowledge and skills, suitability of the planning, execution and monitoring models, etc.
- The processes: referred to the different alliances built, to the dimensions that were reached, the suitability in the planning and the capacity of organizations for the implementation of grants.
- The results: the changes attributable to the implementation of the project will be analyzed and evaluated. In addition, the implementation capacities and compliance of the deadlines by the counterparts will be taken into account.

Based on the analysis, the evaluation will identify the main strengths and weaknesses of the project and offer recommendations that will serve to improve future interventions in the area of Gender and Youth in Latin America.

- **Work Plan and Schedule**

The work plan will be subject to the methodology presented by the consultant. However, the following proposal is presented, which is divided into four phases:

a) Review and analysis of the documentation.

Review of Project Documents: Formulation documents, operating regulations, planning and systematization documents (with their respective monitoring tools), reports of site visits and reports prepared by partners. In addition, the consultant may request any other document necessary to meet the objectives of this evaluation.

b) Interviews and consultations

The consultant should carry out different meetings and interviews with the actors that were and are directly or indirectly linked to the project, with the objective of obtaining information related to the execution and operation. To carry out the interviews, the consultant must prepare and coordinate a program, the methodology to be developed and a script that must be presented and

approved prior to its execution. The interviews should include, at least, project implementers, institutional allies and civil society organizations, as well as direct and indirect beneficiaries.

#### c) Field work

The consultant must visit each partner with whom the project was implemented with sufficient time with each to meet objectives of the evaluation. The consultant should plan to share feedback with each partner before the presentation of the final report.

#### d) Final Evaluation Report

Once the previous phases have been completed, the Final Report will be drafted in accordance with the provisions of these technical prescriptions. A first draft will be submitted to Global Fund for Children and when all parties agree, the final Evaluation Report will be approved.

- **Proposed evaluation criteria**

The evaluation should include detailed documentation of the work of all six partners under this initiative, including each partner's intended programmatic outcomes and methods for measuring those outcomes. It should also include a brief literature review on male engagement in gender equality programming and/or social norms theory as it relates to promoting positive masculinity. The consultant will also conduct primary research using qualitative and participatory methods and data gathered from partner organization staff, youth participants, and other stakeholders, to address the following research questions:

Relevance and coherence: Evaluate the adequacy of the objectives and results of the intervention to the socio-political context at national and local level.

- Did the general objective set out an adequate response to the initial problem?
- Did the project respond to needs perceived by the beneficiary population?
- Were the interventions appropriate to the specific conditions of the context at national and local level?

Efficacy: Degree of compliance with the objectives in the completed interventions.

- Was the specific objective well formulated and had measurable impact?

- What were the most significant changes that occurred at the personal (participant) level?
- What were the most significant changes that occurred at school/family/community level?
- To what extent do the results of this initiative support arguments for engaging boys and young men to advance gender equality?
- To what extent did the design of the initiative as well as the services provided to partners by GFC enable progress towards the initiative's stated objectives?
- What promising practices for male engagement did this initiative reveal?
- What were the key challenges of this initiative, and what can be learned from them?
- Was the number of boys/young men (or others such as teachers, girls, etc.) reached and any changes in attitude or behavior they reported enough of a scale to be meaningful in each local context.
- What insights can be gleaned about 'tipping points' to start impacting girls' lives and indicators such as gender-based violence, adolescent pregnancy/low use of contraception, early marriage, secondary school drop-out rates, and life prospects?
- How should the organizations involved in the project share their models, including successes and limitations in an effort to extend successful models to other NGOs and government actors with more power to scale?

Efficiency:

- Was the budget respected?
- Was there a good forecast of resources?
- Was there flexibility to adapt to changing environments during the execution?

Sustainability and replicability: Analyze the degree of ownership and participation of the partners in the management of the interventions and finally, analyze the difficulties and lessons learned that contribute to the sustainability and effectiveness of the funds.

- Are these experiences replicable to other situations?
- What evidence exists that the identified changes are sustainable?
- What factors affect sustainability: political priorities, economic, institutional, or sociocultural factors?

In an effort to honor the expertise and creativity of our local partner organizations, our recommendation is that the research design process be participatory, in order that the final design reflect partner organizations' own learning priorities. To the extent possible, the consultant will also engage partner organization staff and youth participants in the implementation of research.

Finally, the consultant will provide individualized support as possible to partner organizations in key areas related to the design and use of qualitative and participatory research tools in order to enhance their ability to carry out their own evaluations in the future.

### **Deliverables**

1. A detailed research design and work plan, to be completed within one month of start
2. A draft evaluation report. The consultant will deliver a draft of the final report that meets the requirements of the objectives described above. This first draft will include the necessary modifications after the meetings held, for the feedback of the preliminary results.
3. A final report on the findings of the research, including a brief literature review and recommendations to GFC and partner organizations (a draft of which will be reviewed by GFC prior to final submission). The report can be in either English or Spanish depending on the primary language of the consultant.
4. A short, 1-2 page summary of key findings and learning, to be used for communications purposes, in either or English and Spanish
5. Constructive feedback provided to partners, in Spanish, based on the findings of the research
6. Individualized capacity building assistance provided to partners to support their use of qualitative methods for evaluating and showcasing their work

### **Qualifications**

The consultant should possess the following combination of skills/experience:

- Graduate coursework in international development, gender studies, global health or other relevant social sciences field.
- Experience designing and carrying out qualitative research, preferably related to gender norms, social norms, male engagement in gender equality, violence prevention/GBV, and/or ASRH. Preference given to candidates with demonstrated interest in participatory approaches.
- Strong grasp of gender and social norms terminology/concepts. Experience with male engagement in gender equality preferred.
- Excellent communication skills and full professional written and spoken proficiency in Spanish; English written and spoken skills desirable.
- Experience working with grassroots organizations in Central America and Mexico.
- Experience delivering training in qualitative research and/or evaluation methodologies.

### **Contract Duration**

The evaluation period, including design and reporting, will last approximately four months. Start date and deliverable schedule will be determined upon selection of the consultant. A total of 3-4 weeks of travel over the course of the evaluation period is expected.

### **Compensation and Logistics**

The consultant will be based in Central America/Mexico, or in any other place from which travel to this region is feasible. The total budget for the consultancy, inclusive of all fees, travel, and other expenses, is set at 25,000 USD. The consultant will be selected on a competitive basis.

### **How to apply**

To apply, please send a 1) **Technical proposal** explaining the consultant's experience, approach and proposed methodology for carrying out the required assignments (no more than 2 pages), a 3) **detailed budget** providing the cost of the consultant's services, inclusive of travel and other expenses, a 4) **resume or curriculum vitae** and a 5) **professional writing sample in English or Spanish**, ideally research-oriented (2-3 pages). Please submit all documents to [coser@globalfundforchildren.org](mailto:coser@globalfundforchildren.org).