



Terms of Reference for the recruitment of Local consultant to conduct the Mid-Term Review for the Joint Programme on Gender, entitled “Leveraging the full potential of Gender Equality and Women's Empowerment to achieve Rwanda's transformation”

1. BACKGROUND AND CONTEXT

Rwanda has adopted its new National Strategy for Transformation (NST1) to guide its national transformation programme over seven years (2017 - 2024) and accelerate the implementation and achievement of the Sustainable Development Goals (SDGs). Aligned to this strategy, the United Nations Development Assistance Plan 2018 - 2023 (UNDAP II) provides a guiding framework for support to the Government of Rwanda's transformational agenda, including to furthering gender equality and women's empowerment (GEWE). In this framework, the Joint Programme on gender entitled “**Leveraging the Full Potential of Gender Equality and Women's Empowerment to Achieve Rwanda's Transformation**” (2019-2023) was developed by the One UN together with the Government of Rwanda, to advance Gender Equality and Women's Empowerment (GEWE) under the National Strategy for Transformation (NST1) and through the UNDAP II pillars of Economic Transformation, Social Transformation and Transformational Governance.

The overall goal of this Joint programme is to ensure that "Women and girls, especially the most vulnerable, participate in, contribute to and benefit from the political, economic and social transformation in Rwanda" through leveraging the comparative advantages of the participating UN agencies – UN Women (Lead), UNDP, UNFPA, UNHCR, UNICEF, IOM and OHCHR – and its implementing partners, namely Government Institutions under the leadership of the Ministry of Gender and Family Promotion (MIGEPROF), CSOs, and the Private Sector.

This joint programme is funded by the Embassy of Sweden through the Swedish International Development Cooperation Agency and the Swiss Agency for Development and Cooperation as well as the Royal Netherlands Government through the Netherlands Embassy to Rwanda although financial gaps still exist which lead to the resizing of the programme.

The programme interventions are structured around the following three main priority areas:

- Enhancing women's leadership and participation in governance institutions at local and national level;
- Strengthening women's economic empowerment and access to economic opportunities
- Ending Violence against women and girls.

The Joint Program “*leveraging the full potential of gender equality and women's empowerment to achieve Rwanda's transformation (2019-2023)*” has been under implementation since 2019 by the National Gender Machinery (NGM) institutions namely MIGEPROF, GMO, NWC,

FFRP and other participating UN Agencies namely UN Women, UNDP, UNFPA, UNHCR, UNICEF, IOM, OHCHR as well as other implementing partners from government and CSOs to ensure that the programme builds synergies and makes tangible contributions to the promotion of gender equality, empowerment of women and the fight against gender based violence.

It is within this background that the Ministry of Gender and family promotion in collaboration with UN Women as lead institutions of this joint programme would like to hire the service of a consultant to conduct its mid-term review to take stock of the achievements, lessons learnt, challenges which will inform future programming for the remaining programme implementation period.

2. PURPOSE OF THE CONSULTANCY

The purpose of this consultancy is to evaluate the program achievements registered over the last 3 years of implementing the Joint program on “*leveraging the full potential of gender equality and women's empowerment to achieve Rwanda's transformation*” in Rwanda that has run from January 2019 and will close in June 2023, with probability of extension to 2024.

3. OBJECTIVES OF THE CONSULTANCY

The overall objective of the consultancy is to take stock of the results (outcome level) achieved during the last 3 years of the program period whilst borrowing lessons from the same experience to inform future program undertakings. The MTR will also guide the way forward given the numerous challenges the Joint program faced including resource mobilization gaps and Covid-19 pandemic. The evaluation will assess the relevance, effectiveness, and sustainability of the programme within the country context of the implementation of the One Plan and UN Women Annual Work Plan

More specifically, the objectives of the MTR will be to:

- i. Assess progress made toward the achievement of the expected results and performance of the joint programme after 3years of implementation.
- ii. Assess relevance of the programme strategies and design in the evolving context of the challenging environment including in the context of Covid-19 realities;
- iii. Assess effectiveness of the programme in achieving the specific results of the programme.
- iv. Document best practices out of the joint program interventions
- v. Document lessons learnt from the program interventions that will inform future program undertakings.
- vi. Recommend adjustments, if any, to the joint programme strategies and directions for the remaining programme implementation period;
- vii. Identify key challenges of the programme and provide recommendations for addressing them
- viii. Propose potential sustainability plan of the programme;

4. SCOPE OF WORK

- i. Carry out a comprehensive situational analysis of the existing gender equality and women empowerment initiatives and document issues constraining effective attainment of the joint programme planned results.
- ii. Evaluate the program achievements for the last 3 years versus the planned targets and document causes for discrepancies and guide the way forward given the challenges encountered.
- iii. Review existing literature and carry out key informant interviews and group discussions to draw lessons learnt and some human-interest stories resulting from the programme implementation
- iv. Organize a national dissemination workshop during which the findings will be presented to the stakeholders of the joint programme

5. DELIVERABLES

- v. An inception report indicating the consultant's understanding of the assignment, the proposed methodology, timeframe and budget. The methodology should also include the evaluation questions, identified stakeholders for interviews and discussions. The inception report should be presented to key stakeholders for the validation.
- vi. A draft report indicating preliminary findings on the joint program mid-term review
- vii. A power-point presentation for use during the national validation and dissemination workshops and the consultant availability to facilitate those workshops.
- viii. Final report on the mid-term review highlighting key achievements and lessons learnt from the joint program for "*leveraging the full potential of gender equality and women's empowerment to achieve Rwanda's transformation* as well as key challenges and recommendations

6. DURATION AND ADMINISTRATION OF THE CONSULTANCY

The consultancy will be carried out for a period of 30 days from the time of the contract signature by both parties. The consultant will work closely and regularly with the entire National Gender Machinery including the Ministry of Gender and Family Promotion, National Women's Council, Gender Monitoring Office, FFRP as well as the One UN. The contract will be signed between the consultant and UN Women and the consultant will be jointly supervised by the Ministry of Gender and Family Promotion and UN Women.

7. COMPETENCES

- i. The consultancy should be carried out by an individual consultant.
- ii. The consultant should have at least 7 years of progressive work experience in undertaking program evaluations, surveys and other related studies
- iii. Proven knowledge of undertaking studies related to gender and women empowerment is a key requirement.

- iv. The consultant should provide proof of undertaking similar work by submitting at least 3 certificates of good completion for previous similar consultancies in the same subject line

8. QUALIFICATION AND EXPERIENCE

The consultant should have the following qualifications:

- i. Master's degree in a field relevant to the assignment, such as Gender studies, Gender Economics, development studies, Public Policy, Social Development, Social Sciences, Project/programme management, evaluation or related fields.
- ii. Have at least 7 years of experience in programme evaluation in a development context and proven accomplishment in undertaking evaluations, including leading evaluations of multi-stakeholder programmes for multilateral organizations.
- iii. Experience in evaluating gender equality and human rights – related programmes/projects.
- iv. Proven experience in qualitative and quantitative evaluation methods.
- v. Proven experience in multi-stakeholder engagement and strong interpersonal and leadership skills.
- vi. Have proven knowledge of national, regional and international gender commitments, policies and conventions.
- vii. Knowledge in results-based programming.
- viii. Proficiency in written and spoken English and knowledge of Kinyarwanda is required; French would be an advantage.