



**CALL FOR EXPRESSION OF INTEREST  
TO UNDERTAKE IMPACT EVALUATION OF THE GENDER EQUALITY AND WOMEN  
EMPOWERMENT PROGRAMME IN MALAWI**

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The United Nations Population Fund (UNFPA) and the European Union (EU) were supporting the Ministry of Gender, Children, Disability and Social Welfare (MoGCDSW) to implement the Gender Equality and Women Empowerment (GEWE) Programme in Malawi. The programme was implemented to support Government's commitment to reduce gender inequalities between men, women and youths (girls and boys) in accessing productive resources and development opportunities, as well as promoting decision making in order to contribute positively to the Malawi Growth and Development Strategy (MGDS) and accelerate attainment of Millennium Development Goals (MDGs). The implementation period of the 4 year programme which started in 2012 officially ended on 17<sup>th</sup> May 2016. In order to assess and document real changes that different interventions undertaken through the programme have brought to the lives of people and communities in the 13 impact districts, UNFPA seeks to engage services of a reputable firm to undertake an impact evaluation of the programme.

The purpose of the consultancy is to demonstrate if the targeted beneficiaries in the 13 target districts and participating institutions are better off or worse off now as compared to those that were not targeted by the programme by establishing causal links between interventions implemented and outcomes realised. Specifically, the impact evaluation exercise seeks to achieve the following objectives:-

1. What impact (positive, negative, intended and unintended) has the programme made in the participating institutions, individuals, households and communities within the impact areas of the 13 target districts? What are the long term social and economic changes that the programme has contributed or will likely have on intended beneficiaries and their communities?
2. Are the achievements and interventions of the programme sustainable in the longer term?
3. How relevant was the programme in achieving anticipated outputs and reaching out to intended beneficiaries particularly vulnerable groups?
4. What lessons can be drawn from the programme that can be taken by key stakeholders including Government of Malawi, EU and NFP A and in designing and implementing similar programmes in future?

Specifically, the consultant will undertake the exercise by performing the following key tasks:-

- Develop an evaluation design in consultation with UNFPA and Ministry of Gender, Children, Disability and Social Welfare
- Review of documents to identify issues related to the scope of the evaluation and proposed evaluation methodology.
- Preparation of an inception report
- Plan, design and coordinate the data collection process
- Data analysis and preparation of preliminary findings
- Preparation of the evaluation report
- Presentation of findings to stakeholders for validation

### **Evaluation team composition and required competencies**

The impact evaluation will be coordinated by a team of 3 experts (Team Leader, Gender Expert and Data Management Expert).

#### **Team Leader**

- Minimum of Post Graduate Degree in Economics, Statistics, Demography, Development Studies, Anthropology, Social Science or any other relevant development field.
- At least 15 years of experience in research design and leading complex evaluations.
- Demonstrated experience in designing and leading complex evaluations.
- Highly experienced in a range of evaluation approaches including mix methods
- Strong knowledge and experience in selection and implementation of statistically accepted sampling methods.
- Exceptional data analysis skills for both qualitative and quantitative data.
- Excellent report writing skills.
- Strong communication, documentation and presentation skills.
- Technical competence in the development field with good understanding of development issues in the context of gender.

#### **Gender Specialist**

- At least Masters in Gender Studies; Development Studies, Economics, Anthropology, Social Science or any other relevant development field with a strong bias towards gender.
- At least 10 years experience in issues related to Gender and Development.
- Strong understanding of gender related issues in Malawi including Gender Based Violence and gender related laws
- Excellent knowledge on the link between gender and key socio-economic development issues in Malawi
- Previous experience in designing and managing evaluations is highly desirable
- Exceptional data analysis skills for both qualitative and quantitative data from the gender perspective

- Excellent report writing skills
- Strong communication, documentation and presentation skills

### **Data Management Specialist**

- Minimum of Post Graduate Degree in Economics, Statistics, Mathematics, Computer Science, Demography, Development Studies, Anthropology, Social Science or any other relevant development field.
- At least 10 years of experience in research design with strong bias towards sampling procedures.
- Demonstrated experience in development of data collection tools and electronic databases for management of survey data.
- Demonstrated experience in supervising teams in collection of complex data
- Excellent working knowledge with CSPRO, MS Access and other survey data processing computer applications.
- Excellent data analysis skills of complex data using multiple computer applications.
- Good data presentation skills using Tables, Charts, Maps and other visual graphics.
- Excellent report writing skills
- Strong communication, documentation and presentation skills

Interested qualified individuals should request the complete Terms of Reference for the assignment from UNFPA Communications Officer, Henry Chimbali through e-mail at [chimbali@unfpa.org](mailto:chimbali@unfpa.org) and a copy to [registry-mwl@unfpa.org](mailto:registry-mwl@unfpa.org). Electronic applications should be submitted by close of business on 4<sup>th</sup> July, 2016 to [registry-mwl@unfpa.org](mailto:registry-mwl@unfpa.org) and a copy to [chimbali@unfpa.org](mailto:chimbali@unfpa.org)

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No late submissions will be entertained.