

## TERMS OF REFERENCE

for

### Consultancy to assess the C4D interventions in FGM/C in The Gambia

<b>Purpose:</b>	To assess the different C4D interventions on FGM/C conducted by the members of the consortium of organizations
<b>Consultancy mode</b>	National
<b>Contract Type</b>	Individual contractor
<b>Suggested Duration:</b>	70 days
<b>Suggested Timeframe:</b>	1 <sup>st</sup> June 2021 – 15 <sup>th</sup> August 2021

### **Background information**

In The Gambia, FGM/C is carried out on girls at different ages despite of the fact that the FGM/C was legally banned through the Women's Act 2015 in December 2015, amending the Women's Act 2010 to prohibit female genital mutilation in all its forms. Nonetheless, the practice, highly rooted in cultural norms and practice, still continues in silence and sometimes across the border into Senegal.

UNICEF and UNFPA have been supporting the Government of The Gambia to implement programs towards the elimination of FGM/C for over 4 years. These include institutional strengthening for coordination and enforcement of legislation, increased capacity of service providers to improve access and quality, as well as social and behavioural change communications. The publication of the Multiple Indicator Cluster Survey (MICS) 2018 showed some good signs of progress. The opening of discussions channels has translated into an increasing number of women (49%) declaring that FGM/C should stop. Progress is also reflected in a sharp reduction of the practice as evidenced by the fact that 76 per cent of women between 15 and 49 years of age have gone through FGM/C, while the younger population between 0 to 14 years reveals a lower number of 51 per cent, and 27 per cent of children between the age of 0 and 4 years old<sup>1</sup>. This decrease among the young population clearly shows the impact of the work of the recent years. However, accelerated efforts are required as 27 per cent of children violated by FGM/C is still too high contrasted with the national goal of total eradication.

### **Rationale of the TOR**

UNFPA and UNICEF jointly lead the largest global programme to accelerate the elimination of [female genital mutilation](#) and Cutting (FGM/C). The UNFPA-UNICEF Joint Programme harnesses the complementary expertise of the [two agencies](#), with governments and often in close collaboration with grass-roots community organizations and other key stakeholders, backed by the latest social science research. The joint Programme has been delivering results in the areas of:

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<sup>1</sup> UNICEF MICS 2018

- *Provision of appropriate and quality services:* More than 3.2 million girls and women in the 17 countries supported by the Joint Programme have benefited from FGM/C-related protection and care services.
- *Increased community-led engagement:* As a result of community-led engagement through education, dialogue and consensus-building, more than 31.5 million individuals in over 21,700 communities have made public declarations on the abandonment of FGM/C.
- *Legal and policy frameworks:* 13 countries supported by the UNFPA-UNICEF Joint Programme have legal and policy frameworks banning FGM/C. Following intensive capacity development initiatives, to date, there have been more than 900 cases of legal enforcement. Public statements at all levels have announced that FGM/C is a human right issue and must be stopped. Such statements provide the political backing required to strengthen the community-wide efforts and initiatives.
- *Government ownership:* All 17 countries supported by the UNFPA-UNICEF Joint programme have a national coordination mechanism in place to systematically engage all actors at the national level. Twelve countries established a national budget line funding services and programmes to specifically address FGM/C<sup>2</sup>.

In the Gambia, UNICEF and UNFPA have been working with government and with a consortium of 8 civil society organizations to implement activities to raise awareness and attain behavioural changes in the communities. Different interventions include, but are not limited to:

- Organization of Magnet Theatre forums
- Identification and collaboration with positive deviants to sensitize the communities
- Identification and engagement of young couples
- Establishments of youth clubs in and out of schools
- Caravans of sensitization
- Organization of sport activities to gather and sensitize your people
- Outreach programmes in schools and communities

As the Joint programme is gearing towards acceleration to reach the goal of total elimination of FGM/C and expected to enter Phase 3, UNICEF is interested in understanding the efficiency and the effectiveness of the interventions implemented until now with the consortium and the extent to which they have contributed to bringing changes in the targeted communities. This focus on efficiency, effectiveness and impact will allow UNICEF to measure the weight of each intervention in order to improve current work with partners, and to design future intervention related to C4D on FGM/C including the next County Programme starting from 2023. The assessment will therefore identify the gaps in the interventions and address corrections while scaling up, and key recommendations.

## Objectives

Conduct an assessment of the different C4D interventions on FGM/C designed and carried out by the consortium of civil society organizations

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<sup>2</sup> [UNFPA-UNICEF Joint Programme to Eliminate Female Genital Mutilation | UNFPA - United Nations Population Fund](#)

## Purpose of the Assessment

The main objective of the consultancy is to assess the effectiveness, efficiency and impact of the different interventions towards changing communities and individual behaviors on FGM/C. The consultant will use a participatory methodology to collect perceptions and feedback from the communities (including the key stakeholders who acted as the catalyst for change such as children's parliament, religious leaders, teachers, Peer Health Educators, Mother's clubs, among others.) targeted by the Joint Programme interventions. It is recommended that the consultant conduct focus groups discussions (FGDs) in areas where programmes were implemented for each intervention (target group) and focus groups discussions in areas where interventions were not conducted to assess the difference.

The specific objectives of the assessment are to:

- ✓ Assess the efficiency and effectiveness of the holistic approach adopted by the Joint Programme interventions for the acceleration of the abandonment of FGM/C.
- ✓ Provide recommendations, identify lessons learned, capture good practices, and generate knowledge to inform the refinement of the programme approach as well as to inform the shape of future programming on FGM/C and related programme initiatives.
- ✓ Develop a theory of change (TOC) on FGM/C for future design of the programme intervention.

## Methodology

The consultant will conduct a desk review of the MICS data and of the different programmes implemented under the FGM/C Programme supported by UNICEF and UNFPA. This will be followed by focus groups discussions (FGD) in areas where programmes were implemented for each intervention (target group) and focus groups discussions in areas where interventions were not conducted to assess knowledge and practice of FGM/C (control group). As the programme did not start with impact evaluation method with pre-defined control group, the consultant needs to propose a practical method to identify the comparison group in her/his technical proposal.

## Roles and Responsibilities

The consultant will work under the supervision of the Protection and Inclusion of Children (PIC) Manager of the UNICEF country programme in strong collaboration with the team from UNFPA and the Ministry of Gender, Children, and Social Welfare. The consultant is expected to propose a qualitative methodology using open ended questions, consultations and key informant interviews to gather vital information from various stakeholders throughout the consultancy period. In addition, the consultant will need to organize information sharing sessions with the relevant government bodies. This will lead to a final report produced and validated.

The consultant will be in-charge of the following tasks:

- ✓ Conduct a literature review, focus groups and interview with key participants including stakeholders from Government, civil societies, local leaders and key members of the targeted communities.
- ✓ Presentation of the results of the assessment to government and main stakeholder.s
- ✓ Finalize and present the final report with clear orientations for a programme development.

## **Deliverables**

The proposed consultant should provide the following products/deliverables:

- ✓ A detailed inception report and work plan
- ✓ Submission of First Draft Report
- ✓ Submission of Power Point Presentation summarizing the draft report and preliminary findings
- ✓ Submission of final report and final PowerPoint Presentation accepted by UNICEF

## **Duration and Time**

This consultancy is expected to last for a period of 70 days starting from the day of the signature of the contract.

The exercise is expected to commence on 1<sup>st</sup> of June and end 15<sup>th</sup> August 2021.

## **Expected qualifications and skills**

The Consultant must have the following qualifications:

- ✓ Master's degree in Monitoring and Evaluation, Social Sciences, or related child rights/well-being disciplines
- ✓ Demonstrated expertise and capability in conducting programme reviews, assessment or evaluations using rights-based approaches with specific reference to children and women
- ✓ Experience with UNICEF/UN agencies and other international development organizations will be an advantage
- ✓ Professional experience in development context or in Africa will be an asset
- ✓ Excellent communication and interview skills
- ✓ Excellent report writing and organization skills
- ✓ Proficiency in English Language
- ✓ Demonstrated ability to deliver quality results within strict deadlines, through a proven track record.

## **The Consultant should meet the following criteria:**

- ✓ Demonstrated expertise and capability in conducting programme reviews, assessment or evaluations using rights-based approaches with specific reference to children and women;
- ✓ Proven record of conducting similar assignment in programme/projects
- ✓ Experience with UNICEF and other UN agencies will be an advantage
- ✓ Excellent communication and interview skills
- ✓ Excellent report writing and organization skills

- ✓ Proficiency in English Language

### Time frame and payment modalities

Payment schedule	Deliverables	Deliverable timeframe	Payment per %
1 <sup>st</sup> Payment	A detailed inception report showing how the consultant seeks to undertake the task.	5 days May 2021	20%
2 <sup>nd</sup> Payment	Submission of First Draft Report including the desk review	45 days June 2021	20%
3 <sup>rd</sup> Payment	Organization of workshop for stakeholders to present the findings	10 days after draft report June 2021	20%
4 <sup>th</sup> payment	Submission of final report	10 days after organization of workshop	40%
Total		70 days	

### General Conditions: Procedures and Logistics

The Consultant will be supervised by and report to the UNICEF PIC Manager with briefing and de-briefing to the Ministry of Gender, Children and Social Welfare about the progress of the consultancy.

The select technical committee from the Ministry of Gender, Children and Social Welfare and UNFPA will provide oversight, monitoring and support

### Ethical considerations

- ✓ Results of children's and adolescents' consultations will be sufficiently substantiated and will be used in an ethical manner.

- ✓ All study products, including data and reports, developed during this consultancy are the intellectual property of UNICEF. The International consultant may not share these products without the express permission of and acknowledgement of UNICEF.

### Consultancy fee

The consultancy fee shall follow the “best value for money” principle, i.e., achieving the desired outcome at the lowest possible fee. Applying candidates must submit their technical and financial proposal during the bidding process in US Dollars.

### How to apply

UNICEF accepts applications from *individua and organizational* contractors. The Selection Committee will review applications and make a final decision of a successful application based the quality of the Technical Proposal about 4 – 6 pages (70%) and the Financial Proposal (30%). All applications should contain the following documents:

- I. Technical Project Proposal, which would include at least:
  - Statement of how to address each of the questions;
  - Conceptual framework of the methodologies to be used
  - Consultant's profile/portfolio
  - Proposed timeframes (days/weeks)
  - Names and contact details of reference persons.
  - List of publications or analytical reports (if applicable)
  - Sample of publications to be attached (if available)
  - Any other additional information to support the application (optional).

- II. Financial Proposal:

Detailed budget breakdown (in US Dollars).

Please send your application through the online platform accessible through this link: <http://jobs.unicef.org/>

For further details or request for documents contact **Ms. Maimuna Sowe** at [msowe@unicef.org](mailto:msowe@unicef.org)

**Deadline for applications:** 15<sup>th</sup> May 2021.

### UNICEF Recourse in case of unsatisfactory performance

UNICEF reserves the right to withhold all or a portion of payment if performance is unsatisfactory, if work/output is incomplete or not delivered or for failure to meet deadlines.

Drafted by	Reviewed by	Approved by
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04-05-2021 <i>Maxime Germain</i>	04-05-2021 <i>Toshiko Takahashi</i>	<i>Gordon</i> 05-05-2021