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TERMS OF REFERENCE

GENDER EQUALITY AND WOMEN’S EMPOWERMENT EXPERT

MDV-ToR/2025/006

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Hiring Office:	UNFPA Maldives Country Office
Background and purpose of consultancy:	<p>The 2024 UNFPA Evaluation Policy encourages country offices to conduct country programme evaluations (CPEs) for every programme cycle and, as a minimum, every two cycles. UNFPA Maldives will be undertaking a country programme evaluation (CPE) to provide an independent assessment of the performance of its 7th Country Programme (2022-2026) and offer an analysis of various facilitating and constraining factors influencing programme delivery and the achievement of intended results. The CPE will also draw conclusions and provide a set of actionable recommendations for the next programme cycle.</p> <p>UNFPA Maldives is seeking to hire a gender equality and women’s empowerment expert to provide support to the evaluation manager and the evaluation team during the CPE process.</p>
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>The gender equality and women’s empowerment expert will be involved in the phases of the CPE, namely Design, Field, Reporting and Dissemination and Facilitation of use phases as described in the UNFPA Evaluation handbook.</p> <p>The gender equality and women’s empowerment expert will provide expertise on the human rights of women and girls, especially sexual and reproductive rights, the empowerment of women and girls, prevention and response to GBV and harmful practices, comprehensive sexuality education and multi-sectoral youth programming, and social norm change. S/he will contribute to the methodological design of the evaluation and take part in the data collection and analysis work, with overall responsibility of contributions to the evaluation deliverables in her/his thematic area of expertise. S/he will provide substantive inputs throughout the evaluation process by contributing to the development of the evaluation methodology, evaluation work plan and agenda for the field phase, participating in meetings with the CPE manager, UNFPA Maldives CO staff and the ERG.</p>



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	S/he will undertake a document review and conduct interviews and group discussions with stakeholders, as agreed with the evaluation team leader.
Duration and working schedule:	The consultancy will be for a duration of 25 days of work over April to November 2025.
Place where services are to be delivered:	The gender equality and women's empowerment expert is expected to work remotely. Applicants who are not Maldivian citizens must have a valid work permit to work in Maldives.
Supervisory arrangements:	The gender equality and women's empowerment expert will report to the CPE Manager and Evaluation Team Leader. The CPE Manager will manage and monitor the progress of the evaluation and payments will be released upon approval by the CPE Manager.
Expected travel:	Travel is required for the field work and will be determined based on needs identified notably during the fieldwork (data collection) phase.
Required expertise, qualifications and competencies, including language requirements:	The competencies, skills and experience of the gender equality and women's empowerment expert should include: <ul style="list-style-type: none"> ● Master's degree in women/gender studies, human rights law, social sciences, development studies or a related field. ● 5-7 years of experience in conducting evaluations, reviews, assessments, research studies or M&E work in the field of international development. ● Substantive knowledge on gender equality and the empowerment of women and girls, GBV and other harmful practices, such as female genital mutilation, social norm change, and youth empowerment, including CSE and multi-sectoral youth programming. ● Ability to ensure ethics and integrity of the evaluation process, including confidentiality and the principle of do no harm. ● Ability to consistently integrate human rights and gender perspectives in all phases of the evaluation process. ● Solid knowledge of evaluation approaches and methodology and demonstrated ability to apply both qualitative and quantitative data collection methods. ● Excellent analytical and problem-solving skills. ● Experience working with a multidisciplinary team of experts. ● Excellent interpersonal and communication skills (written and spoken).



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	<ul style="list-style-type: none"> ● Work experience in/good knowledge of the national development context of Maldives. ● Familiarity with UNFPA or other United Nations organizations' mandates and activities will be an advantage. ● Fluent in written and spoken English and knowledge of Dhivehi will be an added advantage.
<p>Other relevant information or special conditions, if any:</p>	<p>The gender equality and women's empowerment expert must have their own laptop.</p>
<p>Signature of Requesting Officer in Hiring Office:</p> <p>Date: 20 February 2024</p>	