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 5/7/18
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**TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT
(ONE NATIONAL AND ONE INTERNATIONAL CONSULTANTS)
For Mid-term review of the GBV Project**

TERMS OF REFERENCE (to be completed by Hiring Office)	
Hiring Office:	UNFPA, Mongolia country office, "Combating GBV in Mongolia" Project
Consultancy remuneration fee range:	The level of the fee will be based on a determination of the level and qualifications required in ToR and will be approximated with the grade level of regular staff.
Background information about the project:	<p>Gender-based violence (GBV) is a significant public health concern in the Asia-Pacific region, with many consequences for the health, social and economic well-being of women and girls. Therefore, it is an impediment to sustainable development. The inclusion of Target 5.2 under the 2030 Agenda for Sustainable Development demonstrates a clear global commitment to end violence against women.</p> <p>Evidence on the extent of GBV and its health and social consequences has been gathered, forming a basis for advocacy, policy-making and programmatic interventions. In response, the countries in the Asia and Pacific region are taking significant steps to promote gender equality and address GBV in collaboration with women's organizations, UN agencies, and other national and international partners.</p> <p>Mongolia has undergone a tremendous societal change in the past two decades stemming from the country's political and economic transition. This changing context has had a significant impact on the country's socio-cultural norms, the dynamics of gender equality, and gender-based violence (GBV). Preliminary results of the nation-wide GBV survey (from October 2017) reaffirmed that GBV, and particularly domestic violence (DV) against women and children, is prevalent and widespread in Mongolia. While there have been legal advances in the country in recent years (notably the revised Law on Combating Domestic Violence - LCDV), including improvements in legal protections for victims, GBV remains one of the most severe and life-threatening human rights violations in Mongolia. The UNFPA-supported Combating Gender-based Violence (CGBV) Project, which is co-financed by the Government of Mongolia, Swiss Development Cooperation, and UNFPA, is helping Mongolia to establish and strengthen the national response mechanisms to prevent and combat GBV, particularly DV. Therefore, to date, a reliable and centralized database system was created; there has been an institutionalization of victim protection mechanisms, and better public awareness of GBV.</p> <p>The CGBV Project" from 2016 – 2020 has the overarching goal to strengthen the national capacity to combat GBV. UNFPA Mongolia is committed to working with our implementing partners such as the Ministry of Health, the Ministry of Justice and Home Affairs, the Ministry of Labour and Social Protection, the National Committee on Gender Equality (NCGE), the National Statistics Office (NSO), the National Police Authority, the National Centre Against Violence, etc. UNFPA's objective is focused on upstream work, influencing policy development and implementation, which provides improved systematic practices and better policies and programmes to eliminate GBV.</p>

<p>Purpose of the consultancy:</p>	<p>This consultancy consists of one international and one national consultants with the following purposes:</p> <ul style="list-style-type: none"> • To collect quantitative and qualitative data from diverse stakeholders in line with the approved project Results and Resources Framework (RRF) as well as the project M&E Framework; • To analyse the extent to which progress has been made thus far in the implementation of the GBV project; • To document facilitating and constraining factors for the CGBV project, as well as lessons learned; and • To produce the MTR report, including recommendations for any adjustments necessary for the remaining period of the project. <p>The international consultant is expected to lead the MTR process, and works closely with the national consultant.</p>
<p>Scope of work: <i>(Description of services, activities, or outputs)</i></p>	<p>The CGBV project, co-funded by the Swiss Agency for Development and Cooperation (SDC), United Nations Population Fund (UNFPA) and the Government of Mongolia, has been jointly implemented by the Government of Mongolia and UNFPA for the last two years since June 2016.</p> <p>The CGBV project aims to strengthen the national capacity to implement and monitor the implementation of the Law to Combat Domestic Violence and to promote multi-sectoral response to GBV/DV prevention and interventions to end GBV/DV in the country.</p> <p>The project is targeted to decision and policy planners, government officials and service providers, who are tasked to take actions to GBV/DV prevention and response. At the policy level, the project works with 4 government Ministries, namely the Ministry of Justice and Home Affairs, the Ministry of Health, the Ministry of Labour and Social Protection, and the Ministry of Education Culture, Science and Sports as well as government agencies namely the NSO, the National Police Authority and the NCGE, and NGO networks. At the local level, the project closely collaborates with provincial and district authorities, including Governors and Chairpersons of the Provincial Assemblies as they head the local Coordinating Council for Crime Prevention (CCCP), which was designated to coordinate the LCDV implementation as per Law. Additionally, the project is targeted to: the heads of the Provincial Departments of Health, Education, Social Welfare, and Child and Family Development, Justice and Police; managers of hospitals and schools; service providers such as clinic doctors, teachers, social workers, police and law officers; and civil society organisations engaged in GBV/DV prevention work at local levels. The project also aims at reaching victims/survivors as beneficiaries, especially those who approached the local Multi-Disciplinary Teams (ie CCCP) and sought services at the One Stop Service Centres (OSSCs) and shelters.</p> <p>UNFPA Mongolia collected in 2016 baseline data according to a set of indicators outlined in the project RRF and M&E frameworks. In addition, approved AWP's outline annual achievable indicators and targets for each year.</p> <p>In Q3, 2018, UNFPA Mongolia plans to contract a local and independent consultant for conducting the MTR of the GBV project with the aim to assess the progress of the CGBV project implementation throughout the second half of the year in 2016, the full year of 2017 and first half of the year in 2018. Additionally, the results achieved to date (outputs, outcomes and impacts) as well as the assessment of the effectiveness of implementation modalities will be conducted. The local consultant is expected to be contracted in July, 2018, and actual data collection is expected to start in August, 2018. S/he will collect extensive quantitative and qualitative data from diverse stakeholders and conduct the preliminary analysis. The national</p>

consultant will work in September together with the international consultant to finalize the data analysis and prepare a report. The international consultant is expected to be recruited in July 2018 and work in September, 2018 to ensure the quality of analysis of the data collected and write the final report in close collaboration with the national consultant. The following questions should be looked at when reviewing the status of the project implementation.

- ✓ Output, outcome, impact of the project
 - What has happened as a result of the project, and what changes have occurred in the community and the country that are attributable to the project?
 - What are the intended and unintended results of the project since mid-2016?
 - What are the positive and negative, primary and secondary short, mid, and long-term effects produced by the project?
- ✓ Relevance
 - Was the project relevant and appropriate to a country context?
 - Did the project take into account the current situation and needs of the population of Mongolia, especially the GBV/DV victims/survivors?
 - Does the project respond to national priorities?
 - Do the project stakeholders and target groups find the project useful and important for their needs and the needs of the country?
 - Is there synergy between the project interventions and interventions by other development partners? Or, does the project interventions complement projects by other development partners?
- ✓ Efficiency
 - Are the interventions conducted and objectives achieved in a cost-efficient manner by the project?
 - Is the relationship between input of resources and results achieved appropriate and justifiable?
 - What was the timeliness of inputs (technical assistance, capacity building activities including training, equipment, etc.)?
 - Did the project activities overlap and duplicate with similar interventions?
- ✓ Effectiveness
 - How did the inputs and activities lead to the outputs and outcomes?
 - To what extent have the expected results and planned outcomes have been achieved?
 - What are the key factors influencing and/ or not influencing the achievement (s)?
 - What was the intervention coverage – were the planned geographical area and target group successfully reached?
 - What were the achievements in terms of promoting gender equality and equity?
- ✓ Sustainability
 - Is the project likely to have lasting results after project termination?
 - Are the positive effects sustainable?
 - How is the sustainability or the continuity of the intervention and its effects to be assessed?
 - To what extent does the intervention reflect on and take into account factors which, by experience, have a major influence on sustainability like economic, social and cultural aspects?
 - Are stakeholders ready to continue supporting or carrying out project activities?
 - How sustainable are the innovative initiatives piloted?
 - Did the project design include strategies to ensure sustainability? Were the strategies used from the beginning of project implementation? Was there an adequate strategy for capacity building?
- ✓ Implementation process
 - Were roles and responsibilities amongst stakeholders clearly identified?
 - What kinds of implementation problems have emerged and how are they

	<p>being addressed?</p> <ul style="list-style-type: none"> • How has technical assistance been provided and what was the quality of the technical assistance? • What are the project's strengths and weaknesses? <p>✓ Crosscutting aspects</p> <ul style="list-style-type: none"> • To what extent did the project employ the human rights-based approach in the design and implementation of the interventions? • Did the project have strategies aiming at the participation of all targeted groups, and particularly those who are marginalized (disabled, socio-ethnic minority groups, sexual minority, people living in rural areas, etc.)? How effectively were the strategies targeting the above mentioned groups have been implemented and were they relevant and successful? • Have the measures for empowering the less autonomous groups been taken, what was the outcome? • How did the project take into account the specific needs and strategic interests of men and women? To what degree was the participation of men/women instigated? • Has the Project monitoring system-integrated sex disaggregated data? <p>In order to conduct the mid-term review of the GBV project and ensure quality and independence of this review, UNFPA Mongolia is now looking for one national consultant and one international consultant.</p> <p>Specific responsibilities of the national consultant are as follows:</p> <ul style="list-style-type: none"> • Develop the tools for data collection for mid-term review and consult with the international consultant as well as relevant people at UNFPA CO; • Conduct data collection and meet relevant officials from the Ministry, government agencies and NGOs as well as service providers; • Conduct analysis on the collected data and prepare key findings, and draft recommendations for the report; and • Provide the country context in the MTR process as well as to the international consultant. <p>Specific responsibilities of the international consultant are as follows:</p> <ul style="list-style-type: none"> • Provide in-depth technical guidance in the development of the assessment methodologies and tools, analysis of raw data and finalize the key findings; • Present key findings to UNFPA Country Office and relevant stakeholders during a validation workshop and lead the process of drafting the report; • Incorporate comments and feedback received from stakeholders during validation workshop into the final report; and • Produce the final MTR report in collaboration with the national consultant.
<p>Duration and working schedule:</p>	<p>The national consultant will work for 8 weeks to conduct data collection and analysis (in August and September, 2018) and the international consultant is expected to work full time for 4 weeks from September, 2018. The national consultant is expected to dedicate the month of August for data collection. A detailed work plan will be developed and agreed upon during the contracting process with the two consultants.</p>
<p>Place where services are to be delivered:</p>	<p>The consultants will be stationed at UNFPA Mongolia Country office. UNFPA Mongolia will facilitate logistical support for the consultants.</p>
<p>Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):</p>	<p>The mid-term review is expected to start in July 2018 and continues for an estimated period of 3 months, including the planning stage. The selected consultants will be expected to come up with following deliverables according to the suggested timeframe.</p> <ul style="list-style-type: none"> • Data collection and its preliminary analysis with recommendations; • Draft report synthesizing the main preliminary findings, conclusions and recommendations to be presented and discussed with the stakeholders; • Presentation of the results of the mid-term review for the validation workshop;

- and
- Final report, incorporating feedback from the validation workshop.

Deliverables	Suggested timeframe
Contracting of two consultants	July 2018
Data collection and preliminary analysis	August 2018
Submission of the first draft report	By 14 September 2018
Validation workshop	By 21 September 2018
Submission of the final report	30 September 2018

Monitoring and progress control, including reporting requirements, periodicity format and deadline:

The two consultants will work in close cooperation with the gender team, specifically with the NPO on Gender, GBV Project Officer, and the GBV Project Administrative Assistant. The consultants' tasks will be monitored by the following milestones:

- Data is collected and analysed;
- Quality assurance and technical support are provided to the national consultant by the international consultant;
- Key findings are discussed with the relevant UNFPA CO staff;
- Quality power Point Presentation for validation meeting is prepared;
- The report outline is agreed upon with UNFPA;
- Feedback from the stakeholders during the validation workshop is incorporated in the final report; and
- The final report is produced.

Supervisory arrangements:

The overall supervision for the national and international consultant will be provided by the UNFPA Representative and Assistant Representative, and daily supervision will be provided by the NPO on Gender.

Expected travel:

The consultancy will mostly be in Ulaanbaatar, Mongolia. However, in addition to traveling within the city, it is expected that the consultants are expected to travel to some aimags (provinces) to meet with the key stakeholders, such as government officials, ministries and civil society organisations.

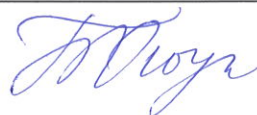
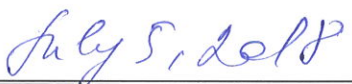
Required expertise, qualifications and competencies, including language requirements:

For the National Consultant:

- Advanced degree (master) from a recognized academic institution in development studies, social science, public health, gender equality and/ or GBV related field. Possession of PhD degree is an advantage;
- At least 5 years' experience in conducting project/programme evaluations and/or mid-term reviews, including practical field experience;
- Experience in gender equality particularly in the GBV field including the one in Mongolia is highly desirable;
- Experience of working with United Nations and engaging with government and ministries preferably in Mongolia or similar context is desirable;
- Experience of data analysis, both quantitative and qualitative especially familiarly with quantitative data analysis methods; and
- Fluency in English (both oral and written) is required.

For the International Consultant:

- Advanced degree (master) from a recognized academic institution in development studies, social science, public health, gender equality and/ or GBV related field.
- At least 8-10 years' experience in conducting project/programme evaluations and/or mid-term reviews, including practical field experience;
- Extensive experience in working in countries of the Asia-Pacific region, and past experience with Mongolia is highly desirable;
- Experience in working on human rights and gender equality particularly in GBV field is desirable;
- Experience in working with United Nations and engaging with government and ministries, as well as CSOs is desirable;
- Experience of data analysis, both quantitative and qualitative especially

	<p>familiarly with quantitative data analysis methods, and, and proven track record of producing high quality reports;</p> <ul style="list-style-type: none"> • Advanced and demonstrable analytical and writing skills; and • Fluency in English (both oral and written) is required. <p>Competencies for the both consultants:</p> <ul style="list-style-type: none"> • Demonstrates commitment to human development principles and values; • Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability; • Shares knowledge and experience; • Demonstrates excellent communication skills; • Provides helpful feedback and advice; and • Knowledgeable about issues of human rights, gender, population, and statistics and policy research in general.
<p>Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:</p>	<p>The consultants will be stationed at UNFPA Country Office in Mongolia. UNFPA will facilitate logistical support for the consultants. The selected consultants will work closely with gender team and other relevant technical staff of the UNFPA country office.</p>
<p>Other relevant information or special conditions, if any:</p>	<p>The consultancy will be covered by a Special Service Contract Agreement under UNFPA terms and conditions for individual consultant. UNFPA will pay consultancy fees according to UNFPA's policies and procedures.</p>
<p>Signature of Requesting Officer in Hiring Office: </p> <p>Date: </p>	