



'EMPOWERING FEMALE STUDENTS'

Terms Of References (TOR) for engaging a consultant for Monitoring and Evaluation

Post Title: Monitoring and Evaluation

Project Title: Strengthening female students' capacity to effectively advocate for their rights

Duty Provinces: Harare, Midlands, Bulawayo, Masvingo, Matabeleland North and South

Contract Duration: 21 days

Estimated Start Date: 20 July 2022

Deadline for bid submissions: 15 July 2022

Background

Female Students Network Trust (FSNT) advocates for the rights of young women in Zimbabwe's institutions of higher learning through leadership development and mentorship programs. These are done through various empowerment thematic areas that include: women's participation in institutional governance bodies, women's rights advocacy, policy advocacy, facilitating access to psycho-social support services to survivors of sexual gender-based violence, and economic empowerment initiatives. FSNT's vision is to become a centre of excellence, innovative and empowerment programs for female students in Zimbabwe.

Background

Young women in institutions of higher and tertiary education are confronted with patriarchal dominance and male supremacy as the main standing blocks for them to rise into the echelons of power in the Student Representative Council (SRC). Elections are often characterised with intimidation and violence frightening female students from contesting for top position like that of the presidency and secretary general.

To make matters worse there is a lack of supporting institutional structures towards gender equality and equity in leadership positions. This is also impregnated with cases of cyber harassment whereby male counterparts use pictures and videos of female students to manipulate them and post them on public social media platforms portraying these young women as sex objects who are incompetent to provide progressive and exemplary leadership. This has left aspiring female students disfranchised, disjointed and paralysed to participate in an election with cases of attempted suicide have been recorded. Moreover, female students who aspire to contest in elections are defamed in the form of verbal harassment by their male opponents as a way of de-motivating them to participate in elections. This has bulged into the mainstream politics where female representation is far from reaching 50/50 mark as per the Zimbabwe constitution section 17. More so, there is underrepresentation of female students in critical decision-making processes that determine their welfare and well-being. Additionally, because

of the COVID 19 and closure of universities and colleges created more gaps where SRC elections were not conducted forthwith which gave the authorities to impose decisions on students. According to a Parliamentary brief (2021), in senate there are 79 members in which females are 34 against 45 males, in national assembly there are 80 females while males are 169, in the presidium there is zero female representation. This alone is an indication of gender disparity at all levels.

FSNT is implementing a project title: **Strengthening female students' capacity to effectively advocate for their rights** under the African Women's Development Fund (AWDF). The project is meant to build and increase female students' representation in key decision-making positions in the Student Representative Councils (SRC) in institutions of higher education in Zimbabwe, as well as addressing issues of cyber bullying against female students. This is being done through transformative feminist leadership training, awareness creation including the use of media and dialogue sessions to unpack the Cyber Crime Bill and other constitutional provisions that promote women's rights. The project is also meant provide psycho social support to survivors of cyber harassment. FSNT desires to engage a consultant for Monitoring and Evaluation the project. The consultant is meant to assess project performance to identify success and gaps of the project.

Scope of Work

- Evaluating relevant FSNT's strengthening female students' capacity to effectively advocate for their rights reports on the project.
- Interview Staff members, stakeholders, students and dean of students from the three provinces namely Harare, Masvingo, Midlands, Matabeleland North and South who participated in the project.
- Assess and analyse data, and identify, strengths, weaknesses as well to come up with recommendations for future programs.
- To evaluate if the project had managed to fulfil its goals and objectives.
- To come up with a final and detailed Monitoring evaluation report for the "Strengthening female students' capacity to effectively advocate for their rights" project which will be printed and in spiral binding.
- Identify the impact of the project
- Design relevant tools for the monitoring and evaluation of programming implementation

Objectives of Monitoring and Evaluation

- Measuring progress of project activities against established schedules and indicators of success.
- Identifying factors affecting the progress of project activities.
- Measuring the response of the decision taken on the project activities and its effect on the progress of project implementation.
- Monitoring of actual project progress as compared to the planned project progress and the collection of key progress metrics such as risks, issues, changes and dependencies.

Methodology

A mixed-method study of both qualitative and quantitative data will be proposed by the consultant(s) conceptualised under feminist approach. The study will include data collection methods like, desk review, key informant interviews and focus group discussions.

Deliverables

- Inception report with finalised methodology, tools, and work plan
- Validation
- Final report

Timelines: Forty (21) days beginning from engagement period. Deadline for applications 20 July 2022. To apply, interested organisations / candidates should email their technical and financial proposal with their costing structures to: -

feministwomen7@gmail.com copying info@femalestudentsnetwork.org stating the consultancy title in the subject line. Submissions should be accompanied with samples of previous work and two referees. During the application process, FSNT will not charge any fee or require any payment for an application to be considered. FSNT is an equal opportunity employer and employs personnel without regard to race, place of origin, colour, ethnic origin, language, creed, religion, gender, sexual orientation, age, marital status, or physical handicap. Persons with disabilities are encouraged to apply.

Required Experience

- 5 years of relevant experience in feminist-focused work.
- Experience in monitoring and evaluation with a background and interest in the analysis of women, girl's issues and related policy matters;
- Experience in results-based programme development and management
- Experience in the usage of computers and office software packages and handling of web-based management systems.

Documents

While submitting the Technical Proposal, the Applicant shall ensure to attach the following:

1. Profile of the consultant explaining why they are the most suitable for the work.
2. Detailed methodology and conceptual framework with expected deliverables and timelines, days required (max 3 pages)
3. Financial proposal
4. Recent CV

The financial proposal shall specify a total lump sum amount (including a breakdown of costs for fee, travel, and number of working days). Payments will be made in instalments.

Scope of financial Proposal and Schedule of Payments

- a) The consultant will be offered a lump sum fee inclusive of travel costs (include travel and boarding costs for Harare, Midlands, Masvingo and Bulawayo Matabeleland North and South provinces).
- b) The payments will be made in instalments based upon outputs/deliverables specified in the TOR (under payment schedule) and upon certification of satisfactory work as per work plan and endorsed by FSNT.

Payment Schedule

- 50% on signing the contract and submission of a blueprint, including methodology for Monitoring and Evaluation.
- 50% on completion and submission of results and report of the comprehensive report on findings and recommendations.

Currency of Bid:

All financial quotes should be in USD.