

KOR 242-05-23  
Date: 09.05.2023.

## **TOR (Terms of Reference) for Monitoring**

### **Background and information of the Projects:**

TPO Foundation (Transcultural Psychosocial Educational Foundation) advocates for gender equality, dialogue and peace through partnership of civil society, academic institutions and government. It stands for freedom of consciousness and thought, regardless of identity or affiliation.

Bridging the gap between academic and activist, governmental and non-governmental and religious and non-religious worldviews, TPO is a leading organization in inclusive approaches to education for peace, gender equality and leadership.

In the period from July 2021 till the end of May 2025, TPO Foundation will implement the project “University and Gender Mainstreaming” (UNIGEM). This project gathers 19 partner institutions: 8 public and 4 private universities from Bosnia and Herzegovina and 7 universities from the region.

### **UNIGEM PROJECT:**

The main goal is to **strengthen capacities of state and private universities in Bosnia and Herzegovina, Croatia, Montenegro and Serbia and state education institutions to combat gender-based violence (GBV) and sexual harassment (SH).**

### **The key outcomes are:**

**Outcome 1:** Established gender mainstreaming policy and mechanisms

**Outcome 2:** Strengthen academic exchange of BiH, region and international experts

**Outcome 3:** Empowered and sensitised university structures for GBVSH

**Outcome 4:** GMS impact analysis

**The key outputs - achieved from the previous external evaluation (in April 2022) till now, in line with the above mentioned outcomes, are:**

**Output 1.5:** Gender Resource Centre (GRC) founded as a hub for all focal points coordination and network and as a source for all gender literature and expertise

**Output 2.4.** Fellowships, i.e. Winter School on Gender and Globalisation held

**Output 3.1.** Training for coordinators of 19 universities GM Focal Point held

**Output 3.2** Training package for teachers on unconscious bias and GBV and SH prepared

**Output 3.3** Syllabi on GBV and SH integrated in University Curriculum

**Output 3.4:** 16 days of activism against GBV campaign organized with students at 19 universities in November – December 2022

**Output 3.5** One-day training for all teachers at the 19 universities on GBVSH

**Output 3.6.** Summer school for teachers to integrate syllabi on GBV and SH

## **Scope of Monitoring**

**Shadow report with random selected informants at universities.**

### **Relevance**

1. Assess design and focus of the project. To what extent UNIGEM project is relevant for BiH and regional current context.
2. To what extent did UNIGEM achieve the overall objectives?
3. What and how much progress has been made towards achieving the overall outputs and outcomes?
4. What the key stakeholders say about the success of the projects?

### **Effectiveness**

1. Was the project effective in delivering desired/planned results?
2. How effective were the strategies and tools used in the implementation of the projects?
3. How effective has the project been in responding to the needs of the beneficiaries, and what results were achieved?

### **Sustainability**

1. To what extent are the benefits of the projects likely to be sustained after the completion of this projects?
2. What is the likelihood of continuation and sustainability of project outcomes and benefits after completion of the projects?
3. Describe key factors that will require attention in order to improve prospects of sustainability?

The monitoring will provide quantitative and qualitative data through the following methods:

- In depth interviews to gather primary data from key stakeholders using a structured methodology
- Website analysis and communication with the university representatives

### **Duration of the Evaluation**

The monitoring activities are expected to start on 1 June 2023 for an estimated duration of 30 working days.

### **Expected Deliverables:**

Monitoring report with the key findings from both part of the analysis

The experts shall have the following expertise and qualification:

- At least master's degree in social science and humanities
- At least 5 years of experience in working with non-governmental organizations
- Excellent written and verbal communication skills in English

If interested, please send your CV, highlighting relevant experience, and a financial offer, before 29 May 2023 at [tpo@tpofond.org](mailto:tpo@tpofond.org)

