





National Individual Consultant: Team Member 02 - Expert on Gender, Women Empowerment, GBV population and aging

 21 June 2026

 Colombo

 Individual Consultant

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[Link To The Application](#)

Background and Purpose of Consultancy:

The UNFPA's current Country Programme Document (CPD) 2023–2027 was developed based on the socio-economic and political context as of early 2022. Since then, Sri Lanka has undergone substantial political and socio-economic transformations. Between 2022 and 2026, the country experienced a period marked by severe economic instability, significant political change, and notable progress in gender equality and women empowerment. The UNFPA Sri Lanka 10th country programme (2023-2027) has [five] thematic areas of programming with [5] interconnected outputs: [(i) Sexual Reproductive Health, adolescent (ii) maternal health care Quality of care and services (iii) gender and social norms; (iv) population change and data; (v) humanitarian action.


In line with the UNFPA's Evaluation Policy and scheduled a Gender Thematic Evaluation for the 10th cycle (2023-2027) to analyze key factors that facilitated or constrained the achievement of intended results and to draw strategic conclusions and deliver actionable recommendations to guide the next programme cycle.

The purpose of this Terms of Reference (ToR) is to hire an individual consultant as Team Leader to lead the gender thematic evaluation of the 10th Country Programme (CP10: 2023-2027) Sri Lanka. S/he will lead the evaluation and coordinate and manage the work of national team members recruited by UNFPA as national consultants.

Scope of Work: (Description of Services, Activities, or Outputs)

- The consultant will provide continuous technical support throughout the evaluation lifecycle, including methodology design, data collection, validation, and final report completion.
- S/he will take the lead role in field data and information collection including; Conducting Key Informant Interviews (KIIs), Focused Group Discussion (FGD) as outlined in the design document as the team leader work remotely.
- Actively support and facilitate key milestones, including the project kick-off meeting, debriefings, and the presentation of findings to wider stakeholders.
- S/he will provide technical inputs in relevant thematic areas such as gender equality, women empowerment, Gender based Violence, Sexual and reproductive health and right (SRHR), and maternal health.

Documents

 [TOR - Team Member 02_0.docx](#)

TERMS OF REFERENCE

Individual consultant: Team member 02 - Expert on Gender , Women empowerment, GBV population and aging	
Hiring Office:	United Nations Population Fund, Sri Lanka
Background and Purpose of consultancy:	<p>The UNFPA’s current Country Programme Document (CPD) 2023–2027 was developed based on the socio-economic and political context as of early 2022. Since then, Sri Lanka has undergone substantial political and socio-economic transformations. Between 2022 and 2026, the country experienced a period marked by severe economic instability, significant political change, and notable progress in gender equality and women empowerment. The UNFPA Sri Lanka 10th country programme (2023-2027 has [five] thematic areas of programming with [5] interconnected outputs: [(i) sexual Reproductive Health, adolescent (ii) maternal health care Quality of care and services (iii) gender and social norms; (iv) population change and data; (v) humanitarian action.</p> <p>In line with the UNFPA’s Evaluation Policy and scheduled a Gender Thematic Evaluation for the 10th cycle(2023-2027) to analyze key factors that facilitated or constrained the achievement of intended results and to draw strategic conclusions and deliver actionable recommendations to guide the next programme cycle.</p> <p>The purpose of this Terms of Reference (ToR) is to hire an individual consultant as Team Leader to lead the gender thematic evaluation of the 10th Country Programme (CP10: 2023-2027) Sri Lanka. S/he will lead the evaluation and coordinate and manage the work of national team members recruited by UNFPA as national consultants.</p>
Scope of work: (Description of services, activities, or outputs)	<ul style="list-style-type: none"> ▪ The consultant will provide continuous technical support throughout the evaluation lifecycle, including methodology design, data collection, validation, and final report completion. ▪ S/he will take the lead role in field data and information collection including ; Conducting Key Informant Interviews(KIIs), Focused Group Discussion (FGD) as outlined in the design document as the team leader work remotely. ▪ Actively support and facilitate key milestones, including the project kick-off meeting, debriefings, and the presentation of findings to wider stakeholders. ▪ S/he will provide technical inputs in relevant thematic areas such as gender equality, women empowerment , Gender based Violence , Sexual and reproductive health and right(SRHR), and maternal health <p>Please refer to annexure 01(LINK) for details of the evaluation.</p>
Duration and working schedule:	The consultancy will be for 30 days for Team leader over period of 1st week of July t to Mid November 2026
Place where services are to be delivered:	Colombo, Sri Lanka with necessary field travel

Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):

The consultancy will be 30 days from 1st of July to Mid November 2026.

Main Task	Deliverables	Duration
Design phase		
Induction meeting with the evaluation team		6 Days over 4 weeks (July first week to August first week)
Orientation meeting with CO staff		
Desk review and preliminary interviews, mainly with CO staff		
Developing the evaluation approach		
Stakeholder sampling and site selection	<i>Stakeholder map</i>	
Developing the field work agenda	Field work agenda	
Drafting the design report version 1	Design report- version 1	
present the design report to ERG meeting	PowerPoint presentation on design report version 1	
Drafting the design report version 2	Design report - version 2	
Field phase		
Collecting primary data at national and sub-national level		15 Days over 3 weeks (2nd week of August to 2nd week of Sep)
Supplementing with secondary data		
Collecting photographic material	Photos (see Evaluation Handbook, Section 3.2.5)	
Filling in the evaluation matrix	Evaluation matrix	
Conducting a data analysis workshop		
Debriefing meeting with CO and ERG	PowerPoint presentation	

	Reporting		
	Consolidating the evaluation matrix	Evaluation matrix	9 Days over 6 weeks(4 th week of September to end October)
	Drafting CPE report version 1	Evaluation report - version 1	
	ERG meeting on CPE report version 1	PowerPoint presentation	
	Recommendations workshop	Recommendations worksheet	
	Drafting CPE version 2	Evaluation report - version 2	
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	<p>The acceptance of services at the end of each completed deliverable will be certified through a certification of payment to be countersigned by both parties (IC and UNFPA), including the details of working days and tasks. Quality of the deliverable will be assessed prior to certification.</p> <p>Evaluation will mainly be guided by the UNFPA Evaluation Handbook(Handbook). Further the evaluation will adhere to UNEG ethics and principles.</p>		
Supervisory arrangements:	<p>The evaluation Team member will directly engage with the team leader and report to the team leader for planning and conducting the evaluation . The team member will report to the Evaluation Manager (Program Analyst M&E) for the logistical and administrative purpose of the contract. Evaluation Manager will create a limited WhatsApp group for timely communication among team members.</p>		
Expected travel:	<p>The consultant will carry out the field mission plan outlined in the final design document.</p>		
Required expertise, qualifications and competencies, including language requirements:	<p>Academic Qualifications:</p> <ul style="list-style-type: none"> ● Master’s degree in women/gender studies, human rights law, social sciences, development studies or a related field. <p>Experiences:</p> <ul style="list-style-type: none"> ● 7-8 years of experience in conducting evaluations, reviews, assessments, research studies or M&E work in the field of international development and or humanitarian assistance. ● Substantive knowledge on gender equality and the empowerment of women and girls, GBV and other harmful practices, Behavioral change communication, issues surrounding masculinity, gender relationships and sexuality as well as population and aging . 		

- Good knowledge of humanitarian strategies, policies, frameworks and international humanitarian law and humanitarian principles, as well as the international humanitarian architecture and coordination mechanisms.
- 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, disability inclusion 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).
- Work experience in/good knowledge of the national development context of Sri Lanka.
- Familiarity with UNFPA or other United Nations organizations' mandates and activities will be an advantage.
- Fluent in local languages both Sinhala and Tamil will be an added advantageous

Required Competencies:

Values:

- Exemplifying integrity
- Demonstrating commitment to UNFPA and the UN system
- Embracing cultural diversity
- Embracing change

Core Competencies:

- Achieving results
- Being accountable
- Developing and applying professional expertise/business acumen,
- Thinking analytically and strategically
- Working in teams/managing ourselves and our relationships
- Communicating for impact
- Working in a team and leading the team effectively

Functional Competencies:

- Ability to ensure ethics and integrity of the evaluation process, including confidentiality and the principle of do no harm.

	<ul style="list-style-type: none"> • Ability to consistently integrate human rights and gender perspectives in all phases of the evaluation process. • Flexible and responsive to changes and demand • Be client oriented and open to feedback • Excellent writing and communication skills <p>Language:</p> <ul style="list-style-type: none"> • Fluency in spoken and written English and Sinhala and/or Tamil (ability to work in all three languages is an added value)
Inputs / services to be provided by UNFPA	<ul style="list-style-type: none"> • The consultant should bring a personal laptop and any other digital equipment which is required to complete the assigned task.
Other relevant information or special conditions, if any:	<p>Method of payment:</p> <p>20% - Upon approval of the design report</p> <p>40% - Upon submission of a draft evaluation report of satisfactory quality</p> <p>40% - Upon approval of the final evaluation report and the PowerPoint presentation of the evaluation results</p>