



Terms of Reference

for

External Evaluation of the Project

“EQUAL - EU 4 Women Empowerment in Armenia”

1. Introduction

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| Project title | EQUAL - EU 4 Women Empowerment in Armenia |
| Project lifespan | 07.12.2022-06.12.2025 |
| Evaluation commissioning manager – Executive Director of OxYGen Foundation | Margarita Hakobyan |
| Programme Manager | Kristine Mkhitarian |
| Evaluation timeframe | 15.10.2025 – 03.12.2025 |

The present document represents the Terms of Reference (ToR) for the external evaluation of the Project **“EQUAL - EU 4 Women Empowerment in Armenia” (EQUAL)**.

The evaluation study is expected to assess the implementation and the results of this project, in order to consider its relevance, effectiveness, efficiency, and impact.

2. Background, rationale, and purpose of the evaluation

Background on Project:

With financial support from the European Union, the “EQUAL - EU 4 Women Empowerment in Armenia” (EQUAL) project contributes to the empowerment of women in Armenia to bring about societal change by providing women with support to exercise their political, economic and socio-cultural rights, targeting specifically those from vulnerable and disadvantaged groups. The project furthermore aims to mobilize joint efforts of civil society organization and activists in promoting gender equality and combatting gender-based violence (GBV) and discrimination in Armenia and further develop the capacity and resilience of local feminist groups, women rights

organizations and human rights defenders to be effective, trusted and accountable policy actors.

There is also a focus on promoting comprehensive policy dialogue delving into policy implementation for addressing all forms of GBV and discrimination in society and address the gaps in legislation for ensuring GBV protection and prevention strong mechanisms are in place. Additionally, the project responds to the direct needs of vulnerable groups of women through ensuring access to quality support services, providing them with access to economic resources, enhancing capacity for entrepreneurship and opportunities for economic self-development.

“EQUAL - EU 4 Women Empowerment in Armenia” project is implemented by OXYGen Foundation, European Partnership for Democracy NGO, Netherlands Helsinki Committee NGO, Women’s Support Center NGO, WINNET Goris Development Foundation in cooperation with Winnet Sweden NGO. The project is funded by the European Union.

3. Objectives and Expected Results of the project EQUAL

The **overall objective** (OO) of the Action is to contribute to gender equality in Armenia – for women, men, girls and boys in all their diversity. In recognition of the agency of both state and non-state actors, including women rights organizations in this endeavor, the Action will strengthen their resilience and ability to take meaningful action to address and prevent all forms of GBV and discrimination in Armenia (Strategic Objective). As an intermediate **outcome** through CSO led needs driven interventions the Action will empower girls and women through capacity development, networking, innovative programming and policy work (Outcome). The Action envisages seven key **outputs** (OP) that are interrelated and contribute with equal importance to the Outcome and Specific Objective of the Action.

OP1: Multi-stakeholder initiatives are conducted by bringing the learning and expertise from the civil society actors to promote local solutions for addressing the harmful practices contributing to gender discrimination.

OP2: Multi-track services to GBV survivors are delivered by women’s rights organizations.

OP3: Advocacy and dialogue initiatives to improve policy and legal framework addressing GBV and referral mechanisms are introduced.

OP4: Capacity of women to be successful on the job market increased.

OP5: Best-practice pilot exercises for joint action between state and non-state actors on the economic empowerment of women implemented.

OP6: Joint advocacy and public campaign initiatives for policy change regarding women’s political empowerment and leadership supported.

OP7: Public information campaigns on shifting stereotypes and perceptions hindering women empowerment run.

Expected Results

- 35 civil society organisations (CSO), including women’s rights organisations, empower girls and women through capacity development, networking, innovative programming, and policy work.
- 725 women and girls benefitting to counter sexual and gender-based violence due to the action.
- 750 women and girls confronting GBV are provided with essential services, including hotline services, social services/counselling, therapy, and legal aid in 5 project target regions.

- Capacity building on business and entrepreneurship for 225 women and girls at risk of GBV and DV.
- 30 seed funds for supporting innovative ventures for promoting women's entrepreneurship and for women's access to the job market.
- EQUAL nonformal network of CSOs and Coalitions working for GE in Armenia established.
- 25 media representatives and women leaders are capacitated on monitoring and identifying hate speech - using the latest trends and techniques in social media monitoring by the project.
- 12 sub-grants are provided to CSOs on intersectional issues of gender equality.
- Policies, laws, and regulations suggested/adopted to counter sexual and gender-based violence and promote gender equality.

4. The objectives of the project evaluation

The present document represents the ToR for the external evaluation of the Project “**EQUAL-EU 4 Women Empowerment**”.

The MEAL is expected to assess the implementation and the results of this project, in order to consider its relevance, effectiveness, efficiency, and impact.

Purpose of the evaluation:

The purpose of the evaluation is to collect and analyze information on the Project design, implementation and the results of it achieved vs. targeted outputs and outcomes. The principles and procedures of the evaluation should be in compliance with the OECD-DAC principles.

The following two **types** of evaluation approaches will be applied:

1. The **process evaluation** in order to assess how and in what ways the Project had been working;
2. The **outcome evaluation** in order to assess how and in what ways the Project achieved its objectives.

The whole process of evaluation will be gender-sensitive and inclusive of all stakeholders.

The evaluation will take place from 15.10.2025-03.12.2025.

The evaluation should provide assessment against project goal, objectives and results based on the indicators of the Project logframe, while also considering broader outcomes (such as policy contributions, strengthened advocacy networks, and new partnerships between CSOs and authorities) where applicable.

5. Scope of the evaluation and approach on methodology

The process of evaluation will be carried out in a transparent and participatory manner, including consultations with Project partners/co-applicants, beneficiaries of sub-granting scheme and with a range of stakeholders in the assessment, e.g. state and local governance bodies. The process, as well as the final results, should be gender-sensitive, addressing and incorporating the specific sensitive aspects and needs, as well as guarantying the participation of people with disabilities (PWD), ethnic minorities, survivors of GBV, forcibly displaced people, etc. as respondents in the data collection and analysis process.

The methodology for the evaluation envisages desk and field research. The desk research will be the first step for the evaluation team for:

- Understanding the Project and its specifics;
- Assessing the process through project documentation;

The sources for the desk research include:

- Project logframe, indicators, and Project documents
- Project and partners' reports
- Project produced materials
- Project visibility/media reports;
- Other documentation, such as minutes, produced films, etc.

The field research will include face to face interviews with the project teams, partners, and stakeholders through semi-structured questionnaires in order to guarantee the availability of both quantitative and qualitative evidence whenever appropriate. Also, the evaluation team will apply the qualitative information collection from beneficiaries and stakeholders. Deep expert interviews and /or focus group discussions should be applied to this end.

The sources of information for the field research for the evaluation include:

- OXYGen Project staff, FSTP partners, co-applicants;
- Project beneficiaries of seed grants, target groups' representatives;
- Other state and non-state stakeholders, as appropriate.

The exact list of respondents should be elaborated in close consultations with OXYGen.

6. Schedule and deliverables

Considering the benefits of the participatory approach in developing and implementing the external evaluation, OXYGen encourages the external evaluator to consult the Project team, Project partners, respective stakeholders and beneficiaries during each stage of the evaluation. Therefore, time resources should be adequately considered during this process.

The Project team will share the ToR and plans for the upcoming evaluation with partners and key stakeholders for availability, participation and feedback.

The Deliverables and Timelines:

| Activity | Responsible | Deadline |
|---|-------------|------------|
| Contract signing | OXYGen | 15.10.2025 |
| Delivery of Inception Report, including the clear design, methodology, methods, tools, and timeline for the data collection and analysis for the evaluation | Evaluator | 20.10.2025 |
| First Draft report | Evaluator | 20.11.2025 |
| Feedback on the first drafts | OXYGen | 27.11.2025 |
| Final Report – in English and Armenian | Evaluator | 01.12.2025 |
| Act of Acceptance | OXYGen | 03.12.2025 |

The Deliverables:

- Inception report (in English)
- Evaluation report (both Armenian and English)

7. Evaluation responsibilities and management arrangements

OxYGen's Program team will carry out the management of the evaluation process, provision of requested Project documents, and coordination between the Project partners and the external evaluation team. Also, the Program Manager is responsible for the timely revision of and feedback on deliverables.

8. Required Qualifications

- Advanced university degree in social sciences, gender studies, development studies, or related fields.
- Proven experience (minimum 7 years) in conducting evaluations of EU or international donor-funded projects, preferably in the field of gender equality, women's rights, and social inclusion.
- Strong knowledge of OECD-DAC evaluation criteria and participatory evaluation methodologies.
- Demonstrated expertise in gender-sensitive and inclusive research methods.
- Excellent analytical, writing, and communication skills in English; knowledge of Armenian is an asset.

9. Application Procedure

- CV(s) of evaluator(s) and/or portfolio of the organization
- Technical proposal (including proposed methodology and work plan)
- Financial proposal (fee structure and estimated costs)
- Two samples of previous evaluation reports conducted by the applicant(s)

Applications can be submitted by email to info@oxygenfund.am by CC-ing to kmkhitarian@oxygenfund.am by **18:00, October 13, 2025**.

Subject line: "Application – External Evaluation: "EQUAL- EU 4 Women Empowerment in Armenia".

(!) Only shortlisted candidates will be contacted.

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