

**Terms of Reference (TOR)** **for the** **endline study of Obligation to Protect and Empower Girls in** **Sudan (OPEG II) in Kassala and White Nile States**

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| **Organization** | Plan International Sudan |
| **Project title** | Obligation to Protect and Empower Girls in Sudan (OPEG) |
| **Location** | Kassala, and White Nile |
| **Project Duration** | (December 2022 – December 2024), Revised date for No Cost Extension (NCE) July 2025 |
| **Task Type** | Final Project Evaluation |
| **Task duration** | 1 ½ month after contract signing including report |
| **Local Partners engages in the project** | **Authorities**  National Council of Child Welfare (NCCW) and it states branches, Family and Child Protection Units (FCPUs) at states, States Ministries of Social Welfare (SMOSW), States Ministries of Education (SOME), States Ministries of Health (SMOH)  **Local Implementing Partner**  Friends of Peace & Development Organization (FPDO) |

**1. Background Information on Plan International**

Plan International is an independent development and humanitarian organization that advances children’s rights and equality for girls. We believe in the power and potential of every child. But this is often suppressed by poverty, violence, exclusion and discrimination. And it is girls who are most affected. Working together with children, young people, our supporters and partners, we strive for a just world, tackling the root causes of the challenges facing girls and all vulnerable children.

We support children’s rights from birth until they reach adulthood. And we enable children to prepare for – and respond to – crises and adversity. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. We have been building powerful partnerships for children for over 80 years and are now active in more than 70 countries.

**About the commissioning office**

In Sudan, Plan International has been working for more than 40 years, building powerful partnerships with and for children in over 300 communities in White Nile, Kassala, North Kordofan and North Darfur. In South Kordofan, Gedarif, East and West Darfur, projects are implemented through partner organizations.

Plan International Sudan’s Country Strategy guides the organization’s work in line with the government of Sudan’s development priorities, the Sustainable Development Goals, and the child rights agenda with specific focus on the rights of girls and excluded groups. Our overarching goal is to ensure that “Vulnerable children and youth are able to realize their full potential within protective and resilient communities which respect and promote girls’ equality”.

Read more about Plan International's Global Strategy:  [[All Girls Standing Strong Creating Global Change](https://planinternational.sharepoint.com/sites/GlobalStrategy/SitePages/Girls-Standing-Strong.aspx)](https://planinternational.sharepoint.com/sites/GlobalStrategy/SitePages/Girls-Standing-Strong.aspx).

**2. Background/Context**

Plan International Sudan (PIS), with funding from SIDA through the Swedish Embassy in Sudan, is implementing the project Obligation to Protect and Empower Girls in Sudan (OPEG II). The project was planned to end in December 2024, but a No Cost Extension was approved prolonging the project until July 2025.

**Project logic**

The **purpose of the OPEG project** is to ensure communities, civil society and government structures adopt positive social norms and laws to protect children's rights with a particular focus on tackling Female Genital Mutilation/Cutting and Child Early and Forced Marriage (CEFM) in Kassala, White Nile, and North Darfur. A key aspect of the project is the promotion of gender equality. Unfortunately, due to the security situation, North Darfur was removed as a target location.

The **project goal** is the following: Vulnerable children and youth – in particular girls and young women – live in communities free from all forms of violence, traditional harmful practices and gender discrimination, and can take decisions on their own lives.

The project has **four interconnected outcomes**:

1. Communities, women and men are empowered to bring about positive change in attitudes and behaviors on gender equality.
2. Civil society has strengthened its capacity to promote gender equality, social accountability and advocacy to combat CEFM and FGM.
3. Strengthened child protection systems and capacities to promote gender equality, prevention and protection from child marriage and FGM/C.
4. Strategic interventions to social norms transformation are identified centered around Community transformation on selected social norms that drive FGM/C & CEFM identified in research made in phase.

The project employs a holistic programme strategy and approaches to empower and improve the protection mechanisms (both formal and informal) of young women and girls at risk of being married and/or cut. OPEG seeks to influence enactment and implementation of laws and policies that protect children, girls and women in line with international standards and frameworks. At the same time the project ensures that local initiatives that address gender inequality and social norms that sustain negative practices against girls and women are addressed. It addresses these challenges on three levels:

* Individual (girls, boys, youth)
* Families and Community (parents/guardians and community/religious leaders and CSOs)
* Institutional (laws, policies, CSO advocacy)

Due to the conflict that erupted in April 2023 the original intention to also contribute to policy makers making improved or new policies and laws related to FGM/C and CEFMU was excluded, and the focus was rather to promote implementation of the new FGM law through the community work and do community level advocacy and awareness raising related to the implementation of existing legislation and policies. The conflict also led to a reprogramming in 2024 including IDPs as a focus group and selected sites of IDPs and NEXUS activities were added. The conflict led to delays of the inception phase and implementation. Displacement of staff and occurrence of new needs on the ground and limitations in access to certain areas and a reduced budget from the donor required further adaptations amendments of the project

**3. Current Operational Context in Project Locations**

The project was originally designed to be implemented in 3 states Kassala, White Nile and North Darfur. Due to the conflict that erupted in April 2023 revisions were made to the project to adapt to the situation. The project was re-programmed in 2023 to consider the humanitarian situation created by the ongoing conflict, and particularly the influx of IDPs in White Nile camps (located in two OPEG communities) and those living with their relatives in communities targeted by OPEG both in Kassala and White Nile.

In the last project revision for the NCE in December 2024, our analysis revealed that the situation in Kassala and White Nile states were stable in all 25 communities in Kassala and 17 in White Nile and that the targeting of those communities could continue by the OPEG II project. While, due to insecurity and access reasons, the decision was made to phase out of North Darfur state and Umrimta locality (White Nile state) Therefore, the implementation of the project has focused on 45 out of the original 67 communities under OPEG II. The budget was also reduced which affected some of the remaining activities.

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| **State** | **Name of Target locality** | **# of Target Communities OPEG** | **# of Target Communities OPEG + Breek Free** | **Total** |
| Kassala | Rural Kassala | 2 | 5 | 7 |
| Khashem Al Gerba | 3 | 5 | 8 |
| River Atbara | 5 | 5 | 10 |
| White Nile | Guli | 5 | 5 | 10 |
| Ad-Dwiam | 2 | 5 | 7 |
| Kosti and Rabak | 2 | 0 | 2 |
| Aljabaleen | 1 | 0 | 1 |
| **Total** | **8** | **20** | **25** | **45** |

The project was re-programmed in 2023 to cater to the humanitarian situation created by the ongoing conflict, and particularly the influx of IDPs in White Nile camps (located in two OPEG communities) and those living with their relatives in communities targeted by OPEG both in Kassala and White Nile.

Given the situation, changes to activities and project approaches were made to respond to immediate, short term, and long-term needs of children and young people in the OPEG II project locations. Outcome and output indicators adapted can be found in the last revision of Logframe made before the approved NCE and budget cuts.

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| **OPEG II Log frame** | | | |
| **Outcomes** | **Outcome indicators** | **Output** | **Activity** |
| **OUTCOME 1: Communities women and men are empowered to bring about positive change in attitudes and end to CEFM and FGM behaviors on gender equality.** | OCI: 1.1: % of community members (guardians /parents, CAY 15 – 24) taking collective and individual action to end FGM/C and CEFM  in their communities  OCI 1.2 % of adolescent girls and young women and men aged 15 - 24 who do not intend to have any of their (future) daughters undergo FGM/C ***SRHO1.2.6***  OCI 1.3 % of unmarried CAY who express that the best time for both women/men to get married is when they are adults ***SRHO1.2.2***  OCI 1.4 % of REFLECT/ VSLA group members with individual or group income generation ongoing  OCI 1.5 % of CAY who report understanding where to get information and services before, during and after crises ***PROO1.4.2*** | 1.1 REFLECT and VSLA promote positive social norms on gender equality and girls' rights | A.1.1 1 Support integrated REFLECT and VSLA group activities and conduct refresher trainings for facilitators and group members. Targeted beneficiaries will include those in IDP camps  (Activities: Trainings, materials for REFLECT/VSLA, pay for Facilitators, Literacy sessions, VSLA meetings and Income Generation Activities Course training, linkage to agricultural extension support services) |
| Activity 1.1.2 Facilitate exchange learning visits among community volunteers and dialogue session on gender equality initiatives and social norms affecting girls |
| 1.2 Children in displaced settings have their PSS needs addressed and understand where to get information and services before, during and after crises | Activity 1.2.1 train teachers in psychosocial support to enable them to provide psychosocial counselling to children affected by the conflict including those at risk of FGM/C and CEFM in schools  Activity 1.2.2 inform children groups in schools on child rights, child protection risks, available service providers and reporting mechanisms |
| 1.3: Communities have action plans to prevent, and respond to FGM/C and CEFM | A .1.3.1 Facilitate Saleema campaign groups and conduct public theatre to reach out to women, men, girls and boys to raise awareness on girl’s rights including in 2 IDP camps and/or IDPs living with relatives in host communities. |
|  | A.1.3.2 Develop and monitor the implementation of integrated community actions (public declarations) that address social norms driving CEFM and FGM/C. |
| 1.4: Youth participate in social norms change and promote gender equality | A.1.4.1 Identify and train new and existing adolescent boys and girls at community level through the Champions of Change on gender equality methodology. |
|  | A. 1.4.2 Support established social accountability mechanism based on the Champion of Change clubs at community level to review and provide feedback on the implementation of the integrated community action plan (established in output 1.2) For North Darfur this might be possible in few communities only due to insecurity |
| **OUTCOME 2: Civil society has strengthened capacity to promote gender equality, social accountability and advocacy to combat CEFM and FGM.** | *OCI: 2.1:*  *% of active CSOs and CBOs trained in gender equality who include ending CEFM and FGM/C in their programming and participate in alliance activities* | 2.1 CSOs and CBOs acquire organizational (ODM, Governance) and technical skills and knowledge to coordinate and build functional alliances to combat CEFM and FGM/C | A .2.1.1. Prepare and conduct training workshops for CBOs and CSOs at local, and state level that works in the field of gender equality and human/child rights to strengthen their, programmatic, networking and advocacy skills. |
| A 2.1.2 Provide technical and logistical support to CSO and CBO alliances (e.g. periodic alliance meetings, transport) to lobby and advocate for social norms transformation and coordinate with humanitarian actors on ending FGM/C and CEFM |
|  | A 2.1.3 Support Implementing Partner Institutional strengthening through implementation of the Partners Capacity Development Plans (CDP) based on the assessed capacity gaps |
| **OUTCOME 3: Strengthened child protection systems, laws and policies to protect girls from CEFM and FGM/C** | *OCI 3.1: Degree to which state-level government agencies and community-based child protection mechanisms effectively contribute to the child and family protection system as per their mandate*  *OCI 3.2 % of parents and caregivers who report that they know the major protection risks their children face including in a crisis-affected context* ***PROO2.2.5***  *OCI 3.3 % of CAY who demonstrate knowledge of child protection risks and behaviours* ***PROO1.1.1***  *OCI 3.4 % of community-based child and family protection mechanisms which meet minimum quality standards* ***PROO3.3.1*** | **3.1** State level and community-based child protection structures contribute to protection of children from FGM/C and CEFM including all forms of harm and abuse in development and displaced settings | A 3.1.1 Train CBCPM in Child protection and understanding referral mechanisms in Kassala, North Darfur and White Nile including in 2 IDP camps |
| A.3.1.2. Provide support (monthly/quarterly review meetings), stationary, phone credits to community child protection committees in all the three states including those in displaced settings |
| A 3.1.3 support Coordination of Child Protection mechanisms in humanitarian and development setting to strengthen community-based case management processes - identification, monitoring, reporting and referral systems on CP, FGM and CEFM (at locality and state level) |
| **OUTCOME 4:** **Community transformation of identified (through research) selected social norms that drive FGM /CEFM** | *OCI 4.1 % of adults who think most people in their community approve of CEFMU* ***SRHO3.2.9***  *OCI 4.3 % of adults who think most people in their community approve of FGM/C* ***SRHO3.2.6*** | 4.1 Community leaders advocate implementation of laws (FGM article 141) and policies on ending FGM/C and CEFM | A 4.1.1Train and advocate with religious and local leaders, Judges, lawyers, and women leaders on scientific dangers of FGM/C and CEFM and existing legal and policy provisions |
| 4.2 Media, youth and medical alliances/movements advocate against FGM/CEFM through media engagements including social media | A 4.2.1 Conduct trainings and support advocacy for ending CEFM and FGM/C for national and state media houses |
| A 4.2.2 Design & conduct 13 series (weekly) radio discussion programmes featuring different personalities i.e medical doctors, religious traditional leaders, youths, government officials, CSOs etc |
| 4.3 Youth promote gender equality and advocate change in social norms that drive FGM/C and CEFM | .4.3.1 Build capacities and create opportunities for youth movements/activists (males, female) to be effective in ending FGM/C and CEFM & implementing new focus (targeting boys/young men) Saleema campaign through cooperation and advocacy and intergenerational dialogue with CBOs and older persons who subscribe to traditional norms related to FGM/CEFM at state level |
| A 4.3.2 Organise and conduct bi-annual youth conference at state for influencing and dialogue on gender equality social norms change |
| 4.4 Traditional mid wives have code of conduct to stop FGM/C | A 4.4.1 Engage with medical alliances traditional and religious leaders to develop and implement code of conduct for traditional mid-wives to end cutting of girls at community level including in displaced settings where possible |

**4. Target groups**

**Rights holders:**

In Phase II the project the last revised target was 112,222 people, this included children, youth, women and men across the two project states (Kassala and White Nile). These include persons with disabilities and those in IDP camps as well internally displaced persons living with their families in host communities. In line with the project's gender transformative approach, the project target 327 young men and 375 young women engaged with activism to challenge gender inequality, FGM/C and CEFM. In addition, media professionals, medical fraternity and other professionals, reached and empowered with advocacy skills to be part of wider actors engaging with communities and influential leaders to change the negative social norms that impact girls and women negatively.

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| **Activity** | **Groups** | **Target** | | | | |
| **Girls** | **Boys** | **Women** | **Men** | **Total** |
| VSLA & Reflect | 120 | 750 | - | 2,130 | 120 | 3,000 |
| PSS - School Children Clubs | 50 | 625 | 625 | 50 | 50 | 1,350 |
| Saleema | 60 | 14,984 | 14,984 | 20,974 | 8,988 | 59,930 |
| Champion of Change (CoC) | 60 | 1,500 | 1,500 | - | - | 3,000 |
| CSO/CBO members | 14 | - | - | 14 | 14 | 28 |
| CBCPMs | 50 | 50 | 50 | 300 | 350 | 750 |
| CBCPMs community awareness sessions/referral | 0 | 11,044 | 11,041 | 14,036 | 8,043 | 44,164 |
| **Total** | **354** | **28,953** | **28,200** | **37,504** | **17,565** | **112,222** |

**Duty bearers:**

The primary duty bearers of the project include community, state and national level decision makers all of which are responsible for the fulfillment of children's and girls' rights. The project was planned to build capacity of community, locality and state level structures to promote the establishment of systems and local measures (public declarations) required for protection, prevention and responding to child protection issues with a particular focus on CEFM and FGM/C.

**The secondary duty bearers** of the project include targeted actors with a potential to influence the formulation and implementation of decisions. Community actors engaged in developing integrated action plans constitute one key target group of the project. The composition and structure of such actors can differ somewhat from community to community.

CSOs and CBOs being members of CSO alliances will be strengthened with a view to increasing their capability of promoting gender equality, CEFM and FGM/C into their work and be involved in social accountability and advocacy to combat FGM/C and CEFM.

Champions of Change clubs were to be supported to provide and monitor implementation of community action plans and participate in social accountability mechanisms. Finally, community members at large, including e.g. caregivers, will take part in awareness activities and the development of community action plans (public declarations) to combat CEFM and FGM.

**5. Description & Objectives**

**Purpose**

The Primary Purpose of the project final evaluation is to assess whether project objectives and outcomes were achieved and capture lessons for programme learning, for accountability, and use the data for the final narrative report.

**Evaluation Criteria**

* The final evaluation should focus on assessing the project by adopting the OECD-DAC Network on Development Evaluation’s evaluation criteria’s and for this final evaluation the consultant should focus on 3 of them mentioned below and also to what extent the project applied gender and inclusion sensitive approaches and explicitly aimed for results that improve the rights of children and young people and gender equality:
* **Effectiveness:** The extent to which, and the reasons behind, the achievement (or not) of the project objectives, and whether these are leading to unintended (positive or negative) consequences for anybody involved or affected by the interventions.
* **Impact:** to establish causal attribution to any observed positive and negative, primary and secondary long-term effects observed.
* **Sustainability:** the probability of continued long-term benefits to the target populations after the project has been completed.

**Evaluation questions**

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| **Criterion** | **Guiding questions, including but not limited to:** |
| **Effectiveness** | * How effectively has OPEG II contributed to achieving its planned outcomes and outputs? * What are the key successes during the project? * What are the enablers behind it? * What are the key challenges/constraints in the project? How were they dealt with? |
| **Impact** | * How many people were directly and indirectly affected? * Which were positive and negative, intended or unintended, political, socio-economic and environmental effects? * What change in behaviors or attitudes could be generated? * To what extent would a scaling-up of the project as a whole or of certain project components be useful? |
| **Sustainability** | * Will OPEG II achieved results and relevant activities be able to continue in the projects areas? |

**Child rights, gender and inclusion**

In line with Plan International’s values and organizational ambition, this endline evaluation will analyze the extent to which OPEG II applied gender and inclusion sensitive approaches and explicitly aimed for results that improve the rights of children and young people and gender equality. The endline evaluation should reflect upon the following questions:

* + - 1. What gender- and inclusion-sensitive approaches were used in the project, and where they helpful in eliminating the social stigma, information gap or other factors that lead to CEFMU and FGM/C?
      2. Were there contributions to improving women's or girls’ condition or position in society?
      3. What were positive results on child rights, especially child protection, to CEFMU and FGM/C?

**Users of the evaluation**

The primary audience of the evaluation report will be internal for Plan International Sudan, Plan International SNO and SIDA as well as partners “Friends of Peace & Development Organization (FPDO), and Child Rights Society (CRS)”. A secondary audience may include relevant stakeholders, such as community members/groups, the CSO alliances and government.

**Methods for data collection and analysis**

Following the desk review, the evaluator in close collaboration with Plan International Sudan and local partners to review and use baseline tools to collect the primary data, and if necessary, develop new tools and methodologies or adapt baseline tools to answer evaluation criteria. If applicable, the same or similar tools will be used as in the baseline study, to ensure as high a comparability of the findings as possible. The study will include qualitative and quantitative approaches with a variety of primary and secondary data sources. The final Evaluation will be participatory and will fully involve all relevant stakeholders in the evaluation process, including children, through child-centered participatory methods.

The feedback from the stakeholders may be collected in different ways depending on the evaluation, but it should give information on what they think about the project, whether it was working well working or not, what they see as the value for them and how it supports their own or other development efforts. Plan is also interested in seeing the evaluation process as encouraging reflection and dialogue among all the main stakeholders involved in the social issues we work on, from their perspective as well as ours.

The following are some proposed tools. However, the evaluator should not feel limited to them, if other tools are deemed relevant to this evaluation. The evaluator should ensure baseline tools are gender-sensitive and where children are involved, child-friendly, and should be tested and reviewed and approved by Plan before commencing data collection activities.

* Participatory tools such as focus group discussions, in-depth interviews, observations, semi-structured stakeholder interviews, key informant interviews, workshops, surveys.
* We encourage tools where youth can take a lead on implementing them.

**Sample**

The consultant will use the same sampling methodology as in the baseline, and if necessary, propose modifications to cater to new target populations such as IDPs. The baseline study reached all targeted localities therefore due to revised locations Plan will review the sampling size and removed the phaseout localities and approve it.

At a minimum, the evaluation should ensure that it covers the targeted six (6) localities mentioned in section 2. mainly 3 in Kassala and 3 in White Nile.

The sample should be as representative as possible and be gender balanced.

**Disaggregation of data:**

All the collected data should be disaggregated by age, sex, disability and location.

Plan and partners will play a supportive role including mobilization and the consultant(s) is/are expected to familiarize him/herself with all secondary data relevant to this project from Plan, partners, communities and other stakeholders.

**Participant selection**

The participants of the assessment will be comprised of representatives of key stakeholders of the project, as listed below.

* OPEG Project and MERL Team from Plan International Sudan and FPDO.
* Representatives and staff from line ministries (cluster coordination), HAC, Target localities, project’s targeted CSOs, community groups members (REFLECT&VSLA, Saleema, CoC, PSS/Children clubs, CBCPN) include IDP camps will be identified as participants based on the extent of their involvement it the project activities
* The community members (mothers, fathers, children, adolescents, and teachers, midwives, religious leaders, community leaders) will be identified based on representation of different community groups and community diversity including gender, disability. etc.

Plan will provide contact lists of all stakeholders, project’s targeted groups (project’s targeted CSOs/CBOs, REFLECT&VSLA, Saleema, CoC, PSS/Children clubs, CBCPN and make introduction as necessary.

**5. Ethics and Child Protection**

Plan International is committed to ensuring that the rights of those participating in data collection or analysis are respected and protected, in accordance with Ethical MERL Framework and our Child and Youth Safeguarding Policy [attached in the annex]. All applicants should include details in their proposal on how they will ensure ethics and child protection in the data collection process. Specifically, the consultant(s) shall explain how appropriate, safe, non-discriminatory participation of all stakeholders will be ensured and how special attention will be paid to the needs of children and other vulnerable groups. The applicants should include details on how they will ensure that their methods uphold the dignity, safety, privacy, and sensitivities for the girls and young women that they interact with. The consultant(s) shall also explain how confidentiality and anonymity of participants will be guaranteed. The consultant(s)/firm will obtain the necessary ethical approval from relevant institutional review boards (IRB) before commencing the study.

**6. Deliverables and Timeline**

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| **Deliverable** | **Format** | **Due** | **Detail** |
| **Tendering, background checks, and contracting** | Plan standard bidding and contracts templates. | Start tendering: 4th th May 2025  Contracting 25th May 2025 | Plan International Sudan will undertake bidding process to select consultant. |
| **Inception meeting/call** |  | 25th May 2025 | The successful candidate will have an inception briefing with Plan staff to go over planned timelines and deliverables, expectations, and ask/answer any questions. |
| **Inception Report** | To include   * Background information * Preliminary reading sources * Methodologies and approaches * Planned tools and data collection methods * Timetable for workplan - Workplan must include timeline for preparations for data collection (including development and translation of tools, field piloting, tool finalisation, enumerator training if needed, data collection, data entry and cleaning, data analysis, and validation of findings with key respondent and participant feedback incorporated) | 5th June 2025 (10 days after contract signature) | Prior to data collection the evaluator will prepare an inception report which will include background information and a timetable, as well as outline the methodologies and approach of the evaluation, planned tools and data collection methods, including identification of what information the consultant needs from Plan International Sudan staff and by when. Maximum 10 pages This should be submitted within 5 working days after contract signing; for approval by Plan international Sudan and Plan SNO. |
| **Final data collection tools agreed** | To be determined | 10th June 2025 | This should be agreed with Plan before commencing data collection. |
| **Draft Evaluation Report** | As a minimum include the following elements and maximum 10 pages:   * Front page with title of the evaluation, date and authors of the report * A table of basic document information on page 2 (Annex 2 – Attached) * Executive summary that presents the key points of the different sections * Objectives and the intended use of the evaluation * Methodology and Limitations of the evaluation * Description of the project or programme * Findings, lessons learned, recommendations and conclusions against the agreed evaluation criteria * Relevant annexes, which as minimum must include:   I. Data collection tools  ii. List of people interviewed or consulted  iii. Bibliography of the documents reviewed  iv. Terms of Reference for the evaluation | 25th June 2025 | The draft evaluation report should include findings, lessons learned, conclusions and recom­mendations.  The ‘Zero Draft’ should be submitted to Plan International Sudan for review and response. Within 5 working days of receiving the zero draft evaluation report, Plan International Sudan and Plan SNO will provide comments and feedback on the draft evaluation report to the consultant.  It should include copies of all necessary consent forms and copies/files with raw cleaned data disaggregated by sex and age.  An updated version which incorporates feedback on the ‘Zero Draft’ should be included in a presentation and be presented at an internal project team validation meeting and external validation meeting. |
| **Validation Workshop** | Present evaluation results to stakeholders for feedback, verification, and consensus. | 29th June 2025 | Share key findings, conclusions, and recommendations.  Discuss data accuracy, interpretation, and potential biases.  Gather stakeholder inputs to refine the report. |
| Draft Evaluation Report (revised version) | Same as above for Draft Evaluation Report. | **3**rd July 2025 |  |
| Final Evaluation Report (including Executive Summary) | Same as above for Draft Evaluation Report. | 25th July 2025 | After the evaluation report has been commented on by Plan Sweden and Plan International Sudan team, the final report should be submitted as follows:   * 3 hard copies and 1 soft copy of the final evaluation report to be delivered to Plan International Sudan Country office. * 1 Hard copy and soft copy of a summary report (Maximum 2 pages in English and Arabic) |

**Note:**

1. In the event that there is a change or additional deliverables during the contract period, an addendum to the contract must be agreed and signed. The change/additional deliverables must be in line with the initial scope of the project.
2. At this stage the timeline is indicative and should support any external consultant in the development of their proposal and Inception Report. As part of the process, this timeline should be re-evaluated in consultation between Plan International and the consultant.

**6. Budget**

Table of Payment Schedule

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| Milestone | Detail | Amount to be Paid (%) | Expected Timeframe |
| Submission of detailed comprehensive inception report |  | 30% | 25th June 2025 |
| Approval of the final report by Plan. |  | 70% | 25th July 2025 |

Plan international Sudan shall pay the consultancy fee to the consultant as agreed between both the parties by contract agreement in USD. All expenses shall also be included in the contract agreement (Travel costs, Insurance and visa costs, per diems, etc.). The total payment will be inclusive to 10% as income tax and will be deducted from the final payment.

The evaluator is expected to carry out the assignment within the 60 days started from the day of signing the contract.

**7. Expected qualifications of consultant**

This evaluation will be conducted by an independent external consultant. The following criteria will be considered when selecting the consultant:

* Solid experience as a programme evaluator of development programmes with at least 10 years of relevant experience in Sexual and Reproductive Health and Rights, social and gender norms change, civil society strengthening and disability inclusion;
* University degree in related field (Social Science, programme management, etc.);
* Solid background and work experience in community-based programming and evaluation of an International NGO and background in gender equality issues;
* Very strong qualitative and quantitative data collection skills and experience, particularly in terms of innovative participatory methodologies and facilitation skills;
* Excellent knowledge of international NGOs’ operations, including management approaches and programme practices;
* Demonstrated experience working with and collecting data from children and strong knowledge of child-friendly data collection tools and practices; and
* Proficiency in qualitative methods of data collection
* Proficiency in quantitative methods of data collection
* Proven experience with data analysis
* Proficiency in statistics
* Experiences on Plan’s cross-cutting issues such as gender, inclusion as well as awareness on child protection and child rights issues.
* Fluent in English and Arabic (spoken and written).

**8. Contact**

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9. Submission of Applications

The consultant will be responsible for planning and implementing the evaluation in Kassala and White Nile States. The indicative period of the evaluation is from 15th May 2025 to 15th July 2025 while the final evaluation report should be submitted to Plan International Sudan no later than 25th July 2025 after completion of the evaluation deadline.

Close consultation with Plan International Sudan at every step of the process will be maintained and reporting on progress is required and should be built into the consultants’ work timeline. The consultant will be reporting to the Program Area Managers (PAMs) at designated states (Kassala and White Nile) or his/her delegate. The consultant will need to share an outline/proposal for their work, to be approved by Plan International Sudan prior to the implementation.

Interested applicants should provide a proposal (maximum 7 pages) covering the following aspects not later than 15 days from advertised date:

* Detailed response to the TOR.
* Proposed methodology, study design, sampling framework, sample size, and budget.
* An indicative schedule/workplan with timeline.
* Ethics and child safeguarding approaches, including any identified risks and associated mitigation strategies (risk assessment and measure to address the risks)
* A data protection plans and data quality assurance plan
* A profile of the consultant/consulting firm including the full names, physical addresses, telephone numbers, and contact person of the firm
* Firms' capacity and relevant experience
* CVs of all the consultants who will undertake the evaluation
* A statement of availability and commitment to undertake and complete the consultancy within the set time
* References of previous 3 clients
* Copy of previous study works
* Detailed itemised budget, including daily fee rates, expenses, taxes etc. (this should include consultant fees, field data collection expenses, administrative expenses, and tax obligations). Please note Plan **will not provide any logistics** for this task.
* Police Certificates of Good Conduct – especially where there is primary data collection

Please send your application to Plan International Sudan by [Sudan.procurement@plan-international.org](mailto:Sudan.procurement@plan-international.org) referencing “**Final Evaluation for Obligation to Protect and Empower Girls in Sudan (OPEG II) in Kassala and White Nile States**” in the subject line, and including support documents as outline

**Ownership of information**

It is understood and agreed that the Consultant shall during and after the effective period of the contract, treat as confidential and not divulge, unless authorized in writing by the Plan, any information obtained in the course of the performance of the Contract. Plan and its partners will be the sole owners of all information collected in this study.