

WOMEN NGOS SECRETARIAT OF LIBERIA

TERMS OF REFERENCE

Final External Evaluation

Liberia Fight FGM Project

Item	Details
Commissioning organization	Women NGOs Secretariat of Liberia (WONGOSOL)
Funder	United Nations Trust Fund to End Violence against Women (UN Trust Fund)
Project period	October 2023 – February 2027
Evaluation type	Final independent external evaluation
Geographic scope	Bomi, Bong, Gbarpolu, Grand Cape Mount, Margibi and Montserrado Counties, Liberia
Grant number	\$748,490.00USD
Consultancy period	January – April 2027
Application Date	Cycle 26 (2022 Call for Proposals)
Language	English

1. Background

The Women NGOs Secretariat of Liberia (WONGOSOL) is a national network and coordinating body for women-led civil society organizations in Liberia. WONGOSOL advances women's rights and leadership, women's peace and security, access to justice, and the prevention and elimination of violence and harmful practices against women and girls.

Female genital mutilation (FGM) remains a serious human rights, public health and gender equality concern in Liberia. According to the 2019–2020 Liberia Demographic and Health Survey, approximately 38.2% of women aged 15–49 have undergone FGM. Prevalence varies considerably across the country and is generally higher in rural communities and the north-western region. FGM is reportedly practised in 11 of Liberia's 15 counties, including several counties covered by the project.

These geographical differences are influenced by the presence and strength of the Sande society, community traditions, poverty, access to education and essential services, and differences in local leadership and community attitudes. Women and girls living in rural, remote and underserved communities may face heightened vulnerability because of limited access to information, protection mechanisms, health services and justice institutions.

In Liberia, FGM is closely connected to initiation into the Sande society and is often presented as a rite of passage through which girls are prepared for adulthood, marriage, motherhood and acceptance within their communities. The practice is sustained by deeply rooted social and gender norms, secrecy surrounding traditional practices, pressure to conform, limited awareness of its consequences, and the social and economic influence of traditional practitioners, commonly known as Zoes. Women and girls who resist initiation may face stigma, exclusion, intimidation and other forms of social pressure.

FGM can result in serious immediate and long-term physical, sexual, reproductive and psychological consequences. Survivors may experience severe pain, excessive bleeding, infections, complications during childbirth, trauma and other lifelong health challenges. Access to survivor-centred health care, psychosocial support, protection and legal services remains limited, particularly in remote communities.

Liberia has taken important policy, traditional and institutional steps towards eliminating FGM. These include the 2019 Ganta Declaration temporarily suspending Sande activities; the three-year moratorium signed in February 2022 by government institutions, traditional leaders and civil society actors; and the February 2023 proclamation by the National Council of Chiefs and Elders of Liberia banning FGM and promoting the concept of "initiation without mutilation." Traditional ceremonies have subsequently been conducted in several counties to reinforce the abandonment of FGM and close bush schools. Alternative livelihood and vocational programmes have also been introduced to support former traditional practitioners and reduce their economic dependence on the practice.

Despite these commitments and the ban declared by traditional authorities, reports and community-level experiences indicate that FGM and related Sande activities continue in some parts of Liberia, particularly in rural, remote and hard-to-reach communities. In some instances, the practice is conducted secretly or outside established monitoring and protection systems. Its continuation places women and girls at serious risk and demonstrates the challenges associated with enforcing policy declarations and transforming deeply rooted social and cultural norms.

The continued practice of FGM also poses serious threats to Women Human Rights Defenders, survivors, community activists and civil society organizations working to expose cases, protect women and girls, and advocate for accountability. Women Human Rights Defenders who challenge FGM and other harmful

traditional practices may face intimidation, threats, community hostility, social exclusion, retaliation and pressure to remain silent. These risks can be particularly severe in communities where traditional structures are influential and where protection, law-enforcement and justice mechanisms are weak or difficult to access. Strengthening the safety, protection and recognition of Women Human Rights Defenders must therefore remain an important part of national and community-level efforts to eliminate FGM.

A significant recent legislative development is the submission of the proposed **Women and Girls Protection Act** to the National Legislature by the President of Liberia. If enacted, the proposed law is intended to strengthen the protection of women and girls from violence, exploitation and harmful traditional practices, including FGM. The Bill is currently undergoing committee-level review. As lawmakers are on their agricultural break, they are also conducting engagements within their respective districts to obtain citizens' views and feedback on the proposed legislation.

The passage and effective implementation of the Women and Girls Protection Act would represent an important step towards establishing a comprehensive and enforceable legal framework for preventing FGM, protecting women and girls at risk, supporting survivors, protecting Women Human Rights Defenders and ensuring accountability. Until the Bill is enacted and effectively implemented, however, significant legal and protection gaps remain. These gaps, together with weak or uneven enforcement of existing commitments, community resistance, limited access to survivor-centred services and the continued influence of Sande structures in some communities, create continuing risks for women and girls and those who defend their rights.

Efforts to eliminate FGM require the active participation of multiple actors. These include the Ministry of Gender, Children and Social Protection; the Ministry of Local Government; the Ministry of Health; the Ministry of Justice; the National Council of Chiefs and Elders of Liberia; county and local authorities; traditional and Sande leaders; zoes; health and social service providers; law-enforcement institutions; women's rights organizations; survivor-led groups; community-based organizations; religious leaders; youth groups; the media; United Nations agencies and development partners. Traditional leaders, survivors, Women Human Rights Defenders, women-led organizations and community coalitions are particularly important in promoting locally owned and sustainable changes in attitudes, behaviours and practices.

Against this background, and with support from the United Nations Trust Fund to End Violence against Women, WONGOSOL has implemented the **Liberia Fight FGM Project** from October 2023 to September 2026. The project seeks to prevent FGM, strengthen community-level protection and advocacy mechanisms, support women and girls affected by FGM, and promote sustainable changes in social norms, practices and institutional responses.

The project is implemented in Bomi, Bong, Gbarpolu, Grand Cape Mount, Margibi and Montserrado Counties. These counties reflect different geographical, cultural and socioeconomic contexts, including rural and urban communities, areas with strong Sande influence, border and hard-to-reach communities, and locations where women and girls have limited access to protection and essential services.

Key implementing partners include, Women Care Initiative (WOCI); Paramount Young Women Initiative (PAYOWI); Sister Hand Liberia; Women Empowerment for Program for Sustainability (WEPS); Women Education Development Organization (WEDOL), Community Women Peace Initiative (CWPI). and Initiative for Sustainable Rights Empowerment and Development (INSURED). The project has engaged women and girls, survivors, traditional and Sande leaders, community coalitions, local authorities, service providers, civil society organizations and other duty-bearers.

WONGOSOL is seeking to engage a qualified individual consultant or consultancy firm to conduct an independent final external evaluation of the Liberia Fight FGM Project. The evaluation will assess the project's

relevance, effectiveness, efficiency, sustainability and contribution to preventing FGM and strengthening protection and support for women and girls. It will be conducted in accordance with the **UN Trust Fund Final External Project Evaluation Guidelines for Grantee Partners (2026)**, the Partner Agreement, UNEG Norms and Standards, and applicable ethical and safety standards for evaluations involving violence against women and girls.

Project description

Key information about the project	
Organization	Women NGOs Secretariat of Liberia (WONGOSOL)
Project title	Liberia Fight FGM Project
Project duration	October 2023 – September 2026
No-cost extension	October 1, 2026 to February 28, 2027 Activities to completed during the NCE 1. 1.3 Facilitate 68 community dialogues and educational forums in targeted communities 2. 1.5 Conduct clustered life-skills, economic-empowerment, business-management or agriculture training 3. 2.1: Provide 3-day training to 120 health and social care professionals and community leaders, 20 persons per 6 Counties to support the multi-sectoral services to FGM/C survivors in the 6 counties. 4. 3.2: Provide 2000 FGM/C survivors with multi-sectoral services in project counties 5. 4.2 Organize six strategic lobbying meetings with traditional actors, the FGM Working Group and legislators 6. 4.3 Hold one national intergenerational dialogue on the health and psychosocial effects of FGM/C. 7. 7.4 Monitoring, Evaluation and Learning [All related costs including travel, consultants, etc.]. 8. 8.1 Final Evaluation.
Budget and expenditure	109,974.83
Geographical areas	Six Counties: Bong County: Jorquelleh, Zota and Sanoyea districts; Bomi County: Senjeh, Seuhn-Mecca, and Dewoin; Gbarpolu County: Gbarma, Bopolu, and Bokomu; Grand Cape Mount: Garwula, Pokpa and Tewor; Margibi County: Mambah kaba and Gibi; and Montserrado County; Careysburg and Todee districts.

Specific forms of violence addressed by the project	Female genital mutilation (FGM) and related harmful traditional practices; violence, intimidation, coercion and discrimination associated with forced or non-consensual initiation; threats against survivors and Women Human Rights Defenders; other forms of violence and exclusion experienced by women and girls affected by FGM; and Sexual Violence.	
Main objectives of the project	To contribute to the prevention and elimination of FGM in Liberia by strengthening community protection and advocacy, supporting women and girls affected by FGM, transforming harmful social and gender norms, and improving institutional and community responses This project has four objectives: 1. To organize community dialogues to raise awareness about the rights of women and girls as these pertain to ending FGM; 2. To re-train Zoes (in Sande Societies) who carry out FGM to earn a living so that they can generate different forms of income; 3. To empower citizens to lobby local leaders and lawmakers to support the bill against FGM, 4. To continue to provide health and psychosocial services for the survivors of FGM.	
Key assumptions of the project	Assumptions: - The political environment in Liberia will be conducive for the project partners and communities to carry out their work. Therefore, it is expected that the forthcoming presidential and legislative elections do not result in post-election violence and the absence of international security will not create any vacuum in the counties. - Leadership of CSOs/CBOs and civil society networks are committed to promote good internal governance practices and put minimum policies and procedures in place. - The targeted CSOs/CBOs and civil society networks commit time to attend to trainings and carry out campaigns through the grants scheme. - Political agendas do not influence the CSO networks instead a social justice agenda prevails - Cultural Sande Zoes will refrain from FMG/C initiations and build their capacity and skills development towards sustainable economic empowerment embedded in livelihood intervention. - Cooperation with the key stakeholders and authorities will be adequate wherein, chief, elders and government institutions will embrace participation in the project.	
Planned primary beneficiaries	Primary Beneficiaries	Target

	Women and Girls in General	2000		
	Women/girl survivors of violence	1000		
	Women and girls in the lowest income groups	500		
	Women human rights defenders/ gender advocates	72		
	Women/girls living with HIV and AIDS	20		
	Lesbian, gay, bisexual, transgender, queer/questioning and intersex	4		
	Indigenous women/girls	350		
	Women/girls with disabilities	40		
	Women/girls experiencing racial discrimination	150		
	Self-identified sex workers	5		
	Women/girls from minority ethnic groups	43		
	Traditional Sande zoes (Female)	47		
Achieved primary beneficiaries				
	Primary Beneficiaries	Target	Achieved primary beneficiaries	
	Women and Girls in General	2000	3190	
	Women/girl survivors of violence	1000	937	
	Women and girls in the lowest income groups	500	829	
	Women human rights defenders/ gender advocates	72	160	
	Women/girls living with HIV and AIDS	20	20	
	Lesbian, gay, bisexual, transgender, queer/questioning and intersex	4	4	
	Indigenous women/girls	350	1004	
	Women/girls with disabilities	40	40	
	Women/girls experiencing racial discrimination	150	158	
	Self-identified sex workers	5	6	
	Women/girls from minority ethnic groups	43	43	
	Traditional Sande zoes (Female)	43	309	
	Livelihood beneficiaries	300	365	
	GBV Survivors	100	846	

Secondary beneficiaries																																																							
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doctors, nurses, health workers, etc.)	72	Members/leaders of Civil Society Organizations and Non-Governmental Organizations	72	Media professionals (e.g. journalists)	2	Education professionals (e.g. teachers/educators)	4	Other uniformed personnel (e.g. military, peace-keeping officers, etc.)	0	Judicial and legal personnel (e.g. judges, prosecutors, lawyers, etc.)	0	Government officials (e.g. district councillors, policy makers, etc)	2	Private sector/ business owners/employees	0	Social/welfare/humanitarian workers	0	Members/leaders of the community and/or community -based organizations/groups	72	Men and/or boys (in general, e.g. as agents of change)	0	Parliamentarians	42	Members/leaders of faith-based organization	102	Human rights defenders / activists / allies	0	Traditional leaders and/or actor (e.g.chiefs, healers etc)	0	Members/leaders of youth groups	20	Students (primary, secondary or tertiary)	25	Police (e.g. law enforcement, detectives, regular uniformed police)	5	Family members 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Women / girls	10000																																																						
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Achieved secondary beneficiaries			
	Secondary Beneficiaries	Target	Achieved primary beneficiaries
	Women / girls	730	1733
	Men / boys	230	1347
	Self-identified	20	23
	Unknown / unable to disaggregate	20	25
	Targeted agents of change, duty bearers, key stakeholders or project participants		
	Beneficiaries	Target	Achieved secondary beneficiaries
	Health professionals(e.g. doctors, nurses, health workers, etc.)	72	26
	Members/leaders of Civil Society Organizations and Non-Governmental Organizations	72	132
	Media professionals (e.g. journalists)	2	17
	Education professionals (e.g. teachers/educators)	4	34
	Other uniformed personnel (e.g. military, peace-keeping officers, etc.)	0	2
	Judicial and legal personnel (e.g. judges, prosecutors, lawyers, etc.)	0	6
	Government officials (e.g. district councillors, policy makers, etc)	2	56
	Private sector/ business owners/employees	0	11
	Social/welfare/humanitarian workers	0	14
	Members/leaders of the community and/or community -based organizations/groups	72	137
	Men and/or boys (in general, e.g. as agents of change)	0	417
	Parliamentarians	42	16
	Members/leaders of faith-based organization	102	150
	Human rights defenders / activists / allies	0	29
	Traditional leaders and/or actor (e.g.chiefs, healers etc)	108	221
	Members/leaders of youth groups	20	53

	Students (primary, secondary or tertiary)	25	370	
	Police (e.g. law enforcement, detectives, regular uniformed police)	5	20	
	Family members (e.g. parents, husbands, mothers-in-law)	0	57	
	Community volunteers (e.g. as community mobilisers)	0	104	
Key implementing partners	Women Care Initiative (WOCI); Paramount Young Women Initiative (PAYOWI); Sister Hand Liberia; Women Empowerment for Program for Sustainability (WEPS); Women Education Development Organization (WEDOL), Community Women Peace Initiative (CWPI). and Initiative for Sustainable Rights Empowerment and Development(INSURED)			
Stakeholders	Women and girls affected by FGM; survivors; Women Human Rights Defenders; traditional and Sande leaders; zoes; community coalitions; women-led organizations; local and county authorities; the Ministry of Gender, Children and Social Protection; the Ministry of Local Government; the Ministry of Health; the Ministry of Justice; the National Council of Chiefs and Elders of Liberia; health and social service providers; law-enforcement institutions; religious and youth leaders; civil society organizations; the media; United Nations agencies; and development partners.			

PROJECT RESULTS FRAMEWORK

Goal statement: By August 2026, 2,000 girls and women survivors of FGM/C, including the marginalized poor, rural, Indigenous women and girls, are supported and protected against FGM/C within a supportive network in 34 communities across 16 districts of 6 counties in Liberia.		
Outcome 1: Some 3,000 women and girls, FGM/C survivors, Zoes, service providers, and community members have improved FGMC-related social norms, attitudes, and practices in 34 communities across 16 districts of 6 counties in Liberia by February 2026.	Output 1.1.	Sixteen county-level Stop FGM/C coalitions, 102 education forums, 68 community dialogues, and public campaigns increased knowledge and life skills to resist FGM/C in 34 communities across 16 districts of 6 counties in Liberia by August 2025.
	Output 1.2.	Some 500 Indigenous and low-income earning women and girls, FGM/C survivors, and Zoes who perform FGM/C have improved knowledge, skills, and resources to engage in non-FGM/C related income-earning activities in 34 communities across 16 districts of 6 counties in Liberia by August 2025.

Outcome 2: Some 2,000 FGM/C survivors, including Indigenous and poor women and girls, have improved access to psychosocial, reproductive health, and multi-sectoral services.	Output 2.	Ten health facilities and One Stop Centers provided improved service provision for FGM/C survivors, including Indigenous and poor women and girls in 34 communities across 16 districts of 6 counties in Liberia by August 2025.
Outcome 3 : Strengthened legislation, policies, and action plans to fight against FGM/C, including a commitment from lawmakers in 6 counties in Liberia by February 2026	Output 3	Advocacy to strengthening legislations policies and action plans to fight FGM/C is reinforced in project communities by August 2026

2. Purpose and Intended Use of the Evaluation

The final external evaluation will take place at the conclusion of the Liberia Fight FGM Project to independently assess the extent to which the project achieved its intended objectives and contributed to preventing FGM and strengthening the protection, agency and well-being of women and girls in the targeted counties. It will examine what changed, for whom, where, how and under what conditions, as well as the factors that supported or constrained implementation and results.

The evaluation will address the following overarching questions:

- To what extent did the project achieve its intended outputs, outcomes and objectives?
- How relevant and responsive was the project to the priorities, rights and lived experiences of women and girls affected by or at risk of FGM?
- Which interventions, strategies and partnerships were most effective, for whom and under what conditions?
- How did the project contribute to changes in knowledge, attitudes, behaviours, community practices and institutional responses related to FGM?
- What intended and unintended, positive and negative results emerged from the project?
- To what extent were human rights, gender equality, survivor-centred approaches, disability inclusion and the principle of leaving no one behind integrated into the project?
- How efficiently were financial, human and technical resources used to achieve the project's results?
- To what extent are the project's benefits, community structures, partnerships and changes in social norms likely to be sustained after the end of funding?
- What lessons, good practices and recommendations should inform future initiatives to eliminate FGM and other forms of violence against women and girls?

The evaluation will provide an independent, credible and useful assessment of the entire project. It will serve the purposes of accountability, organizational learning, future programming, advocacy, knowledge generation and resource mobilization.

The findings will be used by WONGOSOL and its partners to:

- Assess achievements, challenges, intended and unintended results, and the pathways through which change occurred;
- Strengthen the design and implementation of future initiatives to end FGM and other forms of violence against women and girls;
- Identify effective approaches and community-led strategies that can be sustained, replicated or scaled up;
- Improve the protection and meaningful participation of survivors, women and girls at risk, and Women Human Rights Defenders;
- Support evidence-based advocacy, partnership development and resource mobilization;
- Inform engagement on the Women and Girls Protection Act and other relevant legal, policy and institutional measures;
- Prepare a management response and action plan for implementing agreed recommendations; and
- Share accessible findings with participating communities, partners, donors and relevant national stakeholders, where safe, ethical and appropriate.

The primary users of the evaluation include WONGOSOL's Board and Secretariat, implementing partners, the United Nations Trust Fund to End Violence against Women, participating women and girls, survivors and communities, relevant government institutions, traditional and Sande leaders, civil society actors, Women Human Rights Defenders, service providers and development partners.

3. Evaluation Objectives

1. Evaluate the entire project, from start to end date, against the criteria of effectiveness, relevance, coherence, efficiency, impact, sustainability, gender equality and human rights, including Leave No One Behind (LNOB).
2. Identify key lessons, innovations and promising practices in ending violence against women and girls, particularly FGM, for organizational learning and wider knowledge generation.
3. Provide practical, prioritized and evidence-based recommendations to strengthen the sustainability, replication and scale-up of effective approaches.

4. Scope of the Evaluation

Time period: October 2023 through September 2026, covering the full project cycle and all planned adaptations.

Geography: Bomi, Bong, Gbarpolu, Grand Cape Mount, Margibi and Montserrado Counties, with sampling justified in the Inception Report.

Programmatic scope: The full results framework, theory of change, strategies, outputs, outcomes, partnerships, management arrangements, financial and human-resource use, safeguarding, and intended and unintended results.

Stakeholders: Women and girls, survivors and other rights-holders; traditional/Sande leaders; Stop FGM coalitions; livelihood beneficiaries; community leaders; implementing partners; WONGOSOL staff and governance; local and national duty-bearers; service providers; the UN Trust Fund Portfolio Manager; and other relevant stakeholders.

Equity lens: Age, disability, location, socioeconomic position and other contextually relevant forms of exclusion or marginalization, while protecting privacy and safety.

5. Evaluation Criteria and Questions

The evaluator/firm must address all eight criteria below. The final evaluation matrix, sub-questions, indicators, sources and methods will be agreed during inception. The report must answer every approved overarching question.

Criterion	Definition	Overarching evaluation question
Effectiveness	The extent to which intended outputs, outcomes and the project goal were achieved, including performance against the results framework.	1. To what extent were the intended project goal, outcomes and outputs achieved, for whom, and through which strategies and pathways?
Impact	The project's contribution to broader and longer-term intended or unintended change in women's and girls' lives.	2. To what extent has the project contributed to sustained change in reducing FGM and related violence, stigma and discrimination, and in strengthening women's and girls' empowerment and rights?
Relevance	The responsiveness of the project's design, objectives and results to the needs, priorities and changing context of target groups.	3. To what extent did the project's design, objectives, strategies and results respond to the needs, priorities and context of women and girls, including survivors and those at heightened risk of FGM?
Coherence	Internal consistency and alignment with policies, partnerships and other interventions. Extent to which the project impact contributed to the achievement of specific SDGs (e.g. SDG 1. No poverty, SDG 3. Health and Wellbeing, SDG 4. Quality Education, SDG 5. Gender equality, SDG 10. Reduced inequalities, SDG 13. Climate action) and in what ways.	4a. To what extent did the project coherently contribute to Liberia's and relevant international EAWG/FGM frameworks, complement other initiatives and avoid duplication? 4b. To what extent did the project results/impact contribute to the achievement of specific SDGs, and which goals in particular?
Efficiency	How economically and timely financial, human and other resources were converted into results, including organizational resilience.	5. To what extent were resources used efficiently and cost-effectively to deliver results, and what value was added by partnerships, capacity strengthening and any flexible or core support?

Criterion	Definition	Overarching evaluation question
Sustainability	The likelihood that benefits and positive changes will continue after external funding ends.	6. To what extent are project benefits and changes likely to continue, and which aspects - including community ownership, coalitions, partnerships, capacities, livelihoods, financing, policy engagement and social-norm change - are most important to sustainability?
Gender equality, human rights and LNOB	Integration of human rights-based, gender-responsive and inclusive approaches across the project and evaluation.	7. To what extent were human rights, gender equality and LNOB considerations integrated across project design, implementation, monitoring, partnerships and accessibility measures?
Knowledge generation and lessons	The generation of credible lessons, innovations and transferable promising practices.	8. What knowledge, lessons, innovations or promising practices were generated, what enabled or constrained results, and what should be documented, shared, replicated or scaled?

6. Evaluation Approach and Methodology

The evaluator will propose a rigorous, feasible, participatory, utilization-focused, gender-responsive and human rights-based evaluation design. A theory-based, mixed-methods approach is expected, adapted to the project context, available data, budget and timeframe.

The methodology must support triangulation and credible contribution analysis by examining the project's contribution to observed changes alongside other contextual factors. The evaluation should not claim direct attribution where the available evidence does not support it.

The evaluation will draw on both secondary and primary data sources.

6.1 Secondary Data Review

Secondary data will consist of existing project documentation, monitoring information, research and relevant legal and policy frameworks. The evaluator will review all core project documents made available by WONGOSOL and its partners.

The desk review is expected to cover a minimum of 30 core documents and datasets, including:

- The approved project proposal and Partner Agreement;
- Theory of change, results framework and indicator framework;
- Baseline study and baseline data;
- Approved budgets and budget revisions;
- Narrative and financial progress reports;
- Annual and quarterly workplans;
- Monitoring plans, indicator tracking tables and beneficiary databases;
- Reports from implementing partners;
- Training, community-dialogue and advocacy reports;

- Reports from Stop FGM Coalitions and community protection structures;
- Safeguarding, protection, referral and informed-consent protocols;
- Complaints and feedback mechanisms, where appropriate and safe to review;
- Communication, advocacy and knowledge products;
- Records of engagement with traditional leaders, local authorities and government institutions;
- Relevant national laws, bills and policy frameworks, including the proposed Women and Girls Protection Act;
- Relevant UN Trust Fund, UNEG and international evaluation and ethical guidelines; and
- Existing research and national data on FGM, violence against women and girls, social norms and Women Human Rights Defenders in Liberia.

The evaluator will assess the completeness, quality, consistency and limitations of the available secondary data. Quantitative analysis should use the full available monitoring and beneficiary datasets rather than a sample, where data quality permits. Data should be disaggregated by county, age, sex, disability, beneficiary category and other relevant characteristics, where safe and feasible.

6.2 Primary Data Collection

Primary data will consist of information collected directly for the evaluation from project participants, implementing partners, community actors and other stakeholders. The evaluator will conduct field visits to all six project counties, Bomi, Bong, Gbarpolu, Grand Cape Mount, Margibi and Montserrado.

The evaluation should cover a minimum of 12 project communities or locations, with at least two communities or locations selected in each county. Where resources and time permit, additional communities may be included to strengthen geographic and stakeholder representation.

Primary data-collection methods may include:

- A short structured or semi-structured beneficiary survey
- Key informant interviews
- Focus group discussions
- Outcome harvesting
- Most Significant Change inquiry
- Participatory reflection sessions
- Case studies
- Direct observation of selected project-supported structures or activities; and
- Other culturally appropriate participatory methods proposed by the evaluator.

6.3 Indicative Scope of Primary Data Collection

The following represents the minimum indicative scope of the evaluation. The evaluator may recommend adjustments in the Inception Report, but any significant change must be justified and approved by WONGOSOL.

Data-collection activity	Proposed minimum coverage
Counties to be visited	6 counties, all project counties
Project communities or locations	At least 12, minimum of 2 per county
Beneficiary survey respondents	Approximately 120, minimum of 20 per county
Focus group discussions	At least 12, minimum of 2 per county
Participants per focus group	Approximately 8–10

Total focus group participants	Approximately 96–120
Key informant interviews	Approximately 36–48
Case studies or Significant Change stories	At least 6, minimum of 1 per county
Core documents and datasets reviewed	At least 30
Stakeholder validation meeting	1 national validation meeting

The evaluation is therefore expected to directly engage approximately 200–250 individuals through surveys, interviews, focus groups and participatory inquiry. The final number of unique participants should be reported without double-counting individuals who participate in more than one method.

6.4 Proposed Sampling Approach

A stratified, purposive and maximum-variation sampling approach is proposed. This is appropriate because the evaluation seeks to understand different experiences, pathways of change and contextual factors rather than produce statistically representative prevalence estimates.

The sample should be stratified by:

- County and community
- Rural, urban, border and hard-to-reach locations
- Type and intensity of project intervention
- Implementing partner;
- Age group
- Disability status, where safely identifiable
- Survivor, at-risk or other beneficiary status
- Traditional leadership and Sande affiliation
- Membership in Stop FGM Coalitions or community protection structures and
- Level of project achievement, including communities showing stronger progress and those experiencing challenges.

The 12 communities or locations should be selected to reflect variation across the project. Selection criteria should include:

- Geographic representation across all six counties;
- Communities with different levels of reported project performance;
- Communities served by different implementing partners;
- Locations where multiple project interventions were implemented;
- Communities with strong traditional or Sande influence;
- Rural, remote, border or otherwise underserved locations;
- Communities where FGM-related risks reportedly remain;
- Accessibility and security considerations; and
- The feasibility of protecting participants' privacy, safety and confidentiality.

The beneficiary sample should include different categories of women and girls reached by the project, including survivors, women and girls at risk, livelihood beneficiaries, members of community coalitions and Women Human Rights Defenders. It should also include participants who were less engaged or who may not have experienced the expected benefits, where they can be identified safely.

Key informants should include representatives of:

- WONGOSOL's Board, management and project team;
- Implementing partner organizations;
- The UN Women Liberia
- Relevant government ministries and institutions;
- County and local authorities;
- Traditional and Sande leaders;
- Zoes and former practitioners;
- Stop FGM Coalitions and community protection structures;
- Health, psychosocial, legal and referral service providers;
- Women Human Rights Defenders and survivor-led groups;
- Civil society and women-led organizations; and
- Other relevant development partners and duty-bearers.

The proposed sample size is intended to balance the need for geographic coverage, inclusion of different stakeholder perspectives, data saturation, ethical safeguards, available resources and the need to visit all six project counties. The evaluator must present the final sample, selection rationale and anticipated limitations in the Inception Report.

6.5 Theory of Change and Contribution Analysis

The evaluator will reconstruct or validate the project's theory of change in consultation with WONGOSOL, implementing partners and selected stakeholders. This process will examine:

- Whether the expected pathways of change remained valid;
- Whether key assumptions held during implementation;
- How contextual, political, legal, economic and social factors affected results;
- How the project adapted to changes in the operating environment;
- The contribution of different interventions and partners to observed results; and
- Alternative explanations for the changes identified.

Contribution claims must be supported by evidence from multiple sources. Findings should clearly distinguish between outputs delivered, outcomes observed and broader changes to which the project may have contributed.

6.6 Data Analysis and Triangulation

Quantitative data will be analysed using appropriate descriptive methods and disaggregated where safe and feasible. Qualitative data will be coded and analysed thematically against the evaluation questions, theory of change and evaluation criteria.

The evaluator will triangulate evidence across:

- Secondary and primary data;
- Quantitative and qualitative methods;
- Counties and communities;
- Beneficiary and stakeholder groups;
- Implementing partners; and
- Positive, negative, intended and unintended results.

The final report must provide a clear evidence trail connecting findings, conclusions and recommendations. Any contradictions, gaps or limitations in the evidence must be transparently documented.

6.7 Participation, Validation and Evaluator Independence

The evaluation will meaningfully engage primary participants, particularly women and girls, survivors, Women Human Rights Defenders and vulnerable or hard-to-reach groups. Any exclusion of a relevant participant group must be justified in the Inception Report.

Preliminary findings will be presented through a stakeholder debriefing or validation meeting. Validation will be used to verify factual accuracy, clarify findings and identify missing perspectives. WONGOSOL and participating stakeholders may provide feedback, but responsibility for the final analysis, conclusions and recommendations will remain with the independent evaluator.

6.8 Inception Report Requirements

The Inception Report must include:

- A refined evaluation methodology;
- An evaluation matrix linking questions, indicators, data sources and methods;
- A complete list of documents to be reviewed;
- A county and community sampling plan;
- Participant selection criteria;
- Proposed sample sizes by method, county and stakeholder group;
- A fieldwork itinerary covering all six counties;
- A data-management and analysis plan;
- Anticipated limitations and mitigation measures;
- All quantitative and qualitative data-collection tools;
- Informed-consent and assent forms, where applicable;
- Referral procedures;
- A detailed safeguarding, ethics and safety protocol; and
- Measures to protect participants, data collectors and Women Human Rights Defenders.

Any use of artificial intelligence must be disclosed, justified and governed by applicable UN Trust Fund and UNEG requirements. Confidential, sensitive or personally identifiable information must not be entered into unsecured artificial-intelligence systems.

7. Ethics, Safety and Safeguarding

Because the evaluation concerns FGM and violence against women and girls, the safety, dignity, well-being and rights of participants must take precedence over all data-collection and evaluation needs. The evaluator must apply “do no harm,” survivor-centred, trauma-informed, child-safe, gender-responsive and culturally appropriate principles throughout the evaluation.

The evaluator must put in place specific safeguards and protocols to protect the physical and psychological safety of respondents, evaluators, interpreters, facilitators, data collectors and other persons involved in collecting the data. These measures must be documented in the Inception Report and applied during the design, data collection, analysis, validation and reporting stages.

At a minimum, the evaluator must:

- Design data-collection tools and interview approaches that are culturally appropriate, gender-sensitive, accessible and carefully worded to minimize discomfort, fear, retraumatization or psychological distress among respondents;
- Pilot all data-collection tools before fieldwork and revise any questions or methods that may be confusing, culturally inappropriate, intrusive or likely to cause distress;
- Obtain voluntary and informed consent from every participant and explain the evaluation's purpose, procedures, potential risks and benefits, confidentiality protections, withdrawal rights and intended use of the information in clear and accessible language;
- Ensure that participants understand that participation is voluntary, that they may decline to answer any question or end the interview at any time, and that their decision will not affect their access to project benefits, services or future support;
- Protect participants' privacy, confidentiality and anonymity. Names and other identifying details must not appear in public reports, case studies or communication products without explicit and documented consent;
- Avoid collecting unnecessary personal or identifying information and do not seek disclosure of individual experiences of violence unless directly relevant, ethically justified and safely managed;
- Never interview survivors solely to verify whether reported violence or FGM occurred;
- Use trained female data collectors for direct engagement with women and girls where culturally and ethically appropriate. All data collectors must demonstrate competence in sensitive data collection relating to ending violence against women and girls;
- Train all evaluation personnel on informed consent, confidentiality, safeguarding, trauma-informed interviewing, distress management, referral procedures, data protection and the prevention of sexual exploitation, abuse and harassment;
- Undertake a specific risk assessment before involving participants under 18. The evaluator must apply child-safeguarding procedures, obtain appropriate guardian consent and child assent, and avoid questions or methods that could expose children to harm, punishment, stigma or retaliation;
- Select safe, neutral, accessible and private locations and appropriate times for interviews and discussions. The evaluator must carefully manage group composition, power dynamics and the presence of traditional, community or family authorities;
- Ensure that participation does not expose women, girls, survivors, Women Human Rights Defenders or other respondents to stigma, retaliation, intimidation, community hostility or unwanted identification;
- Develop a field-level safety and security plan for respondents and data collectors, including procedures for travel, community entry, emergency communication, check-ins, incident reporting and withdrawal from unsafe situations;
- Assess and mitigate risks faced by evaluators and data collectors, including physical threats, community resistance, intimidation, emotional distress, secondary trauma and burnout;
- Provide regular team debriefings and appropriate psychosocial support or referral options for data collectors who may experience emotional distress or secondary trauma;
- Prepare, verify and use current referral pathways for health, psychosocial, protection, safeguarding and legal services. Participants requesting assistance or showing signs of distress must be offered information and referrals without being pressured to accept support;
- Establish clear procedures for responding to distress during interviews, including pausing or ending the interview, providing immediate supportive responses and activating referral pathways where requested or necessary;
- Securely collect, transfer, store, minimize, anonymize, retain and dispose of evaluation data in accordance with an approved data-protection and data-management plan;
- Restrict access to identifiable and sensitive information to authorized evaluation personnel and use password protection, encryption or other appropriate security measures;

- Obtain separate, explicit and documented consent for photographs, audio recordings, video recordings, quotations and case studies. Refusal to be recorded or photographed must not prevent a person from participating in the evaluation;
- Ensure that quotations, case studies and Significant Change stories are anonymized and presented in ways that prevent direct or indirect identification of participants and communities;
- Never disclose sensitive, confidential or identifiable information to community leaders, project staff, implementing partners, authorities or other third parties without authorization, except where applicable mandatory-reporting or immediate safety requirements apply;
- Immediately report safeguarding concerns through agreed WONGOSOL procedures while respecting confidentiality, survivor choice and applicable mandatory-reporting requirements; and
- Obtain any required ethical review or administrative approval before beginning primary data collection.

The Inception Report must include a detailed ethics, safety and safeguarding protocol covering risks to respondents and data collectors, informed consent, child participation, confidentiality, distress management, referral procedures, data protection, incident reporting and field security.

Any ethical or safeguarding incident arising during the evaluation must be reported promptly through the agreed channels and managed in accordance with WONGOSOL's safeguarding procedures and applicable UN Trust Fund and UNEG standards.

Approval gate The evaluator may begin primary data collection only after WONGOSOL and the UN Trust Fund Evaluation Focal Point approve the Inception Report, and only after project activities are programmatically complete.

8. Deliverables and Quality Requirements

The evaluator will be responsible for the deliverables listed below. All deliverables must be in English, professionally edited, accessible to diverse audiences and consistent with the approved ToR and Inception Report. The evaluator must address substantive feedback from WONGOSOL, the Evaluation Reference Group and the UN Trust Fund, and explain any feedback not incorporated. UN Trust Fund approval of the final report is required before final payment.

Deliverable	Indicative deadline	Minimum requirements
1. Inception Report	Within 3 weeks of contract signature	Refined design and workplan; desk-review findings; evaluation matrix; sampling; stakeholder-engagement plan; data-analysis plan; ethics/safety and data-protection protocols; limitations; all tools and consent forms; AI-use declaration where applicable. Requires UN Trust Fund approval before fieldwork.
2. Data collection and debrief	After approval and programmatic completion	Ethical fieldwork in approved locations; secure data management; concise debrief on emerging findings, risks and any deviations.

Deliverable	Indicative deadline	Minimum requirements
3. Draft Evaluation Report	[TBA; align with UN Trust Fund]	Complete report following the UN Trust Fund Draft/Final Evaluation Report Template; evidence-based findings for every question; conclusions; practical recommendations; annexes; and response to quality standards.
4. Validation presentation	[TBA]	Presentation of preliminary findings and facilitation of a validation meeting; written record of feedback, preserving evaluator independence.
5. Final Evaluation Report	No later than 2 months after project end	Revised report in editable Word and PDF; comment-response matrix; anonymized, proofread and compliant with all mandatory sections, disclaimer and annexes.
6. Evaluation Summary	With final report	A clear 5-10 page summary for advocacy, learning and dissemination, following the UN Trust Fund Evaluation Summary Template.
7. Data and materials handover	With final report	Clean anonymized dataset(s), codebook, final tools, analysis files and presentation, transferred securely to WONGOSOL, subject to consent and data-protection requirements.

9. Indicative Assignment Schedule

Stage	Timing	Lead
Contracting and document handover	[October 15, 2026]	WONGOSOL / Evaluator
Inception consultations and desk review	Weeks 1-2	Evaluator
Inception Report submitted	By end of Week 3	Evaluator
Review and approval of Inception Report	Allow at least 5 working days per review round	WONGOSOL / UN Trust Fund
Data collection	After project activities are complete and inception approval is received	Evaluator
Analysis and validation	[April 15, 2027]	Evaluator / Reference Group
Draft report submitted	[April 20, 2027; allow 10 working days per UN Trust Fund review]	Evaluator
Final report and summary submitted	No later than 30 April 2027	Evaluator

The successful evaluator will submit a detailed workplan in the Inception Report. Dates may be adjusted in consultation with the UN Trust Fund Evaluation Focal Point, but the final evaluation report and summary must be submitted within two months of the confirmed project end date.

10. Management, Roles and Responsibilities

The evaluation will be commissioned by WONGOSOL and conducted by an independent external evaluator or evaluation team. The consultant will be directly managed by and report to the Executive Director of WONGOSOL. Day-to-day coordination will be undertaken by the designated WONGOSOL Evaluation Task Manager, working under the supervision of the Executive Director.

The Evaluation Task Manager will serve as the principal contact between the evaluator, WONGOSOL, implementing partners, the Evaluation Reference Group and the United Nations Trust Fund to End Violence against Women.

10.1 WONGOSOL Executive Director

The Executive Director will:

- Provide overall leadership and institutional oversight for the evaluation;
- Directly manage the consultant's contract and receive all contractual deliverables;
- Approve evaluation-related administrative and logistical arrangements;
- Ensure that the evaluator has appropriate access to WONGOSOL's records, staff, partners and relevant stakeholders;
- Ensure that WONGOSOL staff and implementing partners respect the evaluator's independence;
- Receive and coordinate WONGOSOL's management response to the evaluation recommendations; and
- Authorize payments following confirmation that the required deliverables have been reviewed and accepted in accordance with the contract and UN Trust Fund requirements.

10.2 WONGOSOL Evaluation Task Manager

The Evaluation Task Manager will:

- Lead the day-to-day coordination of the evaluation process, procurement, logistics and communication with the evaluator, the UN Trust Fund and the Evaluation Reference Group;
- Serve as the evaluator's primary operational contact throughout the assignment;
- Develop and maintain the evaluation schedule and deliverable-tracking system;
- Provide timely access to project documents, monitoring data and relevant stakeholders;
- Coordinate quality assurance, fact-checking and consolidated feedback from WONGOSOL and relevant stakeholders without directing findings or compromising evaluator independence;
- Coordinate safe introductions, field access, accessibility arrangements and other logistical support;
- Ensure that requested feedback is consolidated and communicated to the evaluator within the agreed timeframe;
- Maintain records of deliverable submissions, reviews, approvals and revisions; and
- Coordinate the stakeholder validation meeting and preparation of the management response and action plan.

The Evaluation Task Manager and other WONGOSOL staff will not participate directly in interviews or focus group discussions unless a justified exception is proposed by the evaluator and approved in the Inception Report.

10.3 Additional WONGOSOL Support Personnel

Relevant WONGOSOL personnel will support the evaluation within their respective areas of responsibility. These may include:

Programme Manager/Project Team

- Provide project background, implementation records, workplans and narrative reports;
- Support the identification of relevant project locations and stakeholder categories;
- Explain project adaptations, implementation challenges and contextual developments; and
- Participate as evaluation respondents when requested by the evaluator.

Monitoring, Evaluation and Learning Personnel

- Provide the results framework, baseline information, indicator tracking data, beneficiary records and monitoring tools;
- Explain data-collection and reporting systems, definitions and known data limitations;
- Support the secure transfer and interpretation of monitoring data; and
- Assist with factual verification without influencing the evaluator's analysis.

Finance Personnel

- Provide approved budgets, expenditure reports, financial statements and relevant supporting information;
- Explain budget revisions, expenditure patterns and financial-management arrangements; and
- Support the evaluator's assessment of efficiency and use of resources.

Safeguarding Focal Person

- Brief the evaluator on WONGOSOL's safeguarding policy, reporting procedures and referral pathways;
- Support the verification of available health, psychosocial, protection and legal referral services;
- Receive and respond to safeguarding concerns in accordance with established procedures; and
- Advise on measures to protect participants, data collectors and Women Human Rights Defenders.

Administration and Logistics Personnel

- Support travel, accommodation, meeting venues, transportation and other approved logistical arrangements;
- Assist with safe and timely access to the six project counties; and
- Support procurement and administrative documentation related to the evaluation.

Implementing Partners

- Support safe community entry and introductions to relevant stakeholders;
- Provide county- and community-level project documentation;

- Assist with logistical arrangements and accessibility, where required; and
- Avoid selecting respondents on behalf of the evaluator or remaining present during interviews and focus group discussions unless specifically requested for accessibility, safeguarding or interpretation reasons.

All WONGOSOL personnel and implementing partners must maintain appropriate boundaries and must not influence participant selection, responses, findings, conclusions or recommendations.

10.4 External Evaluator or Evaluation Team

The external evaluator or evaluation team will report directly to the Executive Director of WONGOSOL and coordinate day-to-day activities through the Evaluation Task Manager.

The evaluator will:

- Maintain independence, impartiality, transparency and professional judgment;
- Design and implement the evaluation in accordance with the approved ToR and Inception Report;
- Develop the evaluation matrix, sampling plan, data-collection tools, fieldwork plan and analysis framework;
- Collect, manage and analyse data ethically and safely;
- Ensure the physical and psychological safety of respondents and data collectors;
- Maintain the confidentiality and security of all evaluation data;
- Deliver all outputs according to the required quality standards and schedule;
- Promptly disclose conflicts of interest, safeguarding concerns, significant limitations and proposed methodological changes;
- Present preliminary findings for validation without surrendering responsibility for the final analysis;
- Revise deliverables in response to consolidated feedback and maintain a written comment-response matrix explaining how feedback was addressed; and
- Retain full responsibility for the evaluation's findings, conclusions and recommendations.

10.5 Evaluation Reference Group

A small Evaluation Reference Group will be established to provide technical and contextual advice. Membership may include relevant implementing partners, technical actors, government representatives, civil society representatives and other informed stakeholders.

The Evaluation Reference Group may:

- Provide advice on context, stakeholder groups and access;
- Review the Inception Report, Draft Evaluation Report, Final Evaluation Report and Evaluation Summary;
- Participate in validation discussions;
- Identify factual inaccuracies, evidence gaps or missing perspectives; and
- Participate as evaluation respondents where appropriate.

The Evaluation Reference Group will not manage the evaluator, approve payments, control the evaluation methodology or direct the evaluator's analysis, findings, conclusions or recommendations.

10.6 United Nations Trust Fund to End Violence against Women

The UN Trust Fund Evaluation Focal Point will provide methodological support and review and approve the ToR, Inception Report, Draft Evaluation Report, Final Evaluation Report and Evaluation Summary.

The UN Trust Fund Evaluation Focal Point will not participate in primary data collection or serve as a member of the Evaluation Reference Group. The UN Trust Fund Portfolio Manager must be included as an evaluation stakeholder and data source.

Reporting and Coordination Structure

The reporting relationship will be as follows:

- The evaluator will report directly to the WONGOSOL Executive Director;
- The evaluator will coordinate routine evaluation activities through the WONGOSOL Evaluation Task Manager;
- Other WONGOSOL personnel will provide technical, financial, safeguarding, administrative and logistical support through the Evaluation Task Manager;
- The Evaluation Reference Group will provide advisory and quality-assurance input without exercising management authority; and
- The UN Trust Fund Evaluation Focal Point will provide methodological review and approval in accordance with UN Trust Fund requirements.

11. Required Qualifications and Competencies

The assignment may be undertaken by an individual evaluator, a lead evaluator with support personnel, or a qualified firm. The lead evaluator/core team must demonstrate:

- An advanced degree in evaluation, social sciences, gender studies, public health, development studies or a related field.
- At least seven years of progressively responsible experience designing and leading independent evaluations, including mixed-method and theory-based approaches.
- Demonstrated expertise in ending violence against women and girls; strong knowledge of FGM and social-norm change is highly desirable.
- Proven ability to conduct gender-responsive, human rights-based and LNOB-sensitive evaluations in line with UNEG/OECD-DAC standards.
- Demonstrated experience with ethical and safe data collection involving survivors or populations at risk of violence, including safeguarding, referral and data-protection protocols.
- Experience working in Liberia or a comparable West African context, with strong understanding of cultural institutions and community dynamics.
- Excellent written and spoken English. Relevant Liberian language capacity within the team is an asset and should be specified.
- Strong quantitative and qualitative analysis, facilitation, report-writing and communication skills.
- Ability to complete the assignment within the required timeframe and produce high-quality Word and PDF deliverables.

A gender-balanced and culturally diverse team that meaningfully uses national or regional expertise is preferred. For direct engagement with women and girls, the proposed team composition must be ethically and culturally appropriate.

12. Independence and Conflict of Interest

The evaluator(s) must be fully external and independent from WONGOSOL and all implementing partners. They must not have participated in the project's design, implementation, management or advisory arrangements, or in any other UN Trust Fund-funded project involving the applicant. WONGOSOL and partner staff, including monitoring and evaluation personnel, are not eligible to serve as evaluators. A consultant who conducted the project baseline may be considered, subject to disclosure and assessment of independence. All actual, potential or perceived conflicts of interest must be declared.

13. Application and Selection Process

Interested applicants should submit:

- A technical proposal demonstrating understanding of the assignment and presenting a feasible methodology, ethical approach, sampling strategy and workplan.
- A financial proposal showing professional fees and all anticipated costs, including travel, fieldwork, data collection, accessibility, translation/interpretation, validation and report production, as applicable.
- Curriculum vitae for each proposed team member and a clear description of roles and level of effort.
- At least two samples of comparable evaluation reports for which the proposed lead evaluator was principally responsible.
- Contact details for three professional references.
- A signed declaration of independence, conflict of interest, safeguarding commitment and availability.

Applications will be assessed through an open, competitive and transparent process. Indicative criteria are:

Criterion	Weight
Relevant evaluation experience and quality of work samples	25%
Technical approach, methodology and feasibility	25%
EVAWG/FGM, gender equality, human rights and ethical-safety expertise	20%
Liberia/West Africa context, team composition and language capacity	15%
Workplan and availability	5%
Financial proposal and value for money	10%

Application deadline: [September 30, 2026]

Submission email/address: libngowomen@yahoo.com, info@wongosol.org cc edavisy2016@gmail.com, edavisy@wongosol.org

Email subject: Application - Final Evaluation of the Liberia Fight FGM Project

Only shortlisted applicants will be contacted. WONGOSOL may request clarification, interview candidates and verify references and work samples before award.

14. Budget and Payment Schedule

The evaluation budget is \$20,000.00USD. This budget covers the evaluator's consultancy fees and all other approved costs required to complete the assignment, such as travel, fieldwork, accessibility accommodations, interpretation or translation, validation, editing, design and dissemination, as applicable. The financial proposal must be comprehensive and clearly distinguish professional fees from reimbursable and fieldwork costs. Any budget change requires prior approval in line with the Partner Agreement.

Budget Item	Description	Amount(USD)	Indicative payment
Consultancy fee	Professional fees, methodology, data collection, analysis and preparation of evaluation reports	\$10,000	50%
WONGOSOL staff support	Staff time for coordination, documentation, logistics and support to the evaluator	\$3,000	15%
Validation meeting/report launch	Venue, refreshments, materials, stakeholder participation and related logistics	\$4,000	20%
Editing, translation and design	Professional editing, translation where required, formatting and graphic design of the report	\$2,000	10%
Evaluation summary and communication products	Preparation of a 5–10-page summary, leaflet and/or infographic	\$1,000	5%
Total		\$20,000	100%

Milestone	Indicative payment
Approval of Inception Report	40%
Submission and acceptance of complete Draft Evaluation Report	40%
UN Trust Fund approval of Final Evaluation Report, Evaluation Summary and all agreed deliverables	20%

Payments are subject to satisfactory completion and approval of deliverables and applicable statutory deductions.

15. Ownership, Confidentiality and Publication

- All deliverables, anonymized datasets and materials produced under the assignment will be the property of WONGOSOL, subject to participants' consent and applicable data-protection requirements.
- The evaluator may not publish, share or use confidential information or evaluation products without WONGOSOL's prior written authorization.
- The final report must anonymize participants, include the required disclaimer, document consent for any photographs or attributed quotations, and include all mandatory annexes.
- Subject to WONGOSOL's permission and satisfactory quality, the UN Trust Fund may publish the final evaluation in its Evaluation Library.

16. Key Reference Documents

- UN Trust Fund Final External Project Evaluation Guidelines for Grantee Partners (2026).
- UN Trust Fund Evaluation Guidance for Evaluators and applicable templates: Terms of Reference, Inception Report, Draft/Final Evaluation Report, and Evaluation Summary.
- UNEG Norms and Standards for Evaluation and applicable UNEG ethical guidance, including guidance on AI use in evaluation.
- WHO ethical and safety recommendations for research and data collection on violence against women.
- Approved project proposal, theory of change, results framework, baseline and monitoring data, progress and financial reports, and relevant WONGOSOL policies and protocols.
- Relevant Liberian laws, policies and strategies and international/regional frameworks addressing FGM, EAWG, gender equality and human rights.

Annex 1. Indicative Documents to Be Provided to the Evaluator

- Partner Agreement and approved project proposal, budget, theory of change and results framework.
- Baseline/evaluability materials, monitoring plan, indicator data and beneficiary records in anonymized form.
- Narrative and financial progress reports, partner reports and documentation of adaptations.
- Training, community-engagement, coalition, livelihood, survivor-support and advocacy materials.
- Safeguarding policy, referral protocols, informed-consent templates and data-protection procedures.
- Stakeholder mapping and contact plan prepared by the Evaluation Task Manager.
- UN Trust Fund evaluation guidance, templates and required forms.

Annex 2. Mandatory Report Expectations

The final report must be a stand-alone, evidence-based document that:

- covers the full project period and responds explicitly to all approved evaluation questions;
- presents qualitative and quantitative evidence, including final indicator performance and disaggregation where safe and feasible;
- clearly distinguishes findings, conclusions, lessons and recommendations;
- documents methodology, sampling, ethics, limitations, stakeholder participation and any deviations from the Inception Report;
- uses a gender analysis framework and examines differences among stakeholder groups;
- contains practical, prioritized recommendations linked to evidence and addressed to responsible actors;
- contains no identifiable or confidential participant information without documented consent; and

- includes all annexes required by the UN Trust Fund Draft/Final Evaluation Report Template.