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**TERMS OF REFERENCE:**

Mid-Term Review (MTR) of the Girls Get Equal project in country Bangladesh

# Introduction and Background

## **About Plan International**

Plan international is an independent development and humanitarian organisation that advances children’s rights and equality for girls. We strive for a just world, working together with children, young people, our supporters and partners. We work globally at the grassroots to advance these rights. We conduct long-term development work in more than 50 countries and raise money in more than 20 countries. Plan International is religiously independent, politically neutral, and has worked for children since 1937.

Plan International has been operating in Bangladesh since 1993 Plan International Bangladesh Country Strategy (2020-2030) set its vision partnering to empower girls and young women, to be heard, to live without fear of violence and to achieve their rights. in doing so, Plan international Bangladesh will empower children and young people as drivers of systemic change to gender norms and power relationships; Promote an enabling environment for girls and young women to realize their sexual and reproductive health and rights and to live free from violence; Raise public and private sector support for young women to access decent work opportunities in the twenty- 21st century labour market and have control over resources.

Plan International Bangladesh (PIB) has the Country office in Dhaka, from where we are operating projects in Dhaka, Rangpur, Barisal and Chittagong divisions. Since 2017, we have a strong presence at Cox's Bazar.

## **Project Background**

The Girls Get Equal Programme is a five-year framework agreement of NOK 246 400 000 between Plan International Norway and Norad. The Programme aims to reduce the prevalence of Child, Early and Forced Marriage (CEFM) in selected target areas in six countries: Bangladesh, Malawi, Nepal, Niger, Tanzania and Uganda through five integrated outcome areas:

* Outcome 1: Retention of girls in school
* Outcome 2: Knowledge of SRHR among adolescents
* Outcome 3: Economical opportunities for girls and families at high risk of CEFM
* Outcome 4: Communities embrace norms that value the girls and support girls and boys to delay marriage
* Outcome 5: Responsiveness of duty bearers at national, district and sub-district levels to prevent and respond to child rights violations, particularly CEFM

The Girls Get Equal programme in Bangladesh will reach 26,000 children and youth in Barguna District with interventions to reduce child, early and forced marriage (CEFM) across the five outcome areas.

Within the girls’ retention in school and youth **economic empowerment** outcomes, GGE Project support schools to introduce a more gender responsive and child-friendly pedagogy and school codes of conduct. Mainstream formal education will be linked up in partnerships with Technical and Vocational Education and Training (TVET) institutions to provide an attractive offer and encourage girls to stay in school. Plan will train girls and their families in livelihood skills and establish linkages to the private sector to provide employment opportunities.

* In terms of **sexual and reproductive health and rights (SRHR),** in-school adolescents receive training through the integrated Gender Equity Movement in Schools Module (GEMS) package, a 2-year curriculum on SRHR, gender-based violence (GBV), and gender equality for younger adolescents. Out-of-school adolescents will be trained on SRHR by using Plan’s Champions of Change methodology.
* Within the **social** **norm change** work, the programme working with boys and men to promote positive masculinities to change stereotypes, social norms and behaviour that work against the potential of girls. Youth organisations and individual youth will be mobilised and receive support to act as drivers of change and bring about improvements to gender norms, policy and legislative changes. The programme will furthermore conduct awareness trainings on CEFM with community religious leaders, teachers, marriage registration officers (kazis), and solemnisers of marriages.
* When it comes to child protection, the programme working to influence the implementation and enforcement of the Child Marriage Restraint Act 2017, to form effective and well-functioning local level child marriage prevention committees and to encourage reporting on child marriage cases.
* Globally, the programme will benefit more than 317,000 children, adolescents and youth, 544 schools and 741 communities, and inclusion of children and youth with disabilities (CwDs) will be mainstreamed. In Bangladesh, we are working with 108 schools and communities according to the village is 245. For Bangladesh following are the target group as per objectives:

 **Outcome 1: Retention of girls in school**

* 108 secondary schools, including madrassahs and TVET institutions will be supported to strengthen the implementation of ‘Safe, Inclusive and Girls-friendly schools’
* 5760 out-of-school children receive accelerated or alternative basic education
* 1040 educational staff will be trained in code of conduct and inclusive pedagogy

**Outcome 2: Knowledge of sexual and reproductive health and rights among adolescents**

* 13678 adolescents have knowledge of quality SRHR
* 688 educational staff and trainers are trained on SRHR
* 4936 traditional initiators, parents or relevant local actors receive training on SRHR

**Outcome 3: Strengthened economic opportunities for girls and families at high risk of CEFM**

* Facilitate skills and employment opportunities for decent incomes for 2200 youth, focusing especially on girls
* 2000 critically poor families at high risks of CEFM receive economic support so they do not need to marry off children due to poverty

**Outcome 4: Communities embrace social norms that value the girl child and support them to delay marriage**

* 23540 community members receive awareness-raising on gender equality, child rights and CEFM
* 5120 girls and boys receive training on gender equality, child rights and CEFM (using the Champion of Change methodology)

**Outcome 5: Increased responsiveness of duty bearers at national, district, and sub-district levels to prevent and respond to child rights violations, particular CEFM.**

* 133 CBCP committees/mechanisms  are functional and with higher sustainability level
* 64 civil society organizations engaged in advocacy relating to CEFM, including child protection, child rights, inclusion, gender equality
* 1638 official duty bearers/CBCP members trained
* 32 civil society organisations have increased capacity on policy advocacy

Outcome indicators are added as an Annex to help understand the project.

# Purpose of the Mid-Term Review

The MTR is a requirement set by Norad, the Norwegian Agency for Development Cooperation. The main purpose of this MTR is to assess program implementation, draw lessons on the progress made so far in each country program and to identify areas of improvement to ensure that the program meets the intended outcomes. The review should serve to identify strengths, weaknesses, opportunities and threats and evaluate interventions and results in the specific contexts based on findings and in line with Organization for Economic Co-operation and Development (OECD) Development Assistance Committee (DAC) standards. The MTR must deliver relevant and actionable recommendations for the remaining program period. The findings and recommendations in the MTR will also be important for informing the next application for a second framework agreement with Norad.

**Key objectives:**

1. Review project progress to date in line with OECD/DAC standards
2. Analyse results achieved, identify areas of improvement and make specific and actionable recommendations for the remaining project period
3. Analyse findings related to key thematic questions as per section 5 of this ToR
4. Identify the value of each outcome and intermediate outcome indicators as per define and disaggregated in Project RF. Compare the value with Baseline to measure the progress of the project against the target for the Midterm.

# Scope of the Review

The MTR will assess the first two years of implementation of the Girls Get Equal program, 2020 and 2021. The actual MTR will take place between April and August 2022 in all the countries of program implementation: Bangladesh, Malawi, Nepal, Niger, Tanzania and Uganda. All six countries will undertake individual MTR of their respective in-country projects based on this ToR. The review will assess both qualitative and quantitative achievements so far by the project in line with the intended outcomes, and will identify any problems, potential solutions and develop a set of recommendations based on country-specific findings from the evaluation for the remainder of the program duration. This evaluation will measure the progress against the project indicators as well as the project intervention areas. The review needs to take into account the limitations and challenges caused by the current COVID-19 pandemic, which caused a late programme start-up, from mid-2020 only. School closures, restrictions in movement and restrictions in gathering of people caused challenges in project implementation. The COVID-19 pandemic must be taken into account when evaluating results and projects interventions with alternative modalities over the past 2 years. However, this evaluation will also bring the lessons learnt and best practices of the project to achieve the project objectives during the critical COVID-19 period.

# OECD/DAC evaluation criteria and principles for implementation review

The OECD DAC Network on Development Evaluation (EvalNet) has defined six evaluation criteria – relevance, coherence, effectiveness, efficiency, impact and sustainability – and two principles for their use. These criteria provide a normative framework used to determine the merit or worth of an intervention (policy, strategy, program, project or activity). They serve as the basis upon which evaluative judgements are made. There are also two Principles 1: contextualized 2: fit to purpose, not mechanistically.



# Key Thematic Focus

The country-specific MTRs will be in accordance with this generic ToR and adjusted to the local programming context. An overarching question is how the outcomes of the program have contributed to a reduction in CEFM. However, a challenge for a MTR like this is the relatively short time for implementation, and that changes in practice on CEFM take place over long time. We do expect to see more results on outcome and impact level in the final evaluation of the project.

In addition to the review of the program implementation following OECD/DAC standards, each country-specific MTR will focus on some key thematic questions related to the five outcomes of Girls Get Equal. Each of the six country-specific MTRs will address these questions, however, they may adjust them as relevant to the local context, and they may also add more questions as needed.

**Outcome 1:** What components of the project have contributed most to supporting girls’ and Children with disabilities retention in primary and secondary school?
**Outcome 2:** What are young people’s perspectives and experiences of SRHR? How does the SRHR interventions support girls’ retention and delay marriage? To what extent is SRHR knowledge integrated in the other GGE outcomes such as YEE activities (outcome 3) or responsiveness of duty bearers (outcome 5)?
**Outcome 3:** What effect does the economic empowerment interventions have on girls’ and families’ decision to delay marriage?
**Outcome 4:** What is the role of parents’ and youth’s relationship and communication in embracing social norms change? To what extent have we succeeded in mobilizing religious/traditional leaders and government officials in embracing norms that value girls and support them in delaying marriage?
**Outcome 5:** What are Community Based Child Protection (CBCP) groups’ opinions of the GGE program, is GGE support relevant to their goals?What would be the status of the CBCP groups if GGE was not implemented? How has this project contributed to implementation of National policy, plan or strategies? What has been the contribution of CSO, different duty bearers and CAY movement in advocating for policy change?

The consultant would need to use an appropriate set of guiding question support proper analysis to be able to arrive at this conclusion, such as:

* What are the strategies adapted to achieve the desired results?
* What has been implemented, achieved and how? What strategies has taken to adapt with the changing situation with COVID 19
* What worked well, what did not and why?
* What is the best practices and lesson learned from the project implementation.
* Challenges and recommendation

This set of questions should apply across all the 5 outcome areas across all programme countries.

# Methodology, Data and Ethical Guidelines

An external consultant identified by the Country Office (CO) should carry out the MTR. The MTR should apply both qualitative and quantitative methodological approaches in order to compare actual progress against study objectives and targets against project indicators. The program has a rigorous monitoring and evaluation framework, which includes a large set of quantitative data (the tool workbook). Research questions will be answered by rigorously assessing findings and facts from this database, relevant documents, interviewing key stakeholders, participants and project staff. Key documents include the GGE framework agreement, baseline report, country-specific proposals, results frameworks, tool workbooks and annual progress reports, quarterly and annual financial reports, indicator definition guideline, and other relevant background documents.

**Data collection**

Data collection will take place in-country, and Plan International CO and Plan International Norway (NNO) staff will support this process. The consultants should apply online/digital tools for data collection to the extent possible. The review will adhere to the ethical standards and Safeguarding of Plan international as outlined in the annex.

**Sample size**

The consultant will assess programme target reach and MTR key questions, and use technical capacity to propose appropriate sampling procedures and sample size, and respondents. The consult will also give rationale and justification of their proposed sampling procedure, sample size, and population categories. NNO and CO will assess the proposal and approve the sampling procedure and size before actual data collection.

**Analysis**

Based on the methodologies used for data collection, the consultant will use their technical analytical skills and applications to do good analysis. The analysis chapter of the MTR inception report should be clear and explain analysis processes to be used.

# 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. 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 consultant(s) shall also explain how confidentiality and anonymity of participants will be guaranteed.

# Deliverables and Timelines

MTRs will take place in all six countries, and the Plan COs will recruit consultants locally. The timeline is from Mayuntil October 2022. Each CO will organize an in-country MTR, using a local consultant. The timeline should be adapted to the local context.

Overview of some key deliverables the consultants need to submit from each country:

* **Recruiting a national consultant May/June 2022.** For Bangladesh as per CD approved guideline this process includes approval of TOR, Circular, proposal submission, proposal assessment and finalize the consultant. This process will take 30 days.
* **Inception Report and startup meeting June 2022** with detailed plan and methodology including data collection tool presented to CO and NNO and agreed before startup of data collection. After incorporating the feedback of CO consultant can start data collection and this process need to complete by 10 days.
* **Data collection June-July 2022** by consultant and supported by Plan International CO.
* **Draft MTR report with preliminary findings and recommendations by July 30th** to be presented to and discussed with CO and NNO.
* **Stakeholder validation workshop** of the MTR findings before final report is issued.
* **Final report with executive summary by Aug 15th** Not exceeding 30 pages plus annexes. Findings should focus on specific objectives of the study. A brief executive summary is mandatory (not more than 3 pages), containing key findings and recommendations for the study.
* **Consolidated MTR report for all six GGE countries** by Oct 1st 2022 to be presented to Norad in the annual meeting.

There will be one global report highlighting key findings from all six country reports and with an executive summary, based on all submitted country reports. This report should be no longer than 15 pages plus annexes. The consolidated report will be the responsibility of NNO and written by a consultant. The findings from the MTR will be of great importance when negotiating a new framework agreement with Nord.

The payment will be made in three instalments:

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| **Instalments** | **Percentage** | **Timeline** |
| First instalment | 30 | Upon acceptance of inception report |
| Second instalment | 30 | After receiving the first draft report  |
| Final instalment | 40 | Upon acceptance of final report. |

# Qualification and experience of the consultant/team

The consultant(s) should be qualified and experienced individual or consulting firm. The consultant profile should include:

1. A research specialist with a minimum of five years’ experience in program/project reviews in an international development context, including results-based monitoring and evaluation.
2. Master’s degree or higher qualification in the areas of social sciences, pedagogy or other relevant fields
3. Relevant experience and knowledge in the thematic areas of gender equality and inclusion, CEFM including social norm change, Sexual and Reproductive Health and Rights and Youth Economic Empowerment (YEE).
4. Ability to independently plan, design and conduct the MTR, including quantitative and qualitative research and participatory methods. This may include the design of surveys, in-depth interviews, focus’ group and research tools. Potential use of digital research methods is an added advantage, and the consultant(s) must have a solid understanding of statistics and data analysis.
5. The consultant(s) must interact and collaborate with Plan International CO staff, and report regularly on progress as well as any challenges.
6. Interested consultants should submit a technical proposal with timeline and a separate budget with estimated working days, fees and other costs.

**Potential consultant(s) shall disclose any conflict of interest with ongoing project activities of the organization.**

# Evaluation criteria and scoring

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| **Criteria** | **Score**  |
| Appropriate methodology to address the study objectives  | 40 |
| Relevant competency of team leader and relevant team composition | 40 |
| Amount of budget and justification  | 20  |

# Application Process

Interested candidates should submit applications by close of business xxxx 2022 to the CO. NNO would like to be involved in the selection of consultant. The application must include the following:

1. Brief application letter (max 1 page).
2. Updated CVs/profiles clearly showing the qualification and experience of the lead consultant and his/her team, the CVs must have three references;
3. A narrative/technical proposal which should include evaluator(s) very clear understanding and interpretation of the ToRs, a thorough evaluation methodology and a detailed plan for the MTR;
4. A financial proposal indicating # of working days, fees for the consultancy and incidentals;
5. Technical proposal content should not exceed 07 pages (Arial font 11). Only proposal specific information should be included. Financial proposal should not exceed 2 pages.
6. References, with copies or online links, to at least two comparable reviews /evaluations carried out by the bidding consultants.

# Submission of Applications

The technical and financial proposals should be submitted electronically to the email address: planbd.consultant.hiring@plan-international.org with title ‘**Proposals for Mid-Term Review (MTR) of the Girls Get Equal project in country Bangladesh’** as subject.

Proposal submitted to any other email account except this and in hard copy will be treated as disqualified. Submissions after the deadline **29th May, 2022 before at 3:00 PM** will be treated as disqualified. Two different folders i.e. technical and financial should be submitted into one zip folder with a covering letter. The proposals should be submitted in pdf format.

***Any direct or indirect pressure/persuasion/harassment to any Plan staff shall disqualify shortlisted vendors’***

**Contact person**

For any further queries, please communicate to Md. Enamul Haque, Supply & Procurement Specialist, Plan International Bangladesh through E-mail: enamul.haque@plan-international.org.

# Ethical Considerations

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. 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 consultant(s) shall also explain how confidentiality and anonymity of participants will be guaranteed.

The consultant(s) should be aware that there will be nothing in the study that may be harmful for respondents regarding legal or medical ground. No one would be forced to provide information for the study. The objectives will be clearly explained to all the respondents of the study before gathering data from them. The evaluators will be abstained from collecting data from those who will deny or show any kind of disinterest in providing information. Thus, verbal/written consent of the respondents should be taken before collecting data. Confidentiality of data should be maintained and in the report name of the respondents should not be revealed.

# Bindings

All documents, papers and data produced during the assessment are to be treated as Plan International Bangladesh’s property and restricted for public use. The contracted consultant/consultant firm will submit all original documents, materials and data to country office of Plan International Bangladesh before the final payment.

# Negotiations

Once the proposal is evaluated Plan International Bangladesh may enter into negotiation with one or more than one consultant/consulting firm for final selection. If negotiations fail, Plan International Bangladesh will invite consultant/consulting firm whose proposal received and was the next highest score to negotiate a contract. If none of the invited proposals led to an agreement fresh Requests for Proposals (bidding document) will be called.

# Award of contract

The consultant/consulting firm expected to commence the assignment within one week of signing contract.

# Child Protection Policy:

**Safeguarding Children and Young People**

The mentor/s acknowledges that it has received a copy of and has read and understood Plan’s Global Policy on Safeguarding Children and Young People and supporting and briefing materials describing Plan's commitment to child protection including the Safeguarding Code of Conduct and Whistle Blowing Policy as attached.

The mentor/s shall (and shall ensure that its employees, agents, sub-contractors and any other party engaged in the performance of Services) at all times and in all circumstances to abide the Safeguarding Children and Young People Policy for the period of this Agreement.

The mentor/s represents and warrants that neither the mentor nor any of its employees, agents, sub-contractors and any party involved or likely to be involved in the performance of the Services is suspected of involvement or has been suspected of such involvement in an incident of abuse of a child or children and Young People whether as described in the Safeguarding Children and Young People Policy or otherwise in such a way that compromised or compromises the safety of children and Young People.

If at any time during the performance of this Agreement, it comes to the attention of Plan (or any of its officers, employees, agents, sub-contractors or any other party engaged in the performance of Services) that the mentor/s or any of its officers, employees, agents, sub-contractors or any other party engaged in the performance of Services was or is suspected of involvement or has been suspected of such involvement in an incident of abuse of a child or children, whether as described in the Safeguarding Children and Young People Policy or otherwise in such a way that compromised or compromises the safety of children and young people, the mentor shall:

* 1. immediately cease from performing the Services and or remove any such officer, employee, agent, sub-contractor or other party engaged in the performance of Services from the provision of the Services or any aspect connected or related to the provision of the Services; and
	2. immediately report such incident or suspicion to Plan’s Contact and in any event within 24 hours of such information coming to the attention of Plan; and;

Any breach of this clause and or the Safeguarding Children and Young People Policy shall constitute a material breach and shall entitle Plan (in its absolute discretion) immediately terminate this Agreement without notice and or take such other appropriate action as Plan shall in its absolute discretion determine including requesting the removal from the provision of the Services of any suspected officer, employee or other party of the mentor (if applicable); reporting any incident of abuse to the police or instituting legal proceedings for a claim for damages against the mentor.

The individuals shall as well comply with the child and youth safeguarding, gender and conflict of interest policy of Plan International Bangladesh. Any violation/deviation in complying with the policy will not only result in termination of the agreement but also Plan International Bangladesh will initiate appropriate action in order to make good the damages/losses caused due to non-compliance of the policy.

**Gender Equality**

All parties agree to abide by the basic principles of gender equality and comply with the provisions of existing gender-related international and national conventions. Specifically, the parties shall ensure that no gender-based discriminations, bullying, and harassment such as sexual harassment takes place in the course and as part of this engagement (this includes, but is not limited to, physical, verbal, other forms analogous to the foregoing, the use of gender sensitive language in promotional materials, recordings and publications).

Importantly, parties behave in accordance, demonstrate compliance to, and support of prevailing policies and procedures related, be aware of the issues of harassment, bullying and discrimination and the forms it can take and of the damage it can do to individuals and to Plan International, Inc. Parties also agree to report potential breaches, speak out and fully comply confidentially with any investigation and importantly contribute to building an environment advocating and promoting gender equality and free from harassment, bullying and discrimination. An orientation on Plan’s gender equality principle shall be provided by Plan Philippines to the CONSULTANT as requested and/or as deemed necessary.

**Child rights, gender and inclusion**

Plan International Philippines is committed to the wellbeing of children together with Gender Equality and does not tolerate child abuse and sexual harassment. Plan International projects apply gender and inclusion sensitive approaches and explicitly aim for results that improve the rights of children and young people as well as gender equality. Thus, all of Plan International Philippines’s assessments promote the equal participation of all age groups and especially of children, equal gender participation and inclusion of person with disabilities and all marginalized people. How those groups will be included must be reflected in the methodology proposed by the consultant.

# Risk Management

The Consultant/s must take all reasonable measures to mitigate any potential risk to the delivery of the required outputs of this consultancy on time and meeting the expected quality.

# Disclaimer

Plan International Bangladesh reserves the right to accept or reject any or all proposals without assigning any reason what so ever

**Annex 1: Outcome indicators of GGE Project**

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| Outcome 1 Retention of girls in school | O 1.1a % of students dropped out before completing targeted primary schools |
| O 1.1b % of students dropped out before completing targeted secondary schools |
| O 1.2 # of out- of- school children brought into schools |
| **Intermediate Outcome 1.1**  Safe and inclusive learning environment in schools | IO 1.1 Average score measuring improved learning, protection and inclusive environment in schools |
| **Intermediate Outcome 1.2.** Out-of-school children participate in accelerated or alternative basic education classes | IO 1.2.1 # of Out-of-school children, who have participated in accelerated education or alternative basic education classes |
| **Outcome 2** Knowledge of SRHR among adolescents  | O 2 % of adolescents that demonstrate knowledge of SRHR |
| Intermediate Outcome 2.1 Adolescents received information on SRHR | IO 2.1 # of adolescents received information on SRHR |
| **Outcome 3**Economic opportunities for girls and families at high risk of CEFM | O 3# of youth sustaining their own income |
| **Intermediate Outcome 3.2** Youth have access to investment capital | IO 3.2 # of youth with access to capital to facilitates income generation |
| **Intermediate Outcome 3.3** Critially poor families with high risks of CEFM do not need to marry off children due to poverty | IO 3.3 # of critically poor families with high risk of CEFM decided not to marry off girls  |
| **Outcome 4****Communities embrace norms that value the girl and support girls and boys to delay marriage** | O 4.1 # of religion leaders, traditional leaders and government officials supporting the work against CEFM |
| O 4.2 # of initiators, matchmakers, AMC who cooperate to stop the practice of CEFM  |
| O 4.3 % of boys who express support for girls' education and against CEFM |
| O 4.4 % of youth reporting that the family supports equal opportunities for sons and daughters in education and employment and will not marry their children before they are 18. (20 for Nepal) |
| **Intermediate outcome 4.1** Awareness on issues related to CEFM among the public | IO 4.1 # of persons recieved awareness-raising on issues related to CEFM (gender equality, child's rights and harm of CEFM) |
| **Intermediate outcome 4.2**Increased agency (empowerment) among Girls and Boys based on assessment index (see guideline) | IO 4.2 Percentage of adolescents who are empowered based on self-assessment using empowerment index |
| **Outcome 5**ImprovedChild Protection Policies and implementation that affect CEFM | O 5 Policies or implementation of policies that are negative in view of prevention of CEFM are changed (qualitative specification) |
| **Intermediate Outcome 5.2** **Civil Society's role as advocacy actor strenghtened (see explanation and measurement annexed to the Guideline)** | IO 5.2.1 # of CAYs who are active in movement towards child rights and gender equality |
| IO 5.2.2 # of civil society organisations engaged in advocacy relating to driving forces towards CEFM, such as child protection, child rights, inclusion, CEFM and gender equality. |

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