



MenEngage Alliance

working with men and boys for gender equality

Terms of Reference

Consultancy to conduct an external progress assessment of MenEngage Alliance's Youth Strategy (2021-2024)

Overview

The MenEngage Alliance Global Secretariat, on behalf of the Youth Reference Group, is seeking independent consultant(s) to conduct an external progress assessment, assessing progress made and gathering evidence for learning of the Youth Strategy (2021–2024).

The process will assess:

- The progress, lessons learned, and impact of the Youth Strategy in building and strengthening youth leadership, participation, and engagement across the Alliance.
- Its relevance and contributions to advancing work with young men and adolescent boys, transforming patriarchal masculinities, and promoting gender justice across the Alliance.
- Its role in supporting the integration of youth leaders in the decision making spaces of the Alliance e.g Global Board, Working Groups, Regional Steering Committees
- Consolidate findings including on regional youth structures and share recommendations for future progress and for an updated Youth Strategy (2025-2029).

About the Alliance

MenEngage Alliance (the Alliance) is an international civil society network working to transform unequal power relations and dismantle patriarchy through transforming masculinities and engaging men and boys through intersectional feminist approaches to advance women's rights, gender and social justice for all. The Alliance consists of more than 1100-member organizations across 92 countries around the world, working together through decentralized country, regional and global networks. The work of MenEngage Alliance, as a social change network of member organizations operating in differing political, economic and social settings across the world, is guided by a set of shared commitments, [the Accountability Framework](#).

The Alliance plays a pivotal role in shaping the agenda on working with men and boys from an intersectional feminist analysis and perspectives, centering accountable practices towards those most affected by gender injustices and patriarchal systems. The Alliance facilitates collaborative action across constituencies, to support gender transformative programming and policies that are inclusive of a 'men and masculinities' lens. The Alliance is the space where main actors meet, share information and promising practices, learn from and empower



each other, and embark on partnerships for joint research, programming and advocacy. Core areas of work include ending and prevention of gender-based violence, advancing sexual and reproductive health and rights (SRHR) for all, unpaid care and economies of care, advancing peace and security, LGBTIQ rights and climate justice. The work of the Alliance, a social change network of member organizations operating in differing political, economic and social settings across the world, is guided by a set of shared commitments. These commitments distinguish the work of the Alliance from that of other actors engaging men and boys, including so-called men's rights groups.

General information and context

The MenEngage Alliance Youth Reference Group (YRG) was established in 2017 to bring together youth activists and experts on working with young people from across the Alliance's regional networks. Since then, the YRG has been working to shape the Alliance's strategic directions, share experiences on youth leadership and engagement, represent the Alliance at key international advocacy spaces and implement other activities to strengthen the Alliance's focus on meaningful young leadership and engagement. In 2020, the YRG developed the Alliance's first youth strategy '[Building and Engaging Young Leaders](#)' which sets forth the aspirations of the YRG and concrete goals and activities for 2021-24.

The strategy provided a basis for strengthening the YRG in its role to provide leadership and strategic direction to the Alliance's work, internationally, to strengthen youth leadership and engagement. In addition to these efforts at the global level, several of the Alliance's regional networks are seeking to strengthen youth leadership at the regional level, and have recently set up or are in the process of setting up regional youth structures.

Progress assessment purpose and users

MenEngage Alliance is seeking to conduct an external progress assessment in the implementation of its Youth Strategy, within the overall paradigm of the Alliance's vision, mission, and theory of change, and including the specific goals and objectives of the Alliance's Strategic Plan as well as multi-year program.

The results of the process will facilitate the use of the findings and recommendations by key stakeholders, including:

- The progress assessment will contribute to updating the next Youth Strategy. It will inform decision-making on strategic decisions by the MenEngage Global Youth Reference Group in outlining its way forward for the upcoming years;
- The progress assessment seeks to inform the strategic directions of our country and regional networks including youth networks;



- The learnings may inform the programmes of our members and partners including youth led and youth serving organisations;

Progress assessment objectives

The scope of the assessment process will include - but need not be limited to - the following objectives:

- The extent to which the Youth Strategy has provided support to and strengthened its existing and emerging youth regional networks¹, within the parameters of MenEngage's overall vision, mission, and accountability framework (core principles, code of conduct and accountability standards).
- Centering young people in all their diversities thus assessing Youth Members' sense of ownership, engagement and participation within the Alliance.
- The extent to which young people have been empowered with relevant knowledge, skills and opportunities to actively participate in the Alliance's work
- The extent to which the Youth Reference Group guided by the Youth Strategy has been able to contribute to and influence country-, regional- and global policy frameworks on women's rights, youth engagement and leadership, gender equality and social justice.
- The quality of partnerships developed with actors in the field of youth leadership and engagement, youth led advocacy and broader social justice organizations, networks and fields.
- The extent to which the Youth Strategy has made progress in advancing youth movement building orientation and approaches within the Alliance led by the Youth Reference Group.

Progress assessment approach and methodology

The progress evaluation process will be a learning experience for the Youth Reference Group and the broader Alliance. It will be a collaborative process between the Consultants and the Youth Reference Group. We envision that the evaluation will follow participatory mixed methods and approaches that draw on both existing and new quantitative and qualitative feminist-informed information collection and analysis. The assessment should combine evaluation tools based on international standards and guidelines, as well as innovative tools.

The assessment design should seek to engage a broad range of stakeholders, prioritising inclusive and meaningful participation of youth members and/or activists/experts in the Alliance.

¹ Keeping in mind the organizing structure of MenEngage Alliance, the regional network structures include country and sub-regional network structures as part of the regional networks, as well as the membership within the respective regions. The Evaluation will take this decentralized model into consideration.

Deliverables

The Youth Reference Group envisions two specific deliverables under this assessment process:

- a. Final product of the consultancy will be a comprehensive report presenting findings, conclusions and recommendations on ways forward for the youth engagement and leadership work in the coming strategic period, and
- b. Stories of change from among the youth members as well as partners that can complement the analysis and findings.

Consultant/s team qualifications

Qualified consultant/s with complementary skills and experience are sought to conduct the evaluation. Qualifications include:

- At least 3 years of experience in conducting monitoring, evaluation and learning processes, including strong feminist analysis of social change networks and initiatives.
- Lived, academic and/or professional experience in the fields of youth leadership and engagement, intersectional feminism, decolonial methodology, and/or men and masculinities.
- Knowledge and understanding of youth led feminist movement building and youth led network-operating models.
- Experience working with national or regional or global civil society networks.

We highly recommend if you decide to apply as a team to ensure that there are consultant/s who are 35 or below in your team.

Timeline, budget and application process

We are open to suggestions from the consultants on the total number of days required, but we estimate that this assignment would be completed within 30 working-days. The evaluation must be completed by July 2025.

The consultants will report to the Global Program Officer -Youth Leadership at the MenEngage Global Secretariat.

We invite consultants to express their interest in the assignment by submitting a letter of interest including a draft outline for the evaluation framework and approaches, timelines and reporting milestones of maximum three pages including expected budget, and curriculum vitae/s [through this form](#) by **30 May 2025**.

For any queries, please reach out to youth@menengage.org with the title “Query: Application for Youth Strategy Assessment Assignment” by 25 May 2025.

Maximum budget available for this process is \$5000 USD.



Applications will be considered on a rolling basis. Due to the expected high volume of applications, we will not be able to provide tailored feedback for each application.