	TERMS OF REFERENCE		F-113
	Prishtinë	v. 1.0	Page 1 of 3

Terms of Reference

Position	External Evaluation Consultant to perform external evaluation for the AADA- Action against Discrimination for All project.
Code of recruitment procedure	AADA-005
Project / Programme title	“Action against Discrimination for All”(AADA)
Activity code and name	External evaluation
No. of working days	15 working days
Period of engagement	01.12.2025-15.01.2026

Purpose of the consultancy

The main goal of this consultancy is to provide expertise for evaluation of “Action against Discrimination for All”, Project. The Evaluation is intended to assess the relevance, performance, management arrangements and success of the project. The Evaluation also identifies/documents lessons learned and makes recommendations that project partners and stakeholders might use to improve the design and implementation of other related projects and programs.

Project/Programme Description

Kosovo Education Center in partnership with the Ipko Foundation, is implementing the project " Action against Discrimination for All " funded by the European Union Office.


The overall objective of this project is to ensure that all youngsters are treated with full respect for their dignity and rights by promoting supportive environment and anti-discrimination policies in schools and society. The aim of the project is to empower school communities to protect vulnerable groups from discrimination through education, mediation and development of intercultural skills

Project results

1. Improved capacity of upper secondary schools and responsible municipal authorities to deal with discrimination and hate speech in school environment.
2. Improved skills of youngsters, to support their peers at risk, and counter hate speech and discrimination
3. Increased sensitivity of the general public to the discrimination and hate speech against vulnerable groups.

Project activities

- 1.1. Establish 15 School Clubs, consisting of boys and girls from different ethnic communities
- 1.2. Build capacity of 15 partner upper secondary schools to deal with all forms of discrimination and hate speech
- 1.3. Implement Peer Mediation and counter hate speech methodologies in partner schools
- 1.4. Support school authorities to establish an efficient system of responding to discrimination cases within school environment.
- 2.1. Organize three rounds of summer school for 180 boys and girls from 10 selected municipalities based on PONDER Methodology
- 2.2. Support 15 Schools Clubs to produce digital content to promote counter hate speech and discrimination

	TERMS OF REFERENCE		F-113
	Prishtinë	v. 1.0	Page 2 of 3

- 3.1. Develop and populate official social media channels/profiles of partner schools
- 3.2. Organise social campaigns to raise public awareness through dissemination of the digital content produced by Kosovo youngsters
- 3.3. Organise a national closing event.

To meet the needs of the project, an expert will be involved in drafting external final evaluation. The evaluator will be expected to develop a methodology in line with the Terms of Reference.

Scope and Timing

The evaluation will cover the whole period of project implementation from the beginning until the end.

Detailed description of the tasks

Preparation (Home office – during period 27 November – 5 December):

- Collection of and acquaintance with the project document, project progress reports and other relevant project-related materials;
- Designing the detailed evaluation scope and methodology (including the methods for data collection and analysis);
- Communication with the Project Manager to clarify any other matters.

Field work (5 December-15 December 2025):

- Meetings with field coordinators
- Meetings with beneficiary representative
- Visit schools who benefited

Elaboration of the draft report (30 December 2025):

- Additional desk review
- Completion of the draft report
- Presentation of draft report for comments and suggestions

Elaboration of the final report (05th to 15th of January 2026):


- Incorporation of comments and additional findings into the draft report
- Finalization of the report

Expected outputs

One of the key questions to be answered by the evaluation is “to what extend municipality representatives, teachers, parents and educational authorities recognize the importance of protection from discrimination and hate speech”. The main focus of evaluation will be on the following four categories:

Effectiveness: To what extend the project objectives have been achieved and what are the major factors influencing achievement or non-achievement.

Relevance: How useful was the project to the target groups and to addressing the problems and constraints related to the topic.

	TERMS OF REFERENCE		F-113
	Prishtinë	v. 1.0	Page 3 of 3

Sustainability: Evaluating whether the project results are going to be in place after termination of the project and how well the project was implemented in its institutional surroundings?

Processes: How sufficient the process flows were working, and how could they work better.

The Report should:

- **Contain an executive summary (mandatory);**
- **Be analytical in nature (both quantitative and qualitative);**
- **Be structured around issues and related findings/lessons learnt;**
- **Include conclusions;**
- **Include recommendations.**

Qualifications

- Bachelor's degree, preferably a Master's degree, in social sciences;
- Profound knowledge and experience in the field of child rights and social inclusion;
- Substantial knowledge of the Kosovo education system;
- Experience especially in evaluation of projects funded by the European Union (EU), or other donors;
- Advanced writing skills and experience in delivering written research summaries and other analysis and reports;
- Advanced proficiency in the Albanian and English language;
- The evaluator must not have been involved in the design or implementation of the AADA Project.

Reporting

The consultant reports to the Project Manager.

The total duration of the evaluation will be 15 days within the period from 01 December 2025 - 15 January 2026, according to the detailed description of the tasks.