



Expression of Interest

**Gender Equality and the Empowerment of
Women and Girls (GEEWG) Measurement Toolkit
Academic Partnership for Validation and
Publication**

**Plan International Canada
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Introduction

Education Cannot Wait (ECW) has committed to embedding gender equality and the empowerment of women and girls (GEEWG) within education in emergencies and protracted crisis (EiEPC) settings. Their Strategic Plan (2023-2026) includes supporting gender-responsive Multi-Year Resilience Program (MYRP) investments and placing GEEWG at the forefront. ECW aims to track changes in social norms and attitudes towards gender equality, targeting that 50% of MYRPs show positive change. They also commit to monitoring the percentage of adolescent girls who report feeling empowered.

Measuring gender and equity outcomes in EiEPC environments is challenging. The 2022 ECW Organizational Evaluation highlighted difficulties in assessing gender transformative change due to a lack of quality monitoring data. Most reports focus on quantitative outputs, with limited information on higher-level results, making it hard to measure the impact of ECW's investments in gender equality.

To address this, ECW is funding a partnership with Plan Canada to develop a GEEWG measurement toolkit, adapting Plan Canada's Women and Girls Empowerment Index (WGEI) for EiEPC settings. The project involves a collaborative, multi-phased approach, starting with a review of existing literature and tools, and includes iterative piloting and refinement. A diverse Reference Group will provide feedback, ensuring the toolkit meets various needs and contexts.

The toolkit aims to help Multi-Year Resilience Program (MYRP) consortium partners implement gender-transformative programs and promote GEEWG within EiEPC settings. A technical team, including experts in gender equality, monitoring and evaluation, education in emergencies, and child protection, will lead the project from Plan Canada. The Monitoring & Evaluation and Gender focal points from ECW will collaborate with the Plan Canada team in co-creation. The project will be managed flexibly, using an agile approach to accommodate emerging knowledge. Plan Canada and ECW will co-lead collaboration with the wider stakeholder group, forming a reference group and delivering presentations to seek input throughout the design and piloting phases. Collaboration with the Global Education Cluster will ensure the toolkit is contextualized and adapted to these environments. The project involves a three-phase pilot in three countries and organizations, ideally representing diverse contexts. The toolkit will undergo data collection, analysis, and refinement through these piloting processesⁱ.

The final product, a measurement toolkit, is expected to include a flexible, validated tool for gender equality and empowerment of women and girls, along with guidance for adaptation and use in various contexts. The toolkit is intended to serve as a public good in the education space, particularly in EiE settings. To this end, Plan Canada seeks to collaborate with an academic partner for technical support in validation and publication, enhancing the toolkit's credibility and wider utilization in the education sector.

This invitation expression of interest outlines key information required for applicants.

Purpose of Academic Partnership

The purpose of the academic partnership is to ensure the robustness of the toolkit, particularly in validating the tools and indicators related to gender equality and the empowerment of women and girls. The academic partner's input is expected to begin at the inception and tool calibration stage and culminate in leading the publication of an article about the measurement toolkit and its validity test

outcomes. The academic partner's primary objective would be to enhance the credibility of the measurement.

Scope of work

While the tool is expected to be simple to use and adaptable to different levels of rigor and capacity, at the highest level, it should include a multi-dimensional model for gender equality and the empowerment of women and girls. Through three pilot tests, we will conduct iterative analyses of the reliability and validity of items, domains, and the overarching gender equality measurement model. This will involve various statistical tests, guided by the academic partner. We anticipate using structural equation modeling, specifically confirmatory factor analysis, to validate the overarching model¹.

Plan Canada will use Stata and/or SPSS for the analysis.

The academic partner is expected to provide key input in the following areas:²

- Support in tool calibration and structure in anticipation of reliability and validity tests, as well as necessary statistical tests at domain and overarching model levels.
- Provide input on overall methodology and adequate sample size for the required analysis, in alignment with available resources.
- Support in ethical review applications.³
- Conduct statistical reliability and validity tests in each pilot and recommend refinement measures.⁴
- Participate in key presentations with ECW and the Reference Group, supporting Plan Canada as required. Co-lead or lead in the production of an article on the validity of the toolkit.

Qualification, Experience and Commitment

The academic partner, or a research institution with experience in the design, development, or validation of instruments, should have proven experience in quantitative methodology, including the following considerations:

- Ability to commit to a fixed level of effort within the duration of the partnership (currently planned between March 2025-July 2027).
- Experience working in developing country contexts on social change projects, research, data analysis with a keen interest in tool validation to support a global public good.
- Applicants with experience and interest in research and publication with global impact in the education sector are encouraged. Experience and context in education in emergency settings is an advantage.
- Ability to leverage post-graduate students to maximize output with limited resources, or ongoing research in the field of education is an advantage.

1 Similar works in other sectors for reference include the WEAI index, in particular the article, Yount, K. M., Cheong, Y. F., Maxwell, L., Heckert, J., Martinez, E. M., & Seymour, G. (2019). Measurement properties of the project-level Women's Empowerment in Agriculture Index. *World development*, 124, 104639..

2 Plan Canada, ECW and the reference group would bring measurement, gender equality other required expertise, including rich field level experience to lead the development of the toolkit. The academic partner is not expected to invest in sectoral expertise. However, the academic partner would be expected to play a review and guidance role to ensure robustness and quality as well as statistical reliability and validity of the measurement toolkit.

3 If the applicant has an IRB associated with it, organizing submission and approval may be considered.

4 Other routine analysis will be conducted by Plan Canada. Plan Canada and academic partner will exchange information and coordinate in data transformation and processing and will conduct joint analysis in required steps. This may also include collaboration on skill transfer for Plan Canada M&E staff.

- The proposed lead researcher should remain consistent throughout the project period.

Budget

The project has budgeted USD 30,000 for the role of the academic partner.

How to Send Your Expression of Interest

Please send your application to CNO_Merl@plancanada.ca with a 1-2 page cover letter explaining your interest, including a brief proposal, before February 15th, 2025. Questions on the EOI may be sent to CNO_Merl@plancanada.ca prior to February 2nd, 2025. Please include:

- a budget table (high-level breakdowns)- how the 30,000 USD will be charged during the research period.
- a brief description of related experience.
- experience and qualifications of the lead researcher.

The EOI may also include the resume of the proposed lead researcher.

Plan Canada will review submissions and contact selected applicants for follow-up before February 27th, 2025.

ⁱ The academic partner is expected to guide and conduct reliability and validity analysis in all the three phases and eventually on a combined data set as appropriate. Plan Canada expects a collaborative approach where Plan Canada and the academic partner exchange information and analysis codes and step-by-step approaches for tests conducted including skill transfer to our staff.