

Baseline Terms of Reference ( **Re-advertised)**

Project: Women Leadership and Advocacy Initiative (WLAI)

Location: South Sudan; Juba (Central Equatoria State) and Torit (Eastern Equatoria State)

# Donor: Dutch Ministry of Foreign Affairs (MoFA)

Partners: CARE International in South Sudan

Center for Inclusive Governance, Peace and Justice

Women Advancement and Progress Organization

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# **1.0 Introduction**

CARE with funding from the Dutch Ministry of Foreign Affairs is implementing a one year **Women’s Leadership and Advocacy Initiative.**The project seeks to address barriers to women’s participation in the social, economic and political processes in South Sudan so as to improve women’s quality of life through economic empowerment, changing negative social norms and increasing their influence in decision-making processes by leading in the public, private and civic spheres and making women’s voices heard.

Based on CARE’s Program Strategy on Gender Equality and Women’s Voices and CARE’s Female Entrepreneurship Framework, the project will address the unequal power relations that result in the inequitable distribution of resources and opportunities affecting women and other excluded groups. Hence, the project focuses on advocacy in which WROs will engage power holders at various levels in discussion on implementation of the 35% affirmative action target, women’s participation and inclusion in leadership, and women’s economic empowerment and rights.

The advocacy intends to amplify voices and create demand by women for inclusion and meaningful participation in leadership in relevant fora at all levels. To achieve this, CARE will work with Center for Inclusive Governance, Peace and Justice (CIGPJ) in Juba and Women Advancement and Progress Organization (WAPO) in Torit that will lead a network of WROs in Torit and Juba. CARE’s support to the strategic WROs will strengthen their institutional and networking capacities, leveraging their potential to coordinate women’s movements and advocacy that will bring positive change to South Sudan.

The project will also create public platforms where opportunities, barriers and challenges faced by South Sudanese women will be discussed and where a collective voice will be formed among women activists, community-level women leaders and WROs. It will also endeavor to build both individual as well as organizational capacity in advocacy, campaigning, policy analysis, movement building, leadership, negotiation and networking to enhance women’s ability to push their agenda with the relevant power holders. To achieve this change at the community level, WLAI will mobilize 32 Social Analysis and Action (SAA) groups and 32 Gender Empowerment Movement (GEM) groups for men and boys’ groups. CARE will identify existing community groups and revitalize and strengthen them using SAA and Men Engage tools to transform attitudes and behaviors towards women and girls. Strengthening the movement further, media and community-based campaigns using catchphrases such as #WhenWomenRise will be launched to amplify the voices of women across different segments of society.

Similarly, to address economic barriers, CARE will work with 30 existing Village Saving and Loan Association (VSLA) groups, and county and state level networks will be formed to lobby and advocate for addressing underlying issues such as unfavorable market conditions facing rural women and youth entrepreneurs. Later on, mature VSLAs will be facilitated to register saving and credit cooperatives. To boost the confidence of women in VSLAs, basic bookkeeping and numeracy classes including digital technology will be conducted. They will further be capacitated through dialogues with policy and decision-makers on formal and informal employment opportunities, wider economic opportunities, women’s rights and gender equality. The project will engage the Chamber of Commerce, trade unions and financial sector actors to identify key entry points for women entrepreneurs to participate in leadership roles as well have access to business opportunities. Particularly, the project will engage government, private sector and development partners to fast-track the establishment and operationalization of the Women Enterprise Development Fund as stipulated in the R-ARCSS. This will improve access to financial services, business skills and create a conducive environment for women to engage in business. Through this project CARE will reach 33,006 beneficiaries (men: 10,236, women: 15,303, girls 6,480 and boys 987).

The Terms of Reference has been developed to attract interest from consultants to undertake a baseline study. This baseline will be undertaken with funding from Netherlands MOFA and will be conducted to determine pre-project conditions from which a comparison can be made and also for the purpose of informing the Project Implementation Plan, monitoring progress, evaluating performance, contributing to learning and research.

## **Baseline Summary**

|  |  |
| --- | --- |
| **Project Name**  | Women Leadership and Advocacy Initiative(WLAI) |
| **Projects/ Sectors** | Advocacy, women leadership, GBV/Protection, Women Economic Empowerment |
| **Projects Coverage** | Torit (Eastern Equatoria State) and Juba (Central Equatorial) in South Sudan |
| **Survey Type:** | Baseline Study |
| **Survey Purpose:** | 1. To establish the current status of project indicators. This will serve as a basis for setting targets and measuring milestones on outcomes.
2. To explore negative social norms and power dynamics that result in the inequitable distribution of resources and opportunities affecting women and other excluded groups.
3. To understand and document the challenges in regards to women’s participation in the social, economic and political progress in South Sudan.
4. To understand and document opportunities and mechanisms that amplify voices and create demand by women for inclusion and meaningful participation in advocacy aimed at bringing positive change to South Sudan.
 |
| **Proposed data collection methodology:** | Qualitative and quantitative methods in gathering information from both primary and secondary data sources. * Semi structured interviews
* Focus Group Discussions (To be conducted ensuring COVID-19 guidelines)
* Key Informant Interviews
* Review of secondary data
 |
| **Proposed start and end dates for baseline study:**  | 18th Nov- 2021 |
| **Final baseline Survey report submission date:** | 18th Dec-2021 |

##

## **Project profile**

|  |  |
| --- | --- |
| **Title** | Women Leadership and Advocacy Initiative (WLAI) |
| **Geographic area(s)**  | Torit (Eastern Equatoria State) and Juba (Central Equatorial) in South Sudan |
| **Project objectives and relevant indicators** | **Overall Project Objective:** Contributing to increased women's leadership and women's political and economic participation in Torit and Juba.**Project Specific Objectives:**1. Strengthening the enabling environment to promote women’s voice, agency, leadership and representative participation in decision-making processes in public, private and civic spheres
2. The enabling environment is strengthened to promote women’s economic rights and empowerment and to encourage female entrepreneurship
 |
| **Project Duration** | 12 months (1September, 2021 – 31 August, 2022) |

## **1.2 Purpose and Objectives**

The baseline survey is an inception into project monitoring of project outcomes from start, throughout the project life cycle. The baseline for this project has four (4) objectives:

1. To establish the current status of project indicators. This will serve as a basis for setting targets and measuring milestones on outcomes.
2. To explore negative social norms and power dynamics that result in the inequitable distribution of resources and opportunities affecting women and other excluded groups.
3. To understand and document the challenges in regards to women’s participation in the social, economic and political progress in South Sudan.
4. To understand and document opportunities and mechanisms that amplify voices and create demand by women for inclusion and meaningful participation in advocacy aimed at bringing positive change to South Sudan.

## **2.0 Consultant Scope of Works**

CARE South Sudan will facilitate the process to identify a competent consultant to conduct the baseline study. As part of the negotiation process, CARE will ensure that the consultant understands and agrees to the assignment, including the baseline scope of work, purpose, objectives and methodology. This negotiation includes flexibility to cater for any changes that may arise in the context due to COVID-19, conflict or any other unforeseen changes.

The consultant will design all the relevant data collection techniques, protocols and tools. The Project Manager, Gender & Protection Advisor, Partnership and Advocacy Coordinator and MEAL Coordinator will review the tools and techniques and give feedback prior to the actual baseline measurement. The consultant should remain aware of the changes in the context that could impede the baseline. This assignment should be completed within a maximum of 22 days from inception. Hence, the consultant will:

* Prepare an inception report and hold inception meetings with CARE international in South Sudan.
* Develop comprehensive gender sensitive participatory baseline design and survey matrix describing type and data to be collected, techniques and relevant tools for each indicator.
* Define methodology, sampling method, sampling size, data sources, data collection methods, and targeted respondents
* Review existing literature on the state of 35% affirmative action, gender roles, norms and laws, women economic empowerment in South Sudan, including, but not limited to Dutch MOFA.

## **3.0 Methodology**

### 3.1 Approach

The consultant will design/use a mixed baseline approach which integrates qualitative and quantitative data collection techniques, tools.

* **Quantitative:** It is important to be able to acquire data that permits CARE to compare changes over time in different locations (such as Juba and Torit counties) as per the indicators. Semi structured interviews will be conducted to measure the selected indicators. This data should be collected through face to face interactions whilst being cognizant of COVID-19.
* **Qualitative:** Cognizant of COVID-19, the consultant is expected to conduct Focus Group Discussions (FGDs), Key-Informant Interviews (KIIs) while ensuring safety for all participants. Findings from this technique will be used to refine questions raised through the thematic reviews.

### 3.2 Sampling

The consultant will implement a sampling procedure which is representative of life of project target population. It is important that the baseline achieves a statistically acceptable sample size for the respective project participant categories.

The consultant will develop, and abide to the approved sampling methodology. Where sampling strategy is changed for whatsoever reason, the consultant is expected to recompute to achieve representative samples with a resubmitted sampling protocol. Therefore, clear and unambiguous proposal on sampling methodology and sample size is expected from the consultant. Sampling method should attain representative and generalizable results for all project participant categories.

### 3.3 Data Sources

The baseline measurement considers both **primary** and **secondary** data sources.

Primary data sources include, but are not limited to:

* female and male (25 years and above) community members
* female and male youth (18 – 25 years)
* female and male community leaders
* Government representatives at state or county level or both?
* Women’s rights organizations

The secondary data sources include but are not limited to studies from South Sudan’s WROs, GBV Sub-Cluster, FSL Sub-Cluster, Women Groups, UNFPA, UN Women, FAO, WFP, German MoFA,, R-TGoNU, R-ARCISS and other bilateral donors, project documents. The consultant is expected to undertake review of existing documents using appropriate document review tools and methods.

### 3.4 Data Collection

The consultant will be responsible to develop data collection tools such as: questionnaires, FGD, KII guides, and observation tools to capture data from the respondents above. Enumerators will be recruited by CARE and trained by the consultant to collect data during household surveys, FGDs and KIIs. Cognizant of the changing context, data will be captured electronically to expedite the data collection process, minimize data entry errors and improve overall data quality. The COVID-19 pandemic may still impede grouped face to face data collection. Hence, the consultant is expected to design a safety protocol for achieving data collection cognizant of WHO and Government of South Sudan COVID-19 country SOPs.

### 3.5 Data Analysis

The consultant should adopt an iterative data analysis approach. This approach allows for prompt data validation as enumerators collect data. Hence, the consultant will develop a data analysis plan. Analysis should integrate findings from the different sources of data. The consultant should corroborate, and triangulate data from different primary data sources. Depending on access to the country and within the country, the consultant should factor in remote analysis and presentation of findings and sharing of documents in collaborative forums. A complete set of tools and procedures for summarizing and analyzing qualitative data needs to be made available.

### 3.6 Data Quality Issues

The designed data collection techniques, Quality of data should not be compromised and maximum care should be taken to avoid or at least minimize errors at all stages of the baseline measurement process. Some techniques such as, but not limited to, the following will be applied:

* Before data collection:Pilot testing the data collection tool will be required in order to verify the reliability and validity of the tool. This includes for both face to face and remote approaches.
* During field data collection: For household surveys, data entry will be on the spot using an electronic questionnaire. Monitoring enumerators for accuracy in doing the interview and in capturing data will be necessary. Checking through all completed responses (on a daily basis) to ensure any mistakes or inconsistencies are corrected on time will add value to the quality of data.

### Data analysis: Perform iterative data analysis which involves continuously analyzing key variables as part of data quality checks using various methods such as: frequencies or cross-tabulations or any forms of regressions 4.0 Communication of Findings/Reflection

The Baseline study findings will be validated by relevant stakeholders at a validation workshop. Once the validation is completed then the final report will be produced.

### 50 Baseline Products/Deliverables

The key deliverables of this process includes:

* An inception report clearly outlining the approach, indicators, methodology and tools Include an annex highlighting how COVID-19 safeguards will be achieved
* Final survey tools and inclusive and gender sensitive sampling design
* Enumerator training, tool pre- testing and data collection
* A comprehensive and well-organized final baseline report in electronic version word and PDF based in the template structure in annex below. (Not more than 30 pages)
* Supporting files, original and cleaned datasets, statistical output files, photos, etc.
* Fact sheet or abstract and power point presentations to be used for dissemination of results to stakeholders

### 6.0 Management of the Consultant

The Consultant will report to CARE MEAL Coordinator and work closely with WPS Project Manager, Partnerships & Advocacy Coordinator and Area Manager. The team will commence the inception process to:

* Review of baseline protocols, sampling design, data collection plan, COVID-19 risk reduction plan.
* Finalize tools and approve final plan prior to commencing data collection
* Providing technical support and oversight during data collection process

### 6.1 Data analysis

* Support data validation through data reviews to identify outliers, clean the dataset, create new variables in advance of analysis by local consultant.
* Support to focus the analysis on concepts/ theories upon which the project is designed on.
* Writing up technical report on baseline data that includes conclusions in key areas or risk and areas of intervention focus.

### 7. Lessons Learned

The lessons learnt through the entire baseline shall be documented and shared with the project team and CARE quality department so that they may be taken into consideration for future studies. The documentation of these lessons will be vital for reflection, growth and continued improvement.

### 8. Limitations

This baseline survey will be undertaken with some limitations. These may include:

* **Security:** The baseline measurement may be affected by the volatile security condition in some areas such as Monyomiji in Torit
* **COVID-19 pandemic:** Guidelines and restrictionsmay undermine the extent to which sample sizes and limit optimization of selected data collection approach such as FGDs.
* **Travel Schedules:** International and domestic travel between states is mostly by air using UN Flights or MAF. In addition, travel schedule may change due to flight cancellation and other technical issues.
* **Statistics:** Country demographics may not be readily up-to date hence the consultant may have to undertake preliminary data additional data corroboration

* **9. Logistics** The consultant will be responsible for booking his/her flights, Q7 or Q10, etc (as perWHO and Government of South Sudan COVID-19 SOPs), meals, ground transport and accommodation among others while in Juba and field locations. CARE will not liable for any of these costs, its entirely up to the consultant to facilitate his /her self to the site of activity.

### 10. Consultant Competency

A minimum of 5 years or more experience, with the following expertise, experiences and competency

* Proven experience analyzing and understanding of gender dynamics in fragile states
* At least a Master’s Degree qualification in any of the following areas: Gender, Protection, Social Sciences, Development Studies, research or similar qualifications (Consultants should also provide copies of their academic documents to back up their qualifications)
* Experience undertaking similar studies in South Sudan
* Understanding of Gender, food security and livelihoods dynamics in South Sudan
* Experience leading assessments, feasibility studies or evaluations
* Full understanding on cluster and humanitarian architecture in particular of the Global Protection Cluster and GBV Coordination.
* Good understanding of the R-ARCISS and the R-TGoNU
* Excellent analytical, interpersonal, communication and reporting skills
* Knowledge and experience in gender and women’s rights issues
* Excellent command of written and spoken English

# 11.1 Evaluation and Award of Consultancy

CARE South Sudan will evaluate the proposals and award the assignment based on the technical and financial criteria. CARE reserves the right to accept or reject any proposal received without giving reasons and is not bound to accept the lowest, the highest or any bidder. Only the successful applicant will be contacted.

The evaluation criteria associated with this TOR is split between technical and financial as follows:

* 70 % -Technical (**technical score will be done by program team)**
* 30 % -Financial (Financial score will be done by procurement)

11.2 Application Process

Interested applicants are requested to submit a technical and financial proposals. In their technical proposals, they should explain their understanding of the proposed consultancy, and how they would approach this assignment with a summary of their methodology especially in terms of how the applicant plans to meet the objectives. Additionally, they should submit one or two examples of similar baseline studies (including a combination of quantitative and qualitative methodologies) conducted previously. The application should include a team composition with Lead Consultant and at least 2-3 experienced technical staff who must be South Sudanese citizens. International consultants/firms must show proof of in-country capacity to carry out the evaluation within the context of COVID 19 restrictions. The application should include minimum three CVs of the persons to be involved in the assignment, relevant experience, a detailed budget in USD and time availability.

# 12. Payment Terms and Conditions

Payment will be effected as follows; First installment (30%) of the total cost on submission and acceptance of inception report. Final payment (70%) upon completion and approval of the final report. Additional information on payment terms and conditions will be included in the contract.

## 12.1 Additional Information

* Consultants shall abide by WHO and Government of South Sudan COVID-19 SOPs.
* Consultants shall be required to sign and abide by CARE Safeguarding Policy (which includes prevention of sexual exploitation and abuse, and behavior protocols)
* Consultants shall abide by the EU beneficiary data privacy/management policies

**13. Ethical Considerations, Confidentiality and Proprietary Interests.**

* The consultant/ consultancy firm needs to apply standard ethical principles during the course of the assignment such as upholding the confidentiality of interviewees as well refraining from making judgmental remarks about stakeholders.
* The incumbent shall not either during the term or after termination of the assignment, disclose any proprietary or confidential information related to the service without prior written consent of the contracting authority. Proprietary interests on all materials and documents prepared by the contract holder under this assignment shall become and remain properties of CARE.

**14. Logistics:**

The consultant will be responsible for booking his/her flights, Q7 or Q10, etc (as per

WHO and Government of South Sudan COVID-19 SOPs), meals, ground transport and accommodation among others while in Juba and field locations. CARE will not liable for any of these costs, its entirely up to the consultant to facilitate his /her self to the site of activity.

Note: The cost of meals, accomodation and on the ground transportation will have to be within the CARE approved rates.

CARE South Sudan shall withhold relevant taxes as per the Taxation Act, 2009. The payments will be in one instalment after the completion of the task and submission of final acceptable report to CARE

The consultant will work with and report to CARE South Sudan MEAL Coordinator and the coordination of overall evaluation work will be supported by the WLAI Project Manager. All communications related to this assignment will be copied to CARE South Sudan DCP Programs, WLAI Project Manager and MEAL Coordinator. An introduction letter may be provided on request to support processing of visas.

### 15.0 Baseline Report layout

CARE South Sudan will discuss with the successful consultant (s), the content and length of the final report. However, below is a suggested outline for the report.

* 1. Cover page (1 page)
	2. Table of Contents (1 page)
	3. Acknowledgements (1 page)
	4. Glossary (1 page)
	5. Introduction (1 page)
	6. Description of Project (1 - 2pages)
	7. Executive summary (2 Pages)
	8. Baseline introduction/Background/relevant context information (max 2 pages)
	9. Limitations of the study
	10. Methodology (max 1 pages)
	11. Findings (max 10 pages)
	12. Summary table of indicator baseline results.
	13. Conclusion and recommendations (max 3 pages)
	14. Lessons learnt from the baseline process (max 1 pages)
	15. Appendices (to include copies of all tools, list of enumerators, survey timeline including all KII and FGD participants and discussion transcripts (as many pages as necessary- please reference the annexes in the report, but include them in a zip file as separate document

The deadline for submission of proposals from interested parties **December 29th 2021.**

Proposals must contain a proposed methodology, work plan and budget.

Proposals can be submitted to Richard.Matale@care.org copy Patrick.Andama@care.org; Jackline.Bage@care.org and Malish.John@care.org

Questions regarding this ToR can be sent to patrick.andama@care.org

**Guiding Principles and Values:**Adherence to CARE Code of conduct, PHSEA, Child Safeguarding practices and confidentiality when interviewing or photographing children.

**Only shortlisted candidates will be notified**

| ***Logical framework and activity matrix***Annex 1- WLAI indicators | ***Results chain*** | ***Indicator*** | ***Baseline*** ***(value & ref. year)*** | ***Target******(value & ref. year)*** | ***Current value\*******(reference year)******(\* to be included in interim and final reports)*** | ***Source and mean of verification*** | ***Assumptions*** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ***Impact (Overall Objective)*** | *To contribute to increased women's leadership and women's political and economic participation in Juba and Torit by May 2022.* | *Number and percentage of individuals by age, type and gender who report increased women's leadership and women's political and economic participation* | *TBC* | *75%* | *75% of the individuals by age, type and gender are expected to report increased women's leadership and women's political and economic participation. This will be measured at the end of the project* | * *Endline Report*
* *End of project reports*
* *Baseline report*
 | *Not applicable* |
| ***Outcome 1.0*** | *The enabling environment is strengthened to promote women’s voice, agency, leadership and representative participation in decision-making processes in public, private and civic sphere* | *1.1. Percentage of individuals by age, type and gender who report having a conducive environment to promote women’s voice and participation in decision-making processes in public, private and civic sphere**1.2. Percentage of individuals by age, type and gender who report having seen progress in representation and participation of women in decision-making processes in public, private and civic sphere* | *TBC.* | *75%* | *75% of the individuals by age, type and gender are expected to report having a conducive environment to promote women’s voice and participation in decision-making processes in public, private and civic sphere. This will be measured at the end of the project**75% of the individuals by age, type and gender are expected to report having seen women representation and participation in decision-making processes in public, private and civic sphere. This will be measured at the end of the project* | * *Baseline and Endline Reports.*
* *Quarterly and Annual project reports.*
 | * *Stable political and security context that allows implementation of proposed project activities.*
* *Wide and open, free civil space to promote advocacy*
* *Willingness and cooperation of the stakeholders to support women to take leadership roles and participate in decision making process*
 |
| ***Output 1.1*** | *State and national level CSOs/WLOs and their networks advocate to enforce the 35% affirmative action and to promote women's participation and leadership at all levels* | *1.1.1 Advocacy strategy on the on implementation of 35% quota at local, state and national government adopted by WROs and relevant stakeholders* | *TBC* | *2*  | *Affirmative action advocacy strategy on 35% adopted by the WRO and Ministry of Gender, Child and Social Welfare*. *This will be measured at the end of project implementation* | * *Advocacy strategy*
* *Project reports*
* *Signed attendance sheets*
* *Training report*
* *Meeting minutes*
* *After Action Reviews*
* *Photos*
 | * *Stable political and security context that allows implementation of proposed project activities.*
* *Willingness and cooperation of stakeholders to support formulation and adoption of laws.*
* *Wide and open free civil space to promote advocacy*
 |
| *1.1.2 Number of CSO/WLOs provided with small grants and organized advocacy events on 35% affirmative action and women's participation and leadership in decision making process* | *TBC* | *6* | *?At least 6 small emerging advocacy events funded and implemented by WROs in Juba and Torit* | * *Project reports*
* *Grant agreements*
* *WRO financial reports*
 | * *Stable political and security context that allows implementation of proposed project activities.*
 |
| *1.1.3 Number of advocacy events organised by WROs at the state levels**1.1.4 Number of women parliamentary caucus trained on relevant thematic areas of policy analysis and advocacy* 1.1.5 Number of women trained actually engaged in advocacy events or activities at the state or national levels. | *TBC* | *20* |  | * *Signed attendance sheets*
* *Training reports*
* *Photos*
 | * *Willingness and cooperation of stakeholders to participate in the training on relevant thematic areas of policy analysis and advocacy*
 |
| *1.1.4 Number of women leaders trained on leadership, negotiation, coordination and communication skills.* | *TBC* | *80* | *At least 80 women leaders trained in leadership, negotiation, coordination and communications skills* | * *Signed attendance sheets*
* *Training reports*
* *Photos*
 | * *Willingness and cooperation of stakeholders to participate in the training on leadership, negotiation, coordination and communication skills*
 |
| *Power holders/duty bearers are responsive to WLO/CSOs demands* | *1.1.5 Number and % of targeted Power holders/duty bearers who have improved attitudes and practices towards women’s voice, agency, leadership and representative participation in decision-making processes* | *TBC* | *60%* | *60% of power holders/duty bearers report improved attitudes and practices towards women’s voice, agency, leadership and representative participation in decision-making processes* | * *Endline Reports*
* *Quarterly and Annual project reports*
 | * *Stable political and security context that allows implementation of proposed project activities.*
* *Willingness and cooperation of stakeholders to support formulation and adoption of laws.*
 |
| ***Output 1.2*** | *CSOs/WLOs are seen to be credible and powerful force to bring about positive change in their communities and beyond* | *1.2.1 # and Percentage of targeted CSOs/WLOs with improved and strengthened organizational and technical capacity*  | *TBC* | *8* | *8CSOs/WROs will have their organizational and networking capacities improved.* | * *Project reports*
* *Training reports*
* *Signed attendance sheet*
* *Photos*
 | * *Stable political and security context that allows implementation of proposed project activities.*
* *Willingness and cooperation of stakeholders to support formulation and adoption of laws.*
 |
| *1.2.2: Percentage of CSOs/WLOs that have developed their advocacy strategic planning with and for the women’s movement and are implementing it* | *TBC* | *8* | *8CSOs/WLOs will have their advocacy strategy developed.*

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 | * *Project reports, Signed.*
* *attendance sheet, photos,*
* *Training report*
 | * *Stable political and security context that allows implementation of proposed project activities.*
* *Willingness and cooperation of stakeholders to support formulation and adoption of laws.*
 |
| *1.2.3: Percentage of CSO/WLOs reporting increased ability to engage in networks/alliances/platforms/ movements* | *TBC* | *80%* | *At least 80% of CSOs/WLOS report increased ability to engage in networks/alliances/platforms/movements* | * *Endline Reports.*
* *Quarterly and Annual project reports.*
 | * *Stable political and security context that allows implementation of proposed project activities.*
* *Willingness and cooperation of stakeholders to support formulation and adoption of laws.*
 |
| *1.2.4: Percentage of CSO/WLOs reporting feeling more confident to create advocacy strategic plans that are clear and aligned with priority needs of women and girls* | *TBC* | *80%* | *At least 80% of the CSOs/WLOs report feeling more confident to create advocacy strategy that clearly aligned with priority needs of women and children* | * *Endline Reports.*
* *Quarterly and Annual project reports.*
 | * *Stable political and security context that allows implementation of proposed project activities.*
* *Willingness and cooperation of stakeholders to support formulation and adoption of laws.*
 |
| *1.2.5: Number of CSO/WLOs trained on media (including social media) and community-based campaign designing* | *TBC* | *20*  | *At least 20 CSOs/WLOs trained in media and community based campaign design* | * *Project reports, Meeting minutes, Attendance sheet, photos.*
 | * *Stable political and security context that allows implementation of proposed project activities.*
 |
| ***Output 1.3***  | *Wider public and community are aware of women’s rights and negative gender norms and support women participation and leadership* | *1.3.1 Percentage of individuals by age, type and gender with improved attitudes and practices towards women’s voice, agency, leadership and representative participation in decision making process* | *TBC* | *75%* | *75% of individuals by age, type and gender are expected to report improved attitudes and practices towards women’s voice, agency, leadership and representative participation in decision making process. This will be measured at the end of project implementation* | * *End line Reports*
 | * *Stable political and security context that allows implementation of proposed project activities.*
* *Willingness and cooperation of stakeholders to support women participation in decision making process*
 |
| *Power holders/duty bearers are responsive and support women’s leadership and participation* | *1.3.2 Percentage of Power holders (formal and informal) who endorse and support women’s leadership and participation* | *TBC* | *45%* | *45% of Power holders (formal and informal) are expected to endorse and support women’s leadership and participation. This will be measured at the end of the project.* | * *Project reports, Baseline and Endline Reports*
 | * *Stable political and security context that allows implementation of proposed project activities.*
* *Willingness and cooperation of stakeholders to endorse and support women’s leadership and participation*
 |
|  | *1.3.3 Number of duty bearers at county and state levels trained on women rights, gender, gender norms and women participation in leadership* | *TBC* | *80* | *At least 80 duty bearers at county and state level trained on women rights, gender norms and women participation in leadership* | * *Project reports, Meeting minutes, attendance sheet*
* *Photos*
 | * *Stable political and security context that allows implementation of proposed project activities.*
 |
| ***Outcome 2.0*** | *The enabling environment is strengthened to promote women’s economic rights and empowerment and to encourage female entrepreneurship* | *2.1. Percentage of individuals by age, type and gender who report having a conducive environment to promote women’s economic rights and empowerment and to encourage female entrepreneurship* | *TBC* | *75%*  | *75% of individuals by age, type and gender are expected to report having a conducive environment that promote women’s economic rights and encourage female entrepreneurship. This will be measured at the end of the project* | * *Endline Reports.*
* *Quarterly and Annual project reports*
 | * *Stable political and security context that allows implementation of proposed project activities.*
* *Wide and open, free civil space to promote advocacy*
* *Willingness and cooperation of the stakeholders to support women to take leadership roles and participate in decision making process*
 |
| ***Output 2.1*** | *Women economic rights, empowerment and entrepreneurship promoted*  | *2.1.1. Number of Advocacy Sessions on Women economic rights, empowerment led by VSLAs and WROs* | *TBC* | *5* | *At least 5 advocacy sessions on women economic empowerment conducted by VSLAs and WROs.* | * *Project report*
 | * *Stable political and security context that allows implementation of proposed project activities.*
* *Willingness and cooperation of stakeholders to support formulation and adoption of laws.*
* *Wide and open free civil space to promote advocacy*
 |
| ***Output 2.2*** | *Conducive space created for CSOs and VSLA networks for debates and movement building on women economic rights, empowerment and entrepreneurship* | *2.2.1 Number of times that CSOs (disaggregated by women led, youth-led or other and formal/informal) succeed in creating space for CSO demands and positions on women’s economic rights, empowerment and entrepreneurship, through agenda setting, influencing the debate and/or movement building.*  | *TBC* | *4*  | *4 agenda settings, influencing the debate and/or movement building will be conducted.* | * *Project reports*
* *Training reports*
* *Signed attendance sheet*
* *Photos*
 | * *Stable political and security context that allows implementation of proposed project activities.*
* *Willingness and cooperation of stakeholders to support formulation and adoption of laws.*
 |
| ***Output 2.3*** | *Improved community attitudes and practices towards women economic rights, empowerment and entrepreneurship* | *2.3.1 Number of individuals (disaggregated by type, age and gender) with improved attitudes and practices on women’s economic rights, empowerment and entrepreneurship.* | *TBC* | *75%* | *75% of individuals by age, type and gender are expected to report improved attitudes and practices on women’s economic rights, empowerment and entrepreneurship. This will be measured at the end of the project* | * *Endline Reports*
 | * *Stable political and security context that allows implementation of proposed project activities.*
* *Willingness and cooperation of stakeholders to support women participation in decision making process*
 |
| ***Output 2.4*** | Improved bookkeeping and numeracy skills of VSLAs members | *2.3.2. Proportion of population in a given age group achieving at least a minimum level of proficiency in basic (a) bookkeeping and (b) numeracy skills, by sex* | *TBC* | *75%* | *75% of the population in a given age group are expected to achieve at least a fixed level of proficiency in basic (a) bookkeeping and (b) numeracy skills, by sex* | * *Endline Reports*
* *Project reports*
* *Training reports*
* *Photos*
 | * *Stable political and security context that allows implementation of proposed project activities.*
 |