



TERMS OF REFERENCE FOR AN ENDLINE EVALUATION

Project: Addressing Violence Against Women and Girls as a Catalyst for Peace.

Locations: Wau County (Western Bahr el-Ghazal State)
and Pariang County (Ruweng Administrative Area), South Sudan.

Donor: Germany Ministry of Foreign Affairs

Partner: CARE International in South Sudan

1. Introduction

CARE is a humanitarian non-governmental organization committed to working with poor women, men, boys, girls, communities, and institutions to have a significant impact on the underlying causes of poverty. CARE seeks to contribute to economic and social transformation, unleashing the power of the most vulnerable women and girls.

With financial support from the Germany Ministry of Foreign Affairs (MoFA), CARE International in South Sudan implemented the project “Addressing Violence Against Women and Girls as a Catalyst for Peace” with the goal to promote gender responsive stabilization and recovery of conflict affected women, men, girls, and boys in Wau County (Western Bahr el-Ghazal State) and Pariang County (Unity State), South Sudan.

1.1. Project Overview

Addressing Violence Against Women and Girls as a Catalyst for Peace is a two-year project that seeks to promote gender responsive stabilization and recovery of conflict affected women, men, girls and boys in Wau and Pariang. The Project supports communities to identify and take action against structural causes of gender inequality which promotes conflict and violent notions of masculinity and normalizes the violence. It also focuses on addressing the conflict-related gender-based violence against men and women through improving their access to multi-sectoral GBV services. To achieve sustainable peace, the project had an inclusive decision-making process that promoted and strengthened women’s participation and leadership.

The objectives of the projects are,

1. Communities transform harmful social norms into positive norms that promote gender equality. The output under this outcome is to ensure communities are engaged to identify and take action against prevailing negative social norms that fuel violence and conflict. The project trained CDL’s and had sessions with community discussion leaders, formed girls and boys empowerment clubs in schools and have discussions around negative socio-cultural norms, violence, peaceful conflict resolution and life skills, trained men, including political, religious and community leaders in target communities to promote positive gender social norms on ending GBV and violence against women and girls (VAWG) and act as agent of peace through the community care tool rolled out by UNICEF. The community discussion leaders carried out sessions with community action groups on transforming social norms. Also, three research studies were conducted (conflict gender analysis, conflict and GBV, protection risk assessment in and out of schools to understand girls and boys participation in schools and power relations).

2. Targeted communities have increased availability and access to GBV services and support especially vulnerable women, children and survivors of GBV. Targeted communities have established support and referral systems to respond to incidences of GBV and Violence Against Women and girls, GBV survivors and women and girls at risk are supported on the pathway to recovery through access to multi-sectoral response services including livelihoods opportunities. The project established GBV referral pathways, conducted safety audits, trained health staffs on CMR-Clinical Management of Rape, provided psychosocial support, carried out GBV case management, awareness raising and training of different targeted audience including stakeholders, constructed women and girls friendly spaces (WGFs) for psychosocial support and case management services, provision of cash to GBV survivors to access CMR

and other services, established GBV Hotline for easy referral of survivors of GBV and the hotline is disseminated in the community directly and also through the media.

3. Women's participation in, and influence on local level peace building processes (reconciliation, conflict resolution and dialogues) and decision-making is strengthened. The project provided capacity building to women's rights and youth organizations to participate and influence peacebuilding, reconciliation and conflict prevention and management, leadership and advocacy. Women and female youths at the grassroots are engaged in and have access to a full range of conflict prevention, reduction and mitigation systems and networks and women and youth resilience is strengthened through increased economic opportunities and sustainable livelihoods. Formed women VSLA -Village Saving and Loan Association groups and trained them on VSLA concept and methodologies and are supported to carry on their VSLA activities, youths were identified and trained on vocational skills i.e tailoring, business skills, bread baking, computer, joinery etc, agricultural groups were formed, trained and supported with tools, seeds and ruminant animals and established business start-up capital to some groups of women and youths who were trained on entrepreneurship and provided cash for running businesses of their choices. The women and youth organizations carried out several advocacies through round table discussions, media advocacy and community advocacy. The project also supported 10 women from different states in South Sudan and joined over 20 women lead organizations in South Sudan and participated in a national symposium to discuss on issues of -Convention on the Elimination of All forms of Discrimination Against women (CEDAW), National Action Plan and WPS-Women Peace and Security (NAP).

1.2 Purpose and objectives of the endline survey

1.2.1 Purpose of the endline survey

The purpose of this final evaluation is to ensure accountability and identify lessons learned and best practices so as to feed into the decision-making process of the project stakeholders, including the donor, beneficiaries, and government counterparts. The evaluation will cover all the components of project interventions: capacity building, research to generate evidence, trainings, collaboration and networking, campaigns and events, mentorship, and coaching. The evaluation will be carried out in line with the OCED-DAC criteria as well as providing actionable recommendations for future programming.

1.2.2 Objectives of the endline survey

The endline survey will be guided by the following objectives:

1. To provide evidence-based information on performance of the project against the intervention logic and existing project and program indicators
2. To assess the project's efficiency, effectiveness, and validity of design/relevance of the project
3. To assess how the project promoted peace and gender equality through transforming harmful social and gender norms in affected communities
4. To assess how the project contributed to the availability and access to GBV services
5. To assess the project's impact on women's participation and influence on local level peace building processes (reconciliation, conflict resolution and dialogues) and decision-making

6. To assess the project's contribution to women and girls' economic independency
7. To assess the level of success in influencing policies, laws, practices, norms, and regulations concerning women and girls in affected communities.
8. To assess the integration of the baseline upon project implementation
9. To assess the impact and sustainability of the outcomes of the project, beyond the project lifetime
10. To document lessons learned and provide evidence-based recommendations for similar future interventions

1.3 Scope of work

1.3.1 Time scope

The evaluation will cover the implementation period from 1st Dec 2020 to 30th November 2022. The evaluation is expected to commence 3rd Oct 2022 and is due by 1st Nov 2022.

1.3.2 Geographical scope

This endline evaluation will be conducted in Wau and Pariang, South Sudan

1.3.3. Target group

Women, youths, men, duty/power holders, community-level women leaders, chiefs, WROs, Government institutions (line ministries), private sector, Gender Empowerment Movement (GEM), and UN agencies.

1.3.4 Technical scope

The technical scope of the evaluation is to **assess the relevance, efficiency, effectiveness, impact, and sustainability of the project**, following the OECD-DAC evaluation criteria:

Relevance: Relevance looks at the design of the project and assess the extent to which the stated project objectives address the identified problems or stakeholder needs.

- Is the project design (project objectives, outcomes, outputs and activities) relevant to addressing underlying causes of the identified problems? Do the outputs contribute to the achievement of the outcomes and subsequently? Do the outcomes contribute to achieving the overall objective?
- Is the project relevant to the objective of stabilization, crisis prevention and Peace building in South Sudan and how?
- What alternative strategies would have been more effective in achieving its objectives?
- Analyze the gender relevance of the project

Efficiency: Efficiency includes the analysis of the cost/benefit ratio for the overall project relating to the relationship between “impacts/outcomes” and “inputs”, the analysis of the cost/benefit ratio for the individual measures applies to the relationship between “input” and “outputs”. In the analysis of the efficiency of the individual measures, calculations of efficiency of the measures themselves (if applicable including calculations of the contribution to the variable gross margin) should be considered.

- Analyze the allocation of resources (funds, human resources, time, expertise etc.) and usage to achieve outcomes? Are the management capacities adequate - i.e. management of personnel, project properties, communication, relation management with elders, community leaders, other development partners, etc

- In general, do the results achieved justify the costs (human resources, time, energy, money, materials)? Have project funds and activities been delivered in a timely and qualitative manner?
- Analysis of the cost/benefit ratio for the individual measures (relationship between “input” and “outputs”)
- Is there a clear understanding of roles and responsibilities by all parties involved?
- Did the project receive adequate technical and administrative support from the donor and CARE?
- Review and assess the quality of the project monitoring and evaluation system. Assess the appropriateness of the indicators (OVI’s) including any changes made to these OVI’s during the course of project implementation. Also review the overall monitoring process; e.g., how many field visits/trainings have been conducted? How have findings been integrated into the project?
- Check whether the data has been systematically recorded, but also whether it is being used by the project management.
- Assess the impact of the political situation & framework/security situation.
- What are the strengths, weaknesses, opportunities and threats of the project implementation process?

Effectiveness and outcomes: Effectiveness includes quality assessment of project preparation, planning, steering and execution as well as analysis of the holder. Present the evaluation of project outputs based on the planning matrix and the indicators relating hereto (planned / executed) and include gender, age, and disability aspects as well as protection mainstreaming.

- Assess the project achieved outcomes against planned outcomes and describe the outcomes (qualitatively / quantitatively) and differentiate according to gender. (also: were project activities the cause for project achievements?)
- Assess the involvement of target groups including women & girls in project preparation, implementation, monitoring, and feedback. Which adaption measures are needed to involve the communities in all stages?
- Analyse the occurrence of planned assumptions and risks, unexpected risks which developed and adjustments in the planning to mitigate the deviation.
- What approaches the project has followed to mainstream gender, age, disability, and protection and what was the impact of the project on gender equity and related issues.
- How effective were the strategies, methodologies and activities used in the implementation of the project?
- What were the supporting factors and barriers that affected these achievements?
- How did the project coordinate with and/or complement other similar actions in the field - geographical and thematic? Was there any overlap?
- Which actions have been most successful in addressing gender inequalities and why?
- Has the project followed conflict sensitivity approach in the various stages of the project so as to not create/trigger conflict due to the implementation of the project?

Direct and indirect outcomes and impacts: This is the focus of the evaluation. The most important aspect is the “use” and the “benefit” of the project for the respective target group. Suitable participatory methods should be used to analyse the impact from the perspective of the target groups.

- Analyse the defined indicators at the outcome and output level of the project (see the project's latest Log-Frame) and assess the achievements for each
- How is the project output used by the target groups including women & girls and sustained/connectedness into recovery/long-term interventions?
- What direct outcomes (intended and unintended impacts; positive and negative impact) emanate from the project in particular economic, socio-cultural (gender), structure-forming (including established self-sustaining capacities) and environmental outcomes
- Local capacity building: How far was the project able to strengthen local stakeholders, communities, government, youth groups, women (and other relevant groups) and provide suggestions to further improve their capacities.
- Assess the impacts, outcomes, outputs and project implementation strategies against the "Do no harm" concept.

Sustainability: should assess the extent to which the benefit of a project is maintained after formal support has ended. Sustainability includes various dimensions (financial, economic, social and environmental) with focus on the continuation of the overall value of the intervention.

- Assess the enabling environment for the project beneficiaries (including women) that supports ongoing positive impacts?
- To what extent are the outcomes and results of the project likely to be sustained after the completion of the project (rate the sustainability of different project outcomes)?
- Assess the roles of the different project stakeholders for the sustainability of the project achievements/outputs.
- Assess the impact of COVID-19 on the sustainability.
- What are the contributing factors and constraints that require attention in order to improve prospects of sustainability of the project outcomes and the potential for replication of the approach?
- How were capacities strengthened at the individual and organizational level (including the institutional, legal and policy framework)?

2. Methodology

A mixed method including desk review, key informant interviews, household survey, and observation using simple but numerically sensitive tools to collect data will be utilized. The sample size must be statistically representative of the population. The analysis will involve statistical and content analysis using appropriate packages as deemed fit by the consultant. The analysis among others should show trends and should be disaggregated by gender, age, and disability (to the extent possible). A sampling technique consistent with the baseline will be used for comparability with baseline performance and target. The methods and work of the consultant must be coordinated with the local authorities and it is always possible that the authorities do not consider certain aspects to be feasible due to the security situation(s).

The methodology should be designed to mitigate against the numerous risks and challenges in the context, which will be discussed in more detail during inception phase, but include risks coming under the umbrellas of beneficiary, staff, partner, and asset security and safety; operational (access, borders, communications, trust); financial, reputational, aid diversion,

corruption, fraud, and terrorism. Finally, CARE will be seeking to work to the principles of evaluation. Specifically, and not outlined/specified elsewhere in this ToR:

- Independence: measures should be put in place to prevent bias.
- Usefulness: Evaluation findings must be articulated clearly and in a way that maximizes the potential for these findings to inform decision-making.
- Representativeness: Evaluations should strive to include a wide range of beneficiaries, including from different genders, age groups, ethnic groups and locations (e.g., urban and rural) as relevant to the project.
- Gender sensitiveness: Evaluations must be gender sensitive and also, where possible, try to assess the intended or unintended effects of the project on gender relations.
- Conflict sensitivity: Evaluations must be conflict sensitive and also, where possible, try to assess the intended or unintended effects of the project on the conflict.
- Disability sensitivity: Evaluations must consider issues of mental and physical disability and, where possible, assess the intended or unintended effects of the project on those living with a disability.

3. Tasks

The consultant will undertake the following tasks

1. Lead the development and design of the methodology, assigning appropriate roles to the overall consultancy and project team.
2. Conduct meetings with key program staff of CARE.
3. Develop the inception report, including data collection tools (including an Annex how COVID-19 safeguards will be achieved) and number of KIIs, FGDs, HHs survey to be conducted in target counties.
4. Conduct desk reviews of secondary information and project documents including the project proposal, the log frames, the interim reports and any other relevant documents.
5. Obtain feedback on data collection tools from key program staff and finalize draft data collection tools to be tested
6. Train enumerators who will pre-test the data collection tools. If necessary, make final adjustments to data collection tools in consultation with the program team.
7. Collect data from a representative sample of individuals from the target groups and key project relevant stakeholders using key informant interviews (KII) and Focus Group Discussions (FGDs)
8. Data processing (data entry, verification and analysis);
9. Carry out the study and gather, collect, clean, and analyze the findings through triangulated multi-level analyses, presenting them in a draft report to be submitted.
10. Presentation of findings and recommendations to end validation by key stakeholders
11. Finalize the report incorporating feedback and submission of final report.

4. Deliverables and time-frame

The consultants will produce the following specific deliverables after signing the contract. The consultant will provide regular briefings to CARE South Sudan and will report his/her preliminary findings before leaving the field.

Deliverable	Date
1. Inception Report, i.e.: Methodology, including work plan and draft data collection tools	Oct 3, 2022
2. Final participatory survey tools and inclusive and gender-sensitive sampling design	Oct 3 rd , 2022
3. Training of enumerators, finalization of tested data collection tools and data collection report	Oct 5 th -14 th , 2022
4. Supporting files, original and cleaned datasets, statistical output files, photos, analysis plan, etc	Oct 19 th ,2022
5. Draft Endline report consisting of: introduction and background/context, methodology, findings, lessons learned, conclusions and recommendations. It must also include an updated Performance Measurement Framework (PMF)	Oct 24 th , 2022
6. Feedback from CARE	Oct 26 th , 2022
7. Presentation of findings and recommendations to CARE, partners, and/or other key stakeholders for verification/ validation	Oct 28 th , 2022
8. Final report, including all annexes (see below)	Nov 1 st , 2022
Total days	22 days

The draft and final report (of 30 pages) will have the following structure:

1. Cover page (1 page)
2. Table of Contents (1 page)
3. Lists of Tables and Figures (if any) (2 pages)
4. List of Acronyms (1 page)
5. Executive Summary (max. 4 pages)
6. Background and project description (max2 pages)
7. Purpose and rational of the evaluation (2pages)
8. Methodology, including limitations (2 page)
9. Analysis and findings of the study (10 pages)
10. Impact of COVID-19 (2pages)
11. Lessons learned based on quantitative and qualitative evidence: Conclusions and recommendations (3 pages)
12. Appendices and Annexes (no page limits for these).
 - a. Performance indicator tracking table reflecting the benchmark value for each outcome indicator
 - b. Relevant maps and photographs of the study areas
 - c. Bibliography of consulted secondary sources
 - d. Finalized data collection tools
 - e. List of key informants
 - f. Raw data in an agreed format

The consultant needs to produce three hard copies of all deliverables. The final report will also be provided in electronic copy (both PDF and MS Word format). A full cleaned analysis dataset and results output depending on the software used by Consultant **MUST** also be provided to CARE.

The consultancy is expected to take place in the months of **October – November 2022 with a total of 22 working days**, including preparation, evaluation design, lessons learned workshop, report writing and presentation of findings and recommendations to CARE South Sudan and external stakeholders.

5. Expertise required

The evaluator should be an experienced and independent consultant with the following expertise:

- Advanced university degree in International Development, Gender Studies, Social Sciences or any other related field with a minimum of 5 years of professional in international development and project evaluation.
- Demonstrated experience in assessments and/or evaluations of interventions.
- Excellent understanding of cluster and humanitarian architecture in particular of the Global Protection Cluster and GBV coordination.
- Understand operating conditions in an insecure environment, i.e., the conflict and operational context in South Sudan, as well as Gender, food security and livelihood dynamics.
- Advanced analytical and report writing skills.
- Be willing to travel extensively in the working areas of the project.
- Fluent in English (both reading and writing).

6. Management of the consultancy and logistical support

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 Catalyst for Peace Project Manager. All communications related to this assignment will be copied to CARE South Sudan DCP Programs, Catalyst for Peace Project Manager, MEAL Coordinator and Research Manager. An introduction letter may be provided on request to support processing of visas where a lead consultant is an International.

The consultant(s) shall adhere to the “Do No Harm” principle and any other humanitarian principles. The consultant(s) shall abide by WHO and Government of South Sudan COVID-19 SOPs. The principal contacts for this consultancy will be CARE’s Project and Area Managers. CARE South Sudan will provide all reasonably available secondary information as the Consultant may require to perform his/her obligations under this Agreement. The consultant(s) will be responsible for all logistical arrangements for fieldwork. All data gathered in the field is property of CARE International in South Sudan. The consultant shall always ensure the confidentiality of data and respect the privacy of all individuals concerned. The Consultant will operate within CARE’s established security systems.

CARE will only facilitate getting study approvals from authorities, enumerators’ recruitment and scheduling of interviews. Enumerator training, payments field travel and accommodation is the responsibility of the consultant and the consultant has to budget for all these in the financial proposal.

7. Ethical Considerations, Confidentiality and Proprietary Interests.

- The consultant/ consultancy firm needs to apply standard ethical principles during 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.

8. Terms of payment:

The terms of the consultancy payment will be according to the following:

- 30% upon receipt of the inception report accepted by CARE and an invoice for payment.
 - 70% upon receipt of the final presentation and final report accepted by CARE and an invoice for payment.
- CARE South Sudan shall withhold relevant taxes as per the Taxation Act, 2009.

9. Application process:

Interested parties are requested to submit a technical and financial proposal explaining their comprehension of the proposed consultancy, and how they would approach this assignment with a summary of their methodology, especially in terms of how the party plans to meet the objectives. Additionally, they should submit one or two examples of similar evaluations (including a combination of quantitative and qualitative methodologies) conducted previously as well as their detailed budget for undertaking this assignment.

- Individual consultants or firms that meet the criteria are recommended to apply. Consultants will be expected to send along their CVs and copies of academic certificates to back up their qualifications.

Interested consultants or firms should submit their applications to: Gabriel.Puja@care.org, and SSD.Procurement@care.org. Please indicate “Addressing Violence against women and girls as a catalyst for peace” as the subject heading. The deadline for submission of application 27th, September 2022.

Applications will be evaluated based on the following criteria:

- 70% Technical quality of the proposal
- 30% Cost-effectiveness of proposal

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.