

Terms of Reference – Project Endline Study and Final Evaluation for the Youth for Change Project with funding from the German Federal Foreign Office (GFFO)

1. About Plan International South Sudan and Ethiopia

Plan International is an independent development and humanitarian organization that strives to advance children's rights and equality for girls all over the world. As an independent organization, we work alongside children, young adults, our supporters and partners to tackle the root causes of the challenges facing girls and all vulnerable children. We support children's rights from birth until they reach adulthood and enable children to prepare for and respond to crises and adversity. We drive changes in practice and policy at local, national and global level, using our reach, experience and knowledge. For over 85 years Plan International has been building powerful partnerships for children in over 75 countries.

Plan International South Sudan (PISS) has been working in the South Sudan since 2006 with its main office in Juba and operations in Central & Eastern Equatoria, Lakes, Unity and Jonglei states. PISS has been implementing a variety of programmes focusing on supporting children, adolescents, young adults and their families in crisis situations. Especially girls and young women (from host communities as well as internally displaced people (IDP) and refugees), in their protection, Sexual and Reproductive Health (SRHR) and access to education, with training and livelihood support.

Plan International Ethiopia (PIE) has been working in Ethiopia since 1974 and is an established humanitarian and development actor in the country, with presence in the capital Addis Ababa as well as the regional states including Benishangul-Gumuz, Tigray, Amhara, Oromia, Southern Nations, Afar and Gambella. PIE's work focuses on child protection, especially in crisis situations. In this sector, PIS has been implementing a variety of projects with refugees and IDPs as well as with the local populations in many regions of the country.

2. Project Context and Background

2.1 Context - Ethiopia and South Sudan

For decades, the Horn of Africa region has been plagued by armed conflicts and natural disasters. Rivalries over land, water and valuable resources are fought along ethnic and political fault lines and often cross-national borders. Millions of people are on the run and/or have lost their livelihoods. The Covid 19 pandemic and the effects of the climate crisis, such as severe floods and the worst drought in over 40 years, have further worsened the plight of people in the already structurally weak countries of the region. Ethiopia and South Sudan have been particularly hard hit and are counted by WFP as global "hunger hotspots". The Human Development Index (HDI) classifies 91.9% of South Sudanese as multidimensionally poor; in Ethiopia the figure is 68.7%. Over 76% of the population in South Sudan and 30.8% of the population in Ethiopia live below the poverty line of USD 1.90 per person/day (UNDP, 2021). In South Sudan, more than two-thirds of the population are in need of humanitarian assistance and protection in 2022, according to UN OCHA. In Ethiopia, 29 million people are in need of humanitarian assistance and protection - a rapid year-on-year increase in both countries. But the humanitarian response is insufficient and slow as a result of the Covid 19 pandemic and the war in Ukraine. In South Sudan, only about a third of the requested funds have been

allocated to the Humanitarian Response Plan (HRP) so far; in Ethiopia, the figure is just under 40%.

Human rights organizations are concerned about the protection of civilians in conflict regions. Children, adolescents and young adults, especially girls and young women, are severely affected by physical as well as psychological violence and restrictions on their rights. In SSD, 2 million people are displaced within the country; in Ethiopia, there are over 5 million, in addition to the 821,000 refugees from neighboring countries - the majority of whom are women and children. The risks of neglect, violence, exploitation and abuse of children, adolescents and young adults (CAY) are compounded by the dire humanitarian situation. In Ethiopia and South Sudan, 3.2 million children are in need of protection interventions, according to UNICEF. Negative coping mechanisms such as child marriage are increasing significantly. Survivors of Gender Based Violence (GBV) lack adequate health and psychological support and virtually no legal recourse. Health facilities and specialized services are inadequately equipped and not attuned to the needs of CAY. There is also a general lack of social and information services and support networks for CAY at critical stages of their development. In families and communities, the SRHR of young adults, especially girls and young women, are suppressed. Sexuality is a taboo subject.

2.2. Project Background

The project “Adolescents for Change: “Transforming Communities on Child Protection and Sexual Reproductive Health and Rights (SRHR) in Humanitarian Settings” is a two-year multi-country intervention that is being implemented in parallel in South Sudan and Ethiopia. The project aims to empower children, adolescents and young adults, mainly females between the ages of 10 and 24, in their protection and sexual and reproductive health and rights in both countries. This is achieved through a multi-sectoral, multi-dimensional approach that actively involves the project's target group, as well as their families and communities, and interlinks interventions in the areas of SRHR, child protection (CP) and livelihoods through cash and voucher assistance (CVA). The main components of the project include provision and access to trainings, awareness-raising activities, CP case management, psycho-social support (PSS) services, community sensitizations, counselling, positive parenting skills, child- and youth-friendly spaces (C/YFS), distributions of non-food items (NFIs), and cash and voucher assistance (CVA). In addition, health centers and other key actors will be supported to make SRHR services more youth-friendly and gender-sensitive.

A total of 101,172 people will directly benefit from the intervention. 41,462 of them in South Sudan and 59,710 in Ethiopia. Of these, 20% are refugees, 40% IDPs, 38% people from host communities and 2% other participants. With an average number of 6 members per household, a total of 586,151 indirect beneficiaries are assumed. The project is primarily aimed at females between 10 and 24 years of age but also targets their friends, partners, families and communities. The project follows a participatory approach where members of the target communities actively shape the project and play a leading role in the implementation of the activities.

With the provision of the hygiene and Menstrual Kits including the cash distribution as well construction of the YFS/CFS. Various consultation meetings conducted with the project participants/ adolescent and local authorities to ensure services provided are standards and addresses the pressing needs of the project participants. Besides the consultation made, PDM conducted and documented the best practices, lesson learnt from the distribution with various stakeholders' engagement meetings.

South Sudan - Target Groups

Age Group	Male		Female	
	#	%	#	%

0-13 yrs. (Children)	1,790	4%	3,540	9%
14-18 yrs. (Adolescents)	6,351	15%	14,443	35%
18+ yrs. (Adults)	6,458	16%	8,880	21%
	14,599	35 %	26,863	65 %
Total	41,462			

Ethiopia - Target Groups

Age Group	Male		Female	
	#	%	#	%
0-13 yrs. (Children)	8,840	15%	9,982	17%
14-18 yrs. (Adolescents)	14,722	25%	12,124	20%
18+ yrs. (Adults)	7,335	12%	6,707	11%
	30,897	52%	28,813	48%
Total	59,710			

Geographic Locations of the Project

The Adolescents for Change project is implemented in South Sudan in Jonglei State in Pibor Greater Administrative Area and in Lakes State in the counties of Rumbek Center and Wulu. In Ethiopia the project is implemented in the regions of Benishangul-Gumuz, Tigray and Afar respectively.

South Sudan - States of Jonglei and Lakes:

- State of Jonglei: in Pibor Central County in the locality of Pibor Center and Langachot covering 7 villages (Thambe, Hau Jakaour, Hai Langachot, Hai Matar A, Hai Matar B, Hai Muduria and Hai Sanduk).
- While in State of Lakes; the project is in Rumbek Center covering 4 payams (Magatagai, Jiir, Nyangkot and Amongpny) and Wulu County covering 3 payams (Domoloto, Bargel, and Wulu Center).

Ethiopia - Regions of Benishangul-Gumuz, Tigray and Afar:

- Benishangul-Gumuz: in Asosa Zone area & Metekel area in 4 districts, Dibate covering 5 villages (Berber, Dibate Town, Zigih, Anglok, Parzait), Dangur covering 4 villages (in the villages of Mambuk Town, Azarti, Jimitya Gublak, Qutir), Bambasi covering 2 villages (Bambasi 01 and Bambasi 02) and Buldigu covering 3 villages (Buldigu, Daleti, and Godere).
- Afar: in the district of Chifera covering 3 villages (Chifra 1, Andarkalo, and Masjid).
- Tigray: Raya Chercher District (4 communities) – Kebeles: Bage, HadeAlega, Korme, Erba.

Project Implementation Period

01.07.2022 to 30.06.2024 (24 months)

Project Goal

Children, adolescents, and young adults, especially girls and young women, affected by crisis in Ethiopia and South Sudan, are empowered and supported through gender sensitive protection and SRHR programs to realize their rights safely and with dignity.

Project Impact

Contribute to the transformation of humanitarian action to improve protection from violence, neglect, exploitation and abuse and access to SRHR services for children, adolescents and young adults affected by humanitarian crises, particularly girls and young women.

Project Outcomes

Outcome 1: CAY have acquired skills and knowledge about their wellbeing, health, and protection from violence, neglect, exploitation and abuse.

Outcome 2: CAY live in safe families and communities that support them in overcoming SRHR and protection risks.

Outcome 3: Adolescents and at-risk children have access to adolescent-friendly and gender-responsive CP and SRHR services and an age- and gender-responsive coordinated humanitarian response.

Accessibility of Project Locations

South Sudan:

The implementation areas remain accessible although in Pibor during the rainy season, access tends to be limited due to road connectivity. The security situation in both Pibor and Rumbek has been stable and access to project sites is good, however, staff and visitors are advised to remain vigilant and well-informed about the security situation in project locations and while moving to project sites, comply with local regulations, show respect for local traditions and cultural nuances, and promptly report any safety or security concerns. Security clearances are obtained to access field locations and to conduct training and workshops, certain areas may have checkpoints and military presence, and the Plan International team will provide guidance on how to navigate these checkpoints. All members of the Plan International team and its affiliates are expected to follow the organization's safety and security protocols, uphold the organization's values, and avoid any actions that could damage its reputation. Prior to traveling to project sites, comprehensive security briefings are given to all staff and consultants of Plan International. The current economic hardship is felt by the beneficiaries and market prices are on raise. The Sudan crisis has not influenced the project response since only few refugees and returnees were reported in Pibor and Lakes and the project was implemented as planned.

Ethiopia:

The project locations (Benishangul Gumuz, Afar & Tigray) remain accessible although the price inflation and the Sudan crisis stress the project implementation. Sudanese refugees are in Benishangul Gumuz and the Amhara (noted that Amhara region is not supported by the project although it's hosting refugees) regions and are being supported with the limited available resources. In overall, project approaches and strategies remain the same as described in the project documents. Similar procedures in South Sudan are followed in Ethiopia especially in regions faced with the recent conflict in Ethiopia like Tigray. In places of armed conflict, check points are available with no harm to humanitarian workers and staff are always advised to adhere to humanitarian principles.

3. Rationale, Purpose, and Objectives of the Study

3.1. Rationale and Purpose of the Endline Study and Final Evaluation

Conducting the endline study and final evaluation will meet the requirements of the project donor, GFFO, to assess results and implementation processes at the end of the intervention.

The main purposes of the endline study and final evaluation are to:

- Ensure accountability to GFFO, project participants and communities, and other stakeholders by providing evidence of achievements in relation to the project’s planned results;
- Repeat the baseline study, gathering updated information, including quantitative values, for project indicators;
- Capture and document lessons learned from the implementation experience; and
- Identify recommendations for improved design, implementation, and processes of future similar interventions.

3.2. Scope of the Study

The endline study and final evaluation will cover the entire implementation period of the *Adolescents for Change* project from July 1, 2022, to June 30, 2024. It should cover all baseline indicators, plus additional outcome level indicators that were not assessed at baseline, and the overall process should address all project activities in all the regions where it was implemented. The scope of the exercise may be further detailed in the inception report.

3.3. Objectives of the Study

The primary objective of the **endline study** component is to:

- Provide quantitative data for outcome level project indicators, using the same tools developed for the baseline data collection. The list of indicators to be assessed are attached to this ToR.

The primary objectives of the **final evaluation** component are to:

- Assess the quality of the intervention by responding to specific key evaluation questions (listed below) under the following OECD-DAC evaluation criteria: effectiveness, efficiency, coherence, sustainability and relevance,
- To assess the extent to which the intervention’s approach has been sensitive to issues of gender, power, and inclusion and is geared to respecting the rights of children and young adults and to advancing the rights of children and gender equality.
- To identify recommendations for follow-up phases and similar projects.

3.4. Key Evaluation Questions

Evaluation Criterion	Evaluation Question
Effectiveness	<ul style="list-style-type: none"> ▪ To what extent has the project achieved its objectives in an equitable manner for different groups (e.g. Girls 10-14 yrs., girls 15-17 yrs., young mothers/pregnant girls)? ▪ What unintended effects of the project, positive and negative, for different adolescent groups could be observed in the different project locations? ▪ To what extent has the project been delivered in a safe, accessible, accountable, and participatory manner? ▪ To what extent has the project’s gender-transformative approach contributed to gender equality results that improve the rights of girls, boys, young people in all their diversity?

3.5.2. Endline Study Matrix

The consultants are expected to also develop an endline study matrix listing the indicators that will be assessed during the endline study, mapping them against data collection and analysis methods, sources of data as well as data collection tools.

Example Endline Study Matrix:

Indicator	Data Collection Method	Main Sources of Data	Tool	Tool #	Data Analysis Methods/Triangulation

4. Users of the Endline Study and Final Evaluation Report

The endline study and final evaluation report will be disseminated to the following stakeholders:

- Project management staff, project teams, country office leadership;
- Project M&E and Knowledge Management staff;
- Project participants, key local government offices, and relevant line ministries;
- Plan International South Sudan, Plan International Ethiopia and Plan International Germany; and

The donor: GFFO.

The above stakeholders will use the endline study and final evaluation report to:

- Compare endline indicator values with baseline values and identify achievements and variances against endline targets;
- Demonstrate accountability to project participants, donors, and other stakeholders;
- Communicate learnings and achievements to project stakeholders, donors, and other stakeholders; and
- To inform the design of new projects.

5. Endline Study and Final Evaluation Methodology

5.1. Data Collection, Management, Assurance, Protection and Analysis

Prospective consultant(s) should describe their proposed methodological approaches, aligned with the endline study and final evaluation objectives, and provide an overview of data collection, data management, data quality assurance, data protection and data analysis plans, including sampling strategies, validation and reporting approaches. To allow for triangulation of findings, quantitative methodologies should be complemented by qualitative methodologies. Any limitations to the methodologies proposed should be noted, and proposed mitigation measures identified.

For the indicators assessed at baseline the same methodological approach should be used for the endline study. A summary of the baseline methodology is attached to this ToR. The tools developed for the baseline study will be shared with the selected consultant(s) upon contract signing.

Sources of data should be properly documented, and data disaggregated by sex, disability and age group (<18, >18 years) and disability and any other context specific relevant criteria during collection and analysis.

The data collection as well as the analysis should meet the highest level of sensitivity and privacy protection and have a very high standard of data protection put in place.

All suggested tools will be discussed with the project team before finalization and should be shared with the project teams as part of the deliverables. The project team will share all relevant project documents with the consultants. Additional secondary data sources might be used in the document review.

5.2. Sampling

5.2.1. Evaluation

The consultant(s) is expected to develop and suggest sampling strategies for all proposed methods of data collection, quantitative and qualitative. Sample sizes for quantitative data collection need to be representative of the respective beneficiary population. For any proposed quantitative methodologies, a 95% confidence interval level with a 5% margin of error is required for sample size calculations with a minimum disaggregation by gender and age (<18 and 18+).

5.2.2. Endline

For the indicators that were assessed at baseline, the same sampling strategies that were used for the baseline study should be repeated for the endline study. For the indicators that were not assessed at baseline, the consultant(s) is expected to develop and suggest sampling strategies for all proposed methods of data collection, quantitative and qualitative. Sample sizes for quantitative data collection need to be representative of the respective beneficiary population. For quantitative methodologies, a 95% confidence interval level with a 5% margin of error is required for sample size calculations with a minimum disaggregation by gender and age (<18 and 18+). Please find more information in the annex.

5.3. Participant Selection for the Endline Study and Final Evaluation

This endline study and final evaluation is expected to include representatives of the following stakeholder categories:

- Children, adolescents, and young adults as direct project participants;
- Project team members in South Sudan and Ethiopia
- Parents and caregivers of children, adolescents and young adults in South Sudan and Ethiopia
- Community leaders in the project locations of South Sudan and Ethiopia
- Youth and women leaders in the project locations in South Sudan and Ethiopia
- Humanitarian actors (**South Sudan**: RRC, Ministry of Health, Youths, Gender, and NGOs like Gredo, Nile Hope, Oxfam, Cido, CUAMM, SSNAMA, IRC, Save the Children, KUECHO, TORCH; **Ethiopia**: INGOs- NUHCRC. RSS, IRC, UNICEF, WORLDVISON, UNOCHA, UNFPA, Imagine One Day, Save children etc. National/local actors are - DRM Office, 2. WSA Office, 3. Education Office, 4. Health Office, 5. Finance and economic cooperation, police office, justice office, courts, religious institution and traditional structures.
- Health workers and teachers in the targeted health facilities, ministries and the schools where necessary;
- Local authority representatives and community leaders in the project locations in South Sudan and Ethiopia

Where necessary, the prospective consultant(s) may suggest additional stakeholders they think should be included to ensure full representation, and to get the information needed to provide a full endline study and final evaluation.

6. Ethics, Safeguarding and Risk Management

Plan International is committed to ensuring that the rights of those participating in data collection or analysis are respected and protected, in accordance with Plan International's Framework for Ethical MERL and its Safeguarding Policy. All applicants must include in their proposal details about how they would address ethics and safeguarding in the data collection process. Specifically, they must explain how appropriate, safe, non-discriminatory participation of all stakeholders will be ensured and how special attention will be paid to the needs of children, people with disabilities, and others who face disproportionate risk. They must also explain how confidentiality and anonymity of participants will be guaranteed.

Ethics approval is required for this study and all primary data collection with children and on sensitive topics where necessary and Plan will work with consultants to complete this process during the inception phase. Any consultant working with children will be required to provide expanded police certificate of good conduct, and no work will start until they have signed Plan International's global safeguarding policy.

The prospective consultant/s should demonstrate in their proposal how they will manage unforeseen risks in engaging with various stakeholders especially children. A separate activity risk document will be approved by Plan International after sharing the draft data collection tools and before commencement of the data collection in various locations.

7. Key Deliverables

The deliverables expected from the consultant(s) are:

- A draft and final inception report incorporating feedback from and approved by Plan International Ethiopia, Plan International South Sudan and Plan International Germany including an updated timeline, detailed methodology, including sampling procedures, size, frame and draft data collection tools.
- Final data collection tools, ethical considerations, consent and assent forms for any primary data collection, methods for data analysis, a brief justification of the methods and techniques used (including relevant underlying values and assumptions/ theories) with a justification of the selections made (e.g., of persons interviewed).
- A draft project endline and evaluation report including an Indicator Tracking Table with indicator data inserted.
- The final sampling methodology (including unit of sampling and sampling frame) and size.
- Cleaned Datasets (including data files (e.g., Excel, SPSS, Kobo, NVivo, Atlas ti), transcripts of qualitative data, syntax/ code books etc.).
- Completed consent forms (including for children and their caregivers and adults).
- Validation workshop on the endline study and final evaluation report with a PowerPoint presentation.
- Final endline study and final evaluation report (in standard format).
- Final endline study and final evaluation executive summary.

8. Timeline

Proposed number of days to conduct the study: **50 calendar days.**

Date	Activity	Deliverable	Weight	# days
24 th May - 7 th June 2024	Tendering / tender advert	Advertisement advertised	N/A	N/A
10 th - 14 th June 2024	Revision of proposal and selection of consultant(s)	The selection committee signs documents for selection.	N/A	N/A

17 th – 18 th June 2024	Background check for the successful consultant (s) and contracting	Signed contract	N/A	N/A
19 th – 23 rd June 2024	Desk review; Elaboration of final endline study and final evaluation workplan and of inception report with detailed research methodology and tools (as described above)	Draft inception report	20%	5 days
26 th – 27 th June 2024	Revision and feedback on the endline study and final evaluation workplan and methodology and tools	Final inception report	10%	2 days
28 th to 30 th June 2024	Preparation of field work: testing of tools, training of enumerators, translations of tools if needed	Finalized and tested tools; Enumerators trained.	5%	3 days
1 st to 20 th July 2024	Field work: data collection	Data collected and uploaded on Kobo/Nvivo, or any other tool used	15%	20 days
21 st to 31 st July 2024	Data cleaning, data analysis and validation of endline study and evaluation report	1 st draft of endline study and evaluation report	10%	11 days
1 st August 2024	Virtual validation workshop to present the draft of the endline and evaluation report	1 virtual validation workshops plus PowerPoint presentation	20%	1 day
2 nd to 6 th Aug 2024	Revision of the draft endline and evaluation report	Feedback to the endline study and evaluation report from project team	10%	5 days
7 th to 9 th August 2024	Incorporation of the feedback in the final endline and evaluation report and submission of the report.	Final endline and evaluation report including executive summary	10%	3 days

Responsibility of Plan International:

- To conduct the project introductory meeting.
- To provide all the project documents and any other information available.
- To review the inception report and endline study report and participate actively in meetings and provide feedback.
- To provide logistics support to the consultant (s) as required and stated in the contract.
- To assist the consultant (s) in the authorization of the field work and survey with local authorities in the target areas.
- To ensure the consultant(s) understand the safeguarding policy and code of conduct.

To ensure the consultant (s) understand the security context and Plan's policy and procedures.

9. Payment Schedule

Key milestone	Proportion amount to be paid
Submission and approval of final inception report (incl. final tools)	First instalment 30%
Submission of draft final study report incl. raw data	Second instalment 30%
Submission and approval of final study report	Final instalment 40%

10. Expected Qualifications

The consultant/team of consultants should have the following qualifications and experience:

- **Desired:** Consultancy firm with joint venture in South Sudan and Ethiopia;
- Postgraduate degree in Social Science or another relevant field;
- Valid HEAT certificate(s) (for field work in South Sudan and Ethiopia);
- Technical competence in child protection and sexual reproductive health and rights and gender equality and inclusion approaches;
- At least 10 years of proven experience in designing, conducting and leading baseline/endline studies and evaluations in the humanitarian sector (experience in South Sudan and Ethiopia is an advantage);
- Experience conducting primary data collection in conflict regions;
- Proficiency in qualitative and quantitative methods of data collection;
- Proven experience in quantitative and qualitative data analysis;
- Excellent reporting and presentation skills;
- Fluency in English (communication and writing skills);
- Knowledge of the project regions and locations;
- Fluency in local languages is an advantage;
- Willingness to travel and work under pressure & meeting deadlines.

11. Applications

Interested consulting firms should include a team composition with a lead consultant and associate consultants in their applications and should provide a proposal explaining their comprehension of the proposed consultancy and covering the following aspects:

11.1 Technical Proposal

- Detailed response to the ToR
- Proposed methodology

- Ethics and child safeguarding approaches, including any identified risks and associated mitigation strategies.
- Proposed activity timeline based on **50 calendar days**.
- CVs of the consultant (s) involved in the assignment with an explanation of the team composition/roles in accordance with their proposed approach and methodology.
- List of references for their previous similar studies Police Certificates of Good Conduct. The successful consultant (s) will be requested to submit this after the selection process.

11.2 Financial Proposal

- Breakdown of the budget presented in a separate document with a detailed itemization per this ToR.
- Detailed budget, including: i) daily fee rates, ii) accommodation and meals iii) field data collection expenses for each team member including vehicle rental iv) communication v) travels vi) administrative expenses vii) any other expenses related to the assignment viii) indication of VAT if applicable.
- Updated banks statements including registration documents demonstrating their legality to operate.

Please send your application to Plan **International** ssprocurement.committee@plan-international.org referencing “Endline Study and Final Evaluation - Youth for Change-GFFO Project South Sudan and Ethiopia” in the subject line and including support documents as outlined above.

Additional information

Consultant (s) will be required to sign and adhere to Plan International Safeguarding Children and Programme Participants Policy.

12. Contact

For any information about this ToR please contact ssprocurement.committee@plan-international.org.

13. Annexes

Annex 1: Global Policy: Safeguarding Children and Programme Participants.

Annex 2: Full Report Structure

Annex 3: Project Details

Annex 4: Project Log Frame and/or list of indicators to be assessed with indicator definitions.

Annex 5: Summary of the Baseline Study approach

Annex 6: Ethical MERL Framework