



Government of the Netherlands



Terms of Reference for Endline Survey

Women Leadership And Advocacy Initiative (WLAI)

**Torit, Eastern Equatoria State and Juba, Central
Equatoria**

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**

July 2022

Contents

- 1.0 Introduction..... 1
- 2.0 Consultant Scope of Work 3
- 3.0 Methodology 3
 - 3.1 Approach..... 3
 - 3.2 Sampling 4
 - 3.3 Data Sources..... 4
 - 3.4 Data Collection..... 4
 - 3.5 Data Analysis 4
 - 3.6 Data Quality Issues 5
- 4.0 Endline Products/Deliverables 5
- 5.0 Management of the Consultant 6
- 6.0 Data analysis 6
- 7.0 Lessons Learned..... 6
- 8.0 Limitations 6
- 9.0 Consultant Competency 7
- 10.0 Evaluation and Award of Consultancy 7
- 11.0 Payment Terms and Conditions 8
- 12.0 Additional Information 8
- 13.0 Ethical Considerations, Confidentiality and Proprietary Interests..... 8
- 14.0 Endline Report layout 8
- 15.0 Application Process 9

1.0 Introduction

CARE with funding from the Dutch Ministry of Foreign Affairs has been implementing a one-year **Women's Leadership and Advocacy Initiative project**. 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 WROs to address the unequal power relations that result in the inequitable distribution of resources and opportunities affecting women and other excluded groups. WROs engaged power holders in advocacy 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 as provided by R-ARCISS. 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 created 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 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. At the community level, WLAI was required to mobilize 32 Social Analysis and Action (SAA) groups and 32 Gender Empowerment Movement (GEM) groups for men and boys' groups. CARE identifies 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 works 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. The VSLAs have to 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 engages with 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 engages 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 seeks to improve access to financial services, business skills and create a conducive environment for women to engage in business. The WLAI project targets 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 an Endline study. This Endline will be undertaken with funding from Netherlands MOFA and will be conducted to determine and establish endline progress against the baseline, evaluating performance and outcomes (both intended and unintended), contributing to learning and research.

Endline 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:	Endline Evaluation
Survey Purpose:	<ul style="list-style-type: none"> ➤ To establish Endline information for measuring progress of project log frame indicators at community, state and national level after the implementation of planned activities. ➤ Produce an Endline report that will show the impact, lesson learnt and recommendation for future similar projects including other needs identified by CARE. <p>This study should address the following question:</p> <ul style="list-style-type: none"> - To what extent did the project meet its objectives. - What is the current status of 35% affirmative action at all administrative levels. - Did the project address the factors that limited meaningful representation of women at all decision-making level - Did the intervention improve harmful practices attitudes, behaviors and perceptions and practices toward girls and women in our communities? - Did the intervention improve and empowered women and girls economically in the target communities and have become economically independent? - Have the women been able to successfully influence policies, laws, practices, norms and regulations that reflect and address the concerns of women and girls in our communities. - Are there laws, policies and regulations that protect girls and womens rights that the project has influenced? - Do we have polices, laws and regulations that the project successfully reviewed as gaps and addressed - Have recommendations of baseline been translated into action during the implementation of the project - Identify and document the lessons learnt and best practices
Proposed data collection methodology:	<p>Both Qualitative and quantitative methods in gathering information from both primary and secondary data sources.</p> <ul style="list-style-type: none"> • Semi structured interviews • Focus Group Discussions (To be conducted ensuring COVID-19 guidelines when applicable) • Key Informant Interviews • Review of secondary data
Proposed start and end dates for Endline study:	11 th July 2022
Final Endline Survey report submission date:	22 nd July 2022

2.0 Consultant Scope of Work

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 endline study.

Content Scope: As part of the negotiation process, CARE will ensure that the consultant understands and agrees to the assignment, including the endline 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 Evaluation will cover all the components of project interventions; capacity building, research to generated evidence, and trainings, collaboration and networking, campaign and events, mentorship and coaching. The endline objectives, evaluation questions should be answered with evidence gathered through these evaluations and lessons learnt highlighted.

Time Scope: The evaluation will cover the implementation period from 1st Sept 2021 to 31st Aug 2022. The evaluation commences in July 2022 and is expected to end by Aug 2021.

Geographical Scope: This endline evaluation will be conducted in Juba and Torit.

Target group: Women activists, youths, men, duty/power holders, community-level women leaders, WROs, Government institutions (line ministries), private sector, like minded development partners, Social Analysis and Action (SAA) groups, Gender Empowerment Movement (GEM).

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 endline 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 reports, 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 is expected to propose a detailed endline evaluation approach that is compliant with the Covid-19 Standard Operating Procedures. The evaluation will obtain data from both primary and secondary for both qualitative and quantitative.

- **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 endline 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. Both probabilistic and nonprobability methods of sampling shall be employed in determining the sample size(s) for respondents to be used. The sample size for both quantitative and qualitative data should be as representative as possible.

3.3 Data Sources

The endline study 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/reports 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 and be able to provide case studies illustrating the impact of the project. 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 on agreed platform 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. The performance of each indicator will be presented using descriptive statistics in percentages or graphs.

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 Endline 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 where applicable.
- During field data collection: For household surveys, data entry will be on the spot using an electronic questionnaire. Monitoring and supportive supervision of 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.

The consultant is expected to compare disaggregated endline findings with those of baseline. Where a need arises, relooking at the Endline data for disaggregation will be part of this evaluation.

4.0 Endline Products/Deliverables

Key deliverables	Timeline
An inception Report (in word doc): It should clearly outline the approach, indicators, methodology, and tools, including an annex highlighting how COVID-19 safeguards will be achieved	16 th September 2022
Final participatory survey tools and inclusive and gender-sensitive sampling design	16 th September 2022
Enumerator training, tool pre-testing, and data collection report	19 th September 2022
Supporting files, original and cleaned datasets, statistical output files, photos, analysis plan, etc	22 nd September 2022
Draft Endline report: It should have an introduction and background/context, methodology, findings, lessons learned, conclusions and recommendations with case studies. It must also include an updated Performance Measurement Framework (PMF) with baseline data for all the indicators. If baseline data is zero or not collected for a particular indicator, it must be specified	30 th September 2022
A fact sheet or abstract and PowerPoint presentations to be used for dissemination of results to stakeholders	6 th October 2022

A comprehensive and well-organized final report in electronic version word and PDF-based in the template structure in section 15.0 below (at most 30 pages)	15th October 2022
--	-------------------

5.0 Management of the Consultant

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

- Review of base Endline 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

6.0 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 endline data that includes conclusions in key areas or risk and areas of intervention focus.

7.0 Lessons Learned

The lessons learnt through the entire endline 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.

8.0 Limitations

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

- **Security:** The endline measurement may be affected by the volatile security condition in some areas such as Monyomiji in Torit
- **Baseline information:** Baseline information on some indicators might not be highly reflective of the pre-existing condition but overall it provides a relative substantive value for the indicator under study. It is hard to get readily available data in the context of South Sudan especially on women empowerment, emancipation and meaningful representation in decision making processes.
- **Delays in getting approvals:** The evaluation team should expect to get some delays or resistances from the local authorities to get approvals to carry out the study. However, we expect to start the process early and use our relationship with the stakeholders to authorise for the evaluation to be conducted.
- **COVID-19 pandemic:** Guidelines and restrictions may 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
- **Logistics** The consultant will be responsible for booking his/her flights 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 be liable for any of these costs, its entirely up to the consultant to facilitate his /herself to the site of activity.

9.0 Consultant Competency

Applicants are required to clearly identify and provide CVs of the consultants and others proposed in the Evaluation team clearly stating their roles and responsibilities in this study. The key qualifications required for the lead consultant(s) include:

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

- 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
- Demonstratable experience leading assessments, feasibility studies or evaluations
- Full understanding on cluster and humanitarian architecture in particular of the Global Protection Cluster and GBV Coordination.
- Experience working with Women's Rights Organisations (WROs)
- Good understanding of the R-ARCISS, constitution of South Sudan 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

10.0 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 including at least a thematic expert**)
- 30 % -Financial (**Financial score will be done by procurement**)

11.0 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.

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.

12.0 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

13.0 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.

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.

14.0 Endline 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.

- a. Cover page (1 page)
- b. Table of Contents (1 page)
- c. Acronyms (1 page)
- d. Acknowledgements (1 page)
- e. Executive summary
- f. Background and project description
- g. Purpose and rationale of the evaluation
- h. Evaluation methodology, including limitations

- i. Evaluation findings (presented under the heading of the key project objectives, outcomes and ensuring the evaluation questions have been addressed)
- j. Impact of Covid-19
- k. Lessons learnt based on quantitative and qualitative evidence; showing the context, intervention, results and the lesson for future programming or scale up
- l. Conclusions
- m. recommendations
- n. Bibliography
- o. Annexes
 - I. Completed logframe
 - II. High resolution photos taken during the evaluation/field implementation
 - III. List of participants in meetings and interviews (where applicable)
 - IV. List of enumerators/research assistants and all those involved in the study
 - V. CVs of lead consultant.
 - VI. Data collection tools

15.0 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.

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 including at least a thematic expert**)
- 30 % -Financial (**Financial score will be done by procurement**)

The deadline for submission of proposals from interested parties is 30th July 2022.

Proposals can be submitted to Gabriel.Puja@care.org, and SSD.Procurement@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	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)	<i>To contribute to increased women's leadership and women's political and economic participation in Juba and Torit by May 2022.</i>	<i>Number and percentage of individuals by age, type and gender who report increased women's leadership and women's political and economic participation</i>	26.5%	75%	<i>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</i>	<ul style="list-style-type: none"> • Endline Report • End of project reports • Baseline report 	<i>Not applicable</i>
Outcome 1.0	<i>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</i>	<p><i>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</i></p> <p><i>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</i></p>	26.5%	75%	<p><i>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</i></p> <p><i>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</i></p>	<ul style="list-style-type: none"> • Baseline and Endline Reports. • Quarterly and Annual project reports. 	<ul style="list-style-type: none"> • 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

		<i>public, private and civic sphere</i>			<i>sphere. This will be measured at the end of the project</i>		<i>support women to take leadership roles and participate in decision making process</i>
Output 1.1	<i>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</i>	<i>1.1.1 Advocacy strategy on the on implementation of 35% quota at local, state and national government adopted by WROs and relevant stakeholders</i>	<i>0</i>	<i>2</i>	<i>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</i>	<ul style="list-style-type: none"> • <i>Advocacy strategy</i> • <i>Project reports</i> • <i>Signed attendance sheets</i> • <i>Training report</i> • <i>Meeting minutes</i> • <i>After Action Reviews</i> • <i>Photos</i> 	<ul style="list-style-type: none"> • <i>Stable political and security context that allows implementation of proposed project activities.</i> • <i>Willingness and cooperation of stakeholders to support formulation and adoption of laws.</i> • <i>Wide and open free civil space to promote advocacy</i>

	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	2	6	?At least 6 small emerging advocacy events funded and implemented by WROs in Juba and Torit	<ul style="list-style-type: none"> • Project reports • Grant agreements • WRO financial reports 	<ul style="list-style-type: none"> • 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	0	20		<ul style="list-style-type: none"> • Signed attendance sheets • Training reports • Photos 	<ul style="list-style-type: none"> • 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 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.					

		<i>1.1.4 Number of women leaders trained on leadership, negotiation, coordination and communication skills.</i>	<i>0</i>	<i>80</i>	<i>At least 80 women leaders trained in leadership, negotiation, coordination and communications skills</i>	<ul style="list-style-type: none"> <i>Signed attendance sheets</i> <i>Training reports</i> <i>Photos</i> 	<ul style="list-style-type: none"> <i>Willingness and cooperation of stakeholders to participate in the training on leadership, negotiation, coordination and communication skills</i>
	<i>Power holders/duty bearers are responsive to WLO/CSOs demands</i>	<i>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</i>	<i>0%</i>	<i>60%</i>	<i>60% of power holders/duty bearers report improved attitudes and practices towards women's voice, agency, leadership and representative participation in decision-making processes</i>	<ul style="list-style-type: none"> <i>Endline Reports</i> <i>Quarterly and Annual project reports</i> 	<ul style="list-style-type: none"> <i>Stable political and security context that allows implementation of proposed project activities.</i> <i>Willingness and cooperation of stakeholders to support formulation and adoption of laws.</i>

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	2	8	8CSOs/WROs will have their organizational and networking capacities improved.	<ul style="list-style-type: none"> • Project reports • Training reports • Signed attendance sheet • Photos 	<ul style="list-style-type: none"> • 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	2 (25%)	8	8CSOs/WLOs will have their advocacy strategy developed.	<ul style="list-style-type: none"> • Project reports, Signed. • attendance sheet, photos, • Training report 	<ul style="list-style-type: none"> • 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	55%	80%	At least 80% of CSOs/WLOS report increased ability to engage in networks/alliances/platforms/movements	<ul style="list-style-type: none"> • Endline Reports. • Quarterly and Annual project reports. 	<ul style="list-style-type: none"> • Stable political and security context that allows implementation of proposed project activities. • Willingness and cooperation of stakeholders to support formulation and adoption of laws. 	

	<p>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</p>	44.6%	80%	<p>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</p>	<ul style="list-style-type: none"> • Endline Reports. • Quarterly and Annual project reports. 	<ul style="list-style-type: none"> • Stable political and security context that allows implementation of proposed project activities. • Willingness and cooperation of stakeholders to support formulation and adoption of laws.
	<p>1.2.5: Number of CSO/WLOs trained on media (including social media) and community-based campaign designing</p>	0	20	<p>At least 20 CSOs/WLOs trained in media and community based campaign design</p>	<ul style="list-style-type: none"> • Project reports, Meeting minutes, Attendance sheet, photos. 	<ul style="list-style-type: none"> • Stable political and security context that allows implementation of proposed project activities.

Output 1.3	<p><i>Wider public and community are aware of women's rights and negative gender norms and support women participation and leadership</i></p>	<p><i>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</i></p>	32%	75%	<p><i>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</i></p>	<ul style="list-style-type: none"> • <i>End line Reports</i> 	<ul style="list-style-type: none"> • <i>Stable political and security context that allows implementation of proposed project activities.</i> • <i>Willingness and cooperation of stakeholders to support women participation in decision making process</i>
	<p><i>Power holders/duty bearers are responsive and support women's leadership and participation</i></p>	<p><i>1.3.2 Percentage of Power holders (formal and informal) who endorse and support women's leadership and participation</i></p>	0	45%	<p><i>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.</i></p>	<ul style="list-style-type: none"> • <i>Project reports, Baseline and Endline Reports</i> 	<ul style="list-style-type: none"> • <i>Stable political and security context that allows implementation of proposed project activities.</i> • <i>Willingness and cooperation of</i>

							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	0	80	At least 80 duty bearers at county and state level trained on women rights, gender norms and women participation in leadership	<ul style="list-style-type: none"> Project reports, Meeting minutes, attendance sheet Photos 	<ul style="list-style-type: none"> 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	26%	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	<ul style="list-style-type: none"> Endline Reports. Quarterly and Annual project reports 	<ul style="list-style-type: none"> Stable political and security context that allows implementation of proposed project activities. Wide and open, free civil space to promote advocacy

							<ul style="list-style-type: none"> • <i>Willingness and cooperation of the stakeholders to support women to take leadership roles and participate in decision making process</i>
<i>Output 2.1</i>	<i>Women economic rights, empowerment and entrepreneurship promoted</i>	<i>2.1.1. Number of Advocacy Sessions on Women economic rights, empowerment led by VSLAs and WROs</i>	<i>2</i>	<i>5</i>	<i>At least 5 advocacy sessions on women economic empowerment conducted by VSLAs and WROs.</i>	<ul style="list-style-type: none"> • <i>Project report</i> 	<ul style="list-style-type: none"> • <i>Stable political and security context that allows implementation of proposed project activities.</i> • <i>Willingness and cooperation of stakeholders to support formulation and adoption of laws.</i> • <i>Wide and open free</i>

							<i>civil space to promote advocacy</i>
Output 2.2	<i>Conducive space created for CSOs and VSLA networks for debates and movement building on women economic rights, empowerment and entrepreneurship</i>	<i>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.</i>	0	4	<i>4 agenda settings, influencing the debate and/or movement building will be conducted.</i>	<ul style="list-style-type: none"> • <i>Project reports</i> • <i>Training reports</i> • <i>Signed attendance sheet</i> • <i>Photos</i> 	<ul style="list-style-type: none"> • <i>Stable political and security context that allows implementation of proposed project activities.</i> • <i>Willingness and cooperation of stakeholders to support formulation and adoption of laws.</i>

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.	26%	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	<ul style="list-style-type: none"> • Endline Reports 	<ul style="list-style-type: none"> • 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	26%	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	<ul style="list-style-type: none"> • Endline Reports • Project reports • Training reports • Photos 	<ul style="list-style-type: none"> • Stable political and security context that allows implementation of proposed project activities.