

# TERMS OF REFERENCE

## External evaluation of the Pride! Project in Wau and Gogrial West Counties, South Sudan

### 1. Summary

Name of consultation	External Evaluation of the Pride! project
Name of Project	<i>Pride!</i> : Empowered women, including persons with disabilities, contribute to inclusive development of their communities in and around Wau and Gogrial West Counties’.
Period	15-20 days
Location of the project	Wau North and South Payams in Wau County, Western Bahr el Ghazal and Kuac South (Yiethliet) and Kuac North (Kuajok) Payams in Gogrial West County, Warrap State, South Sudan
Consultancy Type	External evaluation
Contact ZOA Dorcas	procurement.southsudan@zoadorcas.ngo

### 2. Background of the consultancy

#### Project

ZOA Dorcas, through Dorcas Aid International, is the lead of a consortium with Light for the World (LftW) and Help a Child South Sudan (HAC). The consortium implements the Pride! Project, which promotes women’s economic, political and social empowerment at the local level, with specific attention to those in the most vulnerable situations. The Pride! project is funded by the European Union through the European Trust Fund for Africa (reference T05-EUTF-HOA-SS-85-03). The duration of the project is January 2021 to July 2023 and the project is implemented in Wau North (municipality) and Wau South (Agok) Payams in Wau County, Western Bahr el Ghazal and Kuac South (Yiethliet) and Kuac North (Kuajok Municipality) Payams in Gogrial West County, Warrap State, South Sudan.

The overall objective of the project is: Empowerment women, including those with disabilities, contribute to the development of inclusive and prosperous communities in Wau and Gogrial West Counties. Specific objectives include:

- Specific Objective 1: An enabling environment that supports the participation of women, including women with disabilities, in community activities, local political decision-making processes and economic activities in Wau County and Gogrial West County
- Specific Objective 2: Enhanced participation of women, including women with disabilities, in community activities and local political decision-making processes in Wau County and Gogrial West County
- Specific Objective 3: Increased contribution of women, including women with disabilities, to household income in Wau County and Gogrial West County

The project engages in a range of different activities, among which Technical and Vocational Education and Training (TVET) , disability inclusion and community campaigns. The project targets a total of 1750

women – of which 450 with disabilities, men, Civil Society Organisations (CSOs), Disabled People Organizations (DPOs) and wider communities. The project has a total budget of EUR 1,249,977.

More details can be found in supporting documents, including the project proposal, baseline and mid term evaluation study, which will be shared with the consultant after shortlisting.

### **ZOA Dorcas South Sudan**

ZOA has worked in South Sudan since 1998 and has since been active in four main sectors: Food Security and Livelihood, Education, WASH, and Peacebuilding. ZOA works in Jonglei State and GPAA since 2012 and 2010 respectively. Dorcas has been active in South Sudan since 2008 and has experience in the sectors of Food Security and Livelihood, Nutrition, Technical and Vocational Training (TVET), entrepreneurial development, and WASH. Dorcas works in Western Bahr-el-Ghazal and Warrap State. In order to maximize impact and create synergy in reaching people most affected by crises, from May 1, 2022, Dorcas and ZOA are forming a joint working organisation called 'ZOA Dorcas South Sudan'. ZOA Dorcas also implements projects of different natures partnering with like-minded international and national organizations primarily focusing on building their institutional capacity.

## **3. Purpose and scope of the assignment**

### **Purpose**

Since the Pride! Project is ending in July 2023, the Pride! Consortium – as per donor requirement – wishes to conduct an external evaluation to assess whether the project has reached its intended goal. The external evaluation is a mandatory requirement from the donor, and will both serve external and internal accountability and learning.

The purpose is to provide evidence-based findings and conclusions on the extent to which each of the above-mentioned outcomes have been achieved through the implementation of the project. It also assesses the implementation process and impact orientation, the intervention logic, and expected results/indicators of the project, with feedback on the achievements, challenges, and best practices to all stakeholders involved. Furthermore, the study aims to assess learning opportunities regarding the appropriateness of the implementation strategies and advise on future programming to project stakeholders.

### **Specific objectives**

The specific objectives are as follows:

1. To assess the extent to which (a) the project activities and outputs have contributed to the intended outcomes and (b) the extent to which the project outcomes have contributed to the intended impact and the EU's overall aim to promote women's economic, political and social empowerment at the local level, with specific attention to those in most vulnerable situations (Theory of Change validity);
2. To assess the achievement of the project's indicators as per the logical framework – logical framework attached (see Annex A);
3. To assess the extent to which the project was implemented in accordance with the key principles as set out in the project, with a specific focus on disability inclusion and women empowerment.
4. To provide lessons learned about what went well and what could have been done better in the implementation of the project.
5. To assess the efficiency of the project in terms of cost and value for money.

6. To assess whether the strategies/approaches that implementing partners applied in the project areas were appropriate and relevant, and to assess the adaptability of acquired experiences or approaches to future programming.

### Evaluation questions

The evaluation will address the following questions

#### Effectiveness

1. To what extent have the overall objective, outcomes and outputs as formulated in the project proposal been achieved?
  - a. Specific: To what extent has the project increased the awareness, participation levels, and skills of the targeted beneficiaries in taking informed decisions to improve their living status and responding to their needs?
2. To what extent has the internal logic of the Theory of Change been valid?
3. To what extent has the project been implemented in a gender transformative way and have vulnerable groups, notably people with disabilities, been included?
4. What were the major factors influencing the achievement or non-achievement of the objectives?
5. How many successful 'group business start-ups' have been created? What are the key factors of success for these type of initiatives?
6. What opportunities for collaboration have been utilized to support an integrated, complementary way of working by the consortium and other partners, and how have these contributed to increased effectiveness?
7. How effectively have the lessons learned during the project been utilized in improving the project effectiveness?

#### Relevance

8. To what extent are the objectives of the project still relevant?
9. Was the project design and implementation appropriate to meet the needs of the target groups?
10. To what extent have the intervention's Specific Objective and Overall Objective responded to the needs and priorities of the different target groups?
11. How do targeted people and stakeholders perceive the relevance of the project and how has the activities implemented improved their lives?
12. How has the collaboration between different stakeholders contributed to the appropriate response to the specific needs and priorities of the beneficiaries?

#### Efficiency

13. Were activities cost-efficient? Were the human, physical and financial resources properly used to realize the activities and outputs?
14. Were objectives achieved on time?
15. To what extent can the project approach be considered cost-efficient, while not compromising quality?
16. To what extent has collaboration between different stakeholders during the programme contributed to the efficiency of the project?

### **Sustainability**

17. To what extent are the achieved outputs and outcomes sustainable and what sustainability strategy has been implemented?
18. What were the major factors that influenced the sustainability or unsustainability of the project? Which risks or opportunities are seen for sustainability?
19. To what extent have people supported with TVET/business skills training and grants to start up a business been economically empowered through the project (consider inclusivity/needs of different societal groups)?
20. To what extent are CSOs/OPDs and communities empowered to carry on the impact of the intervention?
21. How many or what is the percent of the graduates of TVET/business skills training who received the seed grant have started and are still running their businesses?
22. How has the resilience capacity of the target groups been built? How has the target group “graduated” in their path to self-reliance? How is the ability of beneficiaries to absorb shocks at crisis time?

### **Coherence**

23. How well did the intervention fit and respond to the needs in the targeted location?
24. To what extent has the project been compatible and harmonised with similar interventions in the country?
25. To what extent was the project design coherent with policies and education sector plans for the country?

### **Learning**

26. Was there any change made to the program design during the implementation period based on the reality on the ground? What were the outcomes of these choices for effective and efficient program implementation?
27. What are the key lessons learned for each outcome and for the complementarity between the outcomes (e.g. Complementarity between outcomes 1-3)?
28. To what extent has the project been accountable to affected populations, and how has the project been adapted based on recommendations from project participants and project management committees?

### **Replicability**

29. Which specific approaches and strategies are important if this project is scaled up?
30. Which specific approaches and strategies can be replicated into other similar projects?
31. To what extent is it possible to upscale/replicate the project in other areas in the country to increase impact?

### **Scope and methodology**

The evaluation will use a mixed method approach, including quantitative and qualitative approaches and a desk review of project documents and databases. Specific research methodologies will be determined in collaboration with the consultant; this will include a review of questionnaires and tools used by the project for the baseline and MTR among others - nb the consultant is expected to develop additional tools for the purpose of the evaluation.

The methodology to be proposed by the consultant in the technical proposal will be reviewed by ZOA Dorcas and co-implementers who will approve it before the commencement of the assignment.

Sources: The evaluation should at least be based on the following reports and documents:

- Baseline study 2020;
- Internal Mid-term Review 2022;
- Annual reports submitted to the donor;
- Annual plans submitted to the donor;
- Research and learning documents produced during the project, such as the CBST study;
- Intervention strategies.

All data, qualitative and quantitative, collected through the research must be disaggregated by sex, age, and disability status, as well as any other key determinants of marginalization identified by the population data. Importantly, we are also looking for how the emerging quantitative and qualitative data are analyzed together to generate a multi-dimensional picture of the situation, and suggestions for the ongoing triangulation and analysis of multiple data sources over the course of the project to examine changes.

### Geographical locations

Selected Payams of Wau and Gogrial West counties, Western Bhar-el-Ghazal, and Warrap State, South Sudan.

## 4. Expected deliverables

1. Inception report.
  - a. This should include a detailed evaluation methodology (based on document research and first discussions) including data collection tools and approach, work plan, and a preliminary table of contents that outlines the structure of the report (team composition, proposed timeline and work plan drafts are expected in the submission of the proposal of this consultancy)
2. An evaluation report that includes recommendations for future programming and indicator end-line values
3. 3 best practice case studies

## 5. Proposed schedule of activities

The projected start date of the evaluation is June 12, 2023. The consultant will be provided with background reading material so that data collection can start as soon as possible. The final report should be submitted to ZOA Dorcas by the 31<sup>st</sup> of July 2023. The assignment will take an estimated 15-20 days.

Indicative Timeframe <sup>1</sup>		
Description of activity	Who	Dates
<b>Planning</b>		
Consultant recruited		June 12, 2023
Provide background information & relevant documents	Consortium members	June 14, 2023
Submission of the inception report	Consultant(s)	June 19, 2023
Start of the data collection process	Consultant(s)	June 26, 2023
The first draft of the report	Consultant(s)	July 14, 2023

<sup>1</sup> To be discussed jointly with consultant

Submit feedback draft report	Consortium members	July 21, 2023
Submit final report	Consultant(s)	July 26, 2023

## 6. Division of roles and responsibilities

### Roles of the consortium

- Providing the TOR for the assignment and relevant (background) documents
- Support the evaluation activities and host the consultant(s)
- Write a management response to the consultant(s)
- Give an update on the South Sudan / Wau Programme and the security situation
- Support with the logistical arrangements including the booking of accommodation while in South Sudan, domestic flights as well as vehicle movement while in the country.
- Recruit and pay stipends of enumerators (training is assumed responsibility of the evaluator)

### Responsibilities of consultant

- The lead evaluator will propose and coordinate the evaluation in collaboration with the responsible team. The lead consultant will develop and define the evaluation methodology and will take the methodology that was used during Baseline and Mid-term evaluations into account
- To this end the consultant will produce an inception report. The consultant will write a consolidated evaluation report and present the consolidated report to all relevant stakeholders
- Manage and conduct field data collection through supervision and participating in fieldwork
- Deliver all expected deliverables/outputs as described in section 4 of this ToR in a timely manner
- Conduct briefing and de-briefing at ZOA Dorcas office;
- Prepare and submit a draft evaluation report for review and feedback;
- Submit the final evaluation report in hard and electronic copies;
- Liaise with ZOA Dorcas staff throughout the process, providing weekly updates and seeking their input and advice where necessary.
- Sign the ZOA Dorcas’s code of conduct and abide by the terms and conditions thereof.
- Arrange and budget for all necessary logistics incl. international flights to and from South Sudan where applicable

## 7. Application and required documents

### Required qualifications and competencies of Consultant

- Proven ability, experience, and track record with leading, coordinating, and implementing end-line evaluations in the field of socio-economic empowerment programs for vulnerable groups;
- Knowledge and experience with project evaluations on gender and disability inclusion
- Thorough basis in quantitative and qualitative data collection and analysis, and able to make critical balanced, and fair observations and analyses
- Excellent command of English;
- Good writing and presentation and interpersonal skills
- AComplies with ZOA Dorcas’ safety procedures and security measures where relevant
- Commitment to adaptation and flexibility

- Ability to travel and stay in remote areas
- Experience in South Sudan, and the area of operation, is considered an asset

### Required documents

#### Technical proposals

All Technical Proposals submitted must comply with the requirements in this ToR and comprise the following:

- A cover letter with a brief presentation of your consultancy explaining your suitability for the work
- A description of the consultant's company or organization
- Details demonstrating the Consultant's experience, knowledge, and capacity
- A brief narrative proposal including the methodology on how you will approach and conduct the work; including draft methodology framework, proposed timeline/work plan, tools used, and team composition with CVs and Certificates

#### Financial proposals

- All Financial Proposals submitted must comply with the requirements in the Request of Proposal and shall list all costs associated with the assignment.
- Total budget in **USD**, including a breakdown of the proposed activities
- Breakdown of fees (based on # days), and other associated costs; indicating rates for remote and fieldwork
- Reimbursable expenditure
- The Financial Proposal should indicate, as a separate amount, the local taxes applicable. This includes 20%
- Proposed budgets should include:
  - Professional fees
  - If applicable: International flights
  - Applicable insurances
  - Visa (100 \$ / visa)
  - Per diem in line with ZOA Dorcas per diem policy (20 USD/day), plus cost for communication
  - Withholding tax of 20%

Costs ZOA Dorcas will cover are:

- Payment of enumerators
- Domestic flights and pick-up to and from the airport; movement while in the field

The completed proposal and ToR could be adjusted if necessary during the negotiation and will be used in any resulting Agreement.

Payments will be made in installments based on the actual inputs provided and the agreed-upon budget – this will be determined upon signing the Agreement.

The proposal should be valid for a period of at least (90 days) from the last day of submission

### Submission of quotation

Service providers who feel that they can meet or exceed the requirements should submit a quotation to [procurement.southsudan@zoadorcas.ngo](mailto:procurement.southsudan@zoadorcas.ngo) no later than **May 29, 2023, 11.59 pm CET**. Submission should follow ZOA Dorcas' Request for Quotation instructions (see section 7).



Annex A | Logical Framework and Activity Matrix | *Pride!* / Updated October 2020

Logical Framework *Pride!*

	<b>Results chain</b>	<b>Indicator</b>	<b>Baseline (value &amp; reference year)*</b>	<b>Target (value &amp; reference year)</b>	<b>Current value* (reference year) (* to be included in interim and final reports)</b>	<b>Source and mean of verification</b>	<b>Assumptions</b>
				<i>All against baseline*</i>			
<b>Impact (Overall objective)</b>	OO1 Empowered women, including those with disabilities, contribute to the development of inclusive and prosperous communities in Wau County and Gogrial West County.	<p>IOO1: Percentage change in gender inequality index by the end of the project.</p> <p>IOO2: Proportion of seats held by women including those with disabilities in County, Payam and Boma Governments of Wau and Gogrial West County).<sup>2</sup></p> <p>IOO3: Proportion of women including those with a disability holding managerial positions<sup>3</sup> in</p>	<i>See note below the logframe, indicated with *</i>	<p>-10%</p> <p>35% (disaggregate by gender, disability and age)</p> <p>+10% (disaggregate by disability and age)</p>	<i>Not applicable</i>	<p>IOO1: Statistics. Method: Online publications by UNDP and South Sudan National Bureau of Statistics at external end term evaluation.</p> <p>IOO2: County and Project records. Method: cross-check County records with project findings &amp; records at external end term evaluation.</p> <p>IOO3: Records of Community Based Organisations.</p>	<i>Not applicable</i>

<sup>2</sup> Corresponds to United Nations Sustainable Development Goals Indicator 5.5.1 Proportion of seats held by women in national parliaments and local governments.

<sup>3</sup> Corresponds to United Nations Sustainable Development Goals Indicator 5.5.2 Proportion of women in managerial positions.

		community-based organisations in Wau and Gogrial West County.  IOO4: Proportion of women including those with a disability holding managerial positions <sup>4</sup> in project management committees in Wau and Gogrial West County.		50% <i>(disaggregate by disability and age)</i>		Method: external end term evaluation.  IOO4: Records of Project Management Committees. Method: internal mid-term and external end term evaluation.	
<b>Outcome (s) (Specific objective(s))</b>  <i>**Please note that for the purpose of this proposal local political activities range from village level up to county level.</i>	SO1 Creation of an enabling environment that supports participation of women, including women with disabilities, in community activities, local** political decision-making processes and economic activities in Wau County and Gogrial West County.	ISO1: Percentage of Community members that score at least 7 on the Practice Scale.		60% of community members <i>(disaggregate by gender, disability and age)</i>	<i>Not applicable</i>	ISO1: Practice Scale provides a score between 1 to 10. The Practice Scale is part of the Knowledge, Attitude and Practices Survey. Method: internal mid-term evaluation and external end-term evaluation.	<i>Combined activities resulting in a more favourable enabling environment and increasing opportunities for women including those with disabilities to engage in community, political and economic activities.</i>  <i>The security situation does not deteriorate resulting in further displacements.</i>
	SO2 Enhanced participation of women, including women with disabilities, in community activities and local	ISO2: Percentage of community members that score at least 3 on the Empowerment Scorecard.		75% <i>(disaggregate by disability and age)</i>	<i>Not applicable</i>	ISO2: Empowerment Scorecard provides a rating between 1 to 4. Empowerment Scorecard measures <i>inter alia</i> inclusion and participation.	<i>Decision makers are willing to allow women, including those with disabilities, to participate in decision-making processes.</i>

<sup>4</sup> Corresponds to United Nations Sustainable Development Goals Indicator 5.5.2 Proportion of women in managerial positions.

	political decision-making processes in Wau County and Gogrial West County.					Method: internal mid-term and external end term evaluation.	<i>Women, including those with disabilities, are willing to make use of the opportunities to engage in political and economic activities, resulting in their enhanced participation.</i>
	SO3 Increased contribution of women, including women with disabilities, to household income due to their engagement in (self)employment in Wau County and Gogrial West County.	ISO3: Percentage of women including those with disabilities that are (self) employed by the end of the project.		60% <i>(disaggregate by age and disability)</i>	<i>Not applicable</i>	ISO3: Tracking tool (step 6 of 7-STEPS-DiVET approach). Method: tracking of graduate students conducted by JBC; internal mid-term evaluation and external end-term evaluation.	<i>Engagement of women, including those with disabilities, in new means of (self) employment leads to increased household income.</i>
<b>*Other Outcomes (*where relevant)</b>	IO1 Communities at large, with special focus on decision makers at household and community level, support engagement of women, including those with disabilities, in community activities, local political decision-	IIO1.1: Percentage of community members that score at least 7 on the Attitude Scale.		75% <i>(disaggregate by gender, disability and age)</i>	<i>Not applicable</i>	IIO1.1: Attitude Scale provides a score between 1 to 10. The Attitude Scale is part of the Knowledge, Attitude and Practices Survey. Method: mid-term internal and external end-term evaluation.	<i>Individual decision makers have the courage to support women including those with disabilities in their community, political and economic activities.</i>  <i>The women are able to share their ideas, ambitions and desires, allowing communities to support them in realizing this.</i>

	making process and economic activities.						
	<p>IO2 Increased opportunities for women, including those with disabilities, to participate in local political decision-making processes.</p>	<p>IIO2.1 Number of CSO/DPO members advocating for equality and inclusion, especially for women and women with disabilities by the end of the project.</p>		<p>+10%</p>	<p><i>Not applicable</i></p>	<p>IIO2.1: Member registration records. Method: internal mid-term evaluation and external end-term evaluation.</p>	<p><i>Increased capacity of CSOs/DPOs will be sufficient to create more opportunities for engagement of women, including those with disabilities / CSOs/DPOs are willing and able to apply the lessons learned during the training to their advocacy work free of charge.</i></p> <p><i>By enhancing the knowledge, skills and confidence of women, the opportunities for women will increase as well.</i></p>
	<p>IO3 Increased opportunities for women, including those with disabilities, to become (self) employed.</p>	<p>IIO3.1 Number of female graduates, including those with disabilities, who run a business for at least 6 months by the end of the project.</p> <p>IIO3.2 Number of female graduates, including those with disabilities, who became employed at a</p>		<p>833F; incl. 293 with disabilities (92M, incl. 32 with disabilities)</p> <p>135F, incl. 26 with disabilities</p>	<p><i>Not applicable</i></p>	<p>IIO3.1: Tracking tool (step 6 of 7-STEPS-DiVET approach). Method: tracking of graduate students conducted by JBC; internal mid-term evaluation and external end-term evaluation.</p> <p>IIO3.2: Tracking tool (step 6 of 7-STEPS-DiVET approach). Method: tracking of</p>	<p><i>The economic and market situation is conducive to establish viable businesses i in which women including those with disabilities have been trained.</i></p> <p><i>Women including those with disabilities are able and willing to find paid</i></p>

		<p>company for at least 6 months by the end of the project.</p> <p>IIO3.3 Number of people including those with disabilities who completed VET and motivational courses, are linked by the JBC for interviews for employment with companies by the end of the project.</p> <p>IIO3.4 Number of people including those with disabilities, who are linked by the JBC to practical training through apprenticeships by the end of the project.</p> <p>IIO3.5 Number of business groups that receive 6 coaching and mentoring sessions by Business Development Service by the end of the project.</p>		<p><i>(15M, incl. 6 with disabilities)</i></p> <p><i>225F, incl. 45 with disabilities (25M, incl. 5 with disabilities)</i></p> <p><i>162F, incl. 63 with disabilities (18M, incl. 7 with disabilities)</i></p> <p>142</p>		<p>graduate students conducted by JBC; internal mid-term evaluation and external end-term evaluation.</p> <p>IIO3.3: JBC records. Method: internal mid-term evaluation and external end-term evaluation.</p> <p>IIO3.4: JBC records, observation. Method: internal mid-term evaluation and external end-term evaluation.</p> <p>IIO3.5: business development service monitoring records. Method: Bi-monthly by BDS staff.</p>	<p><i>employment in companies. Companies are willing to hire women including those with disabilities through an objective selection process.</i></p> <p><i>Conducting an apprenticeship increases the capacity and chance of women including those with disabilities to obtain paid employment upon completion.</i></p> <p><i>Sufficient businesses are willing to provide relevant apprentice opportunities to women including those with disabilities.</i></p> <p><i>Women including those with disabilities are motivated and able to attend in apprenticeship program.</i></p>
<b>Outputs</b>	O1.1 Communities at large, with special focus on decision makers at household and	IO1.1.1: Number of community members participated in <i>Pride!</i> Community Dialogue sessions.		1560 (of which 936F)	Not applicable	IO1.1.1: Training Attendance Records. Method: After the ' <i>Pride!</i> ' Community Dialogue sessions.	<i>Decision makers are open towards a greater role of women including those with disabilities and are willing to</i>

	<p>community level, have an improved knowledge of the added value of inclusion of women (with and without disabilities).</p>	<p>IO1.1.2: Number of community members actively participating in designing an Action Plan.</p>		<p>1404 (=90%) (disaggregate by gender and age)</p>		<p>IO1.1.2: Project Records of Action Plans. Method: After designing of Action Plan.</p>	<p><i>support their empowerment.</i></p> <p><i>Decision makers are willing to participate in the joint activities, and listen to the experiences and/or opinions of the female participants.</i></p> <p><i>Readiness of target groups to continue with outputs / knowledge after project end.</i></p>
	<p>O2.1 1750 Women have increased capacity and confidence to participate in community activities and local political decision-making processes.</p>	<p>IO2.1.1: Number of women, including women with disabilities, with a score of at least 7 on the Knowledge Scale.</p>		<p>1750F, incl. 450 with disabilities (175M, incl. 45 with disabilities)</p>	<p>Not applicable</p>	<p>IO2.1.1: Knowledge Scale provides a score between 1 to 10. The Knowledge Scale is part of the Knowledge, Attitude and Practices Survey. Method: internal mid-term evaluation and external end-term evaluation.</p>	<p><i>Women are aware of the importance and are able and willing to engage in capacity development regarding active participation in politics and in the community.</i></p>
	<p>O2.2 6 CSOs/DPOs and networks working in the area of equality and inclusion have increased capacity to promote gender equality and facilitate the inclusion of people with a disability.</p>	<p>IO2.2.1: Number of CSO/DPO members with a score of at least 7 on the Knowledge Scale.</p>		<p>96 CSO/ DPO members (approx. 80%) (disaggregate by gender, age and disability)</p>	<p>Not applicable</p>	<p>O2.2.1: Knowledge Scale provides a score between 1 to 10. The Knowledge Scale is part of the Knowledge, Attitude and Practices Survey. Method: internal mid-term evaluation and external end-term evaluation.</p>	<p><i>CSOs/DPOs find it relevant and are willing to participate in training on gender equality and inclusion of people with disabilities.</i></p>

	O3.1 2 Vocational Training Centres (VTCs) and 1 outreach centre enabled to provide relevant (demand/labour-driven), high quality and inclusive Vocational Education and Training (VET).	IO3.1.1 Number of VET providers that have integrated the 7STEPS/DiVET models into their regular management activities by the end of the project.	2	<i>Not applicable</i>	IO3.1.1: VET completion records annual operational plans; reports of assessments conducted according to the 7-STEPS/DiVET models; tools and materials used . Method: internal mid- term and external end term evaluation.	<i>Willingness of VET management and staff to increase relevance, quality and inclusivity of their trainings.</i>  <i>Mothers are willing to leave their children at child-friendly space while attending training.</i>  <i>Required investments (e.g. ramps) are ready available and the provided DiVET training is gaining expected results.</i>  <i>Course curricula for trades identified in the labour market assessment are appraised by the National TVET Working Group.</i>
		IO3.1.2 Number of VTCs with functional child friendly facilities that are equipped with necessary items and providing services to the mothers by the end of the project.	2		IO3.1.2: Child attendance registration, facility assessment. Method: Monthly by PMCs and Centre managers.	
		IO3.1.3 Number of VTCs and outreach centres that are disability friendly by the end of the project.	3		IO3.1.3: Disability audit report. Method: Assessment by the inclusion officer.	
		IO3.1.4 Number of courses provided in line with labour market assessment by the end of the project.	4		IO3.1.4 Labour market assessment. Method: During the inception phase, led by the MEAL Officer & Appraisal session National TVET Working Group.	

	<p>O3.2 1750 women, of which 450 with disabilities, have improved confidence, technical &amp; financial skills and access to microfinance.</p>	<p>IIO3.2.1 Number of women, including those with disabilities, who successfully completed relevant VET at target VTCs and outreach centres by the end of the project.</p> <p>IO3.2.2 Number of women, including those with disabilities, that successfully completed financial skills training by the end of the project.</p> <p>IO3.2.3 Number of women, including those with disabilities, that successfully completed business management and business planning training by the end of the project.</p> <p>IO3.2.4 Number of women, including those with disabilities, who received a start-up grant (seed money) to set up a business by the end of the project.</p>		<p><i>630F, incl. 120 with disabilities (70M, incl. 5 disabilities)</i></p> <p><i>1575F, incl. 405 with disabilities (175M, incl. 45 with disabilities)</i></p> <p><i>945F, incl.293 with disabilities (105M, incl. 32 with disabilities)</i></p> <p><i>710F, incl. 325 with disabilities</i></p>	<p><i>Not applicable</i></p>	<p>IIO3.2.1: Final VET test result. Method: by Centre managers at the end of the course.</p> <p>IO3.2.2: Attendance records, post-training evaluation. Method: by BDS officer at the end of the course.</p> <p>IO3.2.3: Attendance records, post-training evaluation. Method: by Centre managers at the end of the course.</p> <p>IO3.2.4: Grant distribution records. Method: by BDS officer following approval of business plans.</p>	<p><i>People, especially women, are able to allocate time to attend trainings.</i></p> <p><i>People with disabilities are able to reach the training venues.</i></p> <p><i>Trainings are feasible to the literacy, knowledge and skills level of the learners.</i></p> <p><i>Microfinance institutions are able to provide services that are affordable to the beneficiaries.</i></p> <p><i>The combination of trainings and access to finance boosts women's confidence.</i></p>
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*\*Some baseline information relating to Result Chain three (3) can be found in the reports of the 'Skills for Work' (2015-2020) project, funded by the EU and carried out by Dorcas, Light for the World & Edukans in South Sudan (Grant application reference number: EuropeAid/137245/DD/ACT/SS). Nevertheless, as this baseline information is not fully compatible in all regards, a baseline study will be undertaken during the inception phase.*



