

TERMS OF REFERENCE

FINAL PROGRAM EVALUATION: 'SPEAK UP, SPEAK OUT: GIRLS LEADING CHANGE IN FIJI' AND 'WOMEN, PEACE AND SECURITY AND THE HUMANITARIAN AGENDA IN THE PACIFIC'

APRIL 2019

SUMMARY

TITLE	Final program evaluation of 'Speak Up, Speak Out: GIRLS Leading Change in Fiji' and 'Women, Peace and Security and the Humanitarian Agenda in the Pacific'
PURPOSE	The primary purpose of this evaluation is to evaluate the extent to which femLINK and FWRM have contributed to the projects intended outcomes, including assessment of unintended changes, and to collaboratively implement the evaluation so to maximise learning opportunities for femLINK, FWRM and IWDA.
OUTCOMES	<ul style="list-style-type: none"> • Undertake an assessment of the achievements, outcomes and challenges of both projects against the theory of change; • Collaboratively implement the evaluation so to maximise learning opportunities related to evaluative processes for femLINK, FWRM and IWDA; • Undertake an assessment of value and benefit from the partnership between FWRM and IWDA, and FemLINK and IWDA in implementing the projects; and • Identify recommendations for further development and implementation of both projects and partnerships.
EXPECTED DURATION	40 days (includes travel days)
REPORTING TO	Meghan Cooper – IWDA, Program Manager (Fiji)
LOCATION	Suva, Fiji
COMMENCEMENT	May 2019
COMPLETION	July 2019
BUDGET	AUD 39,000 (includes travel)

INTRODUCTION

IWDA supports two programs in Fiji through the Australian NGO Cooperation Program (ANCP):

- ‘Speak Up, Speak Out: GIRLS Leading Change in Fiji’ in partnership with the Fiji Women’s Rights Movement (FWRM)
- ‘Women, Peace and Security and the Humanitarian Agenda in the Pacific’ in partnership with femLINKpacific (femLINK)

Both programs are in the final year of a three year project cycle and require an end of program evaluation. IWDA is seeking a consultant to conduct both evaluations consecutively.

PROGRAM OVERVIEW

Speak Up, Speak Out: GIRLS Leading Change in Fiji (GIRLS)

The GIRLS program recognises the interlinkages between women’s civil and political participation and women’s safety and security – both of which are core strategic thematic areas for FWRM and IWDA. Investing in girls’ leadership programs is integral to safety and security because empowered girl leaders can clearly articulate safety and security challenges, and become agents of change in their families and communities.

Overall, the program components include the creation and delivery of a Speak Up, Speak Out GIRLS program, which includes training and developing a cadre of young leaders (girls aged 10-12). Secondly, supporting girls-led advocacy campaigns, which involves co-creating safe spaces for debate and mobilising girls to demand accountability, justice and the full realisation of their rights. Thirdly, the creation and delivery of a GIRLS Club program for alumni (graduates of GIRLS aged 13-17), which uses innovative methodologies to work with adolescent girls and keep them engaged in an intergenerational movement for women’s human rights. These three outputs are interlinked to strengthen the participation of girls in policy-making and advocacy for human rights in Fiji. The involvement of these marginalised groups is essential for building a sustainable, effective, and truly participatory democracy.

Women, Peace and Security and the Humanitarian Agenda in the Pacific

Managed by femLINKpacific, this regional program exists to empower women of all diversities by creating an enabling environment for their voices to be heard. femLINK is supporting these partners to work at the national level to promote women’s active role in disaster preparedness, response and protection, and is taking the lead in coordinating a regional network to advocate on UNSCR 1325 and putting women’s human security first in disaster preparedness, response and recovery.

Through this project, femLINK has used its existing community media and radio network to document the lived experience of women in disaster affected communities in four Pacific Island countries – Tonga, Bougainville, Vanuatu and Solomon Islands. This documentation helps to make women’s human security issues more visible, and to inform strategies around disaster responses so that women’s groups in its network are supported to engage in the review of the national disaster management processes. FemLINK is working with partners in four other Pacific Island countries to develop their capacity to work at the national level to develop a Women’s Weather Watch model, and advocate on the role of women in disaster preparedness, response and protection, as part of a regional network coordinated by femLINK.

OBJECTIVES OF EVALUATION

The objectives for the evaluation are to:

- Undertake an assessment of the achievements, outcomes and challenges of both projects against the theory of change;
- Collaboratively implement the evaluation so to maximise learning opportunities related to evaluative processes for femLINK, FWRM and IWDA;
- Undertake an assessment of value and benefit from the partnership between FWRM and IWDA, and FemLINK and IWDA in implementing the projects; and

- Identify recommendations for further development and implementation of both projects and partnerships.

EVALUATION QUESTIONS

As a part of objective 2, the consultant will be expected to undertake a participatory process of setting evaluative questions with project participants and partner organisations. The overarching questions for the evaluation are set out below, with view to sub-questions related to each partners preferred area of inquiry being defined during the design of the evaluation plan.

Overarching evaluation questions:

- a. To what extent have femLINK and FWRM contributed to the projects intended outcomes? What intended and unintended changes have occurred in women/girls individuals conditions, consciousness and capabilities as a result of the project?

METHODOLOGY

The final evaluation will be conducted via a mixed methodology approach, including:

- Desk based review of reports, monitoring and evaluation data available via IWDA and project partners;
- Most –significant change interviews with project partners and identified stakeholders for data collection; and
- Collective analysis and data validation workshops with project partners to support participatory process and learning opportunities.

STAKEHOLDERS

The primary stakeholders involved in this evaluation are the project partners: femLINK, FWRM and IWDA. Additional stakeholders include, but is not limited to:

- women/girls involved in the projects, and their parents/carers in local communities; and
- women's human rights organisations and civil society working with project partners.

Final evaluation participants is subject to the confirmation of evaluative questions and to be identified during.

The intended audiences for this evaluation include the Government of Australia through the Department of Foreign Affairs and Trade (DFAT) in Fiji, via the Australian NGO Cooperation Program. As the femLINK project has contributed to regional activities, the project is also of interest to the DFAT post in Bougainville, Tonga, Solomon Islands and Vanuatu.

The evaluation findings may also be of interest to:

- NGOs, INGOs and women's civil society groups in the Pacific and Australia, and internationally.
- Public and private sector stakeholders in Fiji.
- Regional working groups and networks aimed at improving gender equality.
- Grant makers, multi-lateral agencies and donors supporting women's/girls rights.

ETHICS

IWDA strives to observe the highest ethical standards in any research or evaluation conducted through projects. As a result, IWDA has developed a Feminist Research Framework that will need to inform the design and implementation of the evaluation.

An initial risk assessment has determined this research to be high, noting engagement with girls aged 12 – 17 via the FWRM GIRLS program. The consultant will need to complete Template 2 of the IWDA Feminist Research Framework for an internal ethics review process, with the assistance of the IWDA Program Manager, before proceeding with the evaluation.

The consultant will need to commit to, and sign, IWDA’s working with children policies and codes of conduct.

KEY DELIVERABLES

The evaluation’s key deliverables are:

- Brief evaluation plan, with budget and work plan, confirmed with IWDA, FemLINK and FWRM
- Consultative process and workshop with project partners to set evaluative questions
- Approved IWDA Ethics Review process
- Summary of preliminary findings for data validation workshops (2 pages each project)
- Draft evaluation report
- Final evaluation report, including executive summary (submitted on IWDA report template)

TIMEFRAME

It is anticipated that these deliverables will be provided through a maximum engagement of 40 days.

TASK	INDICATIVE NUMBER OF DAYS	INDICATIVE DATE
1. Initial desk based review for developing evaluative questions, and exploring the evaluation methodology	4 days	20 – 24 May
2. Undertake consultative process with project partners and stakeholders to set and confirm evaluation questions	5 days	28 – 31 May
3. Finalise evaluation plan inclusive of objectives, evaluation questions and methodology (including final work plan and budget) for ethics approval	4 days	3-7 June
4. Complete and respond to, with assistance from IWDA Program Manager, IWDA ethics approval process	1 day	10-13 June
5. Detailed desk based review, analysis, and conduct data collection as required	8 days	17 -28 June

6. Prepare summary of findings (up to two pages) and undertake ½ day validation workshops with project partners	4 days	1-5 July
7. Prepare draft report	4 days	8-12 July
8. Respond to partner feedback and comments on draft reports	1 day	19 - 22 July
9. Prepare and submit final report	7 days	23 – 31 July
Maximum	40 days (38 days plus 2 if travel required)	

REQUIREMENTS

The individual should possess the following skills and experience:

ESSENTIAL

- Demonstrated understanding of feminist research and/or evaluation principles and feminist partnerships.
- Significant experience (5+ years) with implementation of gender/feminist evaluations.
- Experience in participatory processes and supporting partners with research and/or evaluation projects.
- Excellent research and/or evaluation design and analysis skills including a proven track record using relevant methodologies.
- Excellent writing and editing skills.
- Experience in gender, women's rights and advocacy related programming, particularly with young women and girls.
- Experience working in the Pacific, in particular Fiji.

DESIRABLE

- Evaluators from, and based in Fiji and or Pacific Island countries are encouraged to apply.

EXPRESSION OF INTEREST

Interested individuals should submit the following to jobs@iwda.org.au:

- The CVs for the proposed evaluator(s);
- Budget (including daily rate and an outline of anticipated additional costs);
- Statement of availability (and any limitations to this) for proposed timeframe;
- Summary of proposed evaluation approach in line with a feminist methodology, and proposed priorities for approaches to enabling building capacity and working with co-researchers (max 4 pages); and
- Confirmation of working with children documentation.

ATTACHMENTS

1. Section 2, IWDA Feminist Research Framework - Available online here:
https://iwda.org.au/assets/files/FeministResearchFramework_online_minustemplates-1.pdf
2. Template 2: IWDA Research Proposal Template (available upon request)
3. IWDA Content and Style Guide for Evaluation Reports (available upon request)