**FINAL EVALUATION:**

**Project “Protekt Wi Gal Pikin Dem: Addressing sexual violence and discrimination against adolescent girls”, Sierra Leone**

**TERMS OF REFERENCE**

***Deadline for bids:***  *December 12th, 2022.*

**INTRODUCTION**

Equality Now seeks expressions of interest from consultants to support the final evaluation of the project – ***Protekt Wi Gal Pikin Dem: Addressing sexual violence and discrimination against adolescent girls in Sierra Leone.***

Through this project, Equality Now and its partners in Sierra Leone, Defence for Children International (DCI) and Women Against Violence and Exploitation in Society (WAVES) teamed up to undertake collective legal and advocacy actions as well as targeted interventions aimed at holding the government of Sierra Leone and other duty bearers to account on the protection of adolescent girls from sexual violence and discrimination especially, with regards to education. Project activities have been implemented in Freetown, Bo, and Kenema districts. The project duration is 36 months from May 1st 2020 to April 30, 2023. The project is a follow up to a previous project implemented in Sierra Leone by Equality Now themed: “*Enhancing collaboration on legal advocacy and strategic litigation to safeguard the human rights of adolescent girls”* which ran from 01 August 2017 to 01 February 2019.

The project aims to achieve the following outcomes:

1. Duty bearers and key stakeholders work effectively to advance and protect the rights of adolescent girls to be free from SGBV.
2. The government of Sierra Leone is held accountable for the protection of the rights of adolescent girls against sexual violence and for upholding their right to education in line with, international human rights commitments and principles including SDGs 4 & 5.
3. Enhanced agency of adolescent girls to understand and claim their right to education in an environment that is free from sexual violence and discrimination.
4. Strengthened access to justice and support services for adolescent girl survivors of sexual and gender-based violence.
5. The public support and take action to protect adolescent girls against sexual violence.

We now wish to hire a consultant to support us in the final evaluation of the project, helping us to assess a number of key indicators for those outcomes.

* + - 1. **BACKGROUND**

Sexual violence against children including adolescents in Sierra Leone is so pervasive that the President declared the issue a national emergency. Evidence, including data from the GOSL Family Support Unit (FSU), shows that the rate of reported cases of rape of children has been steadily increasing year on year and, while data is not sex-disaggregated, sector players estimate that over 90% of these violations are against adolescent girls. In addition, UNICEF reports show that Sierra Leone has the 18th highest prevalence rate of child marriage in the world: 39% of girls are married before their 18th birthday and 13% are married before the age of 15.

At the school level, adolescent girls are at a high risk of abuse from teachers and their peers. Anecdotal evidence shows that 6 out of 10 cases of sexual violence and abuse against girls in schools are perpetrated by teachers while boys project sexual abuse towards adolescent girls through abusive language, inappropriate touching, and sexual harassment. Most primary schools lack appropriate mechanisms and referral pathways for cases of sexual violence and abuse of adolescent girls while girls themselves have limited understanding of their rights to be free from abuse and channels of redress.

The project is a follow up to a previous project implemented in Sierra Leone by Equality Now themed: “*Enhancing collaboration on legal advocacy and strategic litigation to safeguard the human rights of adolescent girls”* which ran from 01 August 2017 to 01 February 2019. Through the “*Enhancing collaboration on legal advocacy and strategic litigation to safeguard the human rights of adolescent girls”* project, Equality implemented advocacy interventions in Sierra Leone including submitting an a advocacy letter to the ACERWC on the status of the rights of adolescent girls in Sierra Leone, several meetings with government official to push for the ban on adolescent girls from accessing public schools.

The ban had been put in place in 2015, just as Sierra Leone was emerging out of the Ebola crisis when the Government through its Ministry of Education, Science and Technology, issued a directive banning all visibly pregnant girls from attending the mainstream schools. Finally the project ended with Equality Now and its advocacy partners in Sierra Leone filing a case at the ECOWAS court of justice to challenge the government policy banning pregnant girls from schools. In December 2019, the ECOWAS court affirmed that the policy banning pregnant girls from schools was discriminatory and violated the rights of the girls. From 2020 onwards, Equality Now therefore proceeded to carry out advocacy initiatives to ensure the government implements the ECOWAS court judgement by putting in place necessary policies, mechanisms and structures to support all girls access their right to education in an environment free from sexual violations.

**Equality Now** is an international women’s rights organization founded in 1992 that works to achieve legal and systemic changes that address violence and discrimination against women and girls around the world, with a focus on ending Sexual violence, Harmful practices (FGM and CEFM), Discrimination in Law and Sex Trafficking. Combining grassroots activism with international, regional, and national legal advocacy, Equality Now’s approach links high-level policy advocacy and global activism with support and legal advice to grassroots partners and networks working on specific cases of women and girls in order to promote change at all levels.

**DCI** was founded in 1998 and is the local chapter of an international non-governmental organization – Defence for Children International. DCI promotes and protects the rights of children in Sierra Leone in accordance with the UNCRC and other international child rights instruments, advocating for child rights in the country and providing technical expertise in setting standards through the development of domestic laws and policies such as the Child Rights Act, the Sexual Offences Act, the Anti-Human Trafficking Act, the Legal Aid Act, and others. DCI has been successful in helping thousands of young survivors of violence to get the support they need to claim their rights.

**WAVES** is a national NGO with headquarters in Bo City, Southern Sierra Leone. Their main focus is on women and girl children, in and out of school young women, teenage/child mothers, deprived women, adolescent girls, and street girl children. WAVES is among the lead implementing partners of the Sierra Leone Reparations Program and The End Child Marriage Program. WAVES coordinates a wide range of organizations that campaign for and uphold the rights of women and girls in accessing justice.

**2.  Scope of the Work**

The evaluation should identify the principal changes that have been brought about through the project, analyze their significance and sustainability, and identify the factors that facilitated or limited the achievements and impact of the project. Through this, we seek to identify what lessons can be drawn from the project, as well as recommendations for future programming and learning by Equality Now, the project partners, donors, official agencies, and others.

The evaluation should be focused on the following key questions:

**2.1. What changes has the project led to?**

We wish to know about the different types of changes that may have occurred:

* Those that are directly attributable to the project and those to which it contributed indirectly
* Those that were expected and those which were unexpected
* Those that are positive, and any which are negative or that have led to negative consequences.
* Any important changes that occurred largely or completely without contributions from the project but which relate to its objectives.

Working closely with staff from DCI and WAVES and with Equality Now’s Programme Monitoring Evaluation Knowledge and Information Officer and the Project Lead, the consultant should ensure that the evaluation includes assessment of the following indicators.

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| **Indicator No.** | **Indicator** |
| Indicator 1a | Percentage of cases of sexual violence against adolescent girls reported to the Family Support Unit in target areas that are completely investigated including all relevant evidence and documentation |
| Indicator 1b | Average level of implementation (score) by a sample of the 25 targeted schools of measures that facilitate reporting by girls of sexual abuse and violence. |
| Indicator 1c | The Family Support Unit conducts its investigations into cases of sexual violence against girls in ways that facilitate girls access to justice through court proceedings |
| Indicator 1d | Extent to which state and non-state actors take collective action on SGBV against adolescent girls and their right to education at the national level and in target areas. |
| Indicator 2a | Percentage of targeted schools where pregnant girls and teenage mothers are enrolled and attending and the number of girls in each case. |
| Indicator 2b | Number of CSOs and other organisations that collaborate in actions to hold the government accountable for the protection of the rights of adolescent girls |
| Indicator 2c | Extent to which recommendations and judgements by regional and international human rights mechanisms require the state to take specific and effective measures to protect adolescent girls and include language from submissions made by the project partners |
| Indicator 2d | Key state actors, respond positively to recommendations made by project partners |
| Indicator 3a | Percentage of girls in target, schools, and girls clubs who understand their rights to education and to freedom from sexual violence and discrimination, how to claim them, and what to do when those rights are violated. |
| Indicator 3b | Number of girls in target areas who are supported by other girls to address sexual violence. |
| Indicator 3c | Girls take leadership in public awareness campaigns to champion their rights |
| Indicator 3d | Girls denounce the violation of their rights to education and freedom from sexual violence to school authorities |
| Indicator 4a | Number of girl survivors of SGBV provided with free legal assistance by lawyers and paralegals (not just in relation to court cases) |
| Indicator 4b | Number of pregnant girls and teenage mothers in target areas accessing counseling through the project and other service providers identified through mapping. |
| Indicator 4c | Percentage of cases of SGBV against adolescent girls presented to the FSU that lead to successful prosecutions. |
| Indicator 5a | Number of communities in target areas whose leaders and organisations take actions to promote the rights of all adolescent girls to education and freedom from sexual violence and discrimination |
| Indicator 5b | Girl survivors of SGBV receive support from their families and the community rather than being silenced or re-victimised |
| Indicator 5c | Attention to the rights and dignity of girl survivors of SGBV in coverage by national media and in the target areas |

**2.2. What is the significance of these changes?**

* How important are the changes that have come about? What is their significance for those girls most affected by sexual violence and discrimination against adolescents?
* How do they relate to, and impact upon, the concerns and felt needs of women and girls, the problems identified by Equality Now and the project partners, and the underlying causes of sexual violence and discrimination against adolescents?
* If there have been negative changes, how are these likely to affect women and girls and the ability of the project partners and/or other actors - including official national and district-level bodies - to support them?

**2.3. How have these changes been accomplished?**

What were the main activities and approaches used by Equality Now and its partners to deliver the project and did they lead to change in an efficient and effective way? What are the key success factors?

* Which were the most effective activities and approaches used, and which were the least effective? Were any activities or approaches negative or problematic?
* What were the main obstacles to progress? What strategies were used to address those obstacles and which, if any, have been helpful?
* What were the major changes made in activities and approaches during the course of the project? Why were they made and how did they impact achievements?
* Did the ways in which Equality Now and partners managed and delivered the project help or hinder the achievement of positive change? Did they enable ongoing learning and adaptation to facilitate success?

**2.4. Are the changes sustainable beyond the end of the project?**

* Have the changes achieved impacted the attitudes and behavior of key stakeholders regarding sexual violence and discrimination against adolescent girls and is there evidence that they will maintain those attitudes and behavior?
* Will the long-term effect of the positive changes achieved outweigh the impact of any negative changes?
* What are the principal risks that could undermine sustainability?

**2.5. What learning and recommendations can be drawn from this project for the partners, Equality Now, and other actors seeking to end sexual violence and discrimination against adolescent girls in Sierra Leon?**

* What are the key lessons from the project?
* What actions should Equality Now and its partners take to maximize the gains from the project and maintain sustainability?
* What recommendations can be drawn from the evaluation findings to inform the future programming and learning of the partners, Equality Now, and others? Which are particular to the context and themes of the project, and which are more generalizable?

**3. Methodology**

The range of issues to be studied requires a mixed methods approach incorporating quantitative and qualitative elements, desk-based research, and field research at the district level. The study should use participatory approaches whenever possible.

We expect the approach and design to:

* Be ethical and reasonable.
* Build continuous and ongoing analysis into the methodology.
* Be appropriate and relevant for the purpose.
* Analyze data in a systematic way that leads to convincing conclusions.
* Bring in the perspectives of different stakeholders.
* Present and explain conflicting findings and divergent perspectives in the analysis and conclusions.

In-so-far-as possible, the consultant's assessment of the indicators set out in section 2 should include the methodologies previously used during the baseline study and for annual reporting, although it is understood that some changes may be necessary or advisable.

Development of the final methodology and inception report will be agreed upon with the staff of Equality Now based in Nairobi and the Monitoring, Evaluation, Knowledge, and Information Manager based in the UK.

**4. Deliverables and timeframe**

The study should produce the following deliverables:

* An inception report detailing a proposed methodology, the timeline, and tools for data collection.
* A draft report. This should be clear and simply written, free of unnecessary jargon. The main body of the report should not exceed 30 pages. The report template will be agreed upon with the consultant as part of the inception report.
* A final report, with feedback integrated from Equality Now and its partners
* Raw data and any complementary materials should be provided as annexes to the draft report.

The deadline for bids is December 12th. It is expected that the contract will be awarded by or before the end of that month allowing the inception report to be agreed by mid-January.  Collection and analysis of evidence should then be conducted during January and February 2023. It is envisaged that preliminary findings should be presented to and discussed with Equality Now and its partners during a convening in early March. The final report must be submitted by March 31st, 2023, at the latest.

**5. Payment Schedule**

* 30% of the agreed fee will be paid on approval of the inception report.
* 30% of the agreed fee plus expenses on submission of the draft study report.
* 40% of the agreed fee on approval of the final study report.

**6. Expertise Required**

**Essential**

* Proven experience conducting evaluations of projects and programs.
* Expertise in qualitative and quantitative evaluation methods for social programs and projects.
* Understanding and experience in relation to women’s rights, legal advocacy, and public policy, especially as regards sexual violence and discrimination against adolescent girls.
* Excellent report writing.
* Excellent written and spoken English.

**Desirable**

* Experience of working in Sierra Leone.
* Understanding and experience in working with national and District-level agencies relevant to the project, including the police.
* Fluency in Krio.

**7. Submission of Proposals**

Interested individual consultants and teams are requested to submit technical and financial proposals including the duration of the assignment, CVs of all members of the proposed team, and budget. The proposal should include the following:

* A technical proposal comprising a draft evaluation design and methodology to meet the objectives and answer the research questions.
* Approximate timeline for the assignment.
* A detailed financial offer including time estimates for each task and expected expenses (e.g. phone calls and travel costs).
* The CV or CVs of the persons involved in the assignment with their roles and responsibilities in the final evaluation process.
* A minimum of two samples of written work in English that demonstrate the experience of the consultant(s) that will draft the final evaluation report. Hyperlinks to documents available online are acceptable.

Applications that do not include all of the above will not be considered.

The application should be sent by email to Raphael Ofware, Monitoring, Evaluation, Knowledge and Information Officer- rofware@equalitynow.org - and Mike Clulow, Monitoring, Evaluation, Knowledge and Information Manager - mclulow@equalitynow.org - and be received by 12 pm EAT on 12th December 2022.

*Please note that Equality Now will only be able to respond to short-listed candidates*.