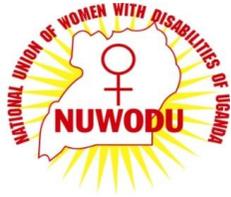




TERMS OF REFERENCE FOR EVALUATION OF REDUCING VIOLENCE AGAINST WOMEN AND GIRLS WITH DISABILITIES PROJECT IN AMURIA DISTRICT



1. INTRODUCTION

For over 22 years, NUWODU has been making a difference in the lives of girls and women with disabilities in over 60 districts in Uganda. NUWODU is an umbrella organization that brings all the categories of women and girls with disabilities to have a stronger voice to advocate for their rights and equal opportunities within the women's rights movement, the disability movement, the Government, and all other development partners nationally and internationally. NUWODU is underpinned by the vision “An inclusive and just society where women and girls with disabilities live dignified lives”. Our mission is to promote the effective inclusion and equal participation of women and girls with disabilities in all spheres of life.

1.1 Strategic Objectives:

- To influence the inclusion of GWWDs in policies and programs at the national, regional, and continental levels by 2025.
- To increase the % of GWWDs receiving quality SRHR services by 2025
- To Improve living standards of GWWDs by 2025
- Increased availability of Quality research and documentation on issues of GWWD.
- NUWODU and its associated members are effectively and efficiently working together to fulfill their mandate by 2025.

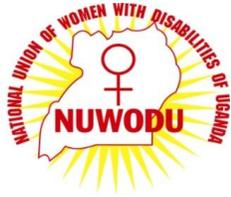
1.2 Brief about the Project

National Union of Women with Disabilities of Uganda (NUWODU) with funding from the United Nations Trust Fund is implementing a three (3) year project to End Violence against Women and Girls.

Girls and Women with disabilities aged 9 to 60 formed the primary target group of the project. The project is targeting 450 rural GWWDs living in the remote rural district of Amuria in Uganda; this is because of their multiple vulnerabilities due to intersectionality between gender and disability. GWWDs in this district have experienced long-term social exclusion and marginalization and are unlikely to be aware of their rights due to inaccessible information, lack



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of role models, and ongoing negative attitudes that increased risk of violence based on disability and sex status in the community.

During implementation, the project identified 45 Paralegals among women and young people with disabilities who needed experimental training to gain confidence in their ability to handle GWWDs, and greater coordination with local leaders to overcome their lack of knowledge and negative attitudes. Paralegals are responsible for awareness-raising, mobilization, and engaging local leaders.

Other secondary beneficiaries were 850 parents/caregivers and 2500 community members who were reached with awareness-raising messages on the radio. During the campaigns, accessible information materials were disseminated to inform knowledge in self-protection to empower GWWDs as rights-holders. The action also addressed parents and community members' misinformed preconceptions and stigma about GWWD's rights, existing laws, and personal safety through a network of community mobilizers using respected community leaders to reduce incidences of violence and enhance a peaceful and inclusive society where all are respected and accepted.

The project has two prongs. Firstly, the project was to empower GWWDs by increasing their knowledge of their fundamental human rights, self-esteem, and ability to protect and defend their rights. Secondly, the project is expected to have increased awareness and knowledge of the family members, local leaders, and community members on the rights of Girls and Women with Disabilities (GWWDs) as provided for in the legal frameworks as a precursor to behavior change and positive attitude towards GWWDs.

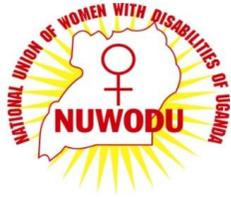
The project's goal is to ensure GWWDs in the three selected sub-counties in the Amuria district experience less physical, sexual, psychological, and emotional violence in their families and communities by 2021.

The main outcomes of the project were;

- 450 GWWDs are knowledgeable of their rights, able to identify violence and support services by the end of the project period.



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- Family and community leaders are aware and committed to protecting the rights of GWWDs by 2021

1.3 Expected results of the project

- GWWDs are knowledgeable of their fundamental human rights and take action to defend them.
- Girls and women with Disabilities have improved self-esteem and ability to prevent violence against them.
- Increased number of GWWDs engaged in village savings and loan groups
- Strengthened community structures (paralegals) to mobilize and sensitize the community members on violence against GWWDs.
- Increased awareness of the rights of GWWDs by family and community members.
- Increased respect, acceptance of GWWDs as rights holders in the family and community, and commitment to preventing violence against them.

1.3 Purpose/objective of the evaluation

The overall purpose of the final evaluation is to ascertain results (output, outcome and goal) and to assess the five standard criteria (relevance, effectiveness, efficiency, sustainability, and impact) as well as the knowledge generation, gender equality and human rights of the project interventions for learning and accountability to various stakeholders. The review will establish the extent to which the overall program goal and specific objectives are being/were achieved, identify the current implementation challenges and make recommendations on any possible adjustment in the current implementation strategy where necessary.

1.4 Specific objectives:

- To evaluate the entire project (two to three years from start to end date), against the effectiveness, relevance, efficiency, sustainability and impact criteria, as well as the cross-cutting gender equality and human rights criteria (defined below)



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- To identify key lessons and promising or emerging good practices in the field of ending violence against women and girls, for learning purposes (this is defined under the knowledge generation criteria below).

1.5 Scope of the data collection

In terms of timeframe, the evaluation will cover the period starting September 2018 to December 2021. This project benefited, 450 women with disabilities,

Geographically, the evaluation will cover all the sub-counties where the project was implemented, including Abarilela, Asamuk, and Morungatuny. A representative sample for beneficiaries and officials from Amuria and all the sub-counties above will be considered for the evaluation.

Also to note this evaluation is expected to be conducted in January 2022.

In addition to the above, the consultant will undertake the following specific tasks in the process of conducting the evaluation.

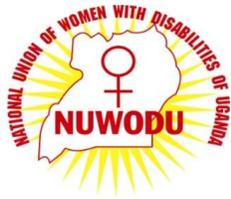
- I. Review available reports on the subject both in hard copy and online data for incorporation in the final report;
- II. Assess the performance of the Project in regard to the evaluation criteria of Relevance, Efficiency, Effectiveness, Impact, and sustainability;
- III. Collect and analyze data on social, economic, and demographic characteristics of sampled beneficiary households in the program areas;
- IV. Conduct consultative meetings with stakeholders (Political Leaders, District Technical Staff, and other relevant stakeholders).

Key questions include but are not limited to:

| | |
|---|--|
| Relevance and appropriateness of intervention: | <p>Are the right things being done?</p> <ul style="list-style-type: none"> • <i>Do the strategies answer to most urgent needs of the women and girls with disabilities?</i> |
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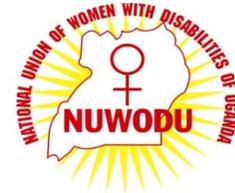
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| | <ul style="list-style-type: none"> • <i>Was the project able to adjust to any changes for example COVID-19 pandemic or other contextual changes in the lives of the women and girls with disabilities?</i> |
| Efficiency | <p>Were cost comparisons made between different intervention/activity types before decisions regarding the project were taken.</p> <ul style="list-style-type: none"> • <i>To what extent was the project efficiently and cost-effectively implemented?</i> • <i>Which factors facilitate or limit the realization of the objectives?</i> • <i>Is the implementation structure appropriate to realize the project results?</i> |
| | <ul style="list-style-type: none"> • <i>Are lessons learned during implementation being utilized to revise/ adjust the project?</i> • <i>How has been the cooperation between actors and various stakeholders?</i> |
| Effectiveness | <p>Are the planned results being achieved?</p> <ul style="list-style-type: none"> • <i>To what extent are the planned results being realized (following the Log frame indicators)?</i> • <i>Have the target groups been well-chosen and systematically addressed</i> • <i>How do beneficiaries perceive the activities' impact?</i> • <i>Are risks being managed to avoid or minimize their impact?</i> |
| Impact | <p>What have been the effects caused by the intervention?</p> <ul style="list-style-type: none"> • <i>What have been the intervention's direct and indirect/ intended and unintended effects on the individual, community, organizational/institutional, and regional levels?</i> |



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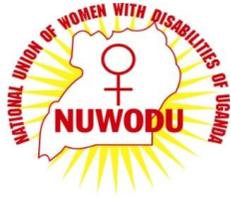
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| | <ul style="list-style-type: none"> • <i>What further effects (indirect, not intended, positive or negative) were caused?</i> |
| Sustainability | <p>Will the results sustain?</p> <ul style="list-style-type: none"> • <i>Will the project results last in terms of financial, behavioral, institutional, policy, and social sustainability?</i> |
| Knowledge generation | <ul style="list-style-type: none"> • <i>To what extent has the project generated knowledge, promising or emerging practices in the field of EAW/G that should be documented and shared with other practitioners?</i> |
| Gender Equality and Human Rights | <p>Cross-cutting criteria:</p> <ul style="list-style-type: none"> • To what extent were human rights based and gender responsive approaches incorporated through-out the project. |
| Partnerships/ collaboration/ integration | <ul style="list-style-type: none"> • <i>What has been the value-added of the project to key stakeholders?</i> • <i>What factors facilitated or constrained effective partnership?</i> |
| Conclusions and Recommendations | <ul style="list-style-type: none"> • <i>What are the key conclusions on the findings per evaluation criteria and project objective?</i> • <i>What are the key strategic and operational recommendations per evaluation criteria and project objective?</i> |

2.0 Methodology

The Final Evaluation shall adopt a mixed-methods approach, integrating quantitative and qualitative methods to ensure that data collected is triangulated and can be communicated, explained, and contextualized. Before starting data collection, the consultant will be asked to



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elaborate an inception report (study protocol) including sampling strategy and sample size, data collection tool, indicators, as well as data collection processes for both quantitative and qualitative data. The document will be validated by NUWODU.

The key responsibility for determining study questions lies with the survey lead person (consultant). Nonetheless, the consultant will be expected to work with project staff and stakeholders to refine a set of key questions for the study. This should lead to the development of an indicator matrix (the indicator checklist against tools to be developed), designing of data entry templates as well a development data analysis plan. Training of data collectors in quantitative and qualitative methods of data collection will be done thoroughly before the exercise to ensure there is a common understanding of data to be collected from all districts.

The consultant will, therefore, work with team members in the project to derive the best possible accuracy and relevance of the questions used in the focus group discussions, household surveys, and the data collection forms.

2.1 Duration of the Consultancy

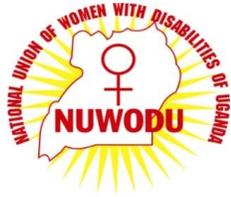
The consultants will use a maximum of 35 working days, including travel time, to conduct a participatory evaluation of the project in Amuria District. The consultants will propose a schedule of activities indicating the division of time for different activities, including, but not limited to, inception report writing, entry consultative meetings with NUWODU, desk review, fieldwork, data collection and analysis, and report writing.

2.2 Conditions of execution of the assignment in lieu of COVID-19:

The consultant shall indicate, explain and reflect how they will adapt the assignment to the current situation of COVID-19. It's important to include a section in your proposal on your capacity to adapt and conduct field travels, training of enumerators and data collection while respecting the COVID-19 restrictions by the Government of Uganda and guidelines by the Ministry of Health. Once the consultant accepts the contract awarded, it is within his/her judgement to obey and abide by mandatory regulations on COVID-19 as well as ensure to undertake the assignment successfully.



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3.0 Key Deliverables

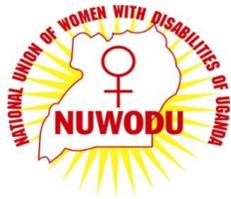
The following will be the expected deliverables of the consultancy:

- **Inception report** (study protocol) before initiating the data collection for the final evaluation, to be submitted electronically in English and detailing the below. The report is to be discussed with NUWODU, adjusted as needed, and approved by NUWODU:
 - **Study approach:** sampling strategy and sample size, data collection strategy and methodologies, study tools, indicators, alignment with log frame, stakeholder participation, data analysis methodology strategy for continued monitoring, ethical aspects, etc.
 - **Work plan:** including data collection processes as well as a quality assurance plan setting out the systems and processes for assuring the quality of the process and the deliverable (piloting of research activities and tools; training of enumerators; logistical and management planning; fieldwork protocols and data verification; data cleaning and analysis).
- **Draft evaluation report** after data collection:
 - Summary of the methodology, specifying any limitations/ complications and changes to the initial design.
 - Presentation and interpretation of the evaluation findings for all project indicators at all results levels (gender, disability, and age disaggregated).
 - Conclusions and recommendations to enhance the project's impact.
- **Final evaluation report** considering the feedback from NUWODU and adjustments of the draft report, detailing the elements of the draft report and any additional elements agreed upon.

4.0 Team Composition and Qualification



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The Consultant/ consulting firm should have at least five-year experience in managing multi-disciplinary evaluations. The firm should have consultants with proven expertise and experience as given below.

4.1.1 Lead Consultant

- Master's Degree or above in Economics or M&E, Population, and Development, or related field;
- A minimum of 10 years of professional experience;
- Must have excellent skills and knowledge in the area of disability inclusion;
- Very good research, management, and team leadership skills;
- Excellent understanding of cultural and local setup in the Teso sub-region.

4.1.2 Evaluation expert

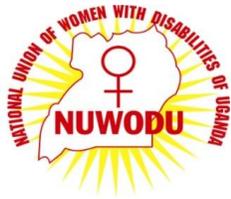
- Postgraduate qualification in statistics /monitoring and Evaluation;
- At least 5 years' experience in evaluation of big programs;
- Elaborate experience on evaluation of multi-dimensional or multi eradication programs;
- Knowledge of evaluating bigger programs with wide geographical coverage;
- Good knowledge and experience in sample survey design and implementation.

4.1.3 Functional Competencies of the Team

- Outstanding communication skills in English;
- Positive and constructive approaches to work with energy;
- Demonstrate openness to change and ability to receive and integrate feedback;
- Excellent written and verbal communication skills;



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- Strong time management and meeting established timelines;
- Capacity to facilitate and communicate with different stakeholders;

Computer skills: full command of Microsoft Office applications (word, excel, PowerPoint), data management and analysis software, and common internet applications.

4.2 Reporting

The consultant will report to the NUWODU Executive Secretary for overall strategic guidance or consultation for the day-to-day management and coordination of the evaluation.

4.3 Submission of proposal

Deadline for submission of the technical and financial proposal: 28th January 2022, 5pm EAT

Email: nuwodu@gmail.com

Subject: Final Project Evaluation