

## ATTACHMENT A - TERMS OF REFERENCE FOR THE EXTERNAL EVALUATION OF THE WEGO3 PROJECT

REC Action Grant NUMBER 101005467— WEGO3 —REC-RDAP-GBV-AG-2020

### Background

Violence against women is widespread in Europe and the scaling up of intimate partner violence (IPV) is alarming. According to the European Agency for Fundamental Rights, almost one in four women (22%) experience physical and/or sexual violence in a relationship with a man. Its causes are often interrelated with poverty, economic dependency and gender discrimination.

The lack of economic independence is one of the main challenges women face when they try to leave their abusive partner. Anti-violence centres across Europe recognize that women often remain in violent relationships because of their financial dependence on the violent partner. This issue is coupled with the fact that women are considerably under-represented in the labour market and in management roles, with the overall female employment rate still being lower than that of men.

Gender-based violence (GBV) is understood as violence directed against a person because of that person's gender: it is not just a quantitative issue, but qualitative too because it is rooted in gender inequalities, violence against women affects women and girls disproportionately.

GBV represents a serious violation of human rights and takes many forms in both the public and private sectors, including physical, sexual, psychological, or economic suffering, threats of violence and the restriction or arbitrary deprivation of freedom. It is a structural problem common to all countries of the world and to all social groups, regardless of culture, religion, wealth, and development.

ActionAid International Italia Onlus (hereinafter ActionAid) works to prevent and fight violence against women in all its forms at national, European, and global levels.

In the last five years ActionAid Italy together with several partners among NGOs, Research Institutes and Anti-violence Centers from across Europe, developed a program<sup>1</sup> to understand and overcome the main obstacles to a life free from violence, focusing on supporting women in their path to self-determination.

### Project overview

WEGO3 is project funded by the Rights, Equality and Citizenship programme which started on the 1<sup>st</sup> of April 2021 and will span until 31<sup>st</sup> of March 2023. The project is the third edition of a project which started in 2016.

The project is implemented in 4 EU countries namely Bulgaria, Greece, France and Italy. The project coordinator is ActionAid International Italia Onlus (ActionAid Italy), while project partners are Rel.Azioni Positive and IRS Istituto per la Ricerca Sociale in Italy, FACE Fondation Agir Contre l'Exclusion in France, WCK Women Centre of Karditsa in Greece and CSCD Centre for Sustainable Development and Cooperation in Bulgaria.

**WEGO 3 aims at increasing the local multi-agency networks' capacity to foster the IPV survivors' socio-economic independence through the design and adoption of gender-responsive labour policies.**

WeGO 3 builds on the two previous project editions, that will not be part of/ will not be considered within the final evaluation:

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<sup>1</sup> See <https://www.wegoproject.eu>

**WE GO! Women Economic Independence & Growth Opportunity**, a project that allowed actors from seven EU countries to exchange know-how and practices on how to support the social and economic empowerment of women who survived violence. The project thrived especially on the crucial knowledge and expertise of Anti-Violence Centres (AVCs), which eventually led to the development of ad hoc recommendations.

**WE GO! 2 - Building Economic Independence, the Way Out of IPV** which was built on the foundations laid by WE GO! 1 **aiming to broaden the use & deepen the impact of promising practices to foster the IPV survivors' economic empowerment**, through a better coordination among all relevant stakeholders, including the private sector. The project's specific objectives were:

- To design and deliver transferable training sessions to strengthen the capacity of professionals to support the economic empowerment of IPV survivors, also through the establishment of local networks (Capacity Building).
- To test scalable models of territorial multi-agency coordination to boost IPV survivors' employability via a local ecosystem capable to provide for workable solutions for IPV survivors (Networking).
- To update knowledge on the economic empowerment of IPV survivors and share it through trainings for companies, events, and debates, involving a wide range of actors (Awareness Raising).

**WE GO3 - From individual IPV empowerment to community activation** has the following **specific objectives**:

- To strengthen AVCs and support services' capacity to influence institutional processes on socio-economic empowerment-related issues.
- To increase the active participation of companies and the world of work at large in a multi-stakeholder local ecosystem to promote the economic independence of IPV survivors, also through decent work opportunities and support. The consolidated networks of companies created in the previous projects will collaborate to extend the audience of organizations engaged in the IPV survivors' support.
- To improve the policies that support IPV survivors to overcome barriers to their economic empowerment.
- To advocate for the integration of policies addressing IPV survivors' support, socio-economic empowerment, and discrimination both at national and EU level.

AVCs, institutions, companies, trade unions, job placement and training centres will co-design and test supporting measures for IPV in the field of work, including the adaptation of work-life balance measures to IPV specific needs, the extension of anti-discrimination policies to GBV cases, the introduction of support measures for IPV searching for a job or employed in precarious jobs.

## Purpose of the final evaluation

The external evaluation has the following general objectives:

a) To assess the **project's potential impact including behavioural change** of the involved stakeholders. The evaluator is asked to focus on both theory of change developed within previous external evaluations and in project proposals, and on attitudes, perceptions and beliefs of involved groups with respect to IPV survivors' socio-economic empowerment and the role each actor can play. A list of indicators proposed in the project is reported here below and can be complemented by additional ones.

Category	Expected Baseline - Ex-post	Main changes including Target Behaviour (TB)	Indicators (outcomes)
CAV operators	M6 - M20	Knowledge increase TB: improvement of needs assessment and synthesis skills, attitude to lobby/dialogue with institutions	90% improves their <b>knowledge and skills</b> 75% declares to have a better <b>dialogue</b> with institutions and networks
IPV survivors	M6 - M20	<b>Knowledge</b> increase on labour rights, Awareness raised TB: increase the <b>attitude</b> towards claiming their rights	75% improves their <b>knowledge</b> 80% improves their <b>awareness</b> and attitude to claim their rights
Institutional staff	M6 - M20	<b>Knowledge</b> increase <b>Skills</b> acquisition	90% increases <b>knowledge and skills</b> 75% declares to be <b>willing to replicate</b> participatory paths

		<b>TE: adoption of participatory approaches</b> to policy development	
<b>Companies HR, legal, management</b>	M6 - M20	<b>Awareness raised</b> <b>TE:</b> adoption of <b>new practices/policies</b> in companies, sensitive to the rights of women and in particular of IPV survivors	90% of trained staff is more <b>aware</b> 75% of companies are <b>willing to adopt new practices/policies</b>
<b>World of work</b>	M6 - M20	<b>Awareness raised</b> <b>TE:</b> Better <b>cooperation</b> with the actors in the network supporting IPV survivors' socio-economic empowerment	90% increases their <b>awareness</b> 80% declares <b>improved cooperation</b> with other actors
<b>Advocacy target</b>	Ex-post: M23	<b>Usefulness of recommendations</b> <b>TE: Adoption</b> of at recommendations	80% consider the <b>recommendations</b> useful 50% <b>engaged</b> in the promotion of policy adoption
<b>General public</b>	When activity is realised	Outreach	% of people <b>sensitised</b>

b) To assess the **overall project effectiveness** and provide recommendations to the coordinator and the partners for the follow-up, scale-up or replicability of interventions. Particular attention shall be dedicated to the analysis of actions related to results' sustainability:

1. **capacity building and networking** activities;
2. **lobby and advocacy actions**, identifying possible trends of policy change;
3. **outreach actions**, their complementarity to advocacy and how they favour engagement and behaviour change of larger groups.

c) To evaluate the WEGO3 project against standard evaluation criteria.

### Evaluation Methodology

The suggested methodology shall be based on the traditional OECD DAC Evaluation Criteria and the Theory of Change developed within the previous evaluations and the project proposals and implementation. It shall clarify and contextualise within this framework the behavioural change that has been achieved.

Data collection shall be based on

- Desk analysis – especially concerning activities spanning from April 2021 to January 2022.
- Key informant interviews, focus group.
- When possible, because of online format - direct observation of activities implemented from February 2022 to the end of the project (mainly the Policy Lab paths, the trial implementation and advocacy and outreach activities).

The evaluation methodology should be participatory and inclusive (apply gender lens and intersectional lens). The evaluation should prevent and avoid secondary victimization. The evaluation should promote ethical data collection practices (safety, informed consent, etc).

### Scope of work

The evaluation is expected to cover all countries of implementation (Italy, Greece, Bulgaria and France). The evaluation should assess the WEGO3 project as a whole and covers the implementation period from April 2021 to March 2023.

The evaluation will mainly be conducted online due to budget availability, but specific meetings may be organised if feasible in Italy. The evaluator should identify and have experience with adequate online platforms and tools and include them in the proposal.

### Evaluation deliverables

All evaluation deliverables should be in English.

- Evaluation Plan with the Evaluation Methodology and a detailed Workplan.

- Evaluation tools, including a calendar of KII and FG.
- Draft Final Evaluation Report.
- 1 Validation workshop (in Milan or online) to present the main findings of the Evaluation report
- Detailed Final Evaluation Report. This must at a minimum contain an i. Table of content ii. Executive Summary iii. Introduction iv. Evaluation Objectives v. Methodology vi. Findings of the evaluation viii. Conclusions ix. Recommendations x. Reference Annexes (including the list evaluation participants and the list of the evaluation questions/issues to be tackled by the evaluation informants/participants).

### **Tentative timeline**

The consultancy is expected to start in January 2022 and end in March 2023, with concentration of work in January-February 2022 and from October 2022 to March 2023. As follows a tentative schedule with the main deadlines. The schedule might be revised by ActionAid Italy in coordination with the selected organization/consultants.

<b>Issue</b>	<b>Deadline</b>
Submission of detailed technical and financial proposals from respective interested organizations/agencies/consultants.	20th of December 2021
Signature of the contract by ActionAid and the selected organization/agency.	10 <sup>th</sup> January 2022
Preparatory meetings between the selected evaluator(s) and the WeGo3 project team.	Around the 15 <sup>th</sup> of January 2022
Submission of the Evaluation Plan and the tools/questions for data collection.	20 <sup>th</sup> of January 2022
Approval of the Evaluation Plan and the tools by the WEGO3 project team.	30 <sup>th</sup> of January 2022
Direct observation and reporting of one policy lab path	February - March 2022
Final data collection implementation + desk review of project documents	From Oct 2022 to Jan 2023
First draft of final evaluation report	10 <sup>th</sup> of February 2023
Validation workshop to present the main findings of the evaluation	Following the submission of the first draft
Feedback on draft final evaluation report by ActionAid.	28 <sup>th</sup> of February 2023
Submission of the final evaluation report.	15 <sup>th</sup> of March 2023

### **Qualification and skills required for the consultancy**

For this evaluation we would give priority to private and/or public organizations/agencies/single consultants that meet the following criteria:

- More than 5 years of experience in conducting project evaluation with a focus on projects in the field of women rights and violence prevention and contrast. Preference will be given to evaluators that demonstrate knowledge of the behavioural change approaches, participatory approaches and mixed methodologies;
- Previous experience in conducting research and/or evaluation of project funded by the Rights, Equality and Citizenship Programme of the European Commission-DG Justice and Consumers or other EU funding programmes (Erasmus+, Horizon2020 etc.) is a plus;
- Fluency in English (both written and spoken). Knowledge of one or more additional languages spoken in the countries targeted by the project is considered an added value;
- Excellent attention to detail and evidence of quality outputs from previous assignments;

- Good qualitative and quantitative analytical skills;
- Good reporting and communication skills;
- Punctuality and availability to complete the work on time

### **Coordination arrangements**

The selected evaluator will work under the close supervision of ActionAid and coordinate with the Project Managers and teams

### **Budget and payment arrangement**

Indicative budget for the consultancy is around 11.000 VAT included. 30% payment will be made after signing of the agreement, upon submission of the evaluation plan and the first invoice. Balance 70% will be paid after completion of the expected activities, submission of the final report and the invoice. It could be possible, in the agreement phase, to arrange for different tranches.

Submission of technical and financial proposals

The technical proposal shall include at least

- Letter of motivation (max 2 pages) indicating the consultants' suitability for the assignment and match with previous work experience, qualifications etc; the composition, roles and responsibilities of the evaluation team (if a team will be envisaged); and the provisional availability to fulfil the consultancy as per the timeframes indicated. The Candidate should clearly indicate the acceptance and adherence to the Code of Ethics of ActionAid <https://www.actionaid.it/chi-siamo/missione-valori/codice-etico>;
- CVs of evaluator(s);
- The Technical Proposal with the description of the evaluation methodology and a draft workplan (max 3 pages);
- The financial proposal shall include the economic offer and budget break down.
- The Company Registration Report (Visura Camerale) and the DURC should be submitted if applicable by law. At the time of finalising the contract the selected organization will be requested to provide additional documents.

The technical and financial proposals should be enclosed separately and send to [womensrights.ita@actionaid.org](mailto:womensrights.ita@actionaid.org) by the 20th of December 2021 with the subject: **Final Evaluation of the REC Action Grant NUMBER 101005467- WEGO3**

Candidates are requested to indicate the following code in the technical and financial documents submitted for the proposal:

Project number: REC-RDAP-GBV-AG-2020 - 101005467

### **Selection Process**

Both technical and financial proposals must be submitted in English. Proposals will be evaluated by an evaluation committee on the basis of the following criteria:

The technical proposal must score 70 out of 100 as total score:

- Clarity, comprehensiveness and coherence of the technical proposal: 20
- Previous experiences of the supplier/provider: 25
- Capacity to develop the present evaluation, based on provided material and specific methodology: 25

The financial proposal will be opened only for proposals which have been evaluated 70 plus from a technical point of view. The score for the financial proposal is 30 and this will be awarded to the proposals that offer the best combination of quality and price.

**Attachments:**

- Attachment B - Full description of the project