



Ambasáid na hÉireann
Embassy of Ireland



SEND
SIERRA LEONE
Working to promote good governance and
equality of men and women in Sierra Leone



Terms of Reference

End of Project Evaluation

"More than a Woman: Strengthening Women's Participation in Politics and Governance"

Brief Introduction About SEND Sierra Leone

SEND is a non-governmental organization dedicated to creating a Sierra Leone with respect for human rights, accountable governance, food and nutrition security, and equal opportunities for men and women to thrive. We liaise with communities, traditional authorities, government institutions, and partners to combine resources to develop innovative solutions to alleviate poverty and enhance quality self-reliance.

SEND Sierra Leone has adopted the global Sustainable Development Goals (SDGs) to guide national development planning and implementation with our strategic approach. The pursuit of economic equality and social equity are mainstreamed in the SDGs. Our government's commitment is to improve social services delivery, strengthen gender and social inclusion, and prioritize the education sector.

SEND Sierra Leone is an independent structure, a local NGO registered in Sierra Leone. Our portfolio includes gender and women's empowerment, community development, WaSH, health, education, climate adaptation, and nutrition/agriculture.

Intervention areas are in Kailahun, Kenema, Kono, Western Areas Urban, Rural districts, and the District of Bonthe.

Our vision is to see a Sierra Leone where people's rights and well-being are guaranteed. Our mission is to promote good governance, voice, accountably essential services, and equality for women and men in Sierra Leone.

1. Background of the Project

With support from Irish Aid, SEND-SL has been implementing the project "Promoting Women's Participation in Governance Project." During the annual implementation period (2017-2019), the project empowered women to achieve more gender equality in Sierra Leone. Its beneficiaries were empowered through training, exposure visits, campaign funds, resources mobilization strategies, gender education, and advocacy support to work collectively to increase their representation in politics and governance. The number of women who contested the 2018 elections increased and more women was subsequently elected as Councilors and MPs. History was made for the first time; an independent woman won an election as MP in Kailahun District, and in Kono District, the first-ever female MP was elected. Despite progress, women's share in decision-making remains low as fewer are represented in leadership positions in political parties, local councils, Government Departments, Agencies, and parliament. This created the platform for the 'More than A Woman, Project.

The "More than a Woman: Strengthening Women's Participation in Politics and Governance" project be evaluated and works to empower women in the Eastern Region of Sierra Leone to increase their participation in politics and governance. The project scales up lessons learned from the Promoting Women's

Participation in Governance Project and incorporates the EU Observation Mission Report recommendations on promoting women's participation in politics and governance using the SEND model Kailahun Women Governance Network. It also contributes to achieving SDGs Goals 5 and 16 and the Sierra Leone National Development Plan of 2019-2023(SLNDP).

The project works with target beneficiaries across the three districts in the Eastern Region of Sierra Leone (Kailahun, Kenema, and Kono).

Overall goal: Improved women participation in decision-making, politics and governance in Sierra Leone

Overall outcome: SEND's organizational and delivery capacity is enhanced and women's participation in politics, decision-making, and governance in the Eastern Region is strengthened.

Four **outputs** espoused for success includes:

1. Strengthened women's collective voice, knowledge, capacity on gender, and accountability in politics and governance at district and regional level.
2. Women are economically empowered through resource mobilization and utilization.
3. Increased national level advocacy and networking on women's participation in decision-making, governance and politics.
4. Enhanced capacity of SEND for effective and result-oriented program delivery

2. Objectives of the Evaluation

The objectives are to:

- Assess the degree to which the project has reached its goal, outcome, outputs, and activities according to the indicators stated in the project description,
- Guide SEND and Irish Aid in improving strategic focus and knowledge when supporting future interventions on women's participation in politics and governance in a broader perspective,
- Guide SEND and its partners in future projects involving national and local level authorities in the political realm.

3. Methodology of the evaluation

This evaluation will be based on a combination of:

- **Literature Review:** a desk study of available project data, other publications, reports, and documentation on gender and women empowerment.
- **Key Informant Interviews:** interviews with Irish Aid Staff, SEND-SL Staff, interviews with core districts and local stakeholders in the three project district locations, including MPs, Councilors, political party leaders and Female Parliamentarians from the target districts.
- **Focus Group Discussions:** with rural network executives and their members in selected communities in Kailahun, Kemena, and Kono districts.
- **Questionnaire Survey:** with VSLA groups, women groups, traditional leaders, and radio stations

The evaluation is for the More than a Woman Project: Strengthening Women's Participation in Politics and Governance" project (2019-2021 and will be conducted according the OECD/DAC criteria for evaluations.

4. Scope of work

The scope of this evaluation will comprise but not be limited to open questions along the OECD/DAC Evaluation criteria:

No	Evaluation Criteria	Evaluation Questions (Suggestions)
1	Relevance	<ul style="list-style-type: none"> • Was the project relevant to the identified needs of the target beneficiaries and the context central to the women's politics and governance in SL? • Were the project inputs and strategy realistic, appropriate and adequate to achieve the results • To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs, women and girls in Sierra Leone • What is the relevance of the project from the perspective of the project participants? • Relevance to the national priorities (including objectives of gender equality, inclusive governance and democratic participation). • Relevant to the development priorities in the intervention's districts and region. • Relevance to Irish Aid governance priorities in Sierra Leone • How is the project relevant to SEND Sierra Leone programme objectives • To what extent has the project contributed to addressing the EOM recommendations on women's participation in politics and governance?
2	Effectiveness	<ul style="list-style-type: none"> • How appropriate were the management process in supporting delivery of project expected results? • To what extent did the Project's M&E mechanism contribute in meeting project results? • How effective were the strategies and tools used in the implementation of the project? • To what extent were the intended project goal, outcomes and outputs achieved and how? • To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached? • How has the project strengthened the organizational capacity of SEND staff, the women groups, etc.? • Do the project staff at all levels have the capacity to implement the project? • How are the economic empowerment activities linked with promoting women's participation in politics and governance?
3	Efficiency	<ul style="list-style-type: none"> • How have the results achieved justify the cost incurred - were the resources effectively utilized? • Did project activities overlap and duplicate other similar interventions (funded nationally and/or by other donors? Are there more efficient ways and means of delivering more and better results (outputs and outcomes) with the available inputs? • Could a different approach have produced better results? If yes, why? • How efficient and timely has this project been implemented and managed in accordance with the Project proposal?

		<ul style="list-style-type: none"> • How cost-efficient was the project structure to delivering the results of the project at scale?
4	Impact	<ul style="list-style-type: none"> • To what extent has this project generated positive (or negative) changes in the political participation of women, young girls? • How has the project positively or negatively contributed to changing traditional norms and practices about women participation in politics, governance and decision-making? • What are the unintended negative and positive consequences as a result of the project activities? • Are there any significant changes in the context as a result of the project intervention? • How has the project contributed to strengthening women's role in accountability, decision-making and cohesion? • How has the project contributed to increase in the number of party symbols awarded to women? • How the project strengthened women networks and groups to participate in politics and governance
5	Sustainability	<ul style="list-style-type: none"> • How will the positive outcomes of the project be sustained beyond the duration of the project? • Does the project have an exit strategy? If yes, what is this framed and if not why not? • What key factors will be required to improve prospects of sustainability and potential replication of the approach?
6	Learning and Replicability	<ul style="list-style-type: none"> • What are some of the key lesson learned at a result of this project that can be shared and replicated in another district or region? • What worked well and what could have been done better? • What are the recommendations for similar for future interventions? • Is SEND the model for this project replicable and scalable?

5. Areas of specific attention

Spin-off effects of the project

- Are there any favorable/adverse unexpected effects of the project?
- To what degree has the project ignited and positively fueled women's participation in politics and governance?
- What is needed to secure the sustainability of the project's positive achievements (if any)?
- Are there any particular lessons learned in the unexpected effects of the project?

6. Reporting requirements

The Consultant will have the following reporting requirements:

- Presentation/discussion of preliminary findings, conclusions and recommendation with SEND staff and Irish Aid.
- The draft report will be submitted to SEND and Irish Aid for review;
- The final report will be submitted after the reception of comments from SEND and Irish Aid.

- An outline of activities and strategies SEND could incorporate in future programming and describe how they can be carried out.

The report should include the following chapters: an executive summary, description of the evaluation methodology, background information, chapters on findings, conclusions, and recommendations for the future. The findings should be supported and documented by pictures and film as required.

The final report will also include many annexes, including a list of people and organizations interviewed and their contacts, and reviewed documents.

The report will consist of max 30 pages, excluding annexes and pictures.

7. Expertise required

One regional/local expert with relevant higher education and experience in gender issues, community development, governance, and conduct evaluations following the OECD/DAC criteria (minimum five years of relevant experience).

8. Time frame

The Consultant is expected to perform this contract within 22 working days. The duration of the assignment will be broken down as follows;

No	Task	No. of days	Frequency	Total
1	Desk study and preparation of interviews, including the planning of the various meetings in cooperation with the Project Manager	2	1	2
2	Interviews with the staff from the Kenema, Kailahun, and Kono offices (Project operational districts)	2	1	2
3	Interviews at each Project operational districts in the eastern region of Sierra Leone (Kenema, Kono, and Kailahun) with authorities, rural network women, and NGOs working in the governance sector	3	3	9
4	Writing of preliminary findings and recommendations	3	1	3
5	Presentation of the report to SEND and Irish Aid	1	1	1
6	Write a draft report and share it with SEND and Irish Aid via email after completion of fieldwork	3	1	3
7	Complete and submit a final report to SEND after reviewing from SEND and Irish Aid	2	1	3
	Grand Total			22

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

The technical proposal should contain:

- A brief methodology on how they will approach and conduct the assignment.
- Explain why they are the most suitable for the work, including experience in similar assignments and the relation to the above-required qualifications.
- The financial proposal in Sierra Leone currency, specifying a fee per day and total requested amount including all related costs, e.g., fees, per diems, travel costs, phone calls, etc.

- Latest CV of the Consultant and those of support team members that will assist in executing this assignment, should the Consultant decide to work with a team. The Consultant's should also include the names of at least three references.

Closing date: 25th February 2021

Applications must be submitted at ayamga@sensierraleone.com; jattu@sensierraleone.com

Women are strongly encouraged to apply.