

# Terms of Reference- End Of Term Evaluation For The UN Trust Fund Project



## BACKGROUND

The International Network of Religious Leaders Living with or Personally affected by HIV and AIDS (INERELA+) was founded in 2002 by a group of religious leaders living with or personally affected by HIV and AIDS. The network was formed and formally named African Network of Religious Leaders Living with or Personally Affected by HIV or AIDS (ANERELA+). The main aim was to help these leaders to live openly so that they can become agents of change by breaking the six evils: Stigma, Shame, Discrimination, Denial, Inaction and Misaction (SSDDIM). The official registration took place in March of 2004 in South Africa. In 2008 the network changed its name to INERELA+ because of the geographical spread of its membership in other continents. Currently INERELA+ has 15 networks across Africa, and representations in Europe, Asia Pacific and Latin America, with a global membership of approximately 30 000. The network's uniqueness lies in the fact that it is able to challenge the societal injustices, religious norms and gaps which put people at risk of contracting HIV. The INERELA+ Secretariat, based in Johannesburg South Africa, provides co-ordination and technical support to all the networks. The national networks are constituted and managed by ordained and lay religious leaders, who are living with or personally affected by HIV & AIDS. Thus, the national networks are able to use their presence and social capital in communities to advocate for effective HIV prevention, treatment, care and support. The Country Networks are the implementing arm of INERELA+.

Our mission is to empower Religious Leaders (RLs) through education, knowledge, and skills to live positively, and become symbols of hope and agents of change who will help eliminate stigma and discrimination within their congregations and communities.

## INERELA+ UNTF PROJECT

Since 2020 INERELA+ has been implementing a multi country funde UNTF funded Project in Burundi, Ghana and South Africa.

The Project goal is reduction in VAW/G, through collective mobilization of Religious Leaders, manifested in changes in behaviour (including greater perceptions of safety among

women and girls including survivors), practices and attitudes in three sub-Saharan African countries (Burundi, Ghana and South Africa) by 2022. This aligns to Spotlight Outcome 6

Theory of Change: (4) and (5).

## ABOUT THE PROJECT

Religious Leaders have a significant role in addressing VAW/G in societies due to their influence. INERELA+ works with faith communities as an entry point for its work. INERELA+ received a three year grant from UNTF to implement a project on Strengthening the Capacity of Religious Leaders to End Violence Against Women and Girls in South Africa, Burundi, and Ghana in January 2020 which will end on 30 June 2023.

## PROJECT GOAL

The project goal is to reduce violence against women and girls in Burundi, Ghana, and South Africa. The project's overall goal aligns with the UN Women Spotlight outcome 6 (to eliminate all forms of violence against women and girls)

and Theory of Change (4): *All women and girls live a life free from all forms of violence*

and (5): *Women and girls contribute to and have greater influence in building sustainable peace and resilience and benefit equally from the prevention of natural disasters and conflicts and from humanitarian action.*

Country Networks, faith-based institutions/congregations that are linked with the Religious Leaders (including women) some of whom are already members of INERELA+ were capacitated as champions on VAWG issues during and beyond the project life. Furthermore, the project-built coalitions with various partners including CSOs, NGOs, faith-based organisations, Government officials (decision makers, policy implementers) and journalists who are continuing to champion the prevention of VAWG in the three countries.

## EXPECTED RESULTS

The following were the expected results of the Project:

- increased knowledge and awareness of VAWG; adoption of behavioural change among perpetrators (men) (respecting rights of women and girls) and survivors (women and girls) (breaking the silence)
- increased reporting of incidences of VAWG, and increased access to various VAWG prevention, care, and treatment-related services.

## EXPECTED OUTCOMES

The following were the expected outcomes of the Project:

- Women and girls have improved confidence and are empowered to report unwanted sexual activity and/or violence in South Africa, Burundi, and Ghana
- Communities, including community leaders, men, boys and youth, in South Africa, Burundi and Ghana demonstrate increased respect with regard to women's and girls' human rights and take action to prevent VAW/G

- INERELA+ Country Networks (Ghana, South Africa, and Burundi) are institutionally strengthened to sustainably respond to the COVID-19 pandemic and other crises whilst maintaining and adapting existing interventions to EVAW/G with a focus on the most vulnerable women and girls

To achieve these outcomes, INERELA+ implemented several activities in South Africa, Burundi, and Ghana through its country networks. Activities included dialogues and campaigns, engaging faith communities, individuals, government departments, hospitals, community members, traditional leaders, and civic society to prevent VAW/G. The table below shows activities that were implemented by INERELA+ Country networks:

<b>Output</b>	<b>Activity</b>
<b>Output 1.1</b> IP: Women and girls have improved confidence and/or are equipped with the knowledge to report unwanted sexual activity and/or violence in South Africa, Burundi and Ghana	<b>1.1.1:</b> Conduct campaigns in Burundi to challenge and influence change in individual and society wide attitudes and behaviours that condone and tolerate VAW/G <b>1.1.2:</b> Educate survivors of VAW/G about their rights through INERELA+ country networks in South Africa, Burundi and Ghana
<b>Output</b>	<b>Activity</b>
<b>Output 2.1:</b> IP: Community, youth, and other groups mobilize people to change behaviour, attitudes, and practices with regard to women's and girls' legal/human rights and take action to prevent VAW/G in South Africa, Burundi and Ghana	<b>2.1.1:</b> Enhance the skills level of community members on the issues related to VAW/G in South Africa, Burundi and Ghana. <b>2.1.2:</b> Promote and facilitate grassroots-level participation led by Religious Leaders, community / traditional leaders, and ordinary citizens to enhance and cement the fight against VAW/G in South Africa, Burundi, and Ghana.
<b>Output</b>	<b>Activity</b>
<b>Output 2.2:</b> IP: Individuals have improved attitudes and behaviour with regard to women's and girls' legal/human rights and take action to prevent VAW/G in South Africa, Burundi and Ghana	<b>2.2.1:</b> Capacitate Religious Leaders, community/traditional leaders and ordinary citizens including survivors, in South Africa, Burundi and Ghana, to speak out at various forums including places of worship, community gatherings, homes and wherever else they see VAW/G raising its head.
<b>Output</b>	<b>Activity</b>
<b>Output 3.1.2:</b> Purchase of Tablets, Cellphones & Printers; Hygiene Kits; Phone Cards and Food Parcels	<b>3.1.2</b> Purchase of Tablets, Cellphones & Printers; Hygiene Kits; Phone Cards and Food Parcels
<b>Output</b>	<b>Activity</b>
<b>Output 4.1:</b> IP: Community leaders and/or key decision makers and authorities advocate for changes in behaviour, attitudes or practices and take action to prevent and end VAW/G in South Africa, Burundi, and Ghana	<b>4.1.1:</b> Catalyse and complement the initiatives of different faith communities, congregants, individuals and other stakeholders in South Africa, Burundi, and Ghana.

## DIRECT BENEFICIARIES

Indigenous women and or those from minority ethnic groups, women and girls in general, women/girls living with HIV and AIDS and women/girls survivors of violence.

## STRATEGIES USED

Dialogues and campaigns: Designed to catalyse initiatives of different faith communities, individuals, and other stakeholders to prevent VAW/G and provide effective support to VAW/G survivors.  
Symposiums: Helping to raise levels of knowledge and uplift VAW/G as part of public discourse.  
Capacity building: Developing skills of Religious Leaders, campaign organisers, supporters to enhance fight against VAW/G.

## PROJECT LOCATIONS

**Burundi:** (Bujumbura Mayer-Muha and Nthahangwa, Bujumbura -Kanyosha and Mutmbuzi)

**Ghana:** Nima, Ayawaso Sub Metro, Ablekuma South (Chorkor) Ashiedu keteke (James Town)

**South Africa:** Gauteng Province (City of Johannesburg, Soweto and Kaalfontein, Ekurhuleni, Daveyton and Tembisa).

**KZN Province** (Newcastle)

**Northern Cape Province** (Kimberly)

**Northwest Province** (Brits)

## EVALUATION AIM AND OBJECTIVES

The overall aim of the evaluation is to enhance INERELA+ and UN Women's understanding of implementation successes and challenges, as well as provide lessons and guidance for the broader sector, particularly work on VAW/G and faith leaders. The objectives of the evaluation are as follows:

- To evaluate the entire project (two to three years from start to end) cycle against the effectiveness, relevance, efficiency, sustainability, and impact criteria, as well as the cross-cutting gender equality and human rights criteria.
- To identify key lessons and promising or emerging good practices in the field of ending violence against women and girls, for learning purposes
- To evaluate the effectiveness of the project's learning mechanisms across the different countries collaboration and learning and how these mechanisms affected overall implementation and achievement of objectives; and,
- Provide findings, conclusions, and recommendations in order to draw lessons for INERELA+ and UN Women's future design and implementation of capacity-building activities and projects on VAW/G in Africa.

## SCOPE OF WORK AND LIMITATIONS

The scope of the evaluation of the programmatic activities is provided for in the project documents and shall accordingly address questions related to the effectiveness, efficiency, sustainability, and relevance of the project. The key question of the review is to what extent the programme has achieved its main outcomes of strengthening the capacity of community leaders and INERELA+ Country networks to respond to issues of VAW/G. To this end, the assessment shall assess the relevance of the project (as defined in the Project documents and work plan and other relevant documents) vis-à-vis the current and evolving capacities of the targeted stakeholders. Further, the evaluation shall also focus on the partnership aspect of the intervention i.e., whether there exists a smooth partnership between INERELA+, network partners, and other stakeholders working to address VAW/G in the targeted countries, based on dialogue, flexibility, adaptability, and mutual respect which will ultimately guarantee a successful process and outcome.

## EVALUATION METHODS

Evaluation methods should be rigorous yet proportionate and appropriate to the context of the project. A participatory, mixed-methods approach is recommended. Evaluator(s) should consider methods that optimize physical evidence-based data collection but at the same time be aware of the risks that may be posed by physical presence in the country. For example, evaluator(s) may suggest approaches that draw on locally hired, remotely managed support personnel in each country to ease communication and other social barriers. The evaluator(s) will operate at their own risk and are encouraged to propose an evaluation design that minimizes harm to themselves and others, particularly interview respondents.

## ROLES AND RESPONSIBILITIES

### The Consultant:

- The Consultant/s is expected to come up with a detailed proposal regarding the overall methodology to be used for the evaluation.
- Prepare and submit a detailed work plan and budget as per the agreed time frames during the agreement.
- Submit first draft, and final report

**Responsibilities of INERELA+:** INERELA+ has the following responsibilities;

- Facilitate agreement with the consultant
- Provide all the necessary reference documents
- Provide feedback on the inception report and the draft reports;
- Facilitate payments for the consultant as per the agreement
- INERELA+ is not responsible to provide stationary and printing services and materials;

## MANAGEMENT ARRANGEMENTS

The selected evaluator(s) will work closely with INERELA+ country network office teams in the three project countries; INERELA+ M&E Advisor and UN Women evaluation focal point person who are commissioning the evaluation to design the evaluation, ensure the delivery to schedule, and produce the final report. INERELA+ country network office teams will support the evaluator(s) to identify and access key stakeholders on the ground. The evaluator(s) will be assumed to be responsible for organising their own travel and accommodation as needed for field visits, in coordination with INERELA+ Secretariat..

While evaluation consultants may be nominated by INERELA+, they must not have a conflict of interest with the ongoing activities of INERELA+.

To apply please submit:

- A proposal with evaluation methodology and justifications.
- Proposed data collection methods.
- Proposed approach to fieldwork.
- Team roles and responsibilities.
- Timeline for work being undertaken.
- Issues you would like to flag; and
- CVs of the lead evaluator and any other key members of your team.
- A list of relevant evaluations that the evaluator(s) have previously conducted.

## PROFILE OF CONSULTANT

- Masters degree in Public Health, Social Sciences, Theology or any other relevant social science subject;
- Rich experience in Public health, gender, and SRHR issues
- Experience working with the UN or other international agencies.
- Good reporting, analytical and research skills
- Excellent command of oral and written English.
- Experience in development of toolkits

### Functional Competencies

- Strong analytical skills;
- Strong report writing skills;
- Ability to communicate sensitively, effectively and creatively across different constituencies;

## BUDGET

The maximum total budget available for the evaluation is USD 76 000. This should include all evaluator(s) time, travel and subsistence costs, any costs associated with field-level data collection (e.g., data collectors, translators, etc.), communications, taxes and fees, feedback to INERELA+, and any other costs associated with delivering the evaluation report. *We expect a summary budget highlighting the main cost categories to be presented as part of the application, and applications will be assessed on whether the proposed costs are adequately justified.*

## TIME SCHEDULE

The estimated total time of the evaluation is 12 weeks, commencing preferably on the 1<sup>st</sup> of April 2023 and concluding by the 30<sup>th</sup> of June 2023. A tentative timeline of the evaluation process will be finalised with the consultant (s).

To Apply Please submit:

- A proposal with evaluation methodology and justifications to [mmandipaza@inerela.org](mailto:mmandipaza@inerela.org) by close of business on the 15<sup>th</sup> of March 2023
- Proposed data collection methods.
- Proposed approach to fieldwork.
- Team Roles and responsibilities.
- Timeline for work being undertaken.
- Issues you would like to flag; and
- Budget ( USD 76 000).
- CVs of the lead evaluator and key members of your team.
- A list of relevant evaluations that the evaluator(s) have previously conducted.