



Terms of Reference for External Evaluation

Consultant to conduct external evaluation for the project:
***“Youth Participation and Empowerment for
Health in Northern Albania”***
Project implementation period: 01.01.2021 – 31.12.2023

1. Introduction

Rooted in gender inequality, violence against women and girls constitutes a grave violation of human rights and a major barrier to their sexual and reproductive health and wellbeing. Domestic violence (DV), intimate partner violence (IPV) and sexual violence highly affects youth in Albania, both girls and boys. As reported also through media sexual offenses, illegal gambling, and domestic violence have seen an upward trend. The 2021 annual report of the General Prosecution Office on criminal offenses indicates that there was a 16% rise in of sexual violence crimes. During 2021, domestic violence was 12% higher compared to 2020, with 1,406 cases reported.

Furthermore, youth in Albania, both girls and boys, are strongly affected by violence. Violence against children and young people in Albania has long been considered as a means of their discipline and education. Especially the use of physical violence has tangible consequences on the youngsters, affecting their self-esteem, academic achievements, causing anxiety, posttraumatic stress disorder, eating disorders, unwanted pregnancy, increasing the risk of depression and suicide, etc. These issues, being very often associated with substance-use (tobacco, alcohol, and drugs), compromise the health and wellbeing of youth in Albania. The increasing reach and widespread use of the social media among young people has coupled with the global rise in conservative movements against women’s rights, leading to the emergence of cyber violence against women and girls (VAWG) as a growing problem with potentially significant consequences.

Vulnerability, marginalization, and victimization of youth, particularly in the rural areas, is connected to low opportunities for education and capacity building in soft and technical skills as well as high level of unemployment. Several studies point out that unemployment among this population category is related to the lack of life and transferable skills in relation to market requirements, and lack of skills to look for options, to be oriented and to present themselves in this market. This is accentuated in the peripheral areas where there are fewer opportunities for qualified training and employment.

Project description

The ‘Youth Participation and Empowerment for Health in Northern Albania’ project aims at enhancing the health, personal and social development of adolescents and young people (ages 10 to 24) in the most vulnerable communities in northern Albania. Through their voluntary and active participation, the interventions focus on (i) promoting of civil youth participation and inclusion in their local communities; (ii) upholding their rights to access health and psychosocial protection services against gender-based violence (GBV); (iii) promoting their formal, academic, and vocational education and training increasing employment opportunities; (iv) jointly they reinforce an integrated system response and advocacy towards policy change. The different interventions embedded in this project target the key elements that lead to greater social mobility, such as health, social protection, a life free of violence, quality vocational education and



innovation, diversity and inclusion in the community, community mobilization, gender equality and youth inclusion in institutions and policies.

The project is being implemented in the Shkodra Region in the municipalities of Shkoder, Malesi e Madhe Vau Dejes, Puka and Fushe Arrëz, including both urban and rural areas. The primary beneficiaries are adolescents and young people aged 10 to 24. In order to have a larger-scale impact, the program is engaging also with the secondary beneficiaries, such as parents, teachers and school psychologists, health care workers, members of the Child Protection Units and referral systems, communities' staff and the local and national government staffs in public and private institutions.

The overall goal of the project is to enhance health and wellbeing of adolescents and young people (ages 10 to 24) in the Northern areas of Albania by promoting their empowerment, engagement, and participation in their communities through the development of a services Hub.

To achieve this goal, the project focuses on the following strategic directions:

Outcome 1: Adolescents and youth are socially empowered through a participatory approach in civil society actions in the Northern region of Albania.

Outcome 2: Adolescents and youth at risk or survivors of SGBV, cyber violence and other forms of abuse access to protection and recovery services.

Outcome 3: Adolescents and youth with increased access to SHRH knowledge and services.

Outcome 4: Young people are equipped with social and professional skills and competencies for their social inclusion.

The project, supported by IAMANEH Switzerland, is implemented by Woman to Woman (Woman to Woman) in partnership with the key stakeholders at targeted municipalities, through a participatory approach. At the core of the intervention is the ambition to implement a youth centred approach, valuing the capacity, skills, knowledge, connections and potential of adolescent and young people and their communities in the Northern urban and rural areas of Albania.

The interventions through a gender transformative approach on individual, community, and institutional level is helping to create opportunities to actively challenge gender norms, promote positions of social and political influence for women in communities and address power inequities between persons of different genders. A gender transformative approach actively strives to examine, question, and change rigid gender norms and imbalances of power as a means of achieving SRHR objectives, as well as gender equality objectives at all levels of the socio-ecological model. The operationalization of the project commenced in January 2021, and it has now completed 2 years of implementation.

2. Evaluation

2.1 Purpose of the External Evaluation

The main purpose of the external evaluation is to determine the effectiveness of the project in achieving its broader goal of contributing to reduce domestic violence in the targeted communities. The purpose of the project evaluation is to assess both the processes and the outcomes of Woman to Woman project, emphasizing the lessons learnt, and provide recommendations. This entails the following aims:

1. Assess the programmatic progress and final project performance based on the OECD/DAC evaluation criteria (Relevance, Coherence, Effectiveness, Efficiency, Impact and Sustainability, to contribute both to overall accountability and learning, including by documenting lessons learnt, good practices and innovations, success stories and challenges,



from both programmatic and coordination perspectives, and

2. develop recommendations for future similar initiatives. The main findings, lessons learnt, and recommendations will be presented to the Project Staff to reflect on the project implementation process, the results and the effects of the project. Moreover, the evaluation purpose include:
 - a) To assess **whether the project has achieved its objectives and outputs** established in the project log frame.
 - b) To **evaluate the results achieved against objectives designed** in the project proposal.
 - c) To **evaluate appropriateness of working methodologies and approaches applied** – and how they have been further adjusted during the project implementation.
 - d) To **assess the selection of target groups and the impact** this action had on beneficiaries and social protection system overall.
 - e) **Assess the access and quality services delivered** for young women and girls, survivors of gender-based violence (GBV); evaluate the access and quality of the services provided by Woman to Woman in terms of accessibility, availability, professionalism, efficiency, responsiveness, coverage (type of assistance and distance of coverage).
 - f) To **determine the effectiveness** of the project in addressing the issues outlined under risk and assumption in the project document. How successful the project has been in handling and overcoming the risks and difficulties encountered during the implementation of the project, risks that were foreseen in the project document (risk analyses section) or others unpredicted.
 - g) Determine the **capacity of Woman to Woman project team** in planning, implementing and monitoring the project progress and activities.
 - h) To **evaluate Woman to Woman organizational performance** such as management systems, design of strategies and programmes, including Monitoring and Evaluation (M&E), and their effectiveness in facilitating the implementation of Woman to Woman mandate to end violence against women and girls. It will set forward-looking recommendations on how to strengthen Woman to Woman's programming, monitoring and evaluation system.
 - i) To **evaluate organizational set-up and professional capacities** of the implementing organization with regard to needs of organizational and capacity development.
 - j) To **provide recommendations** regarding the possible approaches for future interventions in this area of work.
 - k) To provide **actionable, tailored and forward-looking recommendations** (key entry points), which could lead to the development new project interventions.
 - l) **Assess impact** of the intervention in enhancing health and wellbeing of adolescents and young people (ages 10 to 24) in the Northern areas of Albania by promoting their empowerment, engagement, and participation in their communities through the development of a services Hub.

Moreover, the evaluation will focus on the project's relevance, coherence, effectiveness, efficiency, impact, and sustainability.

Relevance

- To what extent are the project objectives still relevant? What is the expected relevance in the future?
- To what extent is the project reach the relevant target groups, including the approach and outreach?
- To what extent does the program respond to the needs and priorities of the project participants?



- To what extent are stakeholders (partners, local authority) and target groups were involved in the design, planning, implementation and evaluation of the program?
- How successfully has the project been adapted to changing needs, shifts of priorities and with regard to improved impact during program implementation?
- To what extent did the project support or was coherent to the already existing efforts of the state to address the problems of the target groups?

Coherence

- How well does the intervention fit into the overall program of Woman to Woman
- Its compatibility of the intervention with other interventions in a country, sector or institution, complementarity, harmonization and co-ordination with others, and the extent to which the intervention is adding value while avoiding duplication of effort.
- What are the synergies and interlinkages between the intervention and other interventions carried out by the organization

Effectiveness

- To what extent are the objectives of the program being attained (or likely to be attained?)
- To what extent is the program designed to develop the necessary local institutional (governmental and/or non-governmental) capacities to respond to the problem?
- Are the selected methodologies and approaches (selection of target groups, form and frequency of intervention, duration of intervention etc.) appropriate and do they lead to the expected results and outcomes?
- What are the strengths and the weaknesses of this project?
- What are the potentials and the limits of the implementation set up and of the implementation capacities of the organization?
- Which factors were most supportive for achieving the outcomes?

Impact:

- To what extent and how did the project impact the target groups and communities?
- How is the impact measured throughout the project implementation?
- What impact on the target group/participants could be observed until now?
- Which unintended effects, positive as well as negative, can be observed?
- To what extent has the intervention led by Woman to Woman initiated a change process that indicates a longer-term impact, as per the logframe?
- What are the major factors (of success/failure) influencing the achievement or non-achievement of the outcomes/expected results/outputs? Which are the main obstacles, challenges, and catalysis?
- What are some of the Lessons Learned from this implemented project in terms of design, methodological approach and implementation?

Sustainability:

- To what extent can activities, results and effects be expected to continue after the project involvement has ended?
- Which factors can contribute to this and what (further) interventions could be necessary to ensure the sustainability of the achieved results?



- What concrete capacities of the target groups have been developed, in how far and in which way?
- Has the capacity of the implementation partner (Woman to Woman) been developed? If so, in what areas and how?
- What future interventions could be recommended in order to maintain and scale the impact and increase the sustainability of the results?

2.2 Methodology

The evaluation will be a transparent and participatory process engaging a wide and diverse range of relevant Woman to Woman stakeholders, partners at local and regional levels and key youth changemaker.

It will be carried out in accordance with United Nations Evaluation Group (UNEG) Norms and Standards and Ethical Code of Conduct, the World Health Organization (WHO) Ethical and Safety Recommendations for Research on Domestic Violence Against Women, and Woman to Woman internal policies. The explicit emphasis will be placed on the integration of gender equality and human rights principles in the evaluation content and process.

The methodology for this evaluation will be agreed with the evaluator. However, it is envisaged that the following documents should be consulted:

- Original project proposal and final contract, with attached budget;
- Individual project plans;
- Annual work plans of project;
- Minutes of project team meetings and Steering Committee meetings;
- Formal interim and final reports
- Monitoring reports.
- Key outputs produced e.g. Training Modules, photos of activities, DVDs of radio of TV programs, Newsletters and other publicity information, including website and Facebook page.

The actual evaluation process should:

- Prepare an inception report and discuss it in first meeting with Woman to Woman and IAMANEH
- Plan the evaluation design in coordination with program staff;
- Review of project documents, reports and other sources of information;
- Identify the major stakeholders, partners and key youth change makers who are associated with the program to be interviewed.
- Plan, design, and coordinate the data collection process including but not limited:
 - Composition of a survey team
 - Selection of representative sample of communities or groups to be interviewed on the basis of agreed criteria
 - Agreeing on the type of information to be collected
 - Preparation of checklists and other tools for data collection
 - Facilitate learning during the data collection exercise
- Field visit to assess the impact at community level;



- Discussion with project staff, local authorities, teachers, students, women's group and ordinary community people, wherever possible;
- As a minimum requirement, the evaluation should look at the changes that have happened in project beneficiaries due to project implementation and their participation in the programme including success stories);
- The evaluation should use quantitative (e.g. surveys) and qualitative data collection methods such as semi-structured interviews and focus group discussions.
- Interviews should be conducted with Woman to Woman implementing staff, community members, beneficiaries, and stakeholders. An informed consent will be provided for each interview.
- And the Ethical and Safety Recommendations for Research on Domestic Violence Against Women, WHO will be followed
- Preparation of a draft report and finalization after inputs from steering committee members, including Woman to Woman and IAMANEH.
- Present the findings to the project staff and other local government officials: Evaluation workshop.
- Based on the feedback received on the draft report and comments gathered during the evaluation workshop,– finalize and submit the evaluation report in English Language.

2.3 Logistical Support (normally provided by the implementing office)

The project coordinator will offer logistical support in terms of office workspace (making phone/desk space available) as and when required; scheduling interviews with beneficiaries and stakeholders and staff; providing access to key documents.

2.4 Timing

The evaluation will take place in January – February 2024 (tentatively the last two weeks of January or first two weeks of February) and the duration of evaluation will be for two weeks. The draft report must be presented by 28th February 2024.

2.5 Outputs and Deliverables

Deliverables:

1. Inception report, including the methodology, list of stakeholders to be interviewed and workplan.

2. Draft report. A draft report is to be handed in by 15.02.2024. The report should be structured according to the topics outlined in the ToR and follow international reporting standards. The report will include description of the analysis of the impact of project, and recommendations, particularly how the experience and lessons learned can be taken forward. The report should be accompanied by annexes as appropriate (e.g. Data collection tools, list of participants, consent forms, data visualisations, analysis of interviews and focus group discussion, quotes from interviews).

It should be written in English language and not exceed 30 pages, excluding annexes. The draft report will be presented in a workshop. Results from the debriefing workshop should be integrated in the final evaluation report.



3. Final Report. On the basis of the results of the comments received, the final report will be prepared and handed in by 29.02.2024.

2.6 Cost

The total budget of 300,000 Lek should include all travel/accommodation for visits to Woman to Woman, travel and telephone interviews with targeted people. The payment will be made upon the completion of the evaluation report, through bank account. For service contracts Woman to Woman will withhold the 15% of the amount to pay the tax office according to the Albanian fiscal legislation.

2.7 Profile of the Evaluator

The evaluator should have proven competency and experience in monitoring, evaluation and impact assessment (desk research, conducting remote (phone, online) and face to face interviews, data collection), strong analytical and conceptual skills, excellent written communication skills, ability to transfer complex concepts / ideas into practical and simple language, a good understanding of development work and partnerships, strong skills in coordinating teamwork, and fluency in written English. The evaluator should have a good understanding of the issues related to domestic violence, gender equality and human rights, in both development and humanitarian contexts. Having some knowledge of the aims, objectives and operating model of Woman to Woman organization would be useful and facilitating throughout the evaluation process.

2.8 Deadline and application requirements

Expressions of interest are invited in writing by 4 February 2024 to Woman to Woman (grujatekgruja@gmail.com).

The expression of interest, plus accompanying CV, should include:

- information regarding the applicant's suitability for the work
- brief methodology
- confirmation of availability during January – February 2024 for completion and timely submission of the report.
- Proof/evidence of similar work conducted before.

2.9 Support documents

1. UNEG Norms and Standards.

www.unevaluation.org › document › download (please see document attached)

2. UNEG Quality Check List for Evaluation Reports (please see document attached)

3. UNEG Handbook on Integrating Gender Equality and Human Rights in Evaluation (please see document attached)

4. WHO- Ethical and Safety Recommendations for Research on Domestic Violence Against Women

(<https://www.who.int/reproductivehealth/publications/violence/intervention-research-vaw/en/>) (please see document attached)



Woman to Woman
Psychosocial center
for women girls and children



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5. Internal documents from Woman to Woman.