



Terms of Reference for External Evaluation

Consultant to conduct External EVALUATION for the project named:
“Counselling centre for perpetrators”. ALB-63.21.04.5

Project implementation period: 01.07.2021 – 30.06.2024

Organisation: Woman to Woman

Application deadline:

Languages required: Albanian and English

Starting date:

Expected duration of assignment:

1. Background and context

1.1. Background and context of the project

Albanian society grappled with a deep-rooted history of male dominance, echoing entrenched patriarchal norms where women were conditioned to embrace submissive roles. Despite theoretical strides in gender equality, the reality of everyday life in Albania revealed a stark dissonance, marked by persistent social, political, and economic disparities, particularly in addressing domestic violence. While Albania was legally obligated under international frameworks to prevent and address violence against women, challenges persisted in implementing comprehensive strategies. The absence of harmonized services, including shelters and hotlines, coupled with low application of psychosocial treatment for perpetrators, contributed to alarming rates of violence against women, often underestimated and underreported.

Recent legal revisions, notably Law no. 125/2020 aligning with international conventions, signified progress in combating domestic violence. These amendments introduced crucial measures such as removing perpetrators from their homes, mandating participation in psychosocial programs, and empowering law enforcement to swiftly intervene. However, effective implementation hinged on bolstering rehabilitation programs nationwide. Addressing domestic violence transcended individual interventions; it necessitated broader societal shifts towards gender equality and the eradication of systemic violence and discrimination. Initiatives like the Counselling Centre for Men and Boys in Shkodra exemplified localized efforts to combat domestic violence, providing crucial interventions for perpetrators and engaging in collaborative partnerships with key stakeholders. Yet, challenges persisted, requiring sustained efforts to enhance professional capacities, expand services to rural areas, and advocate for policy reforms aligned with international obligations such as the Istanbul Convention.

1.2. Description of the project

The project proposal “Counselling centre for perpetrators” was implemented in the three-year project phase July 2021 – June 2024, by ZDB and Woman to Woman in the Northern region of Albania. This project is integrated in IAMANEH strategic program of gender-based violence, focused on prevention of gender-based violence and development of work with perpetrators of violence.



ZDB has been working with men and boys, DV perpetrators for seven years now, building up valuable experience and expertise. With the aim to contribute to increase the effectiveness of the interventions for the management of the cases of domestic violence and increase the safety of the victims, during the three-year intervention phase, this project worked in the direction of: (a) counselling men and boys who commit gender based violence in a process of self-control and change in order to help them *reduce and stop incidences of violence*; (b) raising awareness and commitment of community and statutory services on work with perpetrators and its positive impact in changing violent behaviors; (c) educating *youngsters through a process of gender transformative work* related to gender-based violence and masculinity norms and stereotypes and enable them to reduce violent incidences in their social environments (d) *developing and promoting perpetrator treatment programs on a national and regional level* (e) *promoting responsible fatherhood by incorporating education and support programs within communities, aimed at empowering fathers with the knowledge and skills necessary for positive parenting, healthy communication, and the rejection of harmful gender norms.*

The project developed new ways of approaching perpetrators for counselling. By developing cooperation bridges specifically with Law court and police department to formalise cooperation and further push forward referral of perpetrators to counselling. Cooperation with child protection units at local government units to be able to work with the parents (violent men/father) was another innovative approach for reaching out to perpetrators and motivating their behaviour change by engaging them through their positive role as fathers. The project continued to work strongly with the law enforcement institutions to mandate perpetrators for counselling, “Risk assessment trainings” as a new activity involved police officers and lawyers in contributing to raise the number of referred perpetrators. Influence on national policies and processes was increased through strategic networking and the development of the first national network of professionals and services on work with perpetrators in Albania.

Organization	Woman to Woman
Project title	“Counselling centre for perpetrators”
Project duration	01.06.2021 – 30.06.2024
Budget	240'000CHF
Geographical areas	The project “Counselling Centre for perpetrators of gender-based violence” will be implemented in the Shkodra Region in the municipalities of Shkoder, Malesi e Madhe, Vau Dejes, Puka and Lezha, including both urban and rural areas.
Specific forms of violence addressed by the project	Violence against women and girls, specifically intimate and non-intimate partner violence. Domestic violence encompasses physical, sexual, or psychological harm, including physical aggression, sexual coercion, psychological abuse, and controlling behaviours. Sexual violence. Online or technology-facilitated violence.
Main objectives of the project	The goal of this project is to increase the safety and wellbeing of women, girls and children, survivors or at risk of gender-based violence in the northern region of Albania through the implementation of work with perpetrators and



	transformation of harmful masculinity norms.
Description of primary and secondary target groups	
Key stakeholders	Social Services department of Shkoder Municipality, Municipality of Malesi e Madhe, Municipality of Vau Dejës, Local Directory of Police, Regional Law Court, Regional Education Office, and Local Health Care Unit.

1.1. Strategy and Theory of Change/Results chain

Project Goal: The goal of this project is to increase the safety and wellbeing of women, girls and children, survivors or at risk of gender-based violence in the northern region of Albania through the implementation of work with perpetrators and transformation of harmful masculinity norms.

Project expected outcomes:

Outcome 1: Male perpetrators, from rural and urban areas and vulnerable groups change their violent attitudes and reduce incidences of violence against their partners and other family members.

Outcome 2: Boys and young men from rural and urban areas and vulnerable groups do not use violence and show more gender equal attitudes in their school and social environments.

Outcome 3: Men and boys and health care services have increased awareness and knowledge on the contribution of the fathers in active parenting and shared care responsibilities

Outcome 4: National and regional stakeholders support and integrate perpetrator treatment in the response system to GBV.

2. Purpose of the External Evaluation

Woman to Woman is reviewing the previous work done specially in the field of work with perpetrators of gender-based violence with the purpose of developing a potential new intervention in Shkodra region. In this context, this organization is seeking to conduct an external project evaluation (company or individual) with a focus on the results of this project intervention and providing key recommendations for the future.

The purpose of the evaluation is twofold to: 1) assess the programmatic progress and final project performance based on the OECD/DAC¹ 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) address knowledge generations- specifically, lessons learned and promising practices from project implementation, developing recommendations for future similar initiatives.

¹ DAC Criteria for Evaluating Development Assistance:
<https://www.oecd.org/dac/evaluation/daccriteriaforevaluatingdevelopmentassistance.htm>



The main findings, lessons learned, and recommendations will be presented to the Project Staff and diverse stakeholders to reflect on the project implementation process, the results and the effects of the project. In addition, the recommendation will contribute to further guide the development of further interventions.

Moreover, the evaluation purpose include:

- a) To assess whether project has been successful in achieving 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 as well as selection of target groups about impact on beneficiaries and social protection system 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) To assess the access to quality services delivered for perpetrators; evaluate the access and quality of the services provided by ZDB 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 ZDB project team in planning, implementing and monitoring the project progress and activities.
- h) To evaluate ZDB's organizational performance such as management systems, design of strategies and programmes, including Monitoring and Evaluation (M&E)
- i) To evaluate organizational set-up and professional capacities of the implementing organization regarding needs of organizational and capacity development
- j) To provide actionable, tailored and forward-looking recommendations (key entry points), which could lead to the development new project interventions.
- k) Assess impact of the intervention in advancing gender equality and elimination of all form of VAWG and participation in community development.

3. Evaluation Objectives and scope

3.1. Scope of evaluation

The evaluation will cover the entire project duration from July 1, 2021, to June 30, 2024, and is expected to occur from May 1st to June 30th, 2024.

Geographical Coverage:

- The evaluation will encompass all 5 municipalities in Albania targeted by the project.



- It will include areas of intervention Shkodra Region in the municipalities of Shkoder, Malesi e Madhe, Vau Dejes, Puka and Lezha, including both urban and rural areas.
- Geographical sampling methods may be employed to ensure representation across diverse areas and project interventions within the municipalities.

Target Groups to be Covered:

- **Primary TG:**
 - 200 perpetrators of domestic violence.
 - 200 high school boys exhibiting aggression to adopt nonviolent behaviours.
 - 150 psychology and social work students to be educated on fatherhood and shared care.
 - 150 boys and young men in specified regions to acquire social skills and gender equal norms.
 - 20 fathers to be educated on child care and shared parenting.
 - 80 professionals to acquire skills relating to fatherhood and approaching fathers.
 - Strengthening the Albanian Network for work with Perpetrator to increase national influence.
 - 30 police workers to gain skills in risk assessment for survivors of violence
- **Secondary TG:**
 - 200 survivors of gender-based violence to experience increased security and awareness of abuser behaviour changes.
 - Local communities and service providers to raise awareness on perpetrator work, gender equality, and engaging fathers in shared care.
- **Broader Stakeholders:** Relevant stakeholders involved in project implementation, such as Social Services department of Shkoder Municipality, Municipality of Malesi e Madhe, Municipality of Vau Dejës, Local Directory of Police, Regional Law Court, Regional Education Office, and Local Health Care Unit.

3.2. Objectives of the evaluation

- **To evaluate the entire project** (01.07.2021 – 30.06.2024), against the effectiveness, relevance, efficiency, sustainability, knowledge generation and impact criteria, as well as the cross-cutting gender equality and human rights criteria (*defined below*);
- **To identify key lessons and promising or emerging good practices** in the field of ending violence against women and girls, for learning purposes

4. Evaluation questions and criteria

Evaluation Criteria	Mandatory Evaluation Question
<p>Effectiveness <i>A measure of the extent to which a project attains its objectives / results (as set out in the project document and results</i></p>	<ol style="list-style-type: none"> 1. To what extent were the intended project goal, outcomes and outputs (project results) achieved and how? 2. To what extent is the program designed to develop the necessary local institutional (governmental and/or non-governmental) capacities to respond to the problem? 3. Are the selected methodologies and approaches



<p><i>framework) in accordance with the theory of change.</i></p>	<p>(selection of target groups, form and frequency of intervention, duration of intervention etc.) appropriate and do they lead to the expected results and outcomes? 4. What are the strengths and the weaknesses of this project, including the factors were most supportive of achieving the outcomes?</p>
<p>Relevance <i>The extent to which the project is suited to the priorities and policies of the target group and the context.</i></p>	<p>5. To what extent is the program focused on the selected target groups – i.e. women and girls, men and boys, youth, community members in general, municipality staff and professionals of the official social protection system - in the right way? 6. To what extent does the program respond to the needs and priorities of the program participants? 7. To what extent have these groups been involved and consulted during the planning and implementation of this action? 8. How successfully has the program been adapted to changing needs, shifts of priorities and with regard to improved impact during program implementation?</p>
<p>Efficiency <i>Measures the outputs - qualitative and quantitative - in relation to the inputs. It is an economic term which refers to whether the project was delivered cost effectively.</i></p>	<p>9. To what extent was the project efficiently and cost-effectively implemented? 10. Has there been effective project leadership and management, including structuring management and administration roles to maximize results?</p>
<p>Sustainability <i>Sustainability is concerned with measuring whether the benefits of a project are likely to continue after the project/funding ends.</i></p>	<p>11. To what extent can activities, results and effects be expected to continue after the project involvement has ended? 12. In what way does the project prepare and mobilize local stakeholders to actively participate and to take over responsibility for future action in the measures initiated by the project to combat violence against women and children in the area? 13. Has the capacity of the implementation partner (Gruaja tek Gruaja) been developed? If so, in what areas and how?</p>
<p>Impact <i>Assesses the changes that can be attributed to a particular project relating specifically to higher-level impact (both intended and unintended).</i></p>	<p>14. To what extent has the project contributed to ending violence against women, gender equality and/or women's empowerment (both intended and unintended impact)? 15. How is the impact measured throughout the project implementation? 16. To what extent is the program making sure to reach the most vulnerable categories of population and addressing the needs of groups experiencing intersecting inequalities? 17. What are the major factors (of success/failure) influencing the achievement or non-achievement of the outcomes/expected results/outputs? Which are the main</p>



	<p>obstacles, challenges, and catalysis?</p> <p>18. What are some of the Lessons Learned from this implemented project in terms of design, methodological approach and implementation?</p>
<p>Knowledge generation <i>Assesses whether there are any promising practices that can be shared with other practitioners.</i></p>	<p>19. To what extent has the project generated knowledge, promising or emerging practices in the field of EVAW/G that should be documented and shared with other practitioners?</p>
<p>Gender Equality and Human Rights</p>	<p>20. How effectively has the project incorporated human rights-based and gender-responsive approaches throughout its implementation in the Albanian context, and to what extent have these principles been integrated into project activities and outcomes?</p>
<p><i>The functioning of the men's counseling center (ZDB)</i></p>	
<p>Staff capacity</p>	<p>21. Is the counseling staff skilled and professional for delivering services for perpetrators? 22. Do they have the proper knowledge for counseling perpetrators? 23. Have they chosen the right strategies to approach perpetrators and integrate them in the service delivery? 24. What are the needs for further education of the staff?</p>
<p>Service for perpetrators</p>	<p>25. What is the efficiency of the treatment of perpetrators, what results have been achieved, how the treatment should continue in terms of services expansion – complementary services, geographic expansion and staff increase?</p>
<p>Environment</p>	<p>26. What is the expert's opinion on the establishment of the counseling center, Is the counseling office duly equipped? Is the office strategically positioned and easily accessed?</p>
<p>Woman to Woman and service for perpetrators (ZDB)</p>	<p>27. How has the new service been integrated in WtW overall activities? What is the relation between to two centers in terms of management, responsibility, staff and reporting? 28. How is the perspective of the operation of the men's center assessed as an integral part of WtW?</p>
<p>System integration</p>	<p>29. How far has the new service been integrated in the existing referral mechanism, how has this service been received by the state institutions, how has the collaboration developed so far? 30. What methods and strategies should be followed to enhance collaboration and common actions?</p>
<p>Community outreach and sensitization</p>	<p>31. The community outreach activities were designed to raise awareness of the community and representatives of local service institutions about the indispensability of</p>



	<p>work with the perpetrator.</p> <p>32. How successful have the activities used been to sensitize different target groups on work with perpetrators?</p> <p>33. Have they had a sufficiently impact on the target groups?</p> <p>34. Where would new approaches be needed, why and how should they look like?</p> <p>35. What problems and needs have been raised in the framework of identification and reference of perpetrators; what strategies are needed for the multiplication/extension of this service?</p>
--	---

Possible persons to meet and interview:

- WtW management staff
- Representative of the office of violence at the municipalities
- Representative of the state social service
- (Possibly) the judge who deals with cases of domestic violence, or lawyers.
- The representative of office of violence at the police department
- The director of the Probation Service,
- Perpetrators of the center
- Community members
- University students.

5. Evaluation design and methodology

The evaluation will employ a participatory impact evaluation approach, ensuring focus on both process and outcome impacts. Project beneficiaries and stakeholders will be directly involved in specific aspects of the evaluation through individual interviews and focus group discussions. Selection of participants will be done collaboratively with the project team to ensure relevance. The goal is to amplify the voices of those affected by the project and foster ownership among stakeholders.

A combination of qualitative and quantitative methods will be used, guided by a participatory and consultative approach involving evaluation managers, partners, and beneficiaries. The evaluation design and methods will be determined through consultations to address evaluation objectives while considering budget, time, and data constraints. The sample size of quantitative analyses is selected in such a way that meaningful statements can also be made for relevant subgroups (confidence interval of at least 90% and a margin of error of at least 7%).



The methodology will follow a Theory of Change/Result Chain Framework approach, incorporating mixed methods to accommodate gender dynamics and ensure culturally appropriate and inclusive processes.

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;
- Formal interim and final reports;
- Key outputs produced e.g. Training Modules, photos of activities, information materials, including website and Facebook page.

The actual evaluation process should:

- Plan the evaluation design in coordination with program staff;
- Review of project documents, reports and other sources of information;
- Identify the major stakeholders 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 based on 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.
- Prepare and present the evaluation inception report 1 week after the start of the assignment to WtW and IAMANEH's team.
- 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.
- Interviews should be conducted with 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.
- Present the findings to the project staff, IAMANEH's team 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.

5.1. 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.

5.2. Timing

The evaluation will take place in May 2024, and the duration of evaluation will be for two weeks. The draft report must be presented by 22 May 2024.

5.3. Outputs and Deliverables

- An evaluation inception report should be submitted by the evaluator **within 1 week of starting the assessment**. The inception report needs to meet the minimum requirements and structure specified by WtW.
- The draft evaluation report will be produced describing and analysing the impact of project, and recommendations for future replication, particularly how the experience and lessons learned during this period can be taken forward to reduce domestic violence towards women, girls and children in Shkodra Region. The team will be expected to make a presentation of these findings in a final workshop with stakeholders by the evaluator.
- Final evaluation report and presentation for dissemination will be submitted **by the evaluator** and meet the minimum requirements and structure specified by WtW. This report should be accompanied by annexes as appropriate (eg. Data, quotes from interviews).

5.4. Cost

The total budget of 250,000 Lek should include all travel/accommodation for visits to WtW/ZDB, travel and telephone interviews with targeted people. The payment will be made upon the completion of the evaluation report, through bank account. WtW/ZDB will withhold the 15% of the amount to pay the tax office according to the Albanian fiscal legislation.

5.5. Profile of the Evaluator

The evaluator should have proven competency and experience in monitoring, evaluation, and impact assessment (desk research, conducting phone 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 the counselling centre for perpetrators would be useful and facilitating throughout the evaluation process.

6. Deadline and application requirements

Expressions of interest are invited in writing by 30th April 2024 to Gruaja tek Gruaja (grujatekgruja@gmail.com).

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

- information regarding the applicant's suitability for the work
- a rough indication of the anticipated methodology
- confirmation of availability during May 2024 for completion and timely submission of the report.

7. Evaluation ethics

The evaluation will be conducted in accordance with the principles outlined in the UNEG 'Ethical Guidelines for Evaluation'². The paragraph below is a generic statement that needs to be modified based on the specific evaluation needs of each project and the local context.

The evaluation will be a transparent and participatory process engaging a broad and diverse range of relevant WtW and CLWG 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 WtW and CLWG internal policies. The explicit emphasis will be placed on integrating gender equality and human rights principles in the evaluation content and process.

The evaluator/s must put in place specific safeguards and protocols to protect the safety (both physical and psychological) of respondents and those collecting the data as well as to prevent harm. This must ensure the rights of the individual are protected and participation in the evaluation does not result in further violation of their rights. **The evaluator/s must have a plan in place to:**

- Protect the rights of respondents, including privacy and confidentiality;
- Elaborate on how informed consent will be obtained and to ensure that the names of individuals consulted during data collection will not be made public;
- If the project involves children (under 18 years old) the evaluator/s must consider additional risks and need for parental consent;

² **Resources:**

- [WHO, "Ethical and safety recommendations for intervention research on violence against women"](#), (2016)
- [WHO, "Ethical and safety recommendations for researching, documenting and monitoring sexual violence in emergencies"](#) (2007)
- [WHO/PATH, "Researching violence against women: a practical guide for researchers and activists"](#), (2005)
- [UNICEF's "Child and youth participation guide"](#) (various resources)
- [UNEG guidance document, "Integrating human rights and gender equality in evaluations"](#), (2011)



- The evaluator/s must be trained in collecting sensitive information and specifically data relating to violence against women and select any members of the evaluation team on these issues.
- Data collection tools must be designed in a way that is culturally appropriate and does not create distress for respondents;
- Data collection visits should be organized at the appropriate time and place to minimize risk to respondents;
- The interviewer or data collector must be able to provide information on how individuals in situations of risk can seek support (referrals to organizations that can provide counselling support, for example)

8. 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)
5. Internal documents from WtW.