

Women Win - Terms of Reference

End of Project Evaluation: Secure Futures

RFP Issue: November 29, 2021

RFP Close: December 08, 2021

Women Win is searching for an external evaluator to carry out a review and evaluation of a 3-year Comic Relief funded project called – *Secure Futures*.

About Women Win

Women Win is a global multi-dimensional women's fund guided by the vision of a future where every girl and woman exercises her rights. Our work is done through investing in and supporting a diverse global portfolio of re-grantees (including non-traditional actors); providing technical support and advisory services; influencing a wide range of stakeholders and brokering unusual partnerships; creating strategic alliances with other women's funds; and co-creating collective funds based on shared governance.

Women Win advances girls' and women's rights amidst the scarce resources that are available for the feminist movement. We achieve our vision through two main areas of work: Girls' rights through sport and play, and women's economic resilience.

Through [GRLS](#), Women Win advances the playing field that empowers adolescent girls and young women to exercise their rights through sport and play.

Through [Win-Win Strategies](#), Women Win works to combine the deep assets, resources and expertise of women's funds/rights organisations and companies to strengthen investment in women's economic resilience initiatives.

Programme Background and Context

Since 2019, Women Win, in collaboration with [Vijana Amani Pamoja](#) (VAP), with technical support of the [Population Council Kenya](#) (PCK), and Mom in Balance (MiB) has been implementing a 3-year project funded by Comic Relief, called Secure Futures. *Secure Futures* is a holistic sports based life skills programme that aims to increase social support, critical life skills (including parenting/motherhood skills), and self-reliance through livelihood opportunities for Pregnant Adolescent Girls (PAG) and Young Mothers (YM).

Partners:

Comic Relief's vision is 'a just world free from poverty', with a mission to create a positive change through the power of entertainment. Under the 'Safe, Secure, Settled' grants scheme, Comic Relief made a 3 year investment (2019 – 2021) to use sports as a tool for social change, targeting PAG/YM and aiming to create safe and supportive networks, strengthen their critical life skills and increase their pathways into employability and entrepreneurship.

Women Win is the prime recipient of the grant and the lead partner with overall financial and programme management responsibility for the programme. VAP is the main implementing partner, identifying and recruiting beneficiaries, and through their local staff and female coaches, delivering all programme activities, co-designing and administering tools, analysing data and reporting to Women Win. PCK's role was to deliver training and technical support related to research and evidence based methodologies for working with marginalised girls, while MiB supported by developing appropriate and safe physical activity curriculum for the target group and training VAP how to safely deliver it.

Project Context:

There are approximately 2.5 million people who live in the 200 informal settlements in Nairobi, which represents 60 percent of the city's population, yet occupying only 6 percent of the land. The settlements are not formally recognized by the Kenyan government and thus often lack basic services such as water, sanitation, health services, and formal schools. Adolescent pregnancy rates in Kenya are high, with at least 18% of 15-19 year-old girls having either given birth or are pregnant, and the rate increases rapidly with age with 40% of 19 year-olds having experienced pregnancy or childbirth (Kenya DHS, 2014).

In context, PAG/YM in urban underserved communities (slums) face many physical, emotional and economic risks compromising their safety and security, making them a most vulnerable population. PAG/YM face multiplicity of risks such as lack of education, gender based violence often forced into early marriage or face social pressure to marry, often into inequitable or violent relationships. Incidences of girls facing abandonment hence living alone with no stable housing and in this being exposed to violence, sexual abuse, poor health conditions, crime, drug abuse, prostitution and informal work. Pregnant girls not only risk dropping out of school contributing to lower education levels, but additionally, this means they have fewer skills and opportunities for employment forcing them to enter into dangerous work and perpetuating cycles of poverty.

Pregnancy and health concerns, competing priorities, cultural restrictions, insufficient childcare were some barriers to this target group's consistent engagement in mainstream girls' and youth football programmes, a challenge Secure Futures programme sought to respond to through additional support and tailored programming. In design, YMs were involved using girl-centred and intentional co-design principles to ensure the programme responds to PAG/YM unique needs and that they are meaningfully integrated into all aspects of design, implementation and evaluation.

In its implementation, the programme has employed unique holistic sports-based life skills activities, psychosocial support and access to livelihood opportunities targeting the PAG/YM as broad intervention areas. A male engagement component called 'Heshima' - a sport and programme and life skills curriculum targeting male significant others (boyfriends, husbands, fathers and male guardians) in the PAG/YM lives – was implemented to facilitate access to PAG/YM and support improved outcomes for them.

With the emergence of COVID-19 in 2020, some of the programme components were highly disrupted with suspension of social gatherings and sporting activities. This necessitated adaptation in delivery approach with both PAG/YM and male influencers through a home based intervention approach – with coaches delivering the interventions within the neighbourhood of YMs in smaller socially distanced groups.

Overall, the programme aimed to reach a total of 750 PAG/YM aged 15-25 living in Kiambiu, an informal settlement area of Nairobi.

Programme Specific Objectives and Indicators

The planned key outcomes and indicators for the programme are as below:

Outcome 1: *YM experience increased social connectedness and support.*

Indicators:

- a) PAG/YM and their male partners attend programme activities delivered in Secure Futures safe spaces
- b) YM feel they have access to a network of trusted people that they can rely-on for support.
- c) YM who are referred to counselling services through the Secure Futures program
- d) YM feel safe and secure participating in programme activities
- e) PAG/YM are supported and respected by male partners/male supporters (fathers, guardians)

Outcome 2: *Increased critical life and parenting/motherhood skills in YM*

Indicators:

- a) YM demonstrate improved knowledge, attitudes and behaviours related to foundational life skills.
- b) YM demonstrate improved knowledge, attitudes and behaviours related to gender based violence (GBV) and sexual and reproductive health rights (SRHR)
- c) YM demonstrate improved knowledge, attitudes and behaviours related to safe motherhood and parenting
- d) YM feel they have confidence and leadership skills to assert themselves and exercise their rights.
- e) YM feel confident, prepared and well-equipped for safe motherhood and parenting

Outcome 3: *YM have increased self-reliance*

Indicators:

- a) YM have improved knowledge and skills related to livelihoods and income generation
- b) YM demonstrate attitudes about themselves as self-reliant young women
- c) YM have access to income generating pathways such as internships, vocational training courses and further education

d) YM gain livelihoods opportunities such as safe employment, savings groups, seed grants and loans
The above outcomes have been realised through a variety of activities that address the needs of PAG/YM and provide safe spaces for PAG/YM to learn, build stronger support networks, access supportive services and develop critical life skills. Engaging with PAG/YM communities as well as the boys and men closest to them, aimed to cultivate these male influencers to support and respect PAG/YM for their continued regular and active participation in the programme. This ultimately aimed to realize self-reliance, well-being, health, safety and security of PAG and YMs and their babies.

Purpose of the Evaluation

This evaluation is being conducted as an end-of-programme evaluation, and will focus on the entire implementation period for learning and accountability purposes. The evaluation is intended to effectively capture lessons learnt to feed into future programme design by Women Win, VAP and other organisations with an interest in similar programming. The learning will guide an assessment that aims to answer the following questions:

- What worked well and why?
- What didn't work so well and why?
- Did the programme meet its set outcomes?

Specifically, the aims of this programme evaluation are to:

1. Evaluate and document the quality of programme design, relevance, delivery, and efficiency;
2. Undertake an independent assessment of the programme performance with attention to achieved results, both planned and unintended, positive and negative;
3. Review the sustainability of implemented programme activities, results and potential for scale up;
4. Document key lessons learnt and best practices from the programme implementation;
5. Provide conclusions and recommendations in respect to all assessed areas, particularly recommendations for follow up/ future programme designs for respective target groups.

Women Win, VAP and Comic Relief will be the primary users of the evaluation results. The learning from the evaluation will also be made accessible to organisations with interest in implementing similar programmes. The lessons from this evaluation will, for instance, inform other Women Win ongoing initiatives within the global portfolio of partners working with marginalised girls and young women on how best to apply intentional design approaches and girl-centred methodologies.

Scope and focus of the Evaluation

An assessment of the *relevance, coherence, effectiveness, efficiency, sustainability and impact* of the programme shall be prioritized in the evaluation. Further, the evaluation will look into *innovation and learning* components.

Women Win is open to discuss and refine evaluation questions with the consultant during the inception stage. Sample evaluation questions could include:

Programme Design:

- Does engaging YM in the co-design process increase their ownership of the programme and contribute to greater participation and engagement?

Programme Delivery

- To what extent were programme outputs and objectives achieved on time, or are on track to being achieved?
- How/did the programme monitoring and evaluation tools and practices inform programme delivery?

Programme Learnings

- Are holistic programmes that combine various different activities - such as sport, life skills education, parenting support and income generating activities - effective in achieving positive outcomes for YM, particularly related to their safety and security?
- What is the added value of engaging key influencers - particularly boys and men - in addition to the girl herself?
- Does engaging YMs and giving them greater input into the design of sport activities improve retention rates and engagement?

Relevance

- Was the programme relevant to the identified target group needs?

Impact

- To what extent did the programme achieve its overall objectives? To what extent did programme activities, strategies, and objectives contribute to meeting programme needs? What other factors influenced the ability of the target groups to meet the objectives?
- What changes have occurred - direct or indirect, intended or unintended, positive or negative - produced or contributed to as a result of the programme intervention?

Programme Sustainability

- Is there evidence that the main programme interventions are likely to continue beyond the programme life?
- Were approaches and interventions appropriate, realistic and adequate to lead to the realization of defined outcomes? Would there have been alternative, better ways of achieving similar results?

Programme Evaluation Approach and Methodology

It is expected that the evaluation team will adopt an interactive, inclusive, and collaborative process involving Women Win, implementing partners, and PAG/YM as first primary beneficiaries of the evaluation results. The consultants will have an inception meeting with the Women Win and the implementing partners.

A mixed method with emphasis on participatory quantitative and qualitative approaches is to be deployed. The adopted methodology should highlight proposed data collection methods/approaches, data collection tools, sample population and sampling criteria, data analysis plans, data collection schedule, ethical considerations and quality assurance measures.

Women Win will be primary contact throughout the evaluation period. Regular evaluation progress review meetings will jointly be agreed on. The Consultants will be provided with contacts for setting up their field visits interactions.

The Outputs /Deliverables

The following deliverables are expected:

1. An inception report (maximum 3 pages) should be shared 1 week following the kick-off meeting. This report should capture the key scope of evaluation, intended work plan /schedule of tasks, the evaluation questions and how each will be answered by way of: proposed methods, proposed sources of data, data collection procedures, organization and analysis. Ethical considerations and consent forms for any primary data collection should also be developed, and the evaluation report format proposed shared.
2. A draft comprehensive report with clear findings, conclusions, and recommendations for review by all key stakeholders, within three (3) weeks of completing data collection.
3. The Final evaluation report (Max 20 pages excluding appendices): This will be submitted 7 days after receiving comments from all stakeholders through Women Win. The reports must respond fully to the agreed evaluation scope.
4. A 3-page Executive Summary of the report summarizing key evaluation findings, conclusions, lessons and recommendations based on analysis of evidence.

Duration of the Evaluation

The evaluation is expected to start by 10 January 2022, and have it completed by 30th February 2022 at the latest. This includes inception meetings, fieldwork to submission of the final approved report.

Qualities & Skills Requirements

Women Win is looking for a consultant with a strong record in conducting evaluations. The consultant (s) shall have knowledge of monitoring, evaluation and learning in theory and practice.

Additionally, the evaluating team will have the following skills and attributes:

1. A master's degree in Social Sciences, gender or other relevant studies.

2. Demonstrable knowledge and experience in carrying out similar evaluations of funder funded programmes. Previous experience in evaluations of girls' empowerment programs or play based programmes is a plus.
3. Excellent knowledge of participatory methodologies and approaches to programme review and evaluation including familiarity with inclusion, gender, and cultural sensitivity analysis.
4. Proficiency in statistics, qualitative and quantitative methods of data collection
5. Full working knowledge of English and great report writing skills, developing case studies etc. Familiarity with Swahili language will be an added advantage.
6. Experience of evaluating similar Comic Relief funded programmes in Africa will be an added advantage.
7. Good understanding of local programme context is a must.
8. A consultant based in Kenya is most preferred.
9. Available for evaluation exercise between from **10th January to 30th February 2022**.

Next Steps & Compensation

Women Win is requesting that all interested applicants submit completed proposal documents:

- i. A cover letter expressing interest and availability,
- ii. A clear **technical and financial proposal** (Max 5 pages):
 - a. Technical proposal to capture the understanding of the ToRs, evaluation design, track record in similar assignments, evaluation work plan with expected deliverables and brief profiles of the evaluators.
 - b. Provide links to at least two sample reports undertaken in the last 3 years.
 - c. The financial proposal should capture ALL envisaged evaluation costs and clearly specify the daily professional fees.
- iii. Please take into consideration that Women Win is a non-profit organisation in the cost structure of your proposal. Value for money will be taken into consideration appraising the bids.

The proposal to undertake the evaluation to be submitted electronically to v.munyua@womenwin.org, copy to grs@womenwin.org. Interested applicants are encouraged to apply as soon as possible, no later than **8 December 2021**.