

Request for proposals

Mid-term evaluation of Equitas' Advancing Equality through Human Rights Education programme

Commissioned and managed by:

**Equitas – International Center for Human Rights Education
Montréal, Canada**

Terms of Reference

April 2022

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1. EVALUATION SUMMARY

Project name	Advancing Equality through Human Rights Education
Lifespan of project	19 April 2019 – 31 March 2024
Evaluation type	Mid-term evaluation
Evaluation purpose	
Primary methodologies	Participatory, mixed methods
RfP Issue Date	14 April 2022
RfP closing date	24 May 2022, 23h59 EST
Estimated contract award date	10 June 2022
Evaluation start and end dates	13 June – 30 November 2022
Anticipated level of effort	70 days
Location	Remote, with field work in Senegal and Tanzania, preferably between late August and end of September 2022.
Required languages	Oral and written fluency in English and French. Evaluation deliverables to be submitted in English and French (see details).
Essential skills	Gender analysis, participatory and mixed methods

2. BACKGROUND INFORMATION

Equitas – International Center for Human Rights Education is recognized as a global leader with over 50 years' experience in the design, delivery and evaluation of effective human rights education programs that advance equality, social justice and respect for human dignity in Canada and around the world. Equitas' programming contributes to the empowerment of individuals and groups that are subject to discrimination, exclusion and other forms of human rights violations to challenge inequality and discrimination and take action to respect, protect and defend human rights.

Gender equality is central to Equitas' mission, rooted in the understanding that women's rights are human rights. Equitas approaches have demonstrated success in developing the capacity of individuals and organizations by building the knowledge, skills and motivation needed to transform entrenched attitudes and practices and effect social change. In building the capacity of educators, Equitas projects have a multiplier effect that ensures knowledge and skills are transferred to local organizations and communities, and that projects will have a broader, longer-term and sustainable impact.

2.1 Description of the intervention being evaluated

The Advancing Equality through Human Rights Education (AEHRE) project contributes to increased empowerment of women and girls by providing them with the knowledge, skills and effective tools to take leadership and advance gender equality in their communities. The project contributes to the empowerment of women and girls by focusing on:

1. Increased leadership of women in community mobilization initiatives that advance gender equality;
2. Enhanced collaboration among women's organizations and human rights' groups to advance gender equality; and
3. Increased opportunities for women's organizations to influence duty-bearers in fulfilling their human rights obligations related to gender equality.

Underpinning each of these three levels of results is a strong focus on building the capacity of women's organizations and human rights organizations to apply a gender perspective, a human rights-based approach and an intersectional lens to address barriers to women's and girls' participation in decision-making processes that affect their lives.

Project's activities are being delivered in five countries: Burkina Faso, Haiti, Kenya, Senegal and Tanzania. Equitas has established partnerships with local organizations and experienced human rights educators to address human rights and gender equality issues. In addition to the five countries, the project includes the International Human Rights Training Program (IHRTTP) in Canada (interrupted due to the COVID-19 pandemic), regional training programs in East and West Africa, a global new initiative through online training called *Global Rights Connection*, as well as the knowledge building and sharing component. Note: the IHRTTP, the regional training sessions in East and West Africa and the online training are outside the scope of this evaluation.

The project goal is expected to be achieved through human rights training, coaching, and other capacity building activities, guided by a human rights-based approach (HRBA), as well as support to the implementation of community mobilization actions and to the development of alliances among human rights and women's organizations to influence duty bearers in these countries. Central to HRBA is progress towards gender equality. Gender equality is a human rights issue as well as a precondition for, and an indicator of sustainable, people-centred development. A basic assumption related to the context of the

project is that gender equality is not solely a “women’s issue” but concerns and fully engages men as well as women.

The specific outputs of the various project activities therefore are expected to result in increased capacities of, and opportunities for intermediaries¹ (women and men), and women’s and human rights organizations to collaborate and lead efforts to advance gender equality. The achievement of the project’s immediate outcomes is evidently dependent on the effective participation of key stakeholders, both women and men, in project activities.

2.2 Logic model

See Annex 3 for a more detailed logic model.

Logic model of the AEHRE project:

Ultimate outcome

1000: Increased empowerment of women and girls for the advancement of gender equality in their communities.

Intermediate outcomes

1100: Increased leadership of women and men in community mobilization activities that advance gender equality in target countries.

1200: Enhanced collaboration among women’s and human rights organizations to advance human rights in their countries.

1300: Increased efforts by select women’s organizations to influence duty bearers in fulfilling their human rights obligations related to gender equality in target countries.

Immediate outcomes:

1110: Increased capacity of intermediaries (women & men) to mobilize communities to advance gender equality in target countries.

1120: Increased opportunities for women and/or girls to participate in decision-making process within local structures in target countries.

1210: Increased capacity of women’s and human rights organizations to carry out human rights education to advance gender equality.

1220: Increased opportunities for civil society organizations to collaborate on advancing gender equality in target countries.

1310: Increased capacity of select women’s organizations to engage duty bearers in better fulfilling their human rights obligations to advance gender equality in target countries.

1320: Increased commitment of select women’s organizations to engage duty bearers in dialogue on advancing gender equality in target countries.

2.3 Stakeholders

Key external project stakeholders:

- Local partner organizations (other than implementing partners), in particular women-led organizations and organizations with a focus on women's rights and gender equality.
- Trained intermediaries
- Mobilized community members (direct beneficiaries)
- Other community members (indirect beneficiaries)
- Local decision-makers and duty-bearers

Internal stakeholders:

- Equitas' country teams (Program Officer and Education Specialist)
- Equitas' gender advisor
- Senior Program Advisor
- Monitoring, Evaluation and Accountability Advisor
- Director of Programs
- Director of Education
- Other support staff
- Local coordinators in target countries
- Local implementing partner organizations in target countries
- Program coaches

3. RATIONALE, PURPOSE AND SPECIFIC OBJECTIVES OF THE EVALUATION

3.1 Rationale and purpose of the evaluation

Equitas – International Center for Human Rights Education is commissioning the evaluation of its program Advancing Equality through Human Rights Education (AEHRE). This is a five-year initiative (2019-2024) supported primarily by Global Affairs Canada and being implemented in Burkina Faso, Haiti, Kenya, Senegal and Tanzania. The program also comprises international components targeting a global audience of human rights educators delivered in person and on-line. These include the International Human Rights Training Program (IHRTP) delivered in Montréal, Canada, the East Africa Human Rights Program, the West Africa Regional Session, and the Global Rights Connection training delivered on-line.

The purpose of this evaluation is to provide an independent assessment of the achievement of, or progress toward, the immediate and intermediate outcomes at the midpoint of the project's completion, to provide relevant findings, lessons learned, and recommendations that would help Equitas and its partners guide and improve current and future human rights education programs. The evaluation is hybrid in nature, combining approaches and looking both at formative and summative aspects of the project. The results of this evaluation will be used to:

- I. Inform Equitas, its partners, donors and other key stakeholders about contributions of key program components to expected outcomes of the intervention.
- II. Inform decision-making regarding future project design and future project management and implementation.

- III. Consolidate Equitas' and implementing partners learning about promoting gender equality through human rights education initiatives.
- IV. Assess the validity of Equitas' programmatic Theory of Change.

The primary intended users of the evaluation are:

- Equitas and its implementing partners in the five program target countries
- Other Equitas' partners in the target countries and elsewhere with an interest in the promotion of gender equality through human rights education programming.

The primary intended audience of the evaluation are:

- Equitas' community of practice, including human rights educators, alumni and supporters.
- Global Affairs Canada (the primary funder of this initiative), and other potential donors.

3.2 Specific objectives of the evaluation

The main objective of this evaluation is to provide Equitas and its primary donor, Global Affairs Canada, with an assessment of the project, its design, implementation and results. The aim is to determine the relevance and capacity to fulfill the expected outcomes, effectiveness and sustainability of the project.

The evaluation should provide information that is evidence-based, credible and useful, enabling the incorporation of lessons learned into the future decision-making processes of Equitas and its partners.

The specific objectives of the evaluation are the following:

- Assess the extent to which the project is reaching planned outcomes regarding women's rights and gender equality in the target communities;
- Provide findings, lessons learned, conclusions and recommendations to strengthen Equitas' human rights education work and to inform Equitas' current and future programming on advancing gender equality.

3.3 Scope of the evaluation

The evaluation is a mid-term evaluation. It will cover activities conducted in the project's five target countries (Burkina Faso, Haiti, Kenya, Senegal and Tanzania) that have taken place since the beginning of the project (April 2019) until the time of the evaluation.

The evaluation will include site visits by the evaluation team to Senegal and Tanzania. In the other three countries, the evaluation, with a possible lesser scope, will be conducted through local consultants with the support and supervision of the evaluation team. The Evaluation team is responsible for identifying, supervising, managing and ensuring quality control of local consultants' work in Burkina Faso, Haiti and Kenya. Equitas will be responsible for managing the contracting of local consultants.

The international components (IHRTP, African regional sessions and the Global Rights Connection online training) are outside the scope of this evaluation.

Equitas encourages bidders to further refine the evaluation scope, evaluation questions and methodology.

4. EVALUATION QUESTIONS

For the purposes of this evaluation, the key questions were organized in line with OECD main evaluation criteria: relevance, effectiveness and sustainability.

Relevance

1. To what extent does the AEHRE program intended outcomes and design respond to challenges faced by women and girls to enjoy gender equality in target communities?
2. To what extent is the AEHRE program effectively contributing to the creation of favourable conditions for advancing gender equality in target countries and communities?

Effectiveness

3. To what degree are women and girls being empowered to promote gender equality in their communities, in particular, those considered marginalized in the context of the AEHRE project?
4. To what extent does the current state of results validate the Theory of Change / Logic of intervention of the AEHRE program? How so?
 - What are the features of the AEHRE program that are making a difference?
 - Has the program contributed to observable changes in terms of capacity and leadership among intermediaries and other community members?
5. To what extent is the AEHRE program contributing to advance gender equality in the short-term and medium-term in target communities and countries? How so?
6. To what extent are the planned activities reaching the appropriate primary beneficiaries to ensure the greatest impact in advancing gender equality, including those who are marginalised or disadvantaged in target communities?

Sustainability

7. To what extent do the partners of the AEHRE program own its results and are committed to their sustainability after the end of the intervention? In particular, the integration of a human rights-based approach and a gender perspective in their work.
8. To what extent are the net benefits of the AEHRE program (if any) likely to continue?

Other

9. What are the lessons learnt from the program and recommendations for the next phase of programming with a focus on community-based engagement for action?
10. To what extent has the AEHRE program produced unintended outcomes (positive and negative)?
11. To what extent does the AEHRE program effectively integrates human rights-based approach and gender equality principles in its design?

The final set of evaluation questions will be agreed upon by the evaluators and Equitas during the preparation of the initial report.

5. EVALUATION METHODOLOGY AND APPROACH

The evaluation should follow a collaborative and participatory mixed methods approach that draws on both existing and new quantitative and qualitative data to answer the evaluation questions. The evaluators are expected to conduct a participatory evaluation providing for meaningful involvement of project partners, intermediaries, beneficiaries, decision-makers and other stakeholders.

It is expected that the evaluation provides evidence-based information that is credible, accurate, reliable and useful. A detailed methodology and data collection methods should be included in the technical proposal which will be further developed by the evaluation team in consultation with Equitas during the inception phase of the evaluation. The evaluation will be Human Rights based and Gender responsive.

The choice of methods must also consider the needs and capacities of the different target groups and stakeholders, particularly women and girls, and other groups marginalized or subject to discrimination, including but not limited to gender diverse people, beneficiaries with low literacy levels and other community members who too often face gender-based violence and barriers to inclusion and participation in decision-making processes that affect their lives. Evaluators will strive to ensure that members of these groups are represented throughout the evaluation process and that the appropriate methods and tools are utilized to gather and consider their voices in the analysis. The analysis must be logically coherent and complete (and not speculative or opinion-based). The methodology must consider participants' safety and dignity throughout the evaluation as well as research ethics (confidentiality of those participating in the evaluation, data protection, age and ability-appropriate free and informed consent processes) and quality assurance. The methodology should explicitly outline how it will integrate a human rights-based approach with a gender perspective. Data should be disaggregated by country, gender (women, men, non-binary) and age groups.

To collect the data for analysis, the evaluation will make use of the techniques listed below (but not limited to). The data from these sources will be triangulated to increase the validity and rigor of the evaluation findings.

Desk review of project design and strategy documents, activity documents, reports, communications and publications.

Key informant interviews and focus groups with project staff, partners, intermediaries, beneficiaries, decision-makers and potentially other stakeholders. The evaluator must indicate the criteria selection for individuals to interview.

Field in-depth interviews in Senegal and Tanzania: the evaluation team is expected to meet project intermediaries, beneficiaries (women and men) to undertake more in-depth reviews on the project work and results. If possible, the evaluation team could directly observe the implementation of project activities in these countries.

In Burkina Faso, Haiti and Kenya, key information interviews, and focus group discussions will be carried out by a local consultant who will be under the responsibility and supervision of the evaluation team.

6. SCHEDULE AND LEVEL OF EFFORT

This evaluation, including the field mission, is expected to begin by mid-May 2022 and shall be completed no later than November 30, 2022. The final evaluation report must be submitted to Equitas by 30 November 2022. Bidders should provide an evaluation work plan detailing the number of working days required per evaluation activity (see table below). The maximum number of working days to complete this evaluation is

70 which can be divided among the members of the evaluation team (excluding local consultants whose level of effort is estimated at 10 days each).

The estimated level of effort for this evaluation is 70 days.

Tasks	Timeframe/ deadlines	Indicative Working Days for consultancy
Inception phase (including preparatory meeting) - Development of evaluation matrix	mid-June to end June	7
Documentation review and development of data collection tools	July	12
Local consultants' orientation and support	July to September	5
Field work, including preparation (15 days per country)	Between June and end-September	28
Data consolidation and analysis	September-October	7
Draft report writing	October/November	5
Final report and presentation workshop	November 2022	6
Total		70

7. DELIVERABLES AND MILESTONES

The following deliverables should be provided to Equitas.

All deliverables should be in electronic version (in MS Word format or compatible software) and in English. The executive summary of the final evaluation report must be written both in English and French.

Deliverable	Deadline (tentative)
Inception report	No later than July 4, 2022
Detailed itinerary for the field visits	Week of July 11, 2022
Draft Evaluation report and country annexes (1 per country) summarizing specific findings; drafted in the country languages: Burkina Faso, Haiti and Senegal in French Kenya and Tanzania in English	11 November 2022
Final version of the Complete Evaluation Report in English and a 4-page summary both in English and French. Country annexes	30 November 2022
Online workshop to present the findings, conclusions, recommendations and lessons	Week of December 5, 2022

7.1 Inception report

The Evaluation team is to submit an inception report to Equitas within four weeks of the signing of the contract.

The inception report shall include the following elements:

- Detailed description of the methodology for the evaluation
 - Data collection methods
 - Data collection tools
 - Sampling method (where relevant)
 - Approach to triangulation and quality control
- Data analysis methods
- Justification for revising the Evaluation Questions (if relevant)
- Detailed work plan
- Analysis of anticipated limitations and mitigation measures
- Detailed level of effort for each member of the evaluation team, including local consultants in Burkina Faso, Haiti and Kenya.

7.2 Debriefing/Validation sessions

Conduct an in-country debrief/validation workshop two days before departure from the field to validate preliminary data with selected stakeholders – to be defined with Equitas in due course.

7.3 Draft evaluation report

The Evaluation team will submit a draft evaluation report to Equitas for comments and feedback within a maximum of four weeks after completing data collection processes and field visits. The report must conform to the *OECD/DAC (2010) Quality Standards for Development Evaluation* and should not exceed 30 pages (excluding annexes). The annexes should at least include the Terms of Reference, the evaluation matrix, list of stakeholders interviewed, and data collection instruments. The evaluation report must include an executive summary.

Findings and specific recommendations pertaining to each target country must be consigned in annexes, drafted in English for Kenya and Tanzania, and French for Burkina Faso, Haiti and Senegal.

7.4 Final evaluation report

After incorporating comments from Equitas, the final report will be submitted and presented to the organization. The final report will contain an executive summary in English and in French (4 pages max, each) and a management response which will be prepared by Equitas.

7.5 Presentation of the evaluation findings and recommendations

Prepare and conduct an online workshop to present the findings, conclusions, recommendations and lessons of the evaluation to Equitas' internal and external stakeholders.

8. ROLES AND RESPONSIBILITIES

The evaluation will be conducted by an Evaluation team formed by external consultant or a team of consultants with the support of local consultants to carry out field work in Burkina Faso, Haiti and Kenya. The evaluation team leader will be responsible for delivering the key evaluation products. The team leader will coordinate the work of all other team members, including local consultants, during all phases of the evaluation process, ensuring the quality of outputs and application of methodology as well as timely delivery of all products.

8.1 Evaluation team

The Evaluation team will carry out the evaluation in conformity with the “*OECD/DAC (2010) Quality Standards for Development Evaluation*” and best practices in evaluation.

The Evaluation team will have the overall responsibility for:

- Managing the evaluation following the work plan approved by Equitas
- Preparing and submitting all deliverables for revision and approval by Equitas according to agreed schedule
- Reporting regularly on progress to Equitas
- Conduct the field work in Senegal and Tanzania and the stakeholders' workshop in these countries
- Prepare the terms of reference for hiring local consultants (where applicable), in collaboration with Equitas
- Identify local consultants in Burkina Faso, Haiti and Kenya to carry out field work in these countries in the context of this evaluation
- Support and supervise local consultants and ensure quality assurance of their work
- Participate in debriefings with main stakeholders on the main results and recommendations of the evaluation.

Note: The evaluation team is fully responsible for managing and administering all functional aspects of the local consultants' involvement in the evaluation (in Burkina Faso, Haiti and Kenya). Responsibility for these local consultants lies strictly with the evaluation team. Logistical and financial aspects pertaining to the local consultants' work will be managed by Equitas.

8.2 Equitas

Equitas will be responsible for:

- Arrange a project introduction meeting with the evaluation team

- Submit project documents to the evaluation team
- Provide logistics and funding for the evaluation team's travel to and from Senegal and Tanzania
- Assist in organizing meetings with stakeholders
- Accompany the evaluation team during field work in Senegal and/or Tanzania
- Organize evaluation and validation workshops with the evaluation team
- Support the evaluation team with logistics and setting up meetings
- Manage the logistics and financial aspects pertaining to the local consultants' work
- Collecting stakeholders' comments on the draft report and submitting these to the evaluation team
- Review and provide feedback on all deliverables in a timely manner
- Disseminate the evaluation findings.

9. CONSULTANT PROFILE

All team members need to be familiar with human rights and gender responsive approach to evaluation.

9.1 Evaluation team leader

- At least 5 years of demonstrated experience in evaluation of international development projects and programs.
- At least 5 years' experience in conducting assessments and evaluations of gender and human-rights based interventions.
- Evaluation experience of projects related to human rights education will be considered a strong asset.
- Evaluation experience of projects funded by Global Affairs Canada and results-based programming will be considered an asset.
- Demonstrated relevant professional experience in design, management and conduct of evaluation processes with multiple stakeholders, using participatory approaches, survey design and implementation, and project planning, monitoring and management.
- Demonstrated methodological knowledge of evaluations, including participatory mixed-methods approaches.
- Demonstrated excellent written and spoken communications skills in English and French is essential for this mandate.
- Experience as a team leader, demonstrated cultural sensitivity and track record of participatory approaches.
- Experience conducting evaluations in Africa. Direct experience in Senegal and/ or Tanzania will be considered an asset.
- Ability to conduct high quality evaluations, meet deadlines and respond to requests and feedback provided timely and appropriately.

- Strong analytical and conceptual skills to clearly synthesize and present findings, draw practical conclusions, make recommendations and to prepare well-written reports in a timely manner.

9.2 Evaluation team member - gender and human rights specialist

The Gender Specialist will report directly to the Evaluation Team Leader. This team member will have overall responsibility for:

Gender equality and human rights

- At least 5 years of demonstrated experience in conducting Gender-Based Analysis (GBA) and gender responsive evaluations.
- Demonstrated experience with human rights education and/or human rights-based approaches (HRBA) and/or human rights programming.
- Experience working in Africa (Senegal or Tanzania) is considered an asset.
- Demonstrated cultural sensitivity and track record of using participatory approaches.

Equitas will accept proposals from individual consultants with the appropriate combination of skills and competencies as per the requirements mentioned above.

10. ESTIMATED BUDGET AND OTHER FINANCIAL CONSIDERATIONS

The maximum daily consultancy rate is \$700 CAD for 70 days, totalling \$49,000 CAD, inclusive of all applicable taxes and fees.

Evaluation team members will be provided with return tickets to Senegal and Tanzania, local transportation, meals and accommodation. It is expected that field visits will be conducted by a single member of the evaluation team for each country. Please note that reimbursable costs must be approved by Equitas prior purchase and documented by tax receipts. All other costs and logistic expenses (e.g. visas, vaccination, insurance, etc.) must be covered by the consultancy fee.

All data collected as part of this evaluation will remain Equitas' property. At the end of the evaluation, the evaluators will submit all collected data and relevant documentation to Equitas. The Evaluation Report produced under the present contract shall not be shared externally without Equitas' prior written approval.

11. SELECTION CRITERIA

All applications will be reviewed according to the following criteria:

	Score	Weight
I. Technical competence (based on CV and Proposal)		60%
The proposal indicates a comprehensive understanding of the assignment	/10	
Demonstrable experience in conducting evaluations of projects that focus on issues of human rights and gender equality	/20	
Extensive knowledge of, and experience in applying mixed evaluation methods and participatory methods.	/10	
The proposal identifies the most efficient and effective methodologies to achieve the purpose of the evaluation.	/10	
A strong and demonstrable record of completing project evaluations across multiple countries, specifically in Africa and Caribbean region	/10	
II. Financial proposal		20%
The budget proposal based on the level of effort is realistic	/20	
The budget does not exceed available funds		YES/NO
III. Other		10%
The sample of written work provided demonstrates strong writing and analytic skills.	/5	
The evaluation team provided relevant references and the references provided were positive.	/5	
The evaluation team is available within the necessary time frame.		YES/NO
The evaluation team member(s) has/have relevant language skills.		YES/NO
IV. Interview with evaluation team members of shortlisted proposals	/10	10%
Total	/100	100%

12. APPLICATION PROCESS

All bidders must submit the following documents as part of their proposal:

- Letter of Interest, including confirmation of availability in the timeframe indicated, and highlighting how the consultant/team meets the required expertise and qualifications listed
- Full proposal showing fulfilment of the requirements listed in this Terms of Reference
- Total consultancy fees (excluding international flights, in-country transportation, accommodation and meals)
- CV for each of the evaluation team members, including portfolio of previous work relevant to this mandate
- Two samples of past evaluation reports
- At least two recent and relevant references for similar mandates

Bidders should submit their complete application for this consultancy to Nazik El Yaalaoui (nelyaalaoui@equitas.org) with “Mid-term evaluation of Equitas’ AEHRE program” in the subject line.

Deadline for proposals - Extension: 24 May 2022, 23h59 EST.

Incomplete proposals will not be considered. Equitas will contact only shortlisted candidates.

ANNEX 1. EVALUATION DESIGN MATRIX TEMPLATE

Question	Subquestion	Type of subquestion ¹	Measure or indicator	Target or standard (normative)	Baseline data?	Data source	Design ²	Sample or census ³	Data collection instrument	Data analysis	Comments

¹ Questions are of three types: **Descriptive**, **Normative** and **Cause-and-Effect**.

² Designs can be selected from these three broad categories: **Experimental Designs**, **Quasi-experimental designs** and **Nonexperimental designs**.

³ "**Census**: Collection of data from an entire population"; "**Sample**: Subset of a population on which data are collected".

ANNEX 2. OUTLINE OF EVALUATION REPORT

Evaluation Title

Evaluation Type: Formative, summative, prospective, thematic, etc.

Commissioned by: Equitas – International Center for Human Rights Education

Consultant: Name of the firm/individual(s) contracted to conduct the evaluation

Date: Month and year submitted

Executive summary – (in English and in French, 4 pages max. each)

- 1. Rationale and Purpose of the Evaluation** - *As per the ToR.*
- 2. Specific Objectives of the Evaluation** - *As per the ToR.*
- 3. Scope of the Evaluation** - *As per the ToR.*
- 4. Development Context** - *Description of the context in which the intervention was implemented, including key local government policies and strategies and socio-economic, political and cultural factors of relevance for the intervention.*
- 5. Intervention** - *Description of the intervention being evaluated, including: ultimate outcome, start and end dates, budget, geographical area covered, main components, and crosscutting issues addressed (i.e. gender equality, environmental sustainability and governance).*
- 6. Intervention Logic** - *List the ultimate, intermediate and immediate outcomes as per the Logic Model (LM).*
- 7. Stakeholders** - *As per the ToR.*
- 8. Evaluation Approach and Methodology** - *Description of the (1) Evaluation approach, (2) Methodology, (3) Techniques for data collection and analysis, (4) Sampling, and (5) Limitations of the evaluation.*
- 9. Key Findings**
- 10. Key Conclusions**
- 11. Key Recommendations**
- 12. Key Lessons learned**

Annexes

Country annexes including contextual findings and specific recommendations (5 pages max each)

Burkina Faso (in French)

Haiti (in French)

Kenya (in English)

Senegal (in French)

Tanzania (in English)

ANNEX 3. INTERVENTION LOGIC MODEL

Ultimate outcome	1000. Increased empowerment of women and girls for the advancement of gender equality in their communities.					
Intermediate outcome	1100 - Increased leadership of women and men in community mobilization activities that advance gender equality in target countries.		1200 - Enhanced collaboration among women's and human rights organizations to advance human rights in their countries.		1300 - Increased efforts by select women's organizations to influence duty bearers in fulfilling their human rights obligations related to gender equality in target countries.	
Immediate Outcomes	1110 - Increased <u>capacity</u> of intermediaries (women & men) to mobilize communities to advance gender equality in target countries.	1120 - Increased <u>opportunities</u> for women and/or girls to participate in decision-making process within local structures in target countries.	1210 - Increased <u>capacity</u> of women's and human rights organizations to carry out human rights education to advance gender equality.	1220 - Increased <u>opportunities</u> for civil society organizations to collaborate on advancing gender equality in target countries.	1310 - Increased <u>capacity</u> of select women's organizations to engage duty bearers in better fulfilling their human rights obligations to advance gender equality in target countries.	1320 - Increased <u>commitment</u> of select women's organizations to engage duty bearers in dialogue on advancing gender equality in target countries.
	TRAININGS GE/HRBA	COMMUNITY ACTIONS	IHRTP	INCEPTION	SPEC TRAINING	NATIONAL DIALOGUES
Outputs	1111 Trainings on gender equality and a Human Rights Based Approach (HRBA) delivered to intermediaries (women & men) in target communities.	1121 - Community actions promoting gender equality carried out with the participation of women, girls, men and boys.	1211 International Human Rights Training Program (IHRTTP) sessions delivered in Canada.	1221 Contextual analysis related to gender equality at local and national levels carried out in the five target countries.	1311 Trainings on engaging duty-bearers to fulfill their human rights obligations to advance gender equality delivered to select women's organizations.	1321 Action plans to advance gender equality developed by select women's organizations and duty bearers during policy dialogues.
Activities	1111- Deliver trainings to intermediaries (women & men) on gender equality and a Human Rights Based Approach (HRBA) in target communities.	1121 - Carry out community actions promoting gender equality with the participation of women, girls, men and boys.	1211 - Deliver International Human Rights Training Program sessions (IHRTTP) in Canada.	1221 - Carry out contextual analysis related to gender equality at local and national levels in five target countries.	1311 - Deliver trainings to select targeted women's organizations on engaging duty-bearers to fulfill their human rights obligations to advance gender equality.	1321 - Select women's organizations and duty bearers develop action plans to advance gender equality during policy dialogues.
	LOCAL CAPACITY BUILDING	FORUMS	AFRICA REG SESSIONS	ALLIANCES SUPPORT	DM TRAININGS	DM ENGAGEMENT
Outputs	1112 - Coaches trained to accompany targeted local organizations in community mobilization and human rights education (HRE).	1122 - Community forums promoting gender equality and women's participation carried out.	1212 Regional Human Rights Training Sessions delivered in East Africa and West Africa.	1222 Civil society organizations supported to participate in alliances and/or coalitions contributing to the advancement of gender equality.	1312 Trainings on integrating a Human Rights Based Approach (HRBA) into their work to advance gender equality delivered to select duty bearers.	1322 Select women's organizations supported in their continued engagement with duty bearers on the advancement of gender equality.
Activities	1112 - Train coaches to accompany targeted local organizations in community mobilization and human rights education (HRE).	1122 - Carry out community forums promoting gender equality and women's participation.	1212 - Deliver Regional Human Rights Training Sessions in East Africa and West Africa.	1222 - Support civil society organizations to participate in alliances and/or coalitions contributing to the advancement of gender equality.	1312 - Deliver trainings to select duty-bearers on integrating a Human Rights Based Approach (HRBA) into their work to advance gender equality.	1322 - Support select women's organizations in their continued engagement with duty bearers on the advancement of gender equality.
	PARTNER ORG. CAPACITY BUILDING	LOCAL STRUCTURES	KBS	AWARENESS RAISING	INT. EVENTS	
Outputs	1113 - Organizational capacity-development activities delivered to partner organizations.	1123 Local structures supported to become more inclusive of women.	1213 Good practices in HRBA and gender equality shared with stakeholders globally.	1223 Joint awareness raising activities for the advancement of gender equality carried out at the local and/or national levels.	1323 Select women's organizations supported to participate in national and international events on the advancement of gender equality.	
Activities	1113 - Deliver organizational capacity-building activities to partner organizations.	1123 - Support local structures to become more inclusive of women.	1213 - Share good practices in HRBA and gender equality with stakeholders globally.	1223 - Carry out joint awareness raising activities for the advancement of gender equality at the local and/or national levels.	1323 - Support select women's organizations to participate in national and international events on the advancement of gender equality.	
	PLANNING & EVAL WORKSHOPS	Global Rights Connection				
Outputs	1114 - Planning and evaluation workshops, involving partners and intermediaries, including women and marginalized groups, organized to monitor the implementation of the project.	1214 - Global Rights Connection online training delivered.				
Activities	1114 - Carry out planning and evaluation workshops with the participation intermediaries and community members.	1214 - Deliver online training Global Rights Connection				

RÉSULTAT ULTIME	1000. Autonomisation accrue des femmes et des filles pour l'avancement de l'égalité de genre dans leur communauté respective.					
Résultat intermédiaire	1100 - Leadership accru des femmes et des hommes dans les activités de mobilisation communautaire qui font progresser l'égalité de genre dans les pays cibles.		1200 - Collaboration renforcée entre les organisations féminines et de droits humains pour faire progresser les droits humains dans leurs pays respectifs.		1300 - Efforts accrus des organisations féminines concernées à inciter les détenteurs d'obligations à remplir leurs obligations en matière de droits humains liés à l'égalité de genre dans les pays cibles.	
Résultat immédiat	1110 - Capacités accrues des intermédiaires (f/h) à mobiliser les communautés pour faire progresser l'égalité de genre dans les pays cibles.	1120 - Opportunités accrues des femmes et/ou filles à participer au processus de prise de décisions au sein des structures locales dans les pays cibles.	1210 - Capacités accrues des organisations féminines et de droits humains à mener à bien l'éducation aux droits humains pour faire progresser l'égalité de genre.	1220 - Opportunités accrues des organisations de la société civile à collaborer pour faire progresser l'égalité de genre dans les pays cibles.	1310 - Capacités accrues des organisations féminines concernées à inciter les détenteurs d'obligations à mieux s'acquitter de leurs obligations en matière de droits humains pour faire progresser l'égalité de genre dans les pays cibles.	1320 - Engagement accru des organisations féminines concernées à inciter les détenteurs d'obligations à dialoguer sur l'égalité de genre dans les pays cibles.
Produits	FORMATIONS/AFDH 1111 - Des formations sur l'égalité de genre et l'approche fondée sur les droits humains (AFDH) ont été offertes aux intermédiaires (f/h) dans les communautés cibles.	ACTIONS COMMUNAUTAIRES 1121 - Des actions communautaires pour promouvoir l'égalité de genre ont été réalisées avec la participation des femmes, des filles, des hommes et des garçons.	PIFDH 1211 - Des sessions du Programme international de formation aux droits humains (PIFDH) ont été offertes au Canada.	ANALYSE CONTEXTUELLE 1221 - Une analyse contextuelle relative à l'égalité de genre aux niveaux local et national a été réalisée dans les cinq pays cibles.	FORMATION SPÉCIALISÉE 1311 - Des formations sur la façon d'inciter les détenteurs d'obligations à mieux s'acquitter de leurs obligations en matière de droits humains pour faire progresser l'égalité de genre ont été offertes à des organisations féminines concernées.	DIALOGUES POLITIQUES 1321 - Des plans d'actions pour faire progresser l'égalité de genre ont été élaborés par des organisations féminines concernées et des détenteurs d'obligations au cours des dialogues sur les politiques.
Activités	1111 - Offrir des formations aux intermédiaires (f/h) sur l'égalité de genre et l'approche fondée sur les droits humains (AFDH) dans les communautés cibles.	1121 - Réaliser des actions communautaires pour promouvoir l'égalité de genre avec la participation des femmes, des filles, des hommes et des garçons.	1211 - Offrir des sessions du Programme international de formation aux droits humains (PIFDH) au Canada.	1221 - Réaliser une analyse contextuelle relative à l'égalité de genre aux niveaux local et national dans les cinq pays cibles.	1311 - Offrir des formations à des organisations féminines concernées sur la façon d'inciter les détenteurs d'obligations à mieux s'acquitter de leurs obligations en matière de droits humains afin de faire progresser l'égalité de genre.	1321 - Des organisations féminines concernées et des détenteurs d'obligations élaborent des plans d'actions pour faire progresser l'égalité de genre au cours des dialogues sur les politiques.
Produits	DEV CAPACITÉS LOCALES 1112 - Des coaches ont été formés pour accompagner des organisations locales ciblées dans la mobilisation communautaire et l'éducation aux droits humains (ÉDH).	FORUMS 1122 - Des forums communautaires ont été réalisés pour promouvoir l'égalité de genre et la participation des femmes.	SESSIONS RÉGIONALES 1212 - Des sessions régionales de formation aux droits humains ont été offertes en Afrique de l'Est et en Afrique de l'Ouest.	SOUTIEN ALLIANCES 1222 - Des organisations de la société civile ont été soutenues pour leur participation à des alliances et/ou coalitions contribuant à faire progresser l'égalité de genre.	FORMATION DÉTENEURS OBLIG. 1312 - Des formations sur l'intégration d'une approche fondée sur les droits humains (AFDH) dans leur travail de promotion de l'égalité de genre ont été offertes à des détenteurs d'obligations concernés.	ENGAGEMENT D.O. 1322 - Des organisations féminines concernées ont été soutenues dans leur engagement continu auprès des détenteurs d'obligations pour faire progresser l'égalité de genre.
Activités	1112 - Former des coaches pour accompagner les organisations locales ciblées dans la mobilisation communautaire et l'éducation aux droits humains (ÉDH).	1122 - Réaliser des forums communautaires pour promouvoir l'égalité de genre et la participation des femmes.	1212 - Offrir des sessions régionales de formation aux droits humains en Afrique de l'Est et en Afrique de l'Ouest.	1222 - Soutenir les organisations de la société civile à participer aux alliances et/ou coalitions qui contribuent à faire progresser l'égalité de genre.	1312 - Offrir des formations aux détenteurs d'obligations concernés sur l'intégration d'une approche fondée sur les droits humains (AFDH) dans leur travail pour faire progresser l'égalité de genre.	1322 - Soutenir des organisations féminines concernées dans leur engagement continu auprès des détenteurs d'obligations pour faire progresser l'égalité de genre.
Produits	DEV. CAPACITÉS ORGS PARTENAIRES 1113 - Des activités de renforcement des capacités organisationnelles ont été offertes aux organisations partenaires.	STRUCTURES LOCALES 1123 - Des structures locales ont été soutenues afin de les rendre plus inclusives à l'égard des femmes.	PARTAGE BONNES PRATIQUES 1213 - De bonnes pratiques en matière d'AFDH et d'égalité de genre ont été partagées avec les parties prenantes au niveau mondial.	SENSIBILISATION 1223 - Des activités conjointes de sensibilisation pour faire progresser l'égalité de genre ont été réalisées aux niveaux local et/ou national.	ÉVÉNEMENTS NAT & INT. 1323 - Des organisations féminines concernées ont été soutenues pour participer à des événements nationaux et internationaux visant à faire progresser l'égalité de genre.	
Activités	1113 - Offrir des activités de renforcement des capacités organisationnelles aux organisations partenaires.	1123 - Soutenir les structures locales pour les rendre plus inclusives à l'égard des femmes.	1213 - Partager les bonnes pratiques en matière d'AFDH et d'égalité de genre avec les parties prenantes au niveau Mondial.	1223 - Réaliser des activités conjointes de sensibilisation pour faire progresser l'égalité de genre aux niveaux local et/ou national.	1323 - Soutenir des organisations féminines concernées à participer à des événements nationaux et internationaux visant à faire progresser l'égalité de genre.	
Produits	ATELIERS PLANIF & EVALUATION 1114 - Des ateliers de planification et d'évaluation, impliquant les partenaires et les intermédiaires, y compris les femmes et les groupes marginalisés, ont été réalisés.		FORMATION EN LIGNE CPD 1214 - La formation en ligne Connectons pour les droits a été dispensée.			
Activités	1114 - Réaliser des ateliers de planification et d'évaluation, impliquant les partenaires et les intermédiaires, y compris les femmes et les groupes marginalisés.		1214 - Dispenser la formation en ligne Connectons pour les droits.			

End notes

Specific terms and definitions (exert from project glossary).

¹ **Beneficiaries** are right holders who will ultimately benefit from a greater realization of their human rights. Beneficiaries will be women and girls, including those from groups that are subject to exclusion and discrimination (e.g. children, youth, persons from minority, migrant or Indigenous groups, persons with a disability, persons who identify as LGBTQI). Men and boys will also benefit through changes in attitudes, behaviours and roles. Beneficiaries will experience a change of state, condition or well-being at the ultimate outcome level of the logic model.

Equitas tracks two main types of beneficiaries:

Direct beneficiaries are all the persons who participate in the activities organized by Intermediaries. They are reached by products and services of the project.

Indirect beneficiaries are persons who are not directly connected with the project, but still benefit from it as members of the community. They are targeted through mass media outlets, they benefit from activities of the international human rights training program (IH RTP) and the regional human rights training alumni, and they are family members, colleagues, or friends of people who participated in activities organized by Intermediaries.

Intermediaries are partners and alumni who work directly with Equitas and include representatives of civil society organizations (at national and local levels), national human rights institutions as well as representatives of national and local government agencies. Intermediaries support the empowerment of women and girls through capacity-building activities and by providing leaders at the local level with coaching and support. Intermediaries also experience a change in capacity, behaviour or practice through their participation in activities but they are not counted as beneficiaries.

Partners organizations include the main organization selected in each target country as well as those selected in each of the four target communities within each target country.

Stakeholders: individuals, groups, institutions, government (e.g., community-based organizations and groups, community leaders, women's associations, national-level CSOs, schools, government authorities and NHRIs) with an interest in the project goal and objectives.