



TERMS OF REFERENCE

Project:	Leftemap Sista II - Formative Evaluation
Place of Assignment:	Vanuatu / Remote
Reporting to:	Tegan Molony, Gender Advisor
Duration:	30 days
Dates:	To be completed by early January

CARE INTERNATIONAL IN VANUATU

CARE Vanuatu is part of the global CARE International confederation, which helps poor and vulnerable people in more than 93 countries around the world. CARE has been in Vanuatu since 2008, working with communities to build resilience to disasters and climate change shocks and increase women and girls' involvement in community and national leadership.

Leftemap Sista II (July 2017-June 2021)

From 2014 to 2017, CARE implemented the Leftemap Sista I (LSI) project, designed to address the underlying causes of gender inequality in Vanuatu with a focus on Tafea Province. The project worked at national, provincial and community levels to promote women and girls' leadership, skills development and economic empowerment focusing on the disadvantages and inequities that women and young women face. Based on a 2016 formative evaluation¹ of CARE's gender equality work, a second phase, Leftemap Sista II (LSII) was designed which built upon the successes and learning of LSI. A Mid-Term Evaluation of LSII² was conducted in December 2019 which produced findings on progress-to-date against selected indicators and provided recommendations for remaining implementation.

LSII aims to support women, young women, and girls, including those with a disability, in rural and remote areas in Vanuatu to realise their rights to live free from violence, have increased economic opportunity and capacity to participate meaningfully in decisions that affect their lives in peace time and disaster. The first outcome area³ focusses on women's access to and control of decision making of economic resources and the second focusses on reducing tolerance of violence against women and girls. Key interventions under these outcomes include:

Outcome 1:

- Support for women's economic empowerment groups through a variety of approaches including a partnership with Nasi Tuan and connecting with technical trainers
- Confidence and leadership workshops for women

¹ Brown, H. and Huxtable, J. Leftemap Sista, Women and Girls Empowerment Program Review, December 2016, CARE Vanuatu

² Mundkur, A. et.al. Leftemap Sista II Mid Term Review, December 2019, CARE Vanuatu

³ Note that there is a third outcome which focusses on work in the broader Pacific region and is implemented with partners by CARE in the Pacific through CARE Australia.

- Family Financial Management workshops for group members and their intimate partners
- Support for Village Savings and Loans Associations (VSLA)

Outcome 2:

- Community dialogues with male gatekeepers
- Confidence and leadership workshops for women
- Good Relationships Free from Violence workshops with both men and women
- Violence and Women and Girls (VAWG) prevention and response workshops with CARE staff, community members and service providers.

The current LSII project is coming to an end (June 2022) and CARE is undertaking a formative evaluation that will reflect on how LSII has achieved progress against outcomes, and to produce recommendations on priorities for taking forward work within the context of CARE Australia’s ANCP Design Framework.

PURPOSE

This Formative Evaluation will support CARE Vanuatu to assess progress against outcomes implemented in Vanuatu to date and to produce actionable recommendations to inform follow on programming.

KEY OBJECTIVES AND EVALUATION QUESTIONS⁴

Key Objectives	Evaluation Questions
To assess progress against outcomes.	<ul style="list-style-type: none"> - To what extent are the expected changes on track to being achieved? - Are there any unintended impacts (both positive and negative)? What are they? - What are the major factors influencing the achievement or non-achievement of project outcomes? - To what extent have the different project components been effective in contributing to progress against each outcome? - To what extent are the benefits of the project expected to continue?
To produce actionable recommendations to inform the design of follow-on programming, in line with the CARE Australia ANCP Design Framework	<ul style="list-style-type: none"> - What aspects of the project components should be continued? Why and how? - What opportunities are there for evolution or expansion? - What opportunities are there to strengthen alignment to CARE’s frameworks (such as the Gender Equality Framework) and programming? - How could programming connect and collaborate more actively/effectively with partner organisations and other actors working on economic justice and EVAWG in Vanuatu? - How could programming best contribute towards strengthening civil society organisations who are active in these programming spaces? - How could the project best align and support key government initiatives around gender equality, economic empowerment and VAWG?

EVALUATION APPROACH

The evaluation emphasises a multi-stakeholder approach: to ensure diverse perspectives provide a depth and breadth of learning and the triangulation of data to strengthen confidence in findings. Asking the same questions of different stakeholder groups and exploring cases from multiple perspectives will also strengthen review findings.

The evaluation approach is mixed method: quantitative data will primarily come from existing project

⁴ To be further refined with the evaluation team

monitoring data and annual progress reports. The collection of qualitative data will add richness and context to quantitative outcomes and provide an assessment of program outcomes for achieving positive and sustainable change.

METHODOLOGY

The evaluation team will design the methodology based on the following broad guidelines:

- Desk review: relevant project documentation will be reviewed to better understand project implementation as it relates to design, learnings, challenges and achievements to date. The document review will also inform the development of both the formative evaluation plan and the data collection tools. Documents to be reviewed will include but not be limited to: project design, project MEL framework; six-monthly interim donor reports; project activity tracking data; Mid Term Review report, CARE International Gender Equality frameworks and program approaches; as well as the CARE Australia ANCP design framework.
- Primary Data collection: this will include:
 - Semi-structured key informant interviews (KIIs) and Focus Group Discussions (FGD) – some of which should include a custom designed vignette in order to apply CARE’s Social Norms Analysis Plot (SNAP), a framework that helps to determine what social norms exist, what sanctions exist, what the sensitivity to sanctions is and whether there are any exceptions. This will build on the data captured in the MTR using the vignette to measure social norms change. Key stakeholders to be consulted include (but are not limited to) men and women participants in target communities of diverse ages, community leaders, staff from partner organisations (Nasi Tuan, Vanuatu Society for People with a Disability (VSPD), Tafea Counselling Centre (Vanuatu Women’s Centre) VWC, Vanuatu Police - Family Protection Unit, Tafea Hospital, Department of Women’s Affairs - Tafea Province, and other provincial government actors.
 - Survey with project activity participants to capture project progress against outcome indicators.
 - Staff reflection workshop with LS2 and other CARE Vanuatu staff (from both Gender Equality programs and Resilience and Recovery) – to capture staff knowledge and experiences of change and ideas for future directions.

Note that sampling will be determined in the inception phase but is likely to be purposive and representative (for example: geographic, older vs newer communities etc.)

- Sense making and validation workshop – held with CARE staff, partners and community representatives, to share evaluation findings and the recommendations for further programming. Input and verification will be sought at this workshop and final adjustments made to the formative evaluation report. This will inform the preliminary design of the next phase.

SCHEDULE, WORKPLAN, ROLES AND RESPONSIBILITIES

The assignment is expected to commence in October and end in December/early January 2021, for up to 30 working days. CARE will assign one Gender Advisor from the CARE Australia office to provide support on the SNAP tools, and to support with developing the methodology, and analysis of findings if needed. The estimated number of days required from the consultant/s to complete this work is here detailed as an indication:

Activity	Totals Days
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Evaluation methodology development and finalisation (including inception meeting and development of plan) and inception report	3
Desk Review	2
Preparation for data collection	2
Data collection and entry (including translation as needed)	15
Data analysis and draft preliminary findings for workshop	3
Sense making and validation workshop	1
Report writing (first draft)	3
Collate feedback and final report	1
TOTAL days	30

KEY DELIVERABLES

Deliverables:

- A brief inception report (no more than 10 pages) to be submitted one week after the beginning of the evaluation detailing the methodology and plan for the evaluation.
- A draft report (maximum 25 pages excluding annexes outlining findings and recommendations)
- A final report to be submitted at the end of the evaluation which incorporates feedback on the draft (maximum 25 pages excluding annexes outlining findings and recommendations)

Payment

Payment will be made based on submission of an invoice on signing a contract up to 40% of the value of the services. Final payment up to 60% of the value of the services will be paid upon completion of the services and submission of a report, timesheet and invoice.

Selection Criteria

- CARE encourages applications from either individuals or teams of consultants.
- Expertise and demonstrated experience in Gender Equality and Women's Economic Empowerment and/or Violence Against Women and Girls programming women's leadership programming, preferably in the Vanuatu or Pacific context
- Proven experience in participatory evaluation and MEAL processes
- Proven experience with project management and activity planning
- Preferred knowledge and experience working in Vanuatu, including ability to speak Bislama

Expression of Interest

Expressions of Interest should include:

1. A maximum 1-page cover letter including a statement of capability and provide an example of evaluation completed.
2. Current CV of everyone included in the Expression of Interest
3. Daily fee rate

Expressions of interest and requests for further information should be submitted to Sylvain Malsungai at the following email address: sylvain.malsungai@careint.org.

Applications close 25th of October 2021 at 17.00 (Vanuatu Standard Time).

Approved by: Bridgette Thorold, Country Director