



**Defence for  
Children International  
Sierra Leone**

**GIRLS  
ADVOCACY  
ALLIANCE**

**TERMS OF REFERENCE FOR MID TERM EVALUATION**

<b>Project Title:</b>	<b>GIRLS ADVOCACY ALLIANCE PROGRAMME</b>	
<b>Funding Agent:</b>	<b>Dutch Ministry of Foreign Affairs (MoFA)</b>	
<b>Type of exercise</b>	<b>Mid-Term Evaluation of the Girls Advocacy Alliance Project</b>	
<b>Location:</b>	<b>Western Area and Moyamba District of Sierra Leone</b>	
<b>Contract Period:</b>	<b>4 Months (July –October 2018)</b>	
<b>Background</b>		
<p>The Girls Advocacy Alliance (GAA) is a joint initiative of Plan Nederland, Terre des Hommes Netherlands and Defence for Children - ECPAT Netherlands. The GAA is led by Plan Nederland and is implemented in strategic partnership with the Dutch Ministry of Foreign Affairs under the Dialogue and Dissent framework (2016-2020)</p> <p>The GAA programme is implemented in Ghana, Ethiopia, Kenya, Liberia, Sierra Leone, Uganda, Bangladesh, India, Nepal and the Philippines, and at regional levels in Asia and Africa. These programmes are supported by interventions aimed at capacity development and influencing policies in the respective countries and regions. The programme also supports interventions that aim at influencing policies at the level of multinational institutions. The different programme components are managed by Fourteen Alliance Programme Committees (APTs).</p> <p>GAA Sierra Leone is being implemented in Western-Area and Mayamba district. The programme is implemented by Defence for Children-International Sierra Leone (DCI-Sierra Leone) and Plan International Sierra Leone. Youth and Child Advocacy Network (YACAN) is Plan’s implementing partner in Western-Area. Besides its implementation in Western-Area and at national level, DCI-Sierra Leone also implements for Plan in Moyamba District.</p> <p>There has been collaboration with the GAA international component, most intensively during the 2016 reporting session to the Committee on the Rights of the Child. Participation of GAA Sierra Leone APT during the process in Geneva, intensive advocacy with the CRC Committee through an advocacy brief, list of key recommendations, meeting and exchanges throughout the session. This resulted in GAA issues being put forward in the concluding observations. A girl from the Sierra Leone GAA programme participated digitally in a Geneva Event on Human Rights defenders: Widening Space by Young Human Rights Defenders” to the Forum on Human Rights, Democracy and the Rule of Law on 21 November 2016</p> <p>(<a href="https://defenceforchildren.org/wpcontent/uploads/2017/01/Report_HRDefenders_EventNov2016_AyeshaSL.pdf">https://defenceforchildren.org/wpcontent/uploads/2017/01/Report_HRDefenders_EventNov2016_AyeshaSL.pdf</a>).</p> <p>Also from the GAA international Programme (DCI International Secretariat), technical assistance was given to DCI Sierra Leone with outcome documents from Regional Convening on Child Trafficking in Freetown in November 2016. Input from APT Sierra Leone team member (DCI Sierra Leone) was given to the OHCHR report (Geneva, GAA international Programme) on engaging boys and men to fight violence against women.</p>		<p>Alliance</p>



On the regional programme, in 2017 the GAA APT Sierra Leone team was involved in the convening of CSOs from the Mano River Union countries (Sierra Leone, Liberia and Guinea) and Ghana (West Africa GAA country) to plan how they can work together to address child trafficking and other cross border GBV and child protection issues like child marriage, FGM and child exploitation particularly focusing on children on the run.

There was also the Development of inter-state Standard Operating Procedures to combat child trafficking. In February 2017, DCI-SL launched a sub-regional (Mano River Union) level campaign for the adoption of border agreements that engender cooperation between MRU States to combat child trafficking. DCI-SL then had lobby meetings with the Mano River Union Secretariat in Freetown, met with the government of Guinea (specifically the Director of the Ministry in charge of protection of children and the chairperson of the Trafficking in Person Committee) with the support of DCI/Sabou Guinea, met with the government of Liberia (the deputy minister and Director of Ministry of Gender, Children and Social Protection) with the support of DCI Liberia and with the government of Sierra Leone (the chair and entire membership of the Trafficking in Person Taskforce) and lobbied them to get their buy in to support the campaign. These efforts have led to the arrest and prosecution of many child traffickers within the sub region whilst the victims were reunified with their families.

Finally, GAA Sierra Leone took part in the 29 session of the ACERWC and provided lists of recommendations to include in the final Sierra Leone recommendations report.

A Mid Term Review (MTR) of the programme ‘**Advocating for Girls’ Rights**’ is planned for Sierra Leone in 2018. This Terms of Reference (ToR) outlines a proposed set-up of the review at Programme Component Level for Sierra Leone.

### Project Results

The main aim of the project is to envision a world wherein all girls and young women enjoy equal rights and opportunities, and that they benefit equally from development outcomes including economic activities of their choice

The long term desired impact of the programme is to contribute to:

1. The reduction and ultimate elimination of child marriage, under 18 FGM and sexual violence & abuse against girls and young women in Western Area and Moyamba District; and
2. Improved (equal) access by girls and young women to post-primary education and job & entrepreneurship opportunities for their economic empowerment in Western Area and Moyamba District.

In Sierra Leone, the project aims to contribute to four long term strategic goals as described in the Theory of Change:

1. Increased public support at local level for girls’ and young women’s (equal) access to post-primary education and job & entrepreneurship opportunities, and the elimination of child marriage, (underage) FGM and sexual violence & abuse.
2. Effective/improved implementation, enforcement and monitoring by government at central, district and local level of the Child Rights Act and the Memorandum of Understanding between Paramount Chiefs, the Family Support Unit of the Police and Child Welfare, Sexual Offences Act, (harmonised) Registration Customary Marriages and Divorce Act, and the Teacher’s Code of Conduct.
3. Increased influence by child rights CSOs and Child Rights Coalition Sierra Leone on government and local businesses in ensuring the rights of girls and young women to economic empowerment and protection against gender based violence.
4. Local businesses increasingly demonstrate a strong commitment for ensuring equal economic opportunities for young women.

### Context Analysis

Sierra Leone is one of the poorest countries in the world and ranked 181 out of 188 in the Human Development Index

2016. Sierra Leone is a constitutional republic with a directly elected president and a unicameral legislature. The current system of national government was established under the 1991 Constitution and has the following structure: the Legislature, the Executive and the Judiciary.

The population of Sierra Leone is estimated at 6,534,735 people as of January 2016. The percentage of population under 15 years of age is estimated at 41.8% (1,376,869 females (50%) and 1,356,676 males).<sup>1</sup>

Sierra Leone is a deeply patriarchal society with high gender inequality. The inter-related problems of girls' and young women's educational and economic exclusion and gender based violence are highly prevalent across all four geographical regions (the Northern Province, Eastern Province, Southern Province and the Western Area) and fourteen districts. Gender based violence and teenage pregnancy negatively affect girls' and young women's completion of/retention in post-primary education and their access to job and entrepreneurship opportunities (and of their choice). Vice versa, girls' and young women's educational and economic exclusion increases their dependency and vulnerability to gender based violence and teenage pregnancy.<sup>2</sup>

The practice of FGM is reportedly evident across all sectors of society and most commonly performed on girls aged 10-14 years as part of the initiation and coming of age ceremonies (bondou) into women's secret societies. Data from the 2008 Demographic and Health Survey (DHS) indicate that 91.3% of females aged 15-59 years have experienced FGM. Data from the 2010 Multiple Cluster Indicator Survey (MICS4) indicate that 88% of females aged 15-49 years have undergone FGM.

According to UNICEF statistics, the rate of births by age 18 is estimated at 38.1%.<sup>3</sup> Pregnancies are one of the main causes of child marriage. Many pregnant girls drop out of school. It is a normal practice in Sierra Leone that pregnant girls are denied education. In 2014/2015 academic year alone, it is estimated that over 15,000 girls got pregnant when schools were shut down by the government as part of their strategy to contain and hunt down the Ebola Virus Disease. These girls were refused by the Ministry of Education to take their exams and were stopped from attending school until they give birth.<sup>4</sup>

Sexual violence cases are often settled or compromised by the survivor's family and the perpetrator's family who are in most cases related. The Family Support Unit data for 2013 show an increase in the total number of reported cases of sexual violence. According to a 2012 report, 99% of sexual violence cases reported to the Family Support Unit and the Rainbow Centres are perpetuated against girls.<sup>5</sup> Girls from poor family backgrounds are reported to be more prone to sexual violence than those from rich backgrounds.<sup>6</sup> According to a 2010 study by Plan, IBIS and Concern, a lot of girls are being assaulted in schools in exchange for grades and by older men in their communities. Girls are also being used as a means of generating family income. This is highly visible in urban areas where wealthier and older men engage girls in sex for money.

<sup>1</sup> Countrymeters, Sierra Leone Population, at [http://countrymeters.info/en/Sierra\\_Leone](http://countrymeters.info/en/Sierra_Leone)

<sup>2</sup> See, e.g., Hussaina J. Abdullah, Gender Equality in post 2015 Sierra Leone, 2012; Barbara Robinson & Defence for Children International Sierra Leone, A Mountain to Climb: Gender Based Violence and Girls' Right to Education in Sierra Leone, 2015; Lisa Denney & Fofanah Ibrahim, Violence against Women in Sierra Leone, ODI, 2012; UNICEF, Glimpse of Teenage Pregnancy in Sierra Leone, 2010.

<sup>3</sup> UNICEF, State of the World's Children 2015 Country Statistical Tables, Sierra Leone, at [http://www.unicef.org/infobycountry/sierraleone\\_statistics.html](http://www.unicef.org/infobycountry/sierraleone_statistics.html)

<sup>4</sup> UNFPA, Rapid Assessment, 2015.

<sup>5</sup> Lisa Denney & Aisha Fofanah Ibrahim, Violence against Women in Sierra Leone: how women seek redress, ODI, 2012.

<sup>6</sup> UNICEF, Glimpse of Teenage Pregnancy in Sierra Leone, 2010.



The main barriers for change in relation to child marriage and teenage pregnancy, FGM, sexual violence and girls' and young women's educational and economic exclusion include:

- Persisting discriminatory (traditional) social and gender norms;
- Lack of awareness and understanding about the negative consequences of the practices of child marriage and FGM, coupled with economic drivers;
- Lack of awareness of girls and young women about their legal rights and how to claim them;
- Limited implementation and enforcement of existing laws and policies, coupled with contradictions/lack of harmonization between national legislation and customary laws;
- Weak community based child protection structures and mechanisms;
- Lack of effective accountability and monitoring mechanisms to protect girls and young women from school and university based sexual violence and harassment;
- Lack of a Sexual Reproductive Health Rights policy and services;
- Persisting obstacles for girls' and young women's equal access to post-primary education, including discrimination against pregnant girls and young women in accessing education;
- Limited access to assets and opportunities for youth entrepreneurship (including financial assistance and capacity building) and jobs.

**Objective and intended use of the Mid Term Review**

Halfway its programme, the GAA Sierra Leone wishes to engage in a review and reflection process that feeds plans and strategic decisions on the remaining period of implementation 2019-2020.

- The MTR is intended to contribute to the following objectives:
- Assess the effectiveness of the GAA Sierra Leone programme
  - Identify lessons learned in lobby and advocacy and CSO capacity development

The Mid Term Review process is planned for the later part of 2018 to allow for the recommendations to influence the 2019 planning process. The MTR will focus on progress of outcomes, how outcomes are achieved, the interlinkages between the different levels of the programme and the effectiveness of the partnership relations within the GAA Sierra Leone.

**Intended Use of the Review**

- The results of the MTR will be used to:
- Inform strategic decisions on the direction of GAA Sierra Leone in 2019-2020 and beyond
  - Inform program plans for 2019-2020 at national in Sierra Leone and GAA overall level
  - Through short outcome stories exemplify the insight in processes and strategies contributing to the programme's effectiveness.

**Core Evaluation Questions**

The core evaluation questions of this MTR are;

1. To what extent is GAA so far achieving its objectives, looking at intermediate and 2020 outcomes and programme baselines where relevant?
2. What are the identified success factors and challenges that influence the extent to which the GAA achieves its objectives and how can the alliance apply these success factors to strengthen program interventions (including the elaboration of 3 successful outcome stories and 3 less successful outcome stories)

The overall questions are elaborated in the standard GAA MTR ToR – Annex A.

This leads to the following detailed evaluation questions and sub questions for Sierra Leone;

No	Component	Main questions	Specific research questions
1	Community level on Female Genital Mutilation, influencing traditional and religious leaders. Validation of Outcome 6 on community level (National Soweis Council)	To what extent have GAA advocacy interventions towards traditional and religious leaders been effective?	<p>What are the changes in perception/and behaviours of Soweis and traditional leader in terms of underage(below 18years) FGM in in Western Area and Moyamba?</p> <p>How has this change in perceptions influence the views of the community members?</p> <p>How has GAA Sierra Leone contributed to these changes on underage FGM?</p>
2	Community level Outcome 9, on the indigenous and traditional leaders acting as agents of change and speak out against FGM , outcome 9 ( Bagruwa Chiefdom)	To what extent have GAA advocacy interventions towards traditional and religious leaders led to improved implementation of anti-GBV laws and policies	<p>What were strategies employed by GAA towards these changes?</p> <p>What are the improvements in traditional leader's implementation of the anti-GBV laws and policies?</p> <p>To what extent can the changes be attributed to GAA implementation?</p>
3	CSO level Outcome1, Child Rights Coalition Sierra Leone presented national advocacy strategy.	To what extent has the advocacy capacity of the targeted CSO's increased?	<p>What has changes in the organizational capacity for advocacy the CRC members and how has this contributed to their ability to lobby and advocacy for GYW both at national and local level?</p> <p>What are remaining needs and challenges for strengthening the sustainable capacity for advocacy of the CRC?</p>
	CSO level CSOs in Sierra Leone have formally taken the government to ECOWAS court to address the ban on pregnant girls from school	To what extent has GAA contributed to CSO coming together and holding government accountable for its actions?	How effective were the strategies used by GAA to rally CSO's for taking on this action?
4	Government level Harmonization of child marriage law: the bill is pending adoption by parliament	How effective were strategies of advocacy and collaboration with different stakeholders to address the issue of child marriage?	<p>What worked well and what could have been done differently?</p> <p>To what extent did GAA contribute to the process of drafting the harmonise law?</p>

5	Beginning April 2018 the Family Support Unit of the Sierra Leone Police in both Western Area and Moyamba has adopted a practice of three days maximum investigation of all case of sexual abuse against a child, and forward the file to the department of public prosecution for further legal verification and prosecution. Additionally the DPP office has assigned two lawyers to be reviewing sexual abuse files in order to ensure speedy and effective prosecution of the cases.	How effective are measures put in place to ensure speedy and effective investigation of cases of sexual abuse against children	<p>What are the new measures put in place and to what extent have they contributed to speedy and effective investigation of sexual abuse cases?</p> <p>How has GAA contributed to that?</p>
6	In 2017 financial year of the Government of Sierra Leone, the Moyamba District Council for the first time allocated budget to the Gender Desk of the Council	How effective was the strategy used by GAA to influence the Moyamba District Council to allocate budget to the Gender Desk of the Council	To what extent did the budget allocated to the Gender Desk Officer contribute to the work of the Gender Officer in the Council in dealing with GBV issues
<b>Specific issues</b>			
1	<p>In 2017, the Moyamba Driver Union for the first time enrolled 22 of young women to learn professional driving</p> <p>In 2017, following an engagement with small business owners in Moyamba, a female contractor recruited Young Women as apprentice to be trained in Masonry</p>	<p>To what extent did the GAA invest in economic empowerment initiatives for Girls and Young Women</p> <p>Do the initial ambitions towards economic empowerment of Young Women still hold</p>	<p>What were the strategies used by GAA for economic empowerment of Girls and Young Women and hoe effective were these strategies</p> <p>Are the initial assumptions and pathway for economic empowerment still valid?</p>
2	Working with youth advocates	To what extent did GAA invest in Youth advocacy and what were the lesson learnt (successes challenges and capacity needs)?	<p>What are the added value in working with Youth advocates?</p> <p>To what extent has GAA empowered Youth advocates to do advocacy on issues that affect them and what are the result that young advocates have achieve so far?</p>

3	Adoption of the General Comment on Child Marriage by the Committee of expert on Africa Charter of the Right and Welfare of the Child and the African Commission on Human and People's Rights	How did the GAA Sierra Leone and the GAA Regional collaborate in contributing to the process of development and adoption of the General Comment on Child Marriage	How effective was the collaboration between GAA Sierra Leone and GAA Regional in the development and adoption of the General Comment on Child Marriage
			How has the newly adopted General Comment impacted GAA campaign against Child Marriage In Sierra Leone
4	ECOWAS took decision to develop sub regional strategic framework for Child Protection	To what extent has GAA Sierra Leone contributed to the process of development of ECOWAS strategic framework on child protection?	
5	In March 2017, the Africa Committee of Expert on the Right and Welfare of the Child reviewed Sierra Leone periodic report on the African Charter on the Right and Welfare of the Child(ACRWC)	To what extent did GAA Sierra Leone and GAA regional collaborate in contributing towards the development and submission of government and CSO report the African Charter on the Right and Welfare of the Child?	What were the specific GAA Sierra Leone contributions towards the ACRWC periodic reporting process and what were the added value in collaborating with GAA regional towards the reporting process?
6	In November 2016 the UNCRC Committee issued Concluding Observations on UNCRC periodic report on Sierra Leone issuing recommendations that address GAA specific issues including Harmonization of Child Marriage Laws, Band on FGM and lifting ban on access to education for pregnant Girls	To what extent did GAA Sierra Leone and GAA International collaborate in contributing towards the development and submission of government and CSO report to the UNCRC periodic reporting process?	<p>What role did GAA Sierra Leone play in ensuring that both government and CSOs submit the UNCRC report to the UNCRC committee?</p> <p>To what extent did the Concluding Observations and corresponding recommendations, address specific GAA issues in Sierra Leone?</p> <p>To what extent have the Concluding Observations impacted GAA campaigns in Sierra Leone?</p>
7	The UNCRC Committee has dedicated the 2018 Day of General Discussions to the protection of Children Human Rights Defenders, which will take place in September 2018 in Geneva	To what extent has GAA Sierra Leone and GAA International collaborated in contributing towards the 2018 Day of General Discussions on the protection of Children Human Rights Defenders?	What strategies did GAA Sierra Leone and GAA International use to ensure that Sierra Leonean Children add their voice to General Discussions of the UNCRC Committee?
5	Capacity development for	To what extent has	What has changes in the organizational capacity for advocacy of the GAA members and CSO



**Defence for  
Children International  
Sierra Leone**

advocacy of GAA partners.	advocacy capacity of CSO's partners increased?	partners members and CSO partners?  To what extent can these changes be contributed to capacity development provided?	
<h3>Methodology</h3>			
<p>A combination of qualitative and quantitative methodologies will be applied, with a focus on qualitative approaches based on existing GAA monitoring data and reports such as the updated outcome list, programme documents, Annual reports, Advocacy logs and Capacity Assessments and IATI data.</p> <p>Primary data collection will be mainly limited to the validation of already identified outcomes through (Skype/phone) interviews, email &amp; focus groups discussions with key stakeholders (“substantiators”). Part of the outcomes need to be validated through the validation process (as described in the Outcome Harvest Package). Support with development of context specific tools to make sense and interpret the outcomes may be provided by the Leading Consultant.</p> <p>To further analyze the lobby and advocacy outcomes of the program methods such as Most Significant Change and Appreciative Enquiry could be applicable. These methods may provide additional insights in progress which complement the outcome lists. Tools will be selected in consultation with the external consultant. For the analysis of progress in capacity development peer reviews and self-assessments will be used.</p> <p>Community surveys and other forms of large-scale quantitative data collection <u>are not foreseen</u>. Secondary data as literature (e.g. newspapers, government journals and other publications on relevant changes and trends) can be included in the analysis and MTR report.</p> <p>Quantitative data should minimally include the collection of outputs achieved until 1-7-2018 and an analysis of how outputs from advocacy actions link to the (number of) outcomes achieved per pathway (agenda setting/practice/policy change), per actor (private sector/community/government/CSOs) and per theme (GBV/EE/GBV&amp;EE) &amp; subthemes.</p>			
<h3>Guiding Principles</h3>			
<p>The MTR is intended to be used internally and will be conducted by a locally based consulting firm (external consultant) with support from the Sierra Leone Alliance Partner Team (SLE-APT). The Sierra Leone report will then be submitted to both the lead consultant and the GAA Alliance desk who will compare it findings with report from other countries for reasonable conclusions. The Sierra Leone MTR will provide an opportunity to highlight programs <b>successes and strengths, key learning’s and challenges</b> in light of the period 2019-2020 and beyond.</p> <p>Emphases on the MTR in Sierra Leone will be focused on <b>usefulness, applicability and learning</b> on and for the programme at Programme Component level, the interlinkages in Sierra Leone and the synergy between the Sierra Leone programme component and that of the African and international.</p>			

**Inclusiveness and participation:** The MTR approach will make use of participatory methods (**Outcome Harvesting, Most Significant Change, Appreciative Inquiry, Peer Review, and Self-Assessment**) that allow for reflection of different views and perspectives of GAA staff and partner organizations, and of knowledgeable external stakeholders like Chiefs, Soweis, FSUs, CWCs, Guidance Counselors, Teachers, CRC-SL members, Government Officials, Women leaders, youth leaders, Bike riders, Motor Drivers, Local business owners.

The MTR in Sierra Leone will use the Outcome Harvesting Approach in which the country’s selected signs of change will be substantiated.

The MTR will **align with the programme’s PME cycle** as much as possible; the dissemination meetings will be ideally combined with the Annual Strategic Planning meetings. Also the MTR will make use of existing (monitoring) data, requiring as little additional data collection and time investment by programme staff and partner organizations as possible.

### Organization of the Mid Term Review

#### Organization MTR GAA 2018 at Programme Component level

Preparation Phase 1 <sup>st</sup> – 31 <sup>st</sup> July	<ul style="list-style-type: none"> <li>• Development of country specific ToR including context specific review questions</li> <li>• Selection and contracting external consultant, logistical arrangements and provision of key (programme) information</li> <li>• Submit list of most important outcomes period January 2017/ June 2018</li> </ul>
Implementation Phase 1 <sup>st</sup> August – 25 <sup>th</sup> October	<ul style="list-style-type: none"> <li>• Presentation of inception report and inception meeting with External Consultant, SLE-APT and implementing partner.</li> <li>• Data collection and analysis per programme component</li> <li>• Dissemination meeting with APT Sierra Leone (combined with Annual Strategic Planning Meetings)</li> </ul>
Draft report to SLE-APT 24 <sup>th</sup> September 2018	<ul style="list-style-type: none"> <li>• Delivery of Draft report by External Consultant to SLE- APT</li> </ul>
Validating meeting 2 <sup>nd</sup> October, 2018	<ul style="list-style-type: none"> <li>• Validation meeting with SLE-APT, implementing partner and relevant stakeholders</li> </ul>
Draft report to Lead Consultant 8 <sup>th</sup> October, 2018	<ul style="list-style-type: none"> <li>• Delivery of draft MTR report of Sierra Leone to Lead Consultant</li> </ul>
Annual Strategic meeting 15 <sup>th</sup> October, 2018	<ul style="list-style-type: none"> <li>• Sierra Leone Annual Strategic Planning Meeting</li> </ul>
Final report to Lead consultant and Alliance Desk for approval 25 <sup>th</sup> October,	<ul style="list-style-type: none"> <li>• Delivery of final MTR reports of Programme Components including main issues discussed during the dissemination meeting and the feedback from the LC and GAA-desk.</li> </ul>

- **Outcome Harvest**

The analysis of the outcomes elaborated in the review document and the updated outcome list can serve as input for the MTR process. It is intended to build on previous conclusions included in the APT Annual Report 2017 and to supplement them if necessary. In addition, a number of specific issues relevant in the MTR can be discussed.

- **Submit list of most important outcomes for period January 2018 - June 2018**

It is also considered important to include the outcomes of the first half of 2018 in the MTR. The Sierra Leone APTs will collect and submit the most important outcomes in this period and include them in the MTR for further analysis.

- **Collection all relevant updated documents:**

All relevant documents will be provided to the external consultant at the start of the MTR among others the most up-to-date version of the visual Theory of Change (October 2017) and of the Smartified Outcomes, additional research, Annual Reports 2016/2017, other Programme Documents, Capacity Assessment Report December 2017/January 2018, review document and baseline study.

## Deliverables

- **Inception meeting with External Consultant, SLE-APT and implementing partner.**

Prior to the conduct of the MTR, Sierra Leone APT will organize an inception meeting with external consultant, staff of Plan International Sierra Leone and DCI (Head of Policy and Programme, MER Specialist, Grant Support Manager, Gender Specialist, Child Protection Specialist, Deputy Country Director, Heads of Finance, GAA project staff) and Implementing partner. Purpose of the inception meeting is to get a presentation from the consultant and ensure mutual understanding of the objectives, planning & responsibilities and the expected results of the MTR and the consultant's plan of action and detailed timeline for conducting the MTR. This meeting will also provide the opportunity for additional guarantee of adherence to, and interpretation of the TOR. After the meeting, a Skype- call with the external consultant and the GAA desk will be held to further discuss the objectives, planning & responsibilities and the expected results of the MTR. The skype-call will also create the opportunity for the Lead Consultant and GAA-desk to provide support and input in the meeting.

- **Data collection and analysis per programme component**

The MTR exercise will collect a number of quantitative and qualitative data at Programme component level in Sierra Leone in order to be able to make an overall analysis at the programme component. The review questions will clearly indicate which data will have to be collected and the LC and GAA-desk will provide guidance.

- **Draft MTR report**

Inception report detailing the methodology including the main research methods, the sampling framework, proposed sources of data, procedures for data collection and analysis, and a draft but detailed table of contents will be presented to the Sierra Leone APT. Draft MTR report will be presented to both the Sierra Leone APT and the APT desk and/or external consultant. The APT desk and or external consultant will elaborate the draft report and main preliminary findings and recommendations will be presented in an MTR dissemination meeting. The LC will provide timely feed-back on the draft reports at Programme Component level.

- **Validation meeting with SLE-APT, implementing partner and relevant stakeholders**

After submission of draft report by the external consultant, the SLE-APT will organize a day validation meeting with consultant and key project stakeholders (Chiefs, Government officials, FSUs, CWC, Women leaders, Soweis). The objective of the validation meeting is to;

1. Present the key findings and recommendations of the MTR report to stakeholders from project communities.
2. Provide a platform for stakeholders to validate the research findings, provide inputs and exchange experiences and knowledge on the GAA intervention.
3. Identify and propose focused strategic and feasible interventions to strengthen the management, coordination and delivery of the GAA project at various pathways.

- **Dissemination meeting with APT Sierra Leone (combined with Annual Strategic Planning Meetings)**

After the review of the MTR report by the Lead Consultant, a dissemination meeting will be held with the APT Sierra Leone around 15<sup>th</sup> October, 2018. The meeting will be attended by SLE APT, Implementing Partner, representatives from Netherland GAA desk and other senior staff of Plan International Sierra Leone. In the meetings, discussions will focus on two area;

- a. MTR report findings and issues raised during validation meeting
- b. Project annual strategic planning meeting

- **Final MTR report**

The external consultant will elaborate a final report including main issues discussed during the dissemination meeting and the feedback from the LC and GAA-desk. The output of the research will be a well written Report in English. The structure and content of the report should meet the requirements of the GAA MTR evaluation standards. The consultant will be responsible for timely delivery of reports and other deliverables as specified in ToR.

### Outline MTR report and assessment criteria:

Maximum number of pages: 25 without annexes

#### Outline MTR report

- a) Acknowledgements
- b) Glossary/Acronyms
- c) Introduction
- d) Executive Summary
- e) Methodology & Limitation(s)
- f) Main findings on
  - Achieved Outcomes & lessons learned on Lobby & Advocacy
  - Achieved Outcomes & lessons learned on Capacity Development
  - Added value of the Alliance at Programme component level in Sierra Leone
  - Validity of the identified Lobby & Advocacy outcomes
  - Reflections on improving effectiveness, efficiency and sustainability
  - Reflections on strengthening linkages and synergy
  - Success and critical factors (including analysis of strengths, weaknesses, opportunities and dilemmas)
  - Context specific findings
  - Organisational structure (Steering, Governance, PMEL system)
- g) Conclusion and recommendations
  - Conclusions



<ul style="list-style-type: none"> <li>• Recommendations for:             <ul style="list-style-type: none"> <li>• Lobby &amp; Advocacy (focus, strategy &amp; activities 2019-2020)</li> <li>• Capacity Development (focus &amp; activities 2019-2020)</li> <li>• Organisational structure</li> </ul> </li> </ul> <p>h) Annexes</p> <ul style="list-style-type: none"> <li>- Data collection (will be specified in the Review Document)</li> <li>- 6 outcome stories</li> <li>- Outcome Harvest list updated till 1-7-2018</li> </ul>	
<p><b>Timing and Duration</b></p>	
<p>Duration of the research will be 4 months, July-31<sup>st</sup> October 2018. This will include data collection, entry and analysis and followed by a draft report.</p>	
<p><b>Qualification and skills</b></p>	
<p>Qualifications for local external evaluators are:</p> <ol style="list-style-type: none"> <li>1. Track record on conducting reviews or evaluations on similar programmes;</li> <li>2. Proven experience with adaptive methodologies, notably Theories of Change and Outcome Harvesting;</li> <li>3. Expertise on NGO lobby and (policy) advocacy and measurement thereof;</li> <li>4. Excellent conceptual and analytical skills;</li> <li>5. Strong writing and facilitation skills</li> <li>6. Proven experience with qualitative and quantitative data analysis;</li> <li>7. Expertise in child rights and Rights Based Approach;</li> <li>8. Expertise in women’s empowerment, gender, SDG5, Violence against Girls and Women, CSEC, Trafficking and Economic Empowerment of (young) women and girls;</li> <li>9. Expertise on Experience with child friendly and gender-sensitive approaches;</li> <li>10. Be ethical at all times.</li> </ol>	
<p><b>Application procedure and requirements:</b></p>	
<p>Candidates interested in the position are expected to provide the following documentation:</p> <ul style="list-style-type: none"> <li>➤ A technical proposal with detailed response to the TOR, with specific focus on the scope of work, methodology to be used and key selection criteria for respondents.</li> <li>➤ Initial work plan based on methodology outlined, and indication of availability</li> <li>➤ A financial proposal detailing the daily rate expected and other mode of payment</li> <li>➤ Company profile or CV including a minimum of 3 references</li> <li>➤ Detailed budget breakdown based on expected daily rates.</li> </ul> <p>Application package will be sent to the following emails</p>	