Terms of Reference

End Evaluation for *Engendering the Transition to Peace and Security in Iraq* programme

These Terms of Reference provide information regarding the assignment to execute an End Evaluation of the Engendering the Transition to Peace and Security in Iraq programme.

**Introduction**

Engendering the Transition to Peace and Security in Iraq (hereon referred to as 1325 Iraq) is a programme developed by a consortium of PAX, Impunity Watch (IW), Utrecht University (UU) and Iraqi Al Amal Association (IAA) with its partners Al Firdaws. It aims to contribute to structural change of gender norms, laws and institutions in Iraq, promoting equal rights, capacities and opportunities for men and women. This will enable them to fully participate in transformative peace building and social reconstruction. It specifically challenges the idea that Sexual and Gender Based Violence (S)GBV is a private issue by linking it clearly to conflict patterns and histories that are markedly political, leading to integrating gender-sensitive and active women’s participation in security sector reform (SSR), justice and reconciliation processes in “after ISIS” Iraq. See Annex 1 for the Theory of Change diagram.

The **overall objective** for this programme is:

To contribute to a structural change of gender norms, laws, and institutions in Iraq, giving women and men equal rights, capacities, and opportunities. Enabling them to participate fully in transformative peacebuilding and social reconstruction with a particular focus on SGBV issues and countering impunity thereof.

**Specific Programme Objectives**

1. Increased understanding and awareness of root causes and patterns of SGBV and impunity thereof and increased capacities to develop, implement and evaluate effective transformative strategies to carry out applied research on SGBV;
2. Targeted Iraqi police and judiciary become more responsive to SGBV cases as a result of increased cooperation, voice and participation of women;
3. Increased influence and engagement of women organizations and networks in discussions on security and SSR on local, national and international level.

The implementation of the programme “Engendering the Transition to Peace and Security in Iraq” covers 1 November 2016 – 31 December 2020 with a total budget of €1.999.993,00
Evaluation purpose and scope

The purpose of the evaluation is to:

- Learn on the relevance, effectiveness, efficiency and sustainability of the 1325 Iraq programme.
- Account for outcomes achieved and the contribution of the 1325 Iraq consortium and partners to these outcomes.
- Provide lessons on the relevance of the Theory of Change and test the assumptions that are made.
- Provide input for future joint programming and mutual learning with partners.

Effectiveness

1. What observable changes can be identified relating to the three specific programme objectives, and how did the Iraq 1325 programme contribute to these? To what extent did other actors and factors contribute to these changes?
2. What challenges have influenced programme achievements and outcomes and how has the consortium handled these?
3. To what extent are the assumptions as formulated in the Theory of Change appropriate? See Annex 2 for specific assumptions

Efficiency

1. To what extent have changes in the context (e.g. security wise) influenced the cost-efficiency of the programme?
2. Were implementation issues addressed in a timely manner by the 1325 Iraq consortium?
3. To what extent has the 1325 Iraq consortium addressed efficiency issues in programme design and monitoring?

Relevance

1. To what extent were the interventions and the approaches suitable and valuable for engendering the transition to peace and security in Iraq?
2. To what extent did the intervention objectives and activities respond to assumptions in the ToC?
3. Was the programme able to adapt to changing context/ changing needs?

Sustainability

1. What evidence exists to suggest that the benefits of the project will continue after project closure and contribute to long-lasting effects in Iraq?

Lessons learned
1. What are the main lessons learned that need to be taken into account for future Women, Peace and Security (WPS) programming? In particular, what are the lessons learned in relation to the assumptions of the Theory of Change?

2. What recommendations can be provided for improvements in a possible future program?

The evaluation will cover all four programme areas Baghdad, Kirkuk, Salah ad-Din and Basra, and will be evaluating outcomes and achievements from the beginning of the programme November 2016 until December 2020.

**Evaluation approach and methods**

It is foreseen that a participatory, inclusive approach is taken in this evaluation, ensuring that sensitive and gender-appropriate methods are used throughout. The primary intended users of this evaluation are PAX, Impunity Watch, University Utrecht, Iraqi Al-Amal Association, and Iraqi AlFirdaws Association.

PAX uses *outcome harvesting* for monitoring purposes. In the inception phase of this evaluation, a number of outcomes should be selected for further substantiation. Data on outcomes (behavioral change of actors) are available for 2017, 2018 and 2019 in an excel database. Outcomes are collected in different moments during the year and collected on an annual basis in January/February. This implies that outcomes achieved during 2020 should be distilled from documents such as partner reports, internal reports (project reports, research reports, learning documents etc.), online sessions with partners, and reports to the donor. Given the nature of the work, confidentiality of some of the outcomes needs to be respected and dealt with carefully.

In the inception stage, evaluator(s) are expected to refine and prioritize evaluation questions, determine an initial set of outcomes for further substantiation and detail evaluation methods and processes.

It is expected that the evaluation will include:

- **Desk review**: this will involve internal and external background and monitoring documents, including learning documents, evaluation reports and outcome databases.

- **Key informant interviews**: it is envisaged that these will be done online and face to face when possible.

- **Field visits**: For the evaluation, it is envisaged that outcome harvesting will be combined with field visits. The evaluator(s) should explore the possibilities for field research further during the inception phase.

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1 Due to current travel restrictions related to Covid-19, we are aware that field visits may not be possible. In this case, online meetings will suffice.
**Schedule, qualifications of evaluation team, budget, logistics and deliverables**

The evaluation should start on 15th October 2020, with a final report due by 15th February 2021. See table below for the estimated timeframe.

<table>
<thead>
<tr>
<th>Phase</th>
<th>Activities</th>
<th>Timeframe</th>
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<tbody>
<tr>
<td>Inception:</td>
<td>Discussions/ interviews with project group, consortium partners and Iraqi partners</td>
<td>5 working days</td>
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<tr>
<td></td>
<td>Desk study</td>
<td></td>
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<tr>
<td></td>
<td>Discussions/ fine tuning evaluation plan by consultants in consultation with project group, consortium partners and Iraqi partners</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Submission inception report including final evaluation questions, detailed evaluation plan, work plan, budget,</td>
<td></td>
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<tr>
<td>Implementation:</td>
<td>Data collection and analysis</td>
<td>13-15 working days</td>
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<tr>
<td>Report writing:</td>
<td>Presentation of findings in learning session, and draft report</td>
<td>4 working days</td>
</tr>
<tr>
<td>Final report</td>
<td>Incorporating feedback</td>
<td>1 working day, ready within 2 weeks after comments received on first draft</td>
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</table>

**Consultants**

The evaluation will be carried out by a consultant/team of consultants. The lead consultant will be responsible for the final report. The evaluator(s) should meet the following requirements:

- Degree or Masters qualification or equivalent experience in a relevant subject.
- Proven knowledge on the Iraq context.
- Experience with remote evaluation
- Proven experience of conducting similar evaluations, including in conflict and post-conflict contexts.
- Expertise in gender
- Proficiency in qualitative methods of data collection and analysis
- Experience in the use of Outcome Harvesting including strong facilitation and coordination skills
- Experience working with applicable themes such as sexual gender-based violence, social norms change, conflict prevention and peace building.
- Excellent report writing and analytical skills, including proven ability to form concise, actionable recommendations
- At least 1 consultant based in Iraq
- Fluency in English and Arabic
Interested applicants should provide a current CV (for each of the team members) and a max 3-4 page statement of interest/abridged proposal. These materials should clearly outline the candidate’s 1) key skills and experience that are relevant to this evaluation, as well as 2) any key standards or principles that inform his or her work. The proposal should include a concise description of 3) the evaluation approach and core data collection methods, including an identification of 4) possible data limitations and ways to mitigate them (recognizing that the applicant is operating with only the limited information provided in the Terms of Reference.) Applicants should also provide 5) a summary budget and cost justification, and the names and contact details for 6) two recent references.

**Budget**
- The projected budget for this assignment is maximum €15,000 including VAT
- This includes all costs relevant to the evaluation including daily rates, insurance, VAT and reimbursements of meals, accommodation, travel, communication etc.
- Advance payments will be specified in the contract and include advance payments for on-site research in Iraq (if that will be possible).
- The final transfer will be made once all project deliverables have been received and verified.

PAX will provide logistical and technical support as needed throughout the evaluation process. Programme staff and representatives from the local partner organizations will be available to compile project documents, provide advice regarding transportation and lodging, identify translators and drivers, and assist with scheduling meetings in the field (if desired).

**Deliverables**
The anticipated final deliverables for this evaluation will include:
- An inception report including final agreed evaluation questions, detailed evaluation plan and methodology, work plan, budget. Maximum 5 pages.
- A draft report in English, maximum 50 pages, excluding a stand-alone executive summary and annexes.
- Presentation of key findings and supporting evidence, followed by a participatory (online) workshop on how to best utilize the evaluation with PAX staff and partners.
- A final report in English, maximum 50 pages, excluding a stand-alone executive summary and annexes that meets expectations regarding validity, reliability and usefulness.

**Other deliverables:**
- A 2-pager with a list of success stories that can be elaborated on at a later stage for communication purposes.
Evaluation responsibilities and management arrangements

The project group for this evaluation will be led by a project lead (PAX Programme Manager Iraq). Next to the project lead, the project group consists of Project Officer Iraq, Policy Lead Gender, Peace and Security, Policy Advisor Design, Monitoring and Evaluation, Project Lead Protection of Civilians, and Country Lead Iraq (based in Erbil).

The project lead is responsible for overall evaluation management. Florence Bateson is the contact person for the evaluation.

The project group advises the evaluator on usefulness, validity and reliability of the evaluation, taking into account the evaluation department of the Dutch Ministry of Foreign Affairs quality criteria for evaluation and the Terms of Reference of the evaluation.

The evaluators will consult the project group in the evaluation design phase. Furthermore, the project group will provide support (act as resource persons and ensure provision of data and other support) to external evaluators during the implementation of the evaluation and provide feedback to the draft report. The final report will be signed off by the Program Lead Middle East. The project group will be responsible for drafting the management response to this evaluation. The management response will be signed off by the Director of Programs.
Annex 1: Theory of Change
Annex 2: Assumptions

- **IF** civil society and academics enable women to participate in participatory conflict analysis and truth telling meetings IF women develop and use specific skills in order to produce unifying narratives THEN women survivors of (S)GBV will be able to meaningfully participate in discussions around conflict prevention, resolution, peacebuilding relief & recovery (Objective 1.A, 3.A) BECAUSE when women have (analytic) skills and space to produce unifying narratives they can better develop and give voice to their positions on peace & security

- **IF** women networks working are established and have capacities and input on (S)GBV women face on the ground (developed under previous objective) IF there is a safe space for (IDP) women to meet with members of police and judiciary to discuss (S)GBV IF civil society creates pressure on authorities, police and judiciary though advocacy campaigns THEN (IDP) women can build relationships of trust with focal points of police, judiciary and local authorities THEN there is increased public pressure to tackle (S)GBV THEN they can follow up on cases of gender based violence, address human security of women and advocate for more responsive security policies for women’s security needs (1.A) BECAUSE with information and capacity (previous objective) , entry points to inform and pressure to lobby, the claim making capacity of women towards authorities will have improved.

- **IF** civil society and (IDP) women civic change agents can forge dialogue on a national level with government stakeholders on SSR IF civil society and (IDP) women civic change agents can make informed claims on the need to include gender sensitive accountability measures in police and judiciary on (S)GBV that are compelling to both national and international actors IF civil society and (IDP) women civic change agents organise international pressure to include (S)GBV issues in “hard” security plans on SSR THEN structures and political will are created to meaningfully address (S)GBV in national and international SSR plans THEN meaningful participation of women in discussions around security and SSR in Iraq is increased (Objective 3.A, B, C) BECAUSE though informed claims based on quality evidence, constructive dialogue with stakeholders and political pressure, civil society and women will have greater credibility and thought leadership on (S)GBV and security issues

- **IF** civil society and (IDP) women civic change agents are able to bring their analysis, experience and needs to international actors involved in setting the SSR agenda for Iraq THEN international actors have up-to- date facts and examples that illustrate the need to put renewed pressure on Iraqi authorities to include gender sensitive structures and accountability measures to tackle (S)GBV into their SSR plans BECAUSE the discourse on SSR is technical and takes place in NY and international capitals, and experience demonstrates that diplomats want to push this topic if they have enough evidence to use to compel national authorities (Objective 3.A, B, C)