

## ● TERMS OF REFERENCE (TOR)

### END TERM EVALUATION FOR POWER TO YOU(TH) PROGRAMME

#### OVERVIEW OF PROGRAMME

Power to You(th) (PtY) is a five-year program from 2021 - 2025, that seeks to empower adolescent girls and young women (AGYW) to increase their agency, claim their rights, address gender inequalities, challenge gender norms, and advocate for inclusive decision-making. ThePtY consortium, funded by the Dutch Ministry of Foreign Affairs, is led by Amref, in collaboration with Sonke Gender Justice and Rutgers, and supported by KIT and CHOICE as technical partners.

The End Term Evaluation (ETE) process is currently underway as a pivotal phase following the Mid-Term Evaluation (MTE). There are ongoing discussions with teams to extract valuable lessons learned from the MTE, aiming to incorporate them into future strategies. A primary focus remains on partnership and programmatic collaboration, with a commitment to identifying emerging concerns and recommendations from the MTE that require attention during the ETE.

This term of reference details the specific tasks that will be required for a consultant to carry out the coordination of the ETE, as outlined below:

**Scope:** Ethiopia, Ghana, Indonesia, Kenya, Malawi, Senegal and Uganda and Global/Regional level

**Application Deadline:** 30th November 2024

**Timeline for data collection:** February 2025 - May 2025

**Evaluation period:** 2021 – 2025 (5 years)

**Budget:** a maximum budget of €280.000 (of which a minimum of €30,000 to be spend at PtY country level)

**Mode of work:** Independent consultancy

**Submission of Final report:** 31st October 2025

The partnership is looking for an experienced consultant with skills evaluating multi-country programs to evaluate program achievements and approaches, document lessons learned, best practices, successes, and challenges for outcome sustainability, and future programming. During the whole process the consultant should adhere to the principles of “do no harm” and “inclusivity”. The information below provides the learning questions and scope for the ETE.

#### Donor Requirements

The ETE needs to adhere to the following donor criteria from the Dutch Ministry of Foreign Affairs (MoFA) and its evaluation department called IOB:

[IOB Evaluation Quality Criteria](#) (September 2024)

[Extra information on the SCS ETEs](#) (July 2024)



## **1) INTRODUCTION**

The PtY program places an emphasis on young people's ability to participate meaningfully in dialogues and decisions that affect adolescent girls and young women. By increasing the participation of young people from a range of backgrounds and groups in political and civic space, the program aims to improve youth led and focused advocacy and accountability in relation to unintended pregnancy, sexual and gender-based violence (SGBV), and harmful practices (HP) such as child marriage and female genital mutilation/cutting (FGM/C). The partnership strengthens civil society organizations (CSOs) to empower and increase the voice of adolescent girls and young women (AGYW).

PtY works with supportive actors to create change:

- Young people from underserved communities – particularly AGYW – who are most at risk of HPs, SGBV, and unintended pregnancies are our primary stakeholders and beneficiaries.
- CSOs – our strategic partners that are operating at local, national, and global levels, they are embedded in local communities, these CSOs have legitimacy in working on Sexual Reproductive Health and Rights (SRHR) with local groups and organizations.
- Societal actors/reformists including, men/boys, women/girls, parents and caregivers, and religious, traditional, and opinion leaders. Influential progressive societal actors can advocate for, challenge, and counter restrictive social norms and mobilize a critical mass of people that become influential enough for a community to change its practices
- State actors/reformists including, local authorities, national governments, and regional and global governmental bodies, and service providers at public institutions

## **2) SCOPE OF EVALUATION**

The ETE will assess the effectiveness of SRHR initiatives targeting harmful practices and SGBV across PtY seven countries where these issues are entrenched in cultural and religious norms. Baseline findings indicated a basic awareness of SRHR exists, yet AGYW lack confidence and skills to discuss sensitive topics, facing barriers in participating in youth and civil society structures. Although protective laws exist, weak implementation due to stigma, slow legal processes, and corruption hampers their efficacy. MTE established PtY to have contributed significantly to getting young people to demand accountability and responsiveness on key issues (Strengthening young people to claim civic space) by working directly with youth, providing awareness raising, capacity strengthening, service provision and networking to youth, their families, and service providers. During ETE the consultant is expected to address intermediate steps between inputs, activity, output, outcome, and impact using an intervention logic, theory or Theory of Change (ToC) substantiating the effectiveness of PtY's seven country programs, as well as the global and regional programs for the period of 2021 to 2024.

The ETE of the PtY programme is planned to be finalized by October 2025, but draft reports should be shared by July 2025. The evaluation is being led by the independent Global consultant or consultancy team who will coordinate and work together with National consultants throughout the process, while seeking guidance from the ETE reference group.

## **3) EVALUATION OBJECTIVES**

This section introduces specific objectives for the ETE.



A baseline was conducted by KIT, the technical partner in PtY, which provided the context analysis and relevance as well as project result indicators at the start of the program. In 2023, a MTE was conducted that provided insights into the status of the program, delved into lessons learned, scrutinized areas for potential abandonment or adjustment, and underscored the importance of stakeholder engagement. Lastly, KIT also reviewed the ToC assumptions.

During ETE the focus of the ETE will be twofold, both programmatic and partnership collaboration. The ETE will examine program implementation and results at both country and global levels, taking the ToC of PtY into account.

The main objective is to: Assess the program quality and impact of the deliverables and to what extent they are meeting the intended purpose and contribution to the project's overall success. More specifically, this concern:

1. Effectiveness - Evaluate the quality and results of the program in meeting objectives and contributing to overall changes in order to understand factors of effectiveness
2. Sustainability - Evaluate the capacity of internal and external partners in sustaining program benefits post-project, including local ownership for future initiatives and further action.
3. Coherence - Assess the synergy and compatibility of internal and external partnerships, including with government bodies, local organizations, and donors for improvement of partnership brokering in future initiatives.
4. Determine the relevance and validity of the ToC to provide a comprehensive understanding of its value and utilization in different contexts.

***ETE Specific Objectives at context: Note that the specific objectives will be finalized during the inception phase***

The intended users of the end-term evaluations include program stakeholders, such as youth, program staff, donors, implementing partners, government, civil society organizations and community members. Besides using the evaluation findings, the **evaluation process** will include intended users of the results, in all phases of the evaluation so that they become more aware of the importance of evaluative thinking, which will allow them to (better) reflect on the programme's progress and actively provide feedback throughout the rest of the programme. Through these findings, the evaluation could be used to draw lessons learned and inform decision making and strategic planning. It will also be used to guide stakeholders in scaling successful interventions and addressing any gaps.

#### **4) EVALUATION QUESTIONS**

Questions that the evaluation seeks to answer:

Evaluation Questions

1. Effectiveness: To what extent did the interventions achieve their intended outcomes and behavioral changes in relation to the ToC
  - What specific outcomes (both intended and unintended) including basket indicators have been achieved?
  - Which programme strategies (such as Gender Transformative action, MIYP Lobby & Advocacy etc) were effective and which ones were not effective in contributing to achieving the intended outcomes and what were the most important lessons learned?
  - To what extent did PtY succeed in reaching the different target groups including the marginalized



groups as per program design?

2. Relevance and validity of ToC: How relevant and valid was the ToC in guiding program implementation across different levels?

- Which ToC assumptions were proven valid?
- Which unintended/unexpected effects (positive as well as negative) were identified and how did PtY respond?
- To what extent did the theory of change accurately reflect the needs and realities of beneficiaries and PtY diverse contexts?

3. What measurable impacts has the program had on beneficiaries, communities, and systems, particularly in relation to youth participation, gender, and climate?

- What behavioral changes have been observed among beneficiaries as a result of the interventions, especially among youth and marginalized gender groups?
- Were there any unintended positive or negative impacts and what were their consequences?
- How has the program impacted communities and local systems, specifically concerning gender equity, meaningful and inclusive youth participation?
- How has the program impacted communities and local systems, specifically concerning climate resilience? Were there any unintended positive or negative impacts and what were their consequences?

4. Sustainability: To what extent is PtY sustainable in terms of institutional ownership (structures in place) through the four actors: youth, CSOs, communities and state actors?

5. Coherence: To what extent are internal and external partnerships synergistic and compatible, including with government bodies, local organizations, and donors?

- To what extent has PtY optimized its partnership collaboration through its stakeholders and MoFA network including embassies? How could the collaboration be improved?
- How is the partnership functioning internally and externally, what are its weaknesses and strengths, and how effectively did PtY's partnerships complement and support each other?

6. Southern Leadership and localization: To what extent has Southern leadership been meaningfully integrated in the design, decision making and implementation process?

- To what extent did the governance structure and partnership collaboration include southern leadership and localization and what were the successes as well as lessons learned?

## **5) METHODOLOGY**

### **5.1 Approach of the Consultancy**

The evaluation will be fully independent, led by a global external consultant, who, in turn, takes responsibility for hiring external independent national consultants using a guideline that will be collaboratively developed along with countries to guide the process, which will explain the context, risks, agreed roles to be played by countries, qualification among other topics to be discussed with countries. The Global consultant will supervise and provide training to the National consultants on the expectations and methods to be used for the country level studies.

### **5.2 Research Design**

The ETE will primarily employ qualitative methods; however, triangulation remains essential to strengthen the validity and reliability of the findings. To ensure a comprehensive assessment, the consultant will use multiple evaluation and data collection techniques, providing data from diverse sources to enhance understanding of the evaluated subject. These methods will include a desk review of both internal and external documents, analysis of internal monitoring



data—such as validated harvested outcomes—and the gathering of external primary data. Quantitative data will be sourced from existing program progress reports, while qualitative evaluation methods will assess the plausibility of causal claims concerning project or intervention outcomes, effects, and results. Furthermore, PtY encourages integrating feminist principles into the Monitoring, Evaluation, and Learning (MEL) framework of the end-term evaluation, especially in relation to cross-cutting themes

- Reconstructing the ToC as well as formulating alternative causal theory: In the selected countries for sampling, the possible methodology for evaluation is realist evaluation, designed to understand what works, for whom, and under what conditions. This approach is grounded in the program's theory of change and considers contextual factors at both country and global levels. Realist evaluation involves revisiting the theory of change to map out assumed pathways of impact—identifying who is responsible for specific actions and predicting anticipated outcomes from these interventions. Data is then gathered to test these assumptions, examining the extent to which they hold true and how the context may influence the results. Data collection will focus on validating these program assumptions, utilizing a range of methods, including interviews, focus group discussions, outcome harvesting, and observations. Additional methodologies will be considered in consultation with the global consultant during the inception phase, one that is similar and presents an intervention logic, intermediate steps within the different assumptions and between inputs, activity, output, outcome, and impact. The results chain should make sense and not omit important steps.
- In assessing the contributions of the PtY Country, Regional, and Global levels toward PtY program goals, a structured approach known as *contribution analysis* is recommended. This method establishes evidence-based causal claims about a program or intervention's role in an observed change, striving to identify and map out other major influencing factors, including potential competing explanations. Given its rigorous nature, contribution analysis demands substantial time, effort, and skill. Global consultants must therefore allocate time to train National consultants in this methodology, ensuring a consistent framework for evaluating plausible causal claims.
- The evaluation should systematically measure three key elements: (a) the significance of an outcome in advancing PtY program goals; (b) the level of PtY's contribution to these observed changes; and (c) the strength of evidence supporting the claim that PtY interventions are driving progress toward program goals. To achieve defensible claims, the tools developed must assess both qualitative assumptions underpinning relationship dynamics and the quantitative outcome measures within the program's results chain. Additionally, these tools should capture significant indicators where the consortium's contributions, though less prominent, still play a relevant role. This robust methodology will ensure that the PtY program's impact is evaluated with rigor and clarity across different levels and contexts.
- Partnership survey and conduct a desk review on the partnership surveys collected within the programme. Hereby country-specific recommendations should also be included. In addition assess the partnership at different levels as discussed by the reference group

### 5.3 Sampling strategy

- The ETE will employ multiple sampling strategies, each tailored to specific evaluation objectives and designed to address diverse evaluation questions. For partnership assessments, a purposive sampling approach a form of non-probability sampling will be utilized, targeting participants based on particular



characteristics relevant to the study's objective. This approach, which emphasizes the review of both internal and external stakeholder relations, is suitable because proportionality within the sample is not a priority. At the inception phase, the Global Consultant will work collaboratively to finalize additional sampling strategies, selecting approaches aligned with the agreed-upon objectives and methodologies.

#### **5.4 ToC (Annex I)**

Each country's program follows its unique implementation approach, guided by a ToC that relies on several general assumptions. Although some contextual information on these assumptions was gathered during the 2023 MTE, a thorough review of existing evidence to validate or adjust the generic ToC assumptions has also been conducted by KIT, a technical partner through a rapid review of the available literature on the ToC assumptions. During ETE the consultant will be expected to conduct validation of assumption within the different context following a plausibility of causal claim as per the following steps:

1. Formulate the cause-effect contribution question;
2. (Re)construct an intervention theory, including the assumptions;
3. Formulate alternative theories and explanations for the observed changes;
4. Collect data along results areas in the intervention theory, and for the alternative theories, including data from stakeholders that have not been directly involved in the project;
5. Verify in a step-by-step manner the causal chains of the intervention theory for the full range of possible outcomes (including achieved results, intended results that have not been achieved, and unintended effects), and the alternative theories.

### **6. RESEARCH ETHICS**

#### **6.1 Safeguarding**

The PtY consortium is working on topics which are often of a sensitive political or cultural nature. It is important to ensure civil society representatives, programme partners and ultimate stakeholders are not put at risk through participating in the ETE. PtY centrally and partners adhere to safeguarding policies which will be expected to be built into the training for the National Consultants and the Global consulting team. An explanation and assurance on how data will be treated should be of priority while conducting interviews or engagement ensuring that stakeholders are given the added option of non-participation if they did not feel comfortable with engagement. Any data collection involving children should be subjected to additional safeguards, such as the presence of an appropriate responsible adult and/or a PtY safeguarding focal point.

#### **6.2 Data Protection**

The Global consultant is expected to strictly follow data protection guidelines in line with the EU's General Data Protection Regulations (GDPR) and relevant national legislation across the seven countries. The Global consultant is expected to ensure all team members involved in the ETE are subject to strict confidentiality clauses in their contracts. Data collection should be administered in a secure way ensuring that personal data is stored in secure servers and password locked computers and gadgets and which will subsequently be deleted after the completion of the assignment in compliance with the PtY's contractual provisions.

The consultant will strictly adhere to research ethics, including principles such as "do no harm," maintaining confidentiality, and obtaining informed consent, as well as following the Amref Health Africa code of conduct. Where necessary, ethical approval will be obtained at both local and national levels, and this commitment will be



documented in the inception report. Furthermore, the roles and responsibilities of each investigator will be clearly defined to prevent any conflict of interest throughout the exercise.

Links: [CODE OF CONDUCT- APPROVED - NL adjusted version - 3.0.docx](#)

### **6.3 Limitation and Bias**

In the proposal and inception report, the global consultant is expected to provide a detailed overview of the limitations and biases affecting the evaluation, particularly concerning the reliability and validity (both internal and external) of the proposed methodology. This should include potential biases such as selection bias, especially regarding populations not directly targeted by the program, individuals informed of the study but not engaged, respondent bias, and limitations arising from the use of secondary data. Additionally, it is important to address any contextual limitations to ensure transparency in the evaluation process

## **7. ROLE OF EXTERNAL REFERENCE GROUP**

The ETE's specific focus is on assessing the program impact and quality. The Reference Group, consisting of (4) internal and (3) external members, will take the lead in guiding and overseeing the ETE process. This means that the Reference Group will review and approve the ETE design to ensure that the ETE aligns to the IOB criteria; review consultant terms of reference and select the suitable candidate as the global consultant for the assignment; evaluate and advise on the ETE process by reviewing consultant inception report; and, finally, review the ETE report ensuring it answers all the objectives of the ETE for ownership of the follow-up actions and results.

The reference group will primarily collaborate with the Planning Monitoring Evaluation Research and Learning (PMELR) manager, who will carry out the overall coordination of the ETE in consultation with the global consultant. Countries will collaborate with national coordinators.

The reference group will need to *review* and *approve* the following:

- Terms of reference;
- Selected consultant(s) to be contracted as evaluator;
- Inception report by the evaluator
- Final evaluation report(s)

## **8) DELIVERABLES AND TIMELINES**

### **8.1 Inception Report**

The global consultant will work closely with the PMELR team to define the scope which includes details of methodology during the design stage. The external reference group will be consulted for approval and 'go ahead' as per the inception report. The inception report will be shared with partners, MoFA and the general PtY program.

### **8.2 Deliverables**

- Inception report detailing approach of the assignment, proposed methodology, timelines and budget, including the following elements: research design, triangulation, plausibility of causal claim, indicators or description of result areas, sampling and case selection, sufficient and independent information sources and description of limitations and bias
- Initial findings report: draft consolidated ETE report containing findings (not yet conclusions and recommendations)



- final evaluation report with recommendation and conclusions derived in collaboration with PtY program, this will contain max. 100 pages

### 8.3 Tasks of the ETE Consultant

- Develop and elaborative methodology based on the IOB criteria and in-line with the ToR
- Formulate sample or case selection criteria
- Contract the National consultants
- Guide the national consultants throughout the process, including a briefing on the terms of reference and training on the data collection tools, analysis and reporting.
- Supporting the national consultants in developing the evaluation study protocol and obtaining the ethics approval (where applicable)
- Synthesis and partnership report
- Knowledge product development - visualization of key findings (Fact sheet of findings and 2 pager of reconstructed ToCs) Creative product of key findings that can be used for broad audience (eg. comic strip)
- If evaluators face unforeseen limitations, the report must highlight which evaluation questions it did not answer and explain why.
- Note regarding AI: Please be transparent about the use of AI (if being used)

### 8.4 Expected profile of the consultant(s)

The PtY partnership, through its central coordinating body, the coordination lab, wants to contract one (lead) organization, research institutes, independent researchers, or consultants to conduct the evaluation process, who are willing to travel and collect the necessary data within the timeline. PtY requires that the consultant collaborate closely with country teams who will have developed a guideline to assist the global consultant in hiring local researchers due to their knowledge of the context, command of the local language, and agreement or understanding with respective country management teams.

The consultant is expected to meet the following requirements:

- Master's degree or PHD degree with extensive work experience in Sexual and Reproductive Health and Rights and advocacy related topics
- At least 7 years of relevant professional experience with proven experience in evaluation of lobbying and advocacy, and SRHR programs
- At least 3 years of experience in evaluating complex multi-country programmes implemented by large partnerships
- Experience with localization and Southern leadership, and a strong preference for a team lead from the South.
- Excellent facilitation and coordination skills
- Knowledge and experience in outcome harvesting and story telling methodologies
- Experience in evaluating advocacy programmes; including also knowledge of stakeholder-and power-analysis
- Thematic expertise (SRHR, women and youth participation, meaningful youth engagement, gender)
- Experience in qualitative and quantitative research and evaluation methodologies, with specific emphasis on causal claim substantiation (e.g. contribution analysis, process training, realist evaluation or general







## **11. PROPOSAL CRITERIA AND ASSESSMENT**

### **11.1 Response Proposal Specification**

Interested consultants must include in their application a detailed technical and financial proposal with the following components in not more than 10 pages:

Interested and eligible candidates should submit:

- A CV (maximum 3 pages) outlining profile of the consultant
- A cover letter highlighting their relevant experience for this assignment and indicating how the candidate meets the requirements
- Up to two examples of their work on a previous similar assignment (evaluation or research reports)
- Two references
- A work plan (time and activity schedule) and budget for the assignment, including the estimated number of days and daily rate (in EUR) within the 12 months.
- Detailed cost proposal in Euros including the number of days you would spend on the assignment and daily fees (budget should cover all costs in-country as well, including local research teams and logistical costs)

### **11.2 Submission of proposal**

Submit complete applications by email with the title “Application Power to Youth Evaluation” to [coordinationlab@powertoyouth.org](mailto:coordinationlab@powertoyouth.org) by 30th November 2024, 17.00HRS EAT (5PM EAT). Questions via email will be accepted up until 25th November and will be answered within a few days of every question asked (or before 28 November).

### **11.3 Evaluation and Award of consultancy/additional notes**

PtY will evaluate the proposals and award the assignment based on technical and financial feasibility. Throughout the selection process, candidates will receive communication at each stage, including longlisting, shortlisting, interviews, and the final award. Updates will be provided as the review process advances. Upon conclusion, the technical lead will formally notify all firms, whether successful or unsuccessful, in writing. For the successful candidate, the award notification will include instructions for reviewing and signing a formal contract.

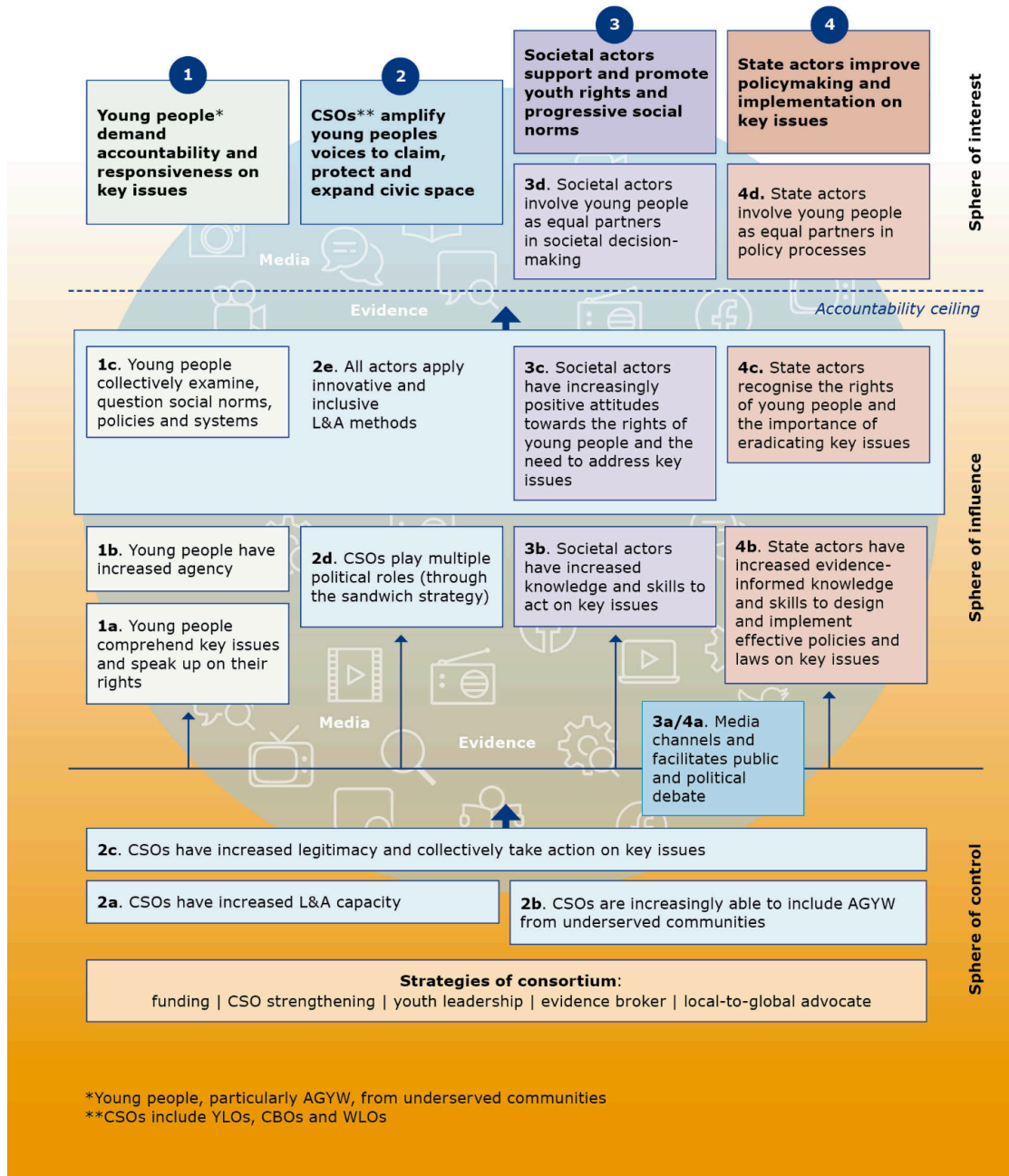
PtY reserves the right to accept or reject any proposal received without giving reasons and is not bound to accept the lowest or the highest bidder.



Annex I: Theory of Change

## Power to You(th)

Adolescent girls and young women (AGYW) from underserved communities are meaningfully included in all decision-making regarding key issues: HPs, SGBV and unintended pregnancies



\*Young people, particularly AGYW, from underserved communities

\*\*CSOs include YLOs, CBOs and WLOs