



Reg. No: 2006/023739/08

Terms of Reference

Baseline Evaluation for Irish Aid

Supporting Community Mobilisation and State Accountability for Gender Justice in South Africa

Deadline for submissions:

19 May 2023

Cape Town Office

1st Floor, Sir Lowry Studios
95 Sir Lowry Road
Cape Town
8001
P.O. Box 3126,
Cape Town, 8001
Tel: +27 21 4237088 .
Fax. +27 21 424 5645

Johannesburg Office

Stevenson Building
4th Floor, 62 Juta Street
Braamfontein
2017
P.O. Box 31166.
Braamfontein 2017
Tel. +27 11 339 3589.
Fax. +27 11 339 6503

Butterworth, Eastern Cape Office

Lilitha Guest Lodge & Conferencing
20 Robinson Street
Butterworth
4980
Tel. +27 74 491 0381

Gugulethu Wellness Centre

Gugulethu Clinic
Corner of NY1 & NY3
Gugulethu
7750
Tel.+27 21 633 3140

Uganda Office

Plot 154,
Muteesa II Road
Ntinda,
Kampala
Uganda

Zambia Office

191B Chindo Rd,
Kabulonga,
Lusaka,
Zambia

Cameroon Office

Checkpoint- Molyko
Buea
South West Region
of Cameroon
Tel. +237 233 334360

www.genderjustice.org.za · info@genderjustice.org.za

Board Members

Karabo van Heerden (Chairperson) · Felicita Hikuam (Deputy Chairperson) · Edmore Nyanhongo (Treasurer) · Deprose Muchena · Zanele Mdlekeza · Mmapaseka Steve Letsike · Heather van Niekerk (Ex-Officio) · Bafana Khumalo (Ex-Officio)

VAT Reg: 4410231288

Terms of Reference Summary

Project Overview

The Irish Aid Supporting Community Mobilisation and State Accountability for Gender Justice in South Africa project aims to reduce Gender Based Violence (GBV) in South Africa (SA) through building active and empowered local communities in the field of human rights and gender equality. The Project acts as the second round of implementation for Sonke, focusing on community mobilization and state accountability for gender justice. The 3-year project will be implemented in the Western Cape and Gauteng provinces. The project aims to achieve its goals by capacitating individuals, communities, and CBOs to advocate for laws, policies and programmes seeking to end GBV. The project will also partner with CBOs in the GBV sector to strengthen the networks and movements needed to achieve systemic change.

Purpose of this Consultancy

The main purpose of the consultancy is to provide a benchmark from which to measure the progress of this phase of the programme through an in-depth situation analysis and assessment of GBV and gender inequality in the project areas. The baseline aims to get preliminary information related to GBV knowledge, community mobilization, government accountability and CBO networks in the implementing provinces, collecting and analyzing pre-intervention data related to the project performance questions and indicators. Baseline data will be used to sharpen project indicators and will facilitate monitoring of progress towards meeting project objectives during and at the end of implementation.

The objective of the baseline evaluation is to:

- Gather in-depth information on GBV and gender inequality in project areas.
- Gather relevant baseline data for the development of key project indicators to depict the actual situation in the project areas; and to create a benchmark for evaluating the project measuring results and impact throughout and at the end of the project period.
- Review and update the assumptions in the project's Theory of Change (ToC)
- Identify any potential challenges or barriers to success that may need to be addressed before implementing the program or intervention.
- Review project indicators based on the main outcomes of the baseline study.

Time schedule:

The estimated duration of the baseline evaluation is 3 months, starting 25 May 2023 and ending 25 August 2023 when the final report will be submitted. Within the first week of the consultancy, the consultant is expected to produce an Inception Report, including a detailed work plan and methodology. The consultant is expected to convey the main findings and recommendations in a meeting with Sonke and partner staff before finalization of the report.

Budget: ZAR 200 000

How to apply

Should you wish to apply, please send as five separate documents to Nombulelo Mazwi by **COB 19 May 2023**. If selected, **induction will start on 25 May 2023**.

Email: Nombulelo@genderjustice.org.za

- Brief 1-1.5-page cover letter citing your relevant expertise for the consultancy.
- Detailed CV including examples of similar evaluations completed (4 pages maximum)
- Detailed quotation
- Short proposal including work plan and budget.
- Example of similar work completed.

Contents

| | |
|--|----|
| 1. Background and context | 4 |
| 1.1. Background and context of the project | 4 |
| 1.2. Description of the project | 5 |
| 1.3. Strategy and Theory of Change/Results chain | 6 |
| 2. Purpose of the evaluation | 6 |
| 3. Evaluation Objectives and scope..... | 7 |
| 3.1. Scope of evaluation..... | 7 |
| 4. Evaluation design and methodology | 7 |
| 4.1. Proposed data collection methods and analysis | 7 |
| 4.2. Data sources | 7 |
| 4.3. Proposed sampling methods..... | 7 |
| 5. Evaluation ethics | 8 |
| 7. Key deliverables of the evaluator and timeframe | 8 |
| 6. Evaluation team composition | 8 |
| Roles and responsibilities..... | 8 |
| Required Competencies | 9 |
| 7. Management Arrangements of the evaluation | 9 |
| 8. Timeline of the entire evaluation process..... | 9 |
| 9. Budget..... | 10 |

1. Background and context

1.1. Background and context of the project

While having one of the world's most progressive constitutions, South Africa still has extremely high rates of GBV. Sexual violence, including domestic abuse, rape, assault and murder are widespread with marginalized groups such as prisoners, sex workers and migrants, LGBTIQ people, women and children being especially vulnerable. In June 2022, SAPS revealed that in the first three months of 2022, 10 818 people were raped in the country and of those a staggering 4653 happened at the home of the rape survivor or rapist. Overall, there was an increase of 13,7% in all sexual offences. Structural drivers of GBV, combined with regressive gender norms and behaviours, are amplified by the poor gender-responsiveness of government-led policy and programming.

The National Strategic Plan on Gender Based Violence and Femicide (NSPGBVF) provides important, women-led recommendations to government on the necessary interventions to respond to GBV. Despite this, in 2021 an assessment of the progress in the implementation of the NSPGBVF found that, of the 22 implementing government departments, only seven had responded to the Commission for Gender Equality's request for data on their progress. Moreover, out of 81 targets across five thematic areas, only 17 targets (21.25%) were achieved within the Emergency Response Action Plan (ERAP) six-month timeframe, and only 12 targets (15%) were partially achieved. This points to the lack of urgency on the part of government in addressing GBV.

Sonke is a South African-based non-profit organization working throughout Africa through the primary assertion that women and men, girls and boys, and people in their gender diversity, can work together to resist patriarchy, advocate for gender justice, and achieve gender transformation. Sonke is guided by feminist principles and practice in its quest to end GBV and achieve gender equality. Through gender transformative and intersectional approaches, Sonke recognises the importance of engaged and empowered citizen activism that can both support and hold government accountable for sustainable, systemic change. Building on the evidence from the first phase of the Rights, Action, and Accountability project, it is envisioned that these communities hold the local and national government departments accountable for the implementation of legislation and policies aimed at preventing and responding to GBV and promoting gender equality.

The Sonke Rights, Action, Accountability and Sustainability Model consists of eight mutually reinforcing strategies: community education; community mobilisation; individual skills building and leadership development; building networks and movements; use of mass and community media; legal and policy advocacy; action research and evaluation; and organisational strengthening.

The project aims to:

- To strengthen the capabilities of individuals and communities to advocate for laws, policies, and programmes that mitigate against the structural drivers of GBV and draw clear linkages between Climate change, GBV and gender inequality.
- To strengthen both the operational and programmatic capacities of the sub-grantees, and ensure they have the capacity to coordinate, implement, scale-up and apply evidence-based approaches to their work.
- To link local and national advocacy work with global advocacy in forums such as the UN Committee on the Status of Women, where the South African government is active, to draw lessons and share experiences in advocating for gender equality and the elimination of GBV.

The project will be in the communities of the Gauteng and Western Cape provinces, which are not only GBV hot spots but also experience high levels of inequality.

1.2. Description of the project

| | |
|---|--|
| | |
| Organization | Sonke Gender Justice |
| Title of the project | Supporting Community Mobilisation and State Accountability for Gender Justice in South Africa |
| Project duration | 1 Dec 2022-- 30 Nov 2025 |
| Geographical areas | Western Cape and Gauteng, |
| Main objectives of the project | <p>Objective 1: To capacitate Individuals and communities to be aware of and articulate their rights.</p> <p>Objective 2: To strengthen the capacity of Community Actors to hold Duty Bearers accountable.</p> <p>Objective 3: To strengthen and increase the visibility of Women’s leadership and responsiveness to GBV.</p> <p>Objective 4: To enhance social cohesion within communities and also between CBOs receiving Sub-Awards</p> |
| Description of targeted primary and secondary beneficiaries | CBO’s working in the field of GBV prevention, Communities and individuals, Community leaders, women leaders, Duty Bearers |
| Purpose of the baseline | The objective of the baseline survey is to gather relevant baseline data for key project indicators and establish a benchmark for evaluating the project and informing programming. |

1.3. Strategy and Theory of Change/Results chain

Project Goal: To reduce Gender Based Violence in South Africa through building active and empowered local communities in the field of human rights and gender equality.

Project Outcomes and outputs

- Outcome 1: Individuals and communities are aware of, and able to articulate, their rights.
 - Output 1.1 Capacity building in GBV and laws (CEM)
 - Output 1.2 Development and dissemination of educational materials and tools with local based formations on laws and policies
 - Output 1.3 Conduct awareness session with community forums on climate change as an aggravator of GBV.
- Outcome 2: Strengthened Capacity of Community Actors to hold Duty Bearers accountable.
 - Output 2.1 Annual Design in Gauteng and Western Cape
 - Output 2.2 CSW Participation
 - Output 2.3 Participate in IDP process and local government meetings.
 - Output 2.4 Develop score cards and make policy submission at local/national/regional/national levels.
- Outcome 3 - Women's leadership and responsiveness to GBV is strengthened and visible.
 - Output 3.1 Increase Knowledge Feminist Leadership
- Outcome 4: Enhanced social cohesion within communities and between CBOs receiving Sub-Awards
 - Output 4.1: Pre-Award Assessment is completed.
 - Output 4.2. Monitoring Visits to Sub-Awardees are completed.

2. Purpose of the evaluation

The purpose of the evaluation is to gather relevant baseline data for key project indicators to depict the actual situation in the project areas prior to implementation and identify any potential challenges or barriers to success that may need to be addressed before implementing the program or intervention. The baseline findings are intended for Sonke project team, CBO's, Community members and stakeholders.

- Capture the state of knowledge and awareness around laws, policies and programmes related to GBV prevention.
- To provide a description of the operational and programmatic capacities of CBO's who address GBV.
- To examine the networks between CBO's, community members and government actors in addressing GBV.
- To outline the challenges and current best practices related to government accountability in the implementing areas.
- To gather in-depth information on GBV and gender inequality in project areas.
- To gather relevant baseline data for the development of key project indicators to depict the actual situation in the project areas.
- To create a benchmark for evaluating the project measuring results and impact throughout and at the end of the project period.
- To review and update the assumptions in the project's Theory of Change (ToC)

3. Evaluation Objectives and scope

3.1. Scope of evaluation

Time Frame

This evaluation will take place between 23 May 2023 and 25 August 2023 when the final report will be due.

Geographical coverage

The evaluation will be undertaken in the Western Cape and Gauteng provinces.

Target Groups

This evaluation will target individuals, communities and CBO's who are active in GBV prevention.

4. Evaluation design and methodology

4.1. Proposed data collection methods and analysis

Both quantitative and qualitative data collection methods should be used through a combination of field visits, desk studies (reviewing project documents annual progress reports and other relevant evaluation documentation), and additional primary data collection required. Data collection tools should be developed making use of the project monitoring and evaluation framework, with questions clearly linked to outcome and if applicable output indicators. All qualitative data must be recorded and transcribed accordingly to ensure data quality. Data analysis should be conducted on Stata, SPSS or any other relevant software. Additional follow-up field visits should take place to fill in any knowledge gaps and further validate findings.

4.2. Data sources

Both primary and secondary data sources should be used, the proposed data sources include but should not be limited to:

- Desk review on GBV policies, laws, and programmes. Relevant project documents such as the concept note, M&E framework, and phase 1 summative evaluation to also to be reviewed.
- Quantitative data to be collected through a representative survey.
- Qualitative data to be collected through focus groups discussions and/or key informant interviews.

4.3. Proposed sampling methods

For the quantitative methodology, a reliable sample size should be calculated for each of the provinces. The baseline survey will entail qualitative methodology in both provinces to produce reliable information on key trends and themes to accompany quantitative information on indicators. Both primary and secondary beneficiaries should be selected via stratified random sampling/proportional random sampling considering beneficiary type, geographic area and any other key defining factor decided by the evaluator.

5. Evaluation ethics

In preparing the proposal the evaluator/s must put in place specific safeguards and protocols to protect the safety (both physical and psychological) of respondents and those collecting the data as well as to prevent harm. Members of the evaluation team should understand and be sensitive to the political, socio economic, historical, and cultural context across sites where data collection occurs and ensure the rights of the individual are protected and participation in the evaluation does not result in further violation of their rights. **The evaluator/s must have a plan in place to:**

- Protect the rights of respondents, including privacy and confidentiality in line with the POPI Act provisions.
- Elaborate on how informed consent will be obtained and to ensure that the names of individuals consulted during data collection will not be made public.
- If the project involves children (under 18 years old) the evaluator/s must consider additional risks and the need for parental consent.
- The evaluator/s must be trained in collecting sensitive information and specifically data relating to violence against women and select any members of the evaluation team on these issues.
- Data collection tools must be designed in a way that is culturally appropriate and does not create distress for respondents.
- Data collection visits should be organized at the appropriate time and place to minimize risk to respondents.
- The interviewer or data collector must be able to provide information on how individuals in situations of risk can seek support (referrals to organizations that can provide counseling support, for example).
- Evaluators must adhere to the Protection of Personal Information Act (POPI Act) and ensure that confidentiality of individuals and data collection is preserved.

7. Key deliverables of the evaluator and timeframe

| No. | Deliverable | Deadline |
|-----|---|-------------------|
| 1 | Evaluation Inception Report | By 1 June 2023 |
| 2 | Draft Evaluation Report + key findings presentation | By 11 July 2023 |
| 3 | Final Evaluation Report | By 11 August 2023 |

6. Evaluation team composition

Roles and responsibilities

The lead and co lead evaluator will be responsible for undertaking the evaluation from start to finish and for managing the evaluation team under the supervision of evaluation task manager from Sonke Gender Justice for the data collection and analysis, as well as report drafting and finalization in English.

Required Competencies

Team lead and co lead:

- Evaluation experience at least 10 years in conducting external evaluations, with mixed-methods evaluation skills and having flexibility in using non-traditional and innovative evaluation methods.
- Expertise in gender and human-rights based approaches to evaluation and issues of violence against women and girls.
- Experience with program design and theory of change, gender-responsive evaluation, participatory approaches, and stakeholder engagement.
- Specific evaluation experiences in the areas of ending violence against women and girls.
- Experience in collecting and analysing quantitative and qualitative data as well as data visualization.
- In-depth knowledge of gender equality and women's empowerment.
- A strong commitment to delivering timely and high-quality results, i.e., credible evaluation and a report that can be used.
- A strong team leadership and management track record, as well as interpersonal and communication skills to help ensure that the evaluation is understood and used.
- Good communication skills and ability to communicate with various stakeholders and to express concisely and clearly ideas and concepts.
- Regional/Country experience and knowledge: in-depth knowledge of South Africa
- Language proficiency: fluency in English; good command of local language such as isiXhosa.

7. Management Arrangements of the evaluation

The overall evaluation will be managed by Sonke's Research Monitoring Evaluation and Learning (RMEL) unit. Evaluators will liaise with the Sonke RMEL unit and program staff for relevant project documentation and clarification, assistance in liaising and connecting with relevant stakeholders and primary and secondary beneficiaries. The Sonke RMEL unit will also set up feedback/check-in sessions to discuss any further support or clarification required.

8. Timeline of the entire evaluation process

| Stage of Evaluation | Key Task | Responsible | Number of working days required | Timeframe |
|---------------------|--|--------------------------------------|---------------------------------|--------------|
| Inception stage | Briefings of evaluators to orient the evaluators | Evaluation Task Manager | 5 working days | First week |
| | Desk review of key documents | Evaluator/s | | First week |
| | Finalizing the evaluation design and methods | Evaluator/s | | First week |
| | Submit draft Inception report | Evaluator/s | | 1 June 2023 |
| | Review Inception Report and provide feedback | Evaluation Task Manager, Stakeholder | 4 working days | 7 June 2023 |
| | Incorporating comments and revising the inception report | Evaluator/s | 3 working days | 12 June 2023 |
| | Submitting final version of inception report | Evaluator/s | | |

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|---|--|--|----------------|----------------|
| | Review final Inception Report and approve | Evaluation Task Manager, Stakeholder Group | 3 working days | 15 June 2023 |
| Data collection and analysis stage | Desk research | Evaluator/s | 5 working days | 12 June 2023 |
| | In-country technical mission for data collection (visits to the field, interviews, questionnaires, etc.) | Evaluator/s | 2 weeks | 26 June 2023 |
| Synthesis and reporting stage | Analysis and interpretation of findings | Evaluator/s | 2 weeks | 11 July 2023 |
| | Preparing a first draft report | Evaluator/s | | |
| | Review of the draft report with key stakeholders for quality assurance | Evaluation Task Manager, Stakeholder Group | 5 working days | 18 July |
| | Consolidate comments from all the groups and submit the consolidated comments to evaluation team | Evaluation Task Manger | | |
| | Incorporating comments and preparing second draft evaluation report | Evaluation Team | 1 weeks | 25 July 2023 |
| | Final review and approval of report | Evaluation Task Manager, Stakeholder Group | 5 working days | 1 August 2023 |
| | Final edits and submission of the final report | Evaluator/s | 7 working days | 11 August 2023 |

9. Budget

The total budget for the evaluation is R200 000 which includes all travel costs for the evaluation team.