**AMPLIFY CHANGE: SUPPORTING WOMEN’S RIGHTS IN AFGHANISTAN**

**Oxfam in Afghanistan**

# **Terms of Reference – National Consultant (Data analysis and reporting)**

**Who we are**

Oxfam is a rights-based organization operating in over 90 countries globally whose Mission is “To achieve a just world without poverty.” Oxfam International is a platform bringing together 20 affiliates. As Oxfam, we determine to change the world by mobilizing the power of people against poverty and thus working together internationally to find lasting solutions to poverty and injustice. We share a common vision, common philosophies and, to a large extent, common working practices. In all we do, Oxfam works with partner organizations and alongside vulnerable women and men to end the injustices that cause poverty.

Oxfam has a long history in Afghanistan, working in the country for over 50 years and supporting the Afghanistan people through its rural and urban development and sustainable livelihood programs with a focus on transforming gender and power relations, as well as delivering humanitarian assistance to people affected by natural disasters and conflict. Oxfam works closely with local partners to support citizens and civil society, particularly women and youth, to engage in governance and political processes to ensure the Government of Afghanistan responds to the needs of all Afghans.

# **PROJECT BACKGROUND**

Amplify Change (AC) – Supporting Women’s Rights in Afghanistan is a five year (2017-2022), 4.81 million CAD project funded by Global Affairs Canada (GAC) and is being implemented in two provinces of Afghanistan, Herat and Balkh. The project aims to support Afghan women and girls to participate more effectively in decision-making about their society by empowering them to access and use their legal rights, and creating an enabling environment that facilitates their participation.

The overall project framework revolves around two key pillars that work together to contribute to the changes the project seeks to achieve.

Pillar One engages influencers within the project communities to support women’s rights to be free of violence, while empowering women and girls to recognize, exercise, and defend those rights.

1. Pillar Two builds the knowledge and capacity of Afghan CSOs and CSO networks to coordinate and promote the rights and empowerment of women and girls.

**Oxfam in Afghanistan is seeking an experienced and qualified consultant (individual /firm) to undertake an analysis of collected data and report on project progress according to the project’s performance measurement framework.**

# Objectives of the Annual Data Collection

* To analyze data collected by the Amplify Change project team to report on project progress towards the intended outcomes and indicators.
* To synthesize key findings into a comprehensive report, organized according to the project’s outcome areas.
* Provide recommendations on possible areas for improvement to enhance positive outcomes for the project’s beneficiaries.

# Project Outcomes and Indicators

The ultimate intended outcome for the project is that women and girls are better empowered to participate in decision making in the Afghan society. The project’s intermediate and immediate intended outcomes, and indicators are listed in Table 1 below. The annual data collection will measure progress against these outcomes and indicators.

**Table 1. Project intended outcomes and indicators**

|  |  |  |
| --- | --- | --- |
| **Intermediate outcomes** | **Immediate outcomes** | **Indicators** |
| **PILLAR 1** |
| 1100 INTERMEDIATE OUTCOME: Afghan society and government are more effectively supporting the protection of rights of women and girls from gender-based violence through enhanced commitment, policies and programming that defend the rights of women and girls  | 1110 IMMEDIATE OUTCOME: Increased awareness among women, men, and influencers of legal rights and laws that defend the rights of women and girls, including the right to be free from violence | 1100b: Percentage of women, men and influencers who are motivated to be involved in initiatives to address VAWG and women's rights in their community1110a: Percentage of trained women, men, and influencers who report on improved understanding of legal rights and laws that defend the rights of women and girls, including the right to be free from violence |
| 1120 IMMEDIATE OUTCOME: Enhanced access for women and girls who experienced violence to legal support and protection programs that defend their rights | 1120a: Percentage of women and girls aware of support services in their community1120b: Percentage of women and girls reporting on satisfaction on referral services offered for legal and protection services through the district-level consultation centers |
| 1130 IMMEDIATE OUTCOME: Increased access, especially for women and girls who experienced violence, to economic empowerment programs | 1130a: Percentage of women trained who are involved in economic activities1130b: Percentage of women trained reporting on improved confidence to participate in economic activities |
| **PILLAR 2** |
| 1200 INTERMEDIATE OUTCOME (1200): Strengthened Afghan civil society organizations (CSOs) are actively coordinating, advocating, protecting and promoting the rights and empowerment of women and girls  | 1210 IMMEDIATE OUTCOME: Increased capacity of Afghan CSOs and networks to develop joint accountability mechanisms to monitor the Afghan Government’s policies and programs on women’s and girls’ rights and empowerment | 1200b: Number of effective inter/intra-agency collaborations between Afghan CSOs and/or government agencies or private sector on advocacy and promoting the rights of women and girls1210a: Number of CSOs and WROs supported reporting on increased knowledge to deliver effective, transparent and accountable programs on women’s rights issues s1210b: Number of Afghan CSOs trained who report on increased awareness and willingness to engage with government for national commitments on women’s rights |
| 1220 IMMEDIATE OUTCOME: Increased capacity of the Afghan CSO networks to membership and share knowledge on women and girls’ rights and empowerment | 1220a: Number of new CSOs that join various Afghan CSO networks working on advancing women's rights1220b: Number of new Afghan CSOs from target areas reporting on improved capacity to influence on women’s rights and empowerment |
| 1230 IMMEDIATE OUTCOME: Increased ability of the Afghan CSOs and networks to coordinate, promote and advocate for the participation of women and girls in decision-making processes | 1230a: Percentage of Afghan CSOs reporting on improved skills on advocacy and advocacy strategy development1230b: Number of advocacy/campaigns implemented by trained Afghan CSOs to promote and advocate for the participation of women and girls in decision-making processes |

# Annual data collection methodology

The project partners and Oxfam will collect data from direct beneficiaries who have participated in project activities over the past six to eight months (June2020[[1]](#footnote-2) to February 2021) to provide us with information on the progress made (or lack thereof) on the project’s outcomes, and associated project implementation strengths, challenges, and gaps. The methods include focus groups, interviews, and some quantitative data collection and results tracking. Data will be collected across six project districts between Herat and Balkh provinces.

**Note: The consultant will analyze this data and report on key findings. They are not responsible for data collection.**

## Description of project activities to be evaluated

In Pillar 1 of the project, the key activities/interventions implemented across the project districts are as follows:

* Trainings on women’s rights according to national, international, and Islamic law. The workshops are provided to women and men (separately). *Corresponding outcomes: 1100b, 1110 (see table above)*
* Eight month vocational training programs for women on tailoring and literacy. *Corresponding immediate outcome: 1120*
* Consultation centres established and operating in the project districts as a safe space where survivors of violence can access support and legal counsel, and referrals to other services. *Corresponding immediate outcome: 1130*

In Pillar 2 of the project, the key interventions are:

* Capacity-building activities with civil society organizations (CSOs) and women’s rights organizations (WROs) on how to hold government accountable to promote and protect women’s rights. This includes planning workshops for CSOs and WROs to establish joint advocacy strategies and build stronger accountability mechanisms. *Corresponding immediate outcome: 1210*
* Networking opportunities for CSOs and community-based organizations (CBOs) to build relationships and partnerships and further joint efforts on women’s rights and empowerment. *Corresponding immediate outcome: 1220*
* Capacity building and networking opportunities for CSOs to strengthen advocacy strategies to promote women’s participation in decision-making processes. *Corresponding immediate outcomes: 1230*

## Summary of data collection methods

Table 2 outlines all data collection methods and sources. Oxfam and partners will conduct this research, while the consultant will analyze the data collected.

**Table 2. Data collection methods and sources**

|  |  |  |  |
| --- | --- | --- | --- |
| **Project Activity**  | **Monitoring method** | **Quantity** | **Description** |
| Legal rights trainings(Pillar 1) | Focus groups with participants | 6 (3 with women, 3 with men) | In total, 3 FGDs will be held with legal rights training participants in each province.  |
| Vocational trainings(Pillar 1) | Focus groups with participants | 6 | One focus group will be held with some of the vocational training participants who completed the course.  |
| Consultation centres for survivors of violence(Pillar 1) | Interviews with legal counsels | 6 | One legal counsel/lawyer who works directly with clients of the consultation centres will be interviewed. |
| Capacity-building and networking activities with CSOs (Pillar 2) | Focus groups with CSO representatives | 6 | Three FGDs in each province with CSOs and CBOs participating in the AC project activities.  |

In addition to the data sources listed in the table, there will be some minor document review of secondary data associated with some of these activities.

# Time frame

As indicated in the table below, the contract will begin on March 2 and end on April 16, 2021.

|  |  |  |
| --- | --- | --- |
| **What**  | **Who**  | **Deadline** |
| Deadline for proposals | Consultant | February 6th 2021 |
| Interviews with shortlisted candidates | Consultant/OiA | February 16-18th 2021 |
| Consultant selected | OiA | February 21st 2021 |
| Contract signed  | Consultant/OiA | March 2nd 2021 |
| Draft report submitted by the Consultancy  | Consultant  | March 31st 2021 |
| Give consultant feedback on report | OiA/OCA | April 8th 2021 |
| Submit final report  | Consultant  | April 16th 2021 |

# Skill and requirements

1. Demonstrated experience with data analysis, research and/or evaluations related to gender equality, women’s rights and empowerment.
2. Demonstrated experience analyzing large amounts of qualitative data.
3. Ability to synthesize and analyze quantitative data using Excel or SPSS.
4. Adept at producing reports that include evidence from the data to substantiate the findings (E.g. quotes, tables, graphs).
5. Demonstrated experience doing similar projects and producing reports for non-governmental and/or multi-lateral organizations.
6. Strong analytical abilities
7. Strong English reading, writing, and communication skills.

# What to include in your proposal:

* All proposals must be written in English
* The proposal must be submitted in two parts : technical proposal and financial proposal
* The technical proposal must include a narrative description of the methodology; work plan for accomplishing the assignment; description of possible challenges/risks in analysing the data and how to overcome them (including health risks associated with COVID-19).
* Describe relevant experience with at least three completed projects with similar complexity and scope.
* Provide 1-2 samples of previous work
* Provide three references from past projects

Application Procedure:

* Submit application to Jobs.afghanistan@oxfam.org and cc Beheshta.rahimy@oxfam.org no later than February 07, 2021.
* Applications that do not contain the information outlined above will not be considered.
1. Activities were suspended in April and May because of COVID [↑](#footnote-ref-2)