

## Terms of Reference (ToR)

# Online baseline study for Kvinna till Kvinna's CIVSAM WPS Programme

(1 Jan 2019– 31 Dec 2023)

### 1. Introduction

Kvinna till Kvinna wants to commission a consultant to carry out a baseline study using digital solutions. Due to the current COVID-19 pandemic Kvinna till Kvinna wants to continue with its operations using digital tools to explore new ways of working with baseline studies. Even though we see that many countries are starting to open its borders, the countries in which Kvinna till Kvinna's are operating in are still under partial lockdown and the organisation deem it safer to carry out the baseline online.

### 2. Organisation and Background Information

The Kvinna till Kvinna Foundation is a Swedish non-profit organisation that supports women and women's organising in conflict affected areas to increase women's power and influence. Kvinna till Kvinna's approach is based on strong local ownership and long-term support by working with over 110 partner organisations – because we believe women's rights activists know best what women and girls in their country need. Kvinna till Kvinna focuses on four key issues: gender-based violence, women's equal participation, women's economic empowerment and women, peace and security.

Kvinna till Kvinna has been a so-called RAM/Frame organisation with Sida CIVSAM since 2014 (now called Strategic Partner Organisations or SPOs).

In December 2018 Kvinna till Kvinna signed its 2nd long-term agreement with Sida CIVSAM for the 5-year programme; *“Support to the Women's Movement and promoting Women's Rights in times of shrinking space”* running January 2019-december 2023. The programme goal is that: *Kvinna till Kvinna and partner organisations work towards a pluralistic and adaptive women's movement that is able to influence policy and practice with regards to WPS in the conflict affected regions in Africa, MENA, South Caucasus and Western Balkans.*

The baseline is to be developed for a program that specifically aims at contributing to strengthening the Women Human Rights Defenders' (WHRDs) movement to effectively organise and address change agendas such as the current situation of shrinking space and will very much involve support to partners for various levels of advocacy. This outcome is identifying the importance of having WHRDs, who themselves are experiencing the repercussions of shrinking space, working in an often hostile environment, as skilled advocates and change makers for the change they need to see for gender equality, ensuring women's rights and just peace. Through their work the WHRDs also have important knowledge about the needs and wants of the communities they are working in and for.

## 2.1 Rationale

The Theory of Change of the programme is as follows:

**If** women's rights organisations in conflict affected contexts have a strong mandate and adaptive and inclusive organisational structures, **then** they will be able to organise effectively and safely and develop their resilience and ability to organize to promote change in light of the WPS agenda. This is so **because** strong women's rights organisations who represent women's needs, interests, and priorities enhance the safe space for women to work together and act in solidarity.

And **if** women's rights organisations represent women's priorities and work collaboratively, **then** they can organise effectively to represent a strong and alternative voice in promoting policies that observe the needs for building an enabling environment for women's movement and activism on various levels. This is so **because** they can influentially advocate with credibility and legitimacy from their constituency base.

Kvinna till Kvinna wants to work with "*holding the line*" as a conceptual framework within its monitoring and evaluation. For the Theory of Change to be fulfilled there needs to be an enabling environment where women's rights organisations can work without risking violence and/or of legal repercussions. Most results frameworks and monitoring tools are focused on measuring progress and positive development, but are not equipped for tracking negative changes, reversals and backlash that push back or shift the direction of a positive change path. In Kvinna till Kvinna's and

partner organisations' work, this is vital because as soon as advances seriously challenge patriarchal or other social power structures, there are often significant reactions and setbacks. This is becoming noticeable in numerous ways, particularly in the context of shrinking space combined with the anti-gender movement that is growing stronger and stronger. The same limitation exists in tracking movement building or movement impacts and is something Kvinna till Kvinna wish to be able to measure.

## **2.2 The Assignment**

Kvinna till Kvinna is commissioning a consultant to develop a baseline for Kvinna till Kvinna's CIVSAM funded programme Women Peace and Security 2019-2023.

The baseline will have the programme's Theory of Change as a point of entry and provide the foundation for monitoring and assessment throughout the implementation period of the program.

Using the Theory of Change as rationale the consultant will also work with the feministic concept of *"holding the line"* and provide guidance and recommendations to Kvinna till Kvinna and partner organisations on the elaboration of baselines, monitoring and evaluation.

*"The CIVSAM funded program reaches around 50 partner organisations, collaborating with staff in 6 different offices over all 4 regions of KtK and should thus include the global perspective, mostly managed from Stockholm Head Office ,but also be well linked to all of the local offices and our partner organisations in each country* The baseline study will thus be conducted with a focus on the global level of the programme with local deep dives, using relevant and secure digital tools, within the countries where the programme is implemented; including Democratic Republic of Congo, Georgia, Serbia, Kosovo, North Macedonia, Bosnia & Hercegovina, Israel, Palestine, Lebanon. This baseline will be a complement to the on-going monitoring Kvinna till Kvinna's offices are doing and a way of linking our local work into a global context and should include interviews with partner organisations.

### 2.3 Objectives

- Provide a baseline linked to the Theory of Change and the Results Framework.
- Offer advice and guidance on appropriate planning, monitoring and evaluation and learning methods of the programme cycle, including data collection methods to follow up on baseline and methods to follow-up on the Theory of Change on a national level.
- Include analysis and recommendation on Covid-19 repercussions within the scope of the assignment.

### 3. Methodology

The consultant is expected to carry out this baseline study using digital solutions. Some partners may not have a stable connection to internet, which needs to be taken into consideration.

The methodology of the assignment is up to the consult to decide and for Kvinna till Kvinna to approve. Identification, collection and analysis of baseline data (quantitative and qualitative data) is to be included. The scope of the study will be determined by the outcomes defined in the programme's results framework as well as the stated Theory of Change and concept of *"holding the line"*.

### 4. Deliverables

- Work plan including activities and timetable (needs to be approved by Kvinna till Kvinna).
- Draft baseline study report (to be commented and approved by Kvinna till Kvinna).
- Final baseline study report, including recommendations on monitoring
- Workshop with relevant stakeholders within Kvinna till Kvinna to share recommendations and how to use the baseline study while monitoring. This workshop will be held online.

### 5. Skills and competencies required by consultant

- University degree (BA, equivalent or higher education), preferably in gender studies as related to development, political science, law or other related disciplines.

- Sound knowledge and experience of results-based management (RBM), monitoring and evaluation. At least 3 years of experience in RBM and the establishment of monitoring and evaluation frameworks, baseline and M&E related capacity development with proven track record. Solid experience of applying a rights-based approach with local partners. Knowledge and experience on gender equality, women's empowerment, conflict sensitivity, development, human rights or other related disciplines, including at the international level, is an asset
- Knowledge of Theory of Change on a theoretical level and with practical implementation skills related to monitoring and evaluation.
- Sound knowledge in working with women's rights and applying a feminist approach and a human rights-based approach to working methods.
- Ability to produce concise and analytical reports.
- Documented experience of international development cooperation.
- Fluent in English, both written and verbal communication skills.
- Language skills in, or access to team with language skills in, French, Arabic and Russian.
- Experience from work with a participatory and culturally and conflict sensitive approach.
- Contextual knowledge of Kvinna till Kvinna's regions
- Competence in using digital tools

## **6. Financial framework**

Consultant fees shall be specified as fees per day including taxes, social security contributions and VAT. The tender shall state total value of tender, including expenses such as telephone, internet, postage or other relevant expenses related to the assignment.

In cases where the tender includes a team of consultants, their division of work shall be presented.

## 7. Scope and Timeline

- The consultant/s shall be able to start on the 14<sup>th</sup> of September 2020 at the latest.
- A first draft of the baseline shall be sent to Kvinna till Kvinna no later than 26<sup>th</sup> of October 2020
- The final baseline report should be delivered to Kvinna till Kvinna no later than 23<sup>rd</sup> of November 2020
- A detailed time plan should be agreed upon before signing an agreement

## 8. Required information

The consultant shall submit the following information:

- Methods and procedures for conducting baseline study
- Method of ensuring the quality of the development of the baseline
- Timeframe of the study in accordance with the points specified in this ToR
- If applicable CVs for consultants in the team to carry our assignment, showing previous experience from similar assignments
- Contact information

## 9. Submission of tenders

Interested candidates should submit tenders to Kvinna till Kvinna no later than 17<sup>th</sup> of August 2020, by email to [applications@kvinnatillkvinna.se](mailto:applications@kvinnatillkvinna.se) with subject line: Baseline WPS 2020.

## 10. Contact

For questions until July 10<sup>th</sup>, please contact [jenny.sonesson@kvinnatillkvinna.se](mailto:jenny.sonesson@kvinnatillkvinna.se) or [alexandra.karlsdotter@kvinnatillkvinna.se](mailto:alexandra.karlsdotter@kvinnatillkvinna.se)

For questions between July 11<sup>th</sup>- August 16<sup>th</sup>, please contact [petra.zather.strader@kvinnatillkvinna.se](mailto:petra.zather.strader@kvinnatillkvinna.se)