

Terms of Reference (TOR) for Endline Intersectional Gender Analysis

1. Background and Context

YWCA in Ethiopia in partnership with Save the Children has been implementing CSO strengthening program since April 2022-Sep 2025. Young Women Christian Associations' (YWCA in Ethiopia) is an affiliate member of World YWCA, which is membership and volunteerism movement that connects women leading social and economic change in over 120 countries. YWCA in Ethiopia is re-established in 2000, then re-registered as Ethiopian resident charity following proclamation 1113/2019 with license number 0237, and again re-registered with revised CSO proclamation under FDRE CSO agency.

YWCA in partnership with Save the Children International had been implemented the Sida CSO strengthening program from April 2022- September 2025. The overall goal of the Sida CSO strengthening program, is to create a strong civil society that demands and supports the fulfillment of children's rights – holding states to account and mobilizing and empowering children and their communities

The Sida CSO strengthening program aims to build a strong civil society that is equipped to support children's rights. Among other qualities, the program is designed to evaluate the current gender capacity of five partner civil society organizations and help develop interventions that increase gender equality rights in these communities

The project was implemented at three regions in Addis Ababa, Oromia (Bishoftu) and in SNNP (Welkite). The Primary objective is to ensure the Save the children five partner CSO's to become gender sensitive at least and gender transformative at most in their program implementation approach and internally through their administrative process.

A base line intersectional gender analysis was conducted on partner organizations and the communities where they engage child led structures/initiatives. The purpose of the analysis was to grasp how the simultaneous identities children have impacts their understanding of their rights

and their opportunities to exercise/demand the fulfillment of those rights. Intersectionality of gender was viewed against age, socio economic status, disability/ability, geographic location (rural/urban) and minority group membership. And action plans were tailored to each partners gaps and needs developed based on the base line intersectional gender analysis and continuous monitoring and support had been provided by YWCA.

2. Purpose of the analysis

The purpose of this end line intersectional gender analysis is to assess the gender mainstreaming capacity of the five CSO's. And it will also help to identify lessons learned .The analysis will provide evidence-based findings and recommendations to inform future programming and decision-making while meeting donor and organizational reporting requirements.

3. Evaluation Objectives

- To evaluate the extent to which the partners are integrating/ mainstreaming gender
- To assess the relevance and effectiveness the gender equality capacity support.
- To evaluate the capacity of the partner CSO's regarding gender equality and social inclusion
- To identify ways to address these gender inequalities, in order to strengthen gender equality programming across each programme, and ultimately to generate gender equality results for rights
- To identify factors that contributed to or hindered the success of the gender capacity building.
- To evaluate the sustainability of the gender equality outcomes and the potential for scaling up.
- To provide actionable recommendations.

4. Evaluation Questions

- To what extent did the project achieve its intended outcomes and outputs related to gender equality?
- Were the project's strategies and approaches effective in addressing the gender inequality needs and gaps?

- What were the major challenges faced during mainstreaming gender and social inclusion and how were they addressed?
 - How sustainable are the project's outcomes, and what measures are in place to ensure continuity?
 - What lessons learned and best practices can be drawn from the project?
-

5. Scope of the Evaluation

the evaluation will cover the period after the baseline intersectional gender analysis from 2023-2025 in Addis Ababa, Bishoftu and Welkite

6. Methodology

The analysis will use a qualitative data collection tools through focus group discussions and key informant interviews. Children groups and CSOs will engaged throughout the focus group discussions while key informants will engaged through in person interviews. Secondary data will be obtained from project and monitoring reports.

7. Deliverables

- Preparation period (including preparation monitoring tools and work plan) – July 15, 2025.
- Draft intersectional gender analysis – July 30, 2025.
- Final intersectional gender analysis – August 15.2025.

8. Roles and Responsibilities

- **Evaluation Team:** Conduct the evaluation, analyze data, and prepare reports with the MEAL officer.
- **Project Staff:** Provide logistical support, access to documents, and facilitate meetings with partner CSO's, support and engage in the intersectional gender analysis process.
- **SCI:** support, Review and provide feedback on the process.

9. Timeline

- Monitoring tool preparation: July 15, 2025.
 - Data collection: July 20, 2025.
 - Draft IGA submission: July 30.2025.
 - Final IGA submission: August 15, 2025.
-

10. Ethical Considerations

The intersectional gender analysis will adhere to ethical standards, ensuring informed consent, confidentiality, and the protection of vulnerable groups. Participants will be informed of their rights, and data will be anonymous to protect identities.

N.B kindly submits the technical and financial proposal, and attaches business licenses, VAT registration and TIN number with other necessary documents via applicationywca@gmail.com