

EDUCATION COALITION OF ZIMBABWE

TERMS OF REFERENCE FOR END OF PROJECT EVALUATION OF SAIH FUNDED PROJECT

DEADLINE FOR SUBMISSION: 21 August 2026

TERMS OF REFERENCE:	Terms of Reference for Education Coalition of Zimbabwe external evaluation consultant to carry out an End of Project Evaluation of a SAIH Financed project 2022- 2026
Title of the consultancy	“End of project Evaluation of the Strengthening Inclusive Tertiary Education in Zimbabwe project 2022-2026”
Background Information	ECOZI was awarded a grant from SAIH through the Norwegian Students' and Academics' International Assistance Fund in 2022. The Education Coalition of Zimbabwe (ECOZI) has been working with pre-service teachers and lecturers in tertiary education colleges of Zimbabwe supporting them to advocate for an inclusive teacher training curriculum. As part of the application process for the grant, ECOZI presented a project proposal that, among other things, included a national context analysis, objectives, outcomes, outputs, and budget. The project is currently under midway implementation and will end on 31 December 2026. The project seeks to achieve the following outcomes at National Level ● Disadvantaged students access quality and inclusive education in colleges ● Pro-active students who demand policy review and implementation ● Increased discussions on inclusive higher and tertiary education and SRHR in the Parliament SAIH currently have 30 partners in 7 countries, many working on inclusion in higher education institutions. The Education Coalition of Zimbabwe contributes to three global pillars which are stated below: Outcome 2: Safe and inclusive learning environments benefit groups historically discriminated against ECOZI has been implementing activities to ensure that the historically discriminated against which are women and students with disabilities are learning in a safe and inclusive environment. Outcome 3: CSOs and (HEIs) in full please contribute with research and knowledge production Each year ECOZI should commission a research which adds value to the policy Framework work in Zimbabwe considering the aspect of inclusion and creation of a safe learning environment

	Outcome 4: CSOs advocate for the rights of students and teachers and, a more accessible and inclusive higher education sector ECOZI is expected to hold activities which creates platforms for advocacy to ensure that teachers and students have access to inclusive higher and tertiary education. SAIH incorporates the human rights-based approach and aligns to the Sustainable Development Goals, particularly SDG 5 on gender equality, and SDG 4 on quality education. The promotion of gender equality and inclusion of marginalized groups, such as people living with disabilities, is a cross-cutting concern in the SAIH program.
Purpose and Objectives of the consultancy	The purpose of the consultancy is to have an end of project evaluation for the ECOZI-SAIH Financed project 2022-2026. The specific objectives are to: 1) To appreciate and confirm to what extent have the project outcomes and objectives been achieved (including change in the education policy formulation, implementation and monitoring; and effect on cross-cutting themes such as gender and inclusivity) and reported to SAIH the evaluate the project's effectiveness and efficiency target group (female students and students with disabilities) experience safer learning environments as result of ECOZI interventions/advocacy) in addition to its relevance in the national context (for marginalized groups' interests/rights and in relation to national policies/priorities) and ability to adapt as well as the sustainability of the results achieved. 2) To compile information about lessons learned, good practices and successful innovations through the systematization of information, analysis, and evaluation of ECOZI's SAIH financed project, 3) To orient SAIH Program and ECOZI for improving future project strategic planning and adaptation, particularly in relation to promote policy changes, advocating for safe learning environments aimed at ensuring equality generating and transformative quality education for marginalized groups. 4) To make recommendations on how to improve the strategic orientation and implementation of future ECOZI project(s).
Scope of the Evaluation	The end of project evaluation shall concentrate on ECOZI strategies and activities, that are financed by SAIH for the period January 2022 to December 2026. The evaluation will integrate human rights approach, gender equality perspective, disability inclusion and other non-discrimination issues as a cross-cutting concern throughout its methodology and all deliverables, including the final report. The evaluation shall pay special attention on how the intervention is relevant for the national development strategy, particularly in relation to the implementation of SDG 3,4; and the implementation of Education 5.0 in the country.
Evaluation criteria and questions	The project will be evaluated in relation to its relevance and validity of the design, effectiveness, efficiency, impact, and sustainability. Some of the questions that the evaluation should seek to answer are as follows; : Relevance:

	- To what extent has the project been relevant for the key stakeholders (Students and Teachers) in the national political and socio-economic context? - To what extent has the project been aligned to SAIH Global Results Framework Objective and outcomes, (view annex)? - To what extent has the project considered the needs/rights/interests of marginalized groups i.e., in relation to reducing inequality? - To what extent did the project strategy integrate the human rights- and gender perspective and to what extent did it succeed in operationalizing it? - Has the project adapted to changes during its implementation and in which aspects? Validity: - To which extent was the project design logical and coherent? Effectiveness: - To which extent has project achieved its expected outcomes and agreed original or updated outputs? - What are the gaps and differences noted and what are the justifications? - What were the underlying internal and external factors beyond the control of the project that have influenced its performance? Efficiency: - To which extent the project resources (financial, expertise and time) were used in an efficient manner and used to produce results? - Was the project cost efficient? - which extent the project identified possible risks? Were these risks adequately identified and mitigated? Effectiveness of management arrangements: - To what extent did the management capacities and arrangements put in place support the achievement of the results? - What are the unintended results that were realized during project implementation? Impact orientation and sustainability: - What there evolution between the situation at baseline and at midline? - What are the expected and unexpected positive and negative effects produced by the project? How did these changes come about? - To which extent did the project contribute to produce broader, long-term, sustainable development changes? - And if so, whether the changes have been durable or replicated? - To which extent did the project contribute to safe learning environment on higher learning institutions. (at college/university level)? Cross-cutting areas: - To which extent were gender equality and human rights-based approach incorporated in the project proposal design?
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	- To which extent did different marginalized groups benefit - in different ways - from the intervention? - How and in what ways did the intervention involve both women and men, right holders, and duty bearers? - To which extent the project implementation mainstreamed a non-discrimination principle? Lessons learned and adaptations: - What were the lessons learned from the project implementation experience? - How did the ECOZI strategy work? Or how did it not work? - Why did the ECOZI strategy work? Or why did the ECOZI strategy not work? - Where there any lessons learned during implementation used to adapt the project? - Has the quality of partnership been balanced or has there been a relationship of subordination? The assessment/evaluation criteria and questions can be changed and should be further elaborated by the external consultant, but fundamental changes should be agreed between ECOZI and the external consultant. SAIH to be informed or consulted about the final list of evaluation criteria and questions.
Cross-cutting issues / Issues of special interest	The consultancy must apply the following approaches in the analysis: the results-based management approach (which links planning of expected results (objectives and outcomes), implementation, monitoring, evaluation and learning; adaptive management approach, (promotes reflections on the project; and adapts the project to unforeseen significant changes in the project context and learnings from the implementation); the human rights-based approach (which takes into account international standards and commitments, national legal and policy framework; and the roles of duty-bearers and right-holders, respectively); as well as cross-cutting concerns for gender equality, disability inclusion and concern for non-discrimination for all groups of people, throughout the methodology and all deliverables. In relation to this, there is an interest to know if the policy changes as well as the ECOZI strategies were aligned to an equality generating and human rights-based approach as well as to the SDG-agenda; if gender equality, disability inclusion and social inclusion perspectives were considered in the policy changes as well as in the ECOZI strategies.
Methodology	The details of the methodology will be elaborated by the external evaluator based on the present Terms of Reference (ToR) and documented in the inception report. For the design of the methodology, it is recommended to use a combination of qualitative and quantitative evaluation methods; and involving various analysis methods; carry out triangulation of data, using different data collection methods, types of data and stakeholder perspectives; utilize the human rights- and gender perspective approach in the analysis as well as equity lens in the analysis; ensure that there is a clear logical link between the data collected and analyzed and the conclusion and recommendations presented; data analysis and interpretation well communicated through accessible language and useful visuals (diagrams, graphs, tables as needed). The methodology could include the following activities: ▪ Read relevant SAIH and ECOZI documents such as projects and narrative reports; SAIH Technical Progress Reports, End of Project Report and other documents. ▪ Participate in a meeting with ECOZI project beneficiaries.

	▪ Elaborate semi-structured interview guidelines tailored for interviews to students / project beneficiaries. With separate interviews or focus group discussions with representatives of ECOZI Secretariat , ECOZI members, Adolescent Sexual Reproductive Health Forums Group Members, Health and Life Skills Focal Persons, national authorities, and other stakeholders. ▪ Compile information through the established methodology (interviews, focus groups, surveys); analyze and draft a preliminary report. ▪ Present the preliminary findings to ECOZI (and eventually stakeholders) to receive feedback. ▪ Incorporate factual corrections and relevant information. ▪ Elaborate the final report including executive summary and annexes. ▪ Present the conclusions and recommendations to ECOZI (and eventually stakeholders).		
Duration and period	The duration of the consultancy is maximum one month. The specific consultancy start- and end date will be agreed with ECOZI.		
Main deliverables and payments	The consultancy has 3 deliverables. Payments will take place in two parts (the first payment is 60% of the total amount and will be paid after the deliverable 1 (Inception Report) has been handed in and approved by ECOZI; the second payment is 40% of the total amount and will be paid after the deliverable 2 has been handed in (Draft report) has been approved by ECOZI; in accordance with the below schedule and established deliverables.		
	Deliverables	Delivery dates	Percentage of the total payment
	1. Inception report that contains the precise methodology and workplan for the End of Project evaluation.	1 week after contract signature	<i>60% of total consultancy amount (deliverable 1) Payment will take place two weeks after ECOZI approval of the product.</i>
	2. End of Project Evaluation Draft Report (written in English)	4 weeks after contract signature	
	3. End of Project Evaluation Final Report (written in English), including an executive summary of maximum 2 pages.	1 week after contract signature	<i>0% of total consultancy amount (deliverable 3)</i>

	The evaluation report shall have this obligatory INDEX and sections included: Index: 1. Cover page 2. Acknowledgement (if any: optional) 3. Table of Content 4. List of tables, list of annexes, 5. List of acronyms, 6. Summary (max. 2 pages) written in ENGLISH. 7. ECOZI introduction (short description of ECOZI) 8. ECOZI - SAIH project intervention and theory of change 9. Objective of the evaluation 10. Scope and methodology of the evaluation and limitation of the evaluation 11. Literature review: assessment of achievement based on available reports. 12. Results of the evaluation: (results on relevance, results on effectiveness, results on efficiency, results on the impact, results in relation to sustainability, results on cross-cutting issues) 13. Analysis and discussion 14. Lessons learned, good practices, case studies. 15. Conclusion 16. Recommendations 17. References 18. Annex: photos, 19. Annex: list of participants in the discussion 20. Annex: verification materials 21. Annex: data base (excel PART B) The text should be (point 7 – 16 included) MAXIMUM 15 pages. The report is handed in word and in pdf.		<i>Payment will take place two weeks after SAIH approval of the product.</i>
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Orientation and supervision of consultancy.	The consultant will receive technical orientation about the ECOZI project from ECOZI focal point for the evaluation. ECOZI provides overall supervision of the consultancy; and all payments require approval by ECOZI Director. The consultant(s) will be responsible for logistics, communication, and secretarial work; as well as for the administration of all methodological tools such as questionnaires, focus groups, etc. SAIH MEL advisor is given the opportunity to submit comments to the evaluation draft report.
Management Arrangements and work plan	The consultant MUST be independent from ECOZI and stakeholders shall have the following skills/experience/qualifications: - Hold a Master’s Degree in International development, Development Studies, Public Administration and International Relations, Social sciences, economy, political science or monitoring and evaluation. - Have minimum 5 years’ experience in working in international development programs. - At least four different experiences of elaboration of technical reports or knowledge management publications related to international development cooperation. - Be qualified as evaluator of development projects in the social area with expertise in applying human rights-based approach and gender perspective. - Have experience in working in different national development contexts and/or at regional/global level. - Technical knowledge to development of social policies, preferably education policies. - Knowledge to the 2030 Sustainable Development Agenda. - Excellent writing skills in (include language) - Availability in August- October 2026
Legal and ethical matters	The consultancy and its products should comply with ECOZI’s Code of conduct and standards,PSEA, General Data Protection Regulations (GDPR-rules), international established ethical guidelines and “no conflict of interest” statements. The evaluator will be independent and impartial in relation to ECOZI; will produce useful and credible information and recommendations for the established users; carry of the evaluation action plan in a transparent way and comply with international established ethical guidelines for evaluations. The principal consultant and his / her team must comply with and respect the rights of the interviewees by guaranteeing them confidentiality and security.
Submission of bids	Technical and financial proposals of a maximum of 4 pages (annexes not included) must include the following elements: ▪ Technical proposal integrating the understanding of the TORs and the methodology proposed to carry out the evaluation. ▪ Composition of the team with a detailed CV of each team member and the roles of each in carrying out the assessment. ▪ Detailed budget of the offer. ▪ The financial offer proposed by the consultant should consider the available budget and include all the expenses relating to the performance of the evaluation (consultants' fees and the operational costs of carrying out the evaluation.

	▪ At least two extracts (3-5 pages) of evaluation reports carried out for similar missions. Date of submission of tenders: no later than 21 August 2026 All submissions to be emailed to ngojobs2023@gmail.com
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