

Terms of Reference Evaluating Effectiveness, Impact and Sustainability of

Creating Equal Opportunities for Socio-Economic Empowerment of Marginalized Communities in Mirpurkhas District- Phase II

Affirmation

All the contents provided in Terms of Reference (TORs) are only limited to serve the purpose stated herein. The contracting organisation prohibits use of information/data for any other purpose. Any re-production of these TORs is strictly not allowed. It does not accept responsibility for any interpretation of these TORs beyond scope of the assignment.

Acronyms

CHS	Core Humanitarian Standards
COB	Close of Business
CSG	Community Support Group
CSOs	Civil Society Organizations
CSSP	Civil Society Support Programme
CV	Curriculum Vitae
FGDs	Focus Group Discussions
GBV	Gender-Based Violence
KIIs	Key Informant Interviews
PHF	Pakistan Humanitarian Forum
RC	Rozgar Centres
ROI	Return on Investment
SPSS	Statistical Package for the Social Sciences
STATA	Statistical Software for Data Science
TORs	Terms of Reference
Ucs	Union Councils
UN	United Nations
WBC	Women Business Centre
WHD	Women Help Desk
WLF	Women Leaders Forum

1. Endline Summary

Grant Title	Creating Equal Opportunities for Socioeconomic Empowerment of Marginalized Communities in Mirpurkhas, Rawalpindi, and Islamabad District – Phase II
Target Location	Mirpurkhas, Rawalpindi & Islamabad
Grant/Project Goal	Women and Girls live lives free from Gender-Based Violence
Grant Outcomes	Outcome 1: Dominant norms transformed to protect girls and women from violence and harmful practices (forced marriages, early child marriages, denial of inheritance rights) Outcome 2: Women and girls at risk of violence and survivors have increased access to lifelong and specialized GBV prevention services. Outcome 3: Under-represented groups are empowered to participate in decision-making.
Direct beneficiaries	4,520 (2,420 women and 2100 men)
Key partners	CSSP (Civil Society Support Programme) & Rozan
Grant/Project lifespan	2 years 9 months (01-01-2023 to 30-09-2025)
Purpose of baseline	The key purpose of the evaluation is to assess the effectiveness, impact, and sustainability of the project, and to generate actionable recommendations based on lessons learned. The evaluation aims to inform the design of future projects , enhance their scalability , and explore opportunities for mainstreaming thematic outcomes related to Climate and Environmental Stewardship as well as Social Cohesion, Understanding, and Diversity .
Primary methods	Household survey. Focus Group Discussions, and Key Informant Interviews.
Endline start and end dates	01-07-2025
Anticipated Endline report release date.	31-08-2025

2. Introduction and Background

The contracting organization is a faith-based Humanitarian and Development organization working in 24 countries of the world. It began working in Pakistan in 1982, responding with humanitarian assistance to Afghan refugees in Khyber Pakhtunkhwa (KP) province. The organisation helped communities affected by the earthquake in 2005 and has from 2007, expanded its operations with long-term development and humanitarian aid. Our work is guided by the following values: Integrity of Creation, human dignity, global justice, inclusive communities, and compassion. The organization participates in the UN Clusters and is a member of the Pakistan Humanitarian Forum (PHF) and other networks. Contracting Organisation is dedicated to internationally recognized standards and commitments:

- Core Humanitarian Standards on Quality and Accountability (CHS).
- Sphere Humanitarian Charter and Minimum Standards in Disaster Response.
- ACT Alliance Code of Conduct.
- Code of conduct for International Red Cross and Red Crescent movement for NGOs in Disaster Relief
- Do No Harm

3. Description of Grant/Project

“Creating Equal Opportunities for Socio-economic Empowerment of Marginalized Communities in Mirpurkhas, Rawalpindi, and Islamabad is a three-years (2023-2025) project. The overall project goal is “women and girls live lives free from gender-based violence. This was accomplished through activities around the three project outcomes. The outcomes are as follows.

- 1: Dominant norms transformed to protect girls and women from violence and harmful practices (forced marriages, early child marriages, domestic violence, and denial of inheritance rights).
- 2: Women and girls at risk of violence and survivors have increased access to lifesaving and specialized GBV prevention services.
- 3: Under-represented groups are empowered to participate in decision-making.

The project interventions strategically focused on the engagement of men, women, young boys, and girls at the community level as well as with youth enrolled in three universities for becoming the change agents in gradual transformation in norms through training. In addition, action-oriented research commissioned on positive masculinities as an approach to counter the violence and abuse against women. Adolescent girls, women and young men offered skills training as well as marketing skills that helped in establishing the contact for securing regular income. Hence, men realized that inclusion and participation of women in decision making and availing choices and opportunities for socio-economic arena of life will contribute to an enabling environment and help to reduce GBV.

4. Target Audience

This assignment has following audience:

- Contracting Organization
- Partner Organizations
- Donor

The endline evaluation will assist the project team in determining the values for key results at the time of project completion. The benchmark values were determined at the start of the project during the baseline evaluation. It will provide the variation in the values that will help us to determine the value addition through the activities. Furthermore, it will establish a solid basis to see that the project objectives are met.

5. Endline Objectives

The key purpose of the evaluation is to assess the effectiveness, impact, and sustainability of the project, and to generate actionable recommendations based

on lessons learned. The evaluation aims to inform the design of future projects, enhance their scalability, and explore opportunities for mainstreaming thematic outcomes related to Climate and Environmental Stewardship as well as Social Cohesion, Understanding, and Diversity. The specific objectives include:

1. To assess the effectiveness of the project approaches—positive masculinities, faith-actors engagement, community conversations, GBV Guiding principles and survivor-centred approach, and skill development and market linkages— in achieving its outcomes.
2. To evaluate the impact of the project on rightsholders and duty-bearers, including changes in knowledge, attitudes, behaviours towards GBV.
3. To examine the sustainability of project outcomes and the extent to which benefits are likely to continue beyond the project's duration.
4. To identify key lessons learned and best practices that can inform the design and implementation of future projects.
5. To explore opportunities for mainstreaming the thematic outcomes related to Climate and Environmental Stewardship as well as Social Cohesion, Understanding, and Diversity into Gender Equality, Protection and Respect programme.

6. Endline Scope and Methodology

This project will be evaluated based on the following three criteria of OECD-DAC for evaluation.

- Effectiveness
- Impact
- Sustainability
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The endline will be conducted in the 25 villages (Annex-I) of 5 Union Councils and the universities of Mirpurkhas, Rawalpindi, and Islamabad (Annex-II).

To accomplish the objectives of the endline study, the contracting organization intends the consultant to propose a comprehensive methodology in accordance with the nature of objectives, and the source of the data required for indicators to be measured.

The results frame of the project is composed of global and country specific indicators. A comprehensive methodology for measuring the global indicators will be available to selected consultant. The sample frame for the indicator 1.1 is 1,750 households from 25 villages of Mirpurkhas and six universities. The individuals in 25 villages belong to different faiths, low-income families, mostly tenants. The individuals in universities are the students of social sciences disciplines belong to low- & middle-income group. The sample shall have proportionate representation of both genders, location and faiths.

Description of Outcome	Indicators	Source and means of verification
Outcome 1: Dominant norms transformed to protect girls and women from violence and harmful practices (forced marriages, early child marriages, domestic violence, denial of inheritance rights)	1.1 % of target population who support zero tolerance to violence and harmful practices (forced marriages, early child marriages, domestic violence, denial of inheritance rights)	Household Survey (Global Indicator)
Outcome 3: Underrepresented groups are empowered to participate in decision-making	3.1 % of individuals trained at Rozgar Centres (livelihood Centres) who contribute to household income (disaggregated by gender, district, faith, and disability).	Household Survey] (Country Specific Indicator)

The proposed methodology shall be a mix of both quantitative and qualitative methods and detail the methods and approaches of data analysis and quality assurance throughout the study process.

7. Evaluation criteria and questions

The evaluation will examine the Action implementation against the hereunder criteria by addressing the following questions. The evaluator will develop a more detailed analytical framework of questions and sub-questions to carry out the evaluation.

Effectiveness	<ul style="list-style-type: none"> - To what extent has the project transformed the dominant norms protecting girls and women from violence and harmful practices (forced marriages, early child marriages, domestic violence, denial of inheritance rights) in the target areas? And which interventions of the project remained effective in this regard? - How effectively has the vocational skills development and women business centre enabled socio-economic empowerment for marginalised communities, including women and differently abled persons? - Did the public entities/institutions effectively respond to the concerns advocated by the marginalized groups
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	<p>(representing both genders) organized into local structures at project intervention areas, district and provincial levels?</p> <p>How effective was the role of faith-actors' in creating awareness on effects of climate change on women/girls and protecting them from GBV and harmful practices?</p>
Sustainability	<ul style="list-style-type: none"> - How likely is for the local structures¹ to continue functioning beyond the project life? - How likely will the effects² of the project sustain beyond project life?
Impact	<ul style="list-style-type: none"> - Have project contributed to reducing the prevalence of harmful practices and incidents of GBV in project intervention areas? - Are there any positive/negative and intended / un-intended long-term effects on rightsholders and duty-bearers?
Future Mainstreaming of outcome areas	<ul style="list-style-type: none"> - How to adapt and mainstream UN 1325 Resolution (2000) provisions within the purview of local structures' roles and responsibilities? - Determine the potential and avenues for mainstreaming of below mentioned outcome areas in design and implementation of future projects. <ul style="list-style-type: none"> o Social cohesion and psychosocial well-being o Community resilience and disaster risks management
Lessons learned and best practices	<ul style="list-style-type: none"> - What are the key best practices and lessons learned from the implementation of the project to enhance the effectiveness, impact and sustainability? - Which aspects of the current project's design and implementation approaches should be improved to enhance their adaptability and effectiveness for replication and scale-up in future initiatives?

8. Quality standards, principles, and ethical consideration

The study shall respect the contracting organization's policies and guidelines such as Do No Harm, General Data Protection Regulations (GDPR), Information Security, and ethical guidelines for the evaluation. Data and information collected during the

¹ Local structures: [Women Help-Desk (WHD), Women Leaders Forum (WLF), Community Support Groups (CSG), Women Business Centre (WBC) and Rozgar Centres (RC)]

² Effects because of changes in perceptions, behaviour towards local forms of GBV, access to services, inclusion in decision making and socio-economic wellbeing.

assignment will be used for the purpose of the assignment only and handed over to the contracting organization on completion of the assignment. Key aspects of the quality assurance regime that the consultant is required to provide in the proposal are:

- Overall quality control
- Data quality assurance
- Data storage, retrieval and analysis
- Privacy /sensitive information protection protocols
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The evaluation will be conducted to evaluate the overall performance of the project. Through the application of OEDC/DAC criteria (Effectiveness, Sustainability, Impact), the project progress, learnings gaps, and ways will be assessed.

The findings and recommendations of the evaluation will lead to learnings for the International Organisation and implementing partners. It will help the International Organisation and implementing partners adjusting the project's approaches and scope of the remaining life of Action.

9. Deliverables and schedule

The duration of the review will be approximately 60 days after the signing of the contract. The timeframe for deliverables is outlined in the table below.

Tasks/outputs	Responsible	Suggested timeframe (days)
Inception meeting with Action team/contracting organization	Team/Consultant	5
Desk review and Submission of Inception Report, data collection tools, and field plan.	Consultant	10
Primary data gathering including partner office & field visits (Mirpurkhas, Rawalpindi, and Islamabad)	Consultant	20
Presentation/ Validation meeting after completion of the data analysis.	Consultant	5
Submission of the first draft of the Project Endline Report, including raw data gathered and analysis products generated.	Consultant	10
Feedback on the Endline Report	Contracting Organization	5
Submission of Final Report of Endline (refer annex-III for report template)	Consultant	5
No. of days to complete the assignment.		60

The consultant would submit Inception Report (max. 15 pages excluding annexes), presenting the methodology (tools, sampling etc.), framework of review, and timeline. The inception report will have to be approved by the contracting organization.

- The final report of Endline Study shall follow the 1-2-25 page ratio and cover
- Executive Summary (2 pages max)
- Presentation of background, methods, results, findings, limitations of study design (25 pages max)

- Appropriate Annexes, i.e., TORs, data collection instruments, list of interviewees, raw collected data, codified and analysed datasets and syntax of analysis application used, such as SPSS, STATA, Tableau, excel (as applicable), and any auxiliary information germane to the assignment.

10. Team Composition and Requirement

The consultant/consulting firm must provide a minimum of the following personnel for this assignment.

Core team:

- Full-time Team Lead – Gender Expert
- Full-time data manager
- Part-time livelihoods
- Part-time climate expert

Field Team:

Although the consultant/ consulting firm will determine the composition and number of personnel in field team(s). However, the field team must have representation of both genders, and at least one supervisor for each team.

The consultant/consulting firm must clearly mention the key roles and responsibilities of each member of the core team and field team based on the skills and experience required for this assignment as outlined below.

Core Competency	Required Qualification/Skills
Technical & Thematic Understanding	<ul style="list-style-type: none"> - In-depth understanding of Pakistan’s gender context and dynamics and how these affect women from marginalized communities. Inclusion of the gender expert as part of the team with a minimum of 18 years of education with a specialization in gender, and at least 9 years’ experience of leading/contributing to gender programs at a senior position. - Advanced degree in relevant discipline of social science, evaluation, and/or research methods, including, Gender Studies; Development studies; Economic Development, Anthropology; or Sociology. - Demonstrated understanding of vocational and livelihoods trainings - Demonstrated experience in Gender projects/programmes with a focus on GBV. - Demonstrated understanding of the governance sector, rule of law, citizen security, justice and human rights issues - Excellent Communication skills, written and oral, including in cross-cultural contexts. - Demonstrated understanding of civil society organizations and the political landscape in Pakistan particularly Sindh and the role of CSOs in governance and development. - Preferably, the applicant is affiliated with a reputable research institution or consultancy firm (from Pakistan).

	<ul style="list-style-type: none"> - Proven experience in qualitative and quantitative methods. Having designed and conducted large scale surveys/evaluations in both rural and urban contexts. Proven capacities in data, collection, analysis and reporting. An evaluator with 18 years' education and specialization in Statistics, and proven experience in survey/evaluation design must be part of the team.
Experience	<ul style="list-style-type: none"> - Minimum ten years of experience in designing, managing, and implementing impact assessments/studies, evaluations, research, and the use of mixed methods. Preferably some evaluation experience of GBV, masculinities, and livelihood for marginalized communities. - Demonstrated understanding of gender issues, gender mainstreaming, and peacebuilding within evaluation. - At least 10 years of experience in working with government officials, media, marginalized groups including faith minorities, people with special needs, transgenders. - Experience working with CSOs, Academia. - Has excellent writing skills. - Able to work independently with minimum supervision. - Able to respond to short deadlines.
Behavioral	<ul style="list-style-type: none"> - Meets commitments with quality and delivers on time - Treats colleagues, partners, stakeholders, clients, and counterparts with dignity and respect, and works without any prejudice. - Demonstrates respect for diversity and understanding of different points of view, cultures, and faiths. - Promotes an environment of open communication while ensuring that sensitive information is protected. - Demonstrates and abides by the core values of the commissioning organization throughout the assignment

11. Reporting and Point of Contact

Programme Coordinator Gender Equality, Protection & Respect Programme will be the point of contact for the coordination and reporting until and unless decided in the inception meeting. The details will be shared with the consultant awarded with the contract.

A) Roles and Responsibilities of the Contracting Organization

- Brief/orient the consultant on the Project.
- Brief and orient stakeholders about the purpose of the endline

- Review and approve the study tools, methodology, and reports (inception, draft, and final reports).
- Extend necessary facilitation to ensure coordination among partners, stakeholders, and consultant.
- Assist in organizing meetings with implementing partners and stakeholders.
- The contracting organization will provide the necessary documentation to the consultant, work out a programme and coordinate throughout the fieldwork.
- Provide necessary support to the consultant to ensure timely completion and compliance with the international survey standards.
- Prepare and disburse payments for the consultant upon completion of the deliverables of the assignments.

B) Consultant's Roles and Responsibilities

- Hold an inception meeting with the Programme team.
- Desk review of project documents and reports amid proposals, program logic, assessments, project financial plan, and monitoring and project baseline report.
- Prepare and submit the proposal and inception report including employed methodology, research tools, work plans, and schedule for both qualitative and quantitative aspects of the assignment for review, feedback, and approval by the contracting organization.
- Establish contacts with all the relevant stakeholders in target communities/districts.
- Design and pilot data collection tools.
- Capacity building of the data collection team.
- Lead, implement, and supervise the primary and secondary data collection.
- Field visits to selected communities; interview and/or FGDs with partner organizations, faith actors, teachers, students, community members, and other stakeholders in accordance with approved methodology.
- Conduct a validation meeting with the contracting organization on the findings and recommendations of the review.
- Submission of draft Review Report and finalize it based on the feedback from steering group and contracting organization. Consultant is expected to submit a hard copy of final approved report and electronic copy along with the raw and processed data, in hard and digital form as applicable, and the scripts/syntax of analysis.
- Submission of individual recommendations for contracting organization and its partners.
- Sign and abide by the policies and protocols of the contracting organization.

11. Budget and Schedule of Payment

- The detailed budget, terms, and conditions for the applicant will be separately spelled out in the respective contract.
- The payments will be made in instalments based on the accomplishment of the deliverables as agreed between the contracting organization and the consultant.
- Any cost beyond the proposed budget for the assignment, insurance coverage, medical allowance, loss/damage, or any other incidental are not admissible.

12. Submission of Proposal

EOI will be submitted on the email address; "Procurementpak.360@gmail.com" the following documents:

- Technical proposal with the following details:
 - o Conceptual framework and the consultant's understanding of the Terms of Reference (ToRs). (2-3 pages)
 - o Detailed methodology for objectives of the assignment including methodology for sampling, data analysis, and quality assurance .
 - o Organizational capacity statement and experience related to assignment-only projects completed in three years (2021-2023). The list may cover the title of the study, client, year of implementation, and thematic and geographic scope.
 - o Proposed team with clear mention of roles and responsibilities and level of effort in the assignment. Annex Curriculum Vitae (CVs) for all the consultants and complementary staff. (CVs submitted should of staff that will be engaged in this assignment).
 - o A detailed workplan.
 - o Two samples of relevant work undertaken in the last three years.
 - o The reference letter from two clients.
 - o Full names, post office box, telephone numbers, email address, physical address, and contact person of the consultancy.

- Proposed financial plan for the assignment.
 - o The financial proposal shall include the lumpsum cost of this study.
 - o A breakdown of the costs of the component of the consultancy (consultancy fee, travel, and the deliverables of the assignment, etc.)

Interested applicants should submit their proposals by COB June 28, 2025.

Annexes

Annex-I. List of targeted location/villages/ Taluka & District

S. No.	Village Name	UC	Taluka	Mirpurkhas	# of HH
1	AD Lakho	Kaak	ShujaAbad	Mirpurkhas	50
2	Rasheed farm	Kaak	ShujaAbad	Mirpurkhas	185
3	Rehan Dal	Kaak	ShujaAbad	Mirpurkhas	40
4	Sawan Khaskheli	Kaak	ShujaAbad	Mirpurkhas	60
5	Kachi Goth	Kaak	ShujaAbad	Mirpurkhas	40`
6	Allah Bachayo Rajar	Wadal shah	ShujaAbad	Mirpurkhas	80
7	Roopo Kolhi	Wadal shah	ShujaAbad	Mirpurkhas	40
8	Wali Muhammad Khatyan	Wadal shah	ShujaAbad	Mirpurkhas	120
9	Magharam Colony	Wadal shah	ShujaAbad	Mirpurkhas	50
10	Ch: Haq Nawaz	Wadal Shah	ShujaAbad	Mirpurkhas	35
11	Usman Khaskheli	Makhan Samoo	ShujaAbad	Mirpurkhas	210
12	Gangaram colony	Makhan Samoo	ShujaAbad	Mirpurkhas	300
13	Nanji Patel	Makhan Samoo	ShujaAbad	Mirpurkhas	40
14	Akbar khaskehli	Makhan Samoo	ShujaAbad	Mirpurkhas	80
15	Abdeen farm	Makhan Samoo	ShujaAbad	Mirpurkhas	50
16	Sobho khan Lashari	Jhulori-1	ShujaAbad	Mirpurkhas	40
17	Ayoob Lashari	Jhulori-1	ShujaAbad	Mirpurkhas	40
18	Fazal Lashari	Jhulori-1	ShujaAbad	Mirpurkhas	50
19	Magho Patel	Jhulori-1	ShujaAbad	Mirpurkhas	30
20	Mavji Kolhi	Jhaluri-1	ShujaAbad	Mirpurkhas	30
21	Afzal Mahar	Jhulori-2	ShujaAbad	Mirpurkhas	50
22	Moosa Mahar	Jhulori-2	ShujaAbad	Mirpurkhas	30
23	Bhunesh Kumar	Jhulori-2	ShujaAbad	Mirpurkhas	70
24	Mehboob Farm	Jhulori-2	ShujaAbad	Mirpurkhas	40
25	Saeedo Faqeer	Jhulori-2	ShujaAbad	Mirpurkhas	30

Annex-II: List of Targeted Universities

District	Name of University
Mirpurkhas	1. Sindh Agriculture University, Tando Jam
	2. Sindh University, Mirpurkhas Campus

	3. IBA University, Mirpurkhas Campus
	4. Sindh University Jamshoro
Rawalpindi / Islamabad	5. Quid e Azam University, Islamabad 6. Fatimah Jinnah Women University, Rawalpindi

Annex-III Final Report Template

Endline Evaluation Report:
<p>Cover page with key project data (Project title, project number, project start and completion date, date, country, and Contracting Organisation/Partners logos)</p> <p>Acknowledgement</p> <p>Acronyms and Definitions</p> <p>Table of contents</p> <p>Executive summary that can be used as a stand-alone document (Desirable 1 page, 1.5 pages max.)</p> <p>Introduction, stating objective of the Endline.</p> <p>Context of the project</p> <p>Methodology (including limitation of Endline design)</p> <p>Findings, Conclusion, and Recommendations – Organize these against each of parameters of the review and provide following:</p> <p>Complete context of the findings based upon data analysis, and review team’s opinion informed through analysis and evidence.</p> <p>Key lesson learnt.</p> <p>Recommendations based upon lessons learnt and analysis.</p> <p>General findings and recommendation</p> <p>Conclusions (3 pages max.)</p> <p>Appendices</p> <p>Terms of reference</p> <p>A list of interviewees (name function and working environment) and places visited.</p> <p>List of documents and bibliography used.</p>