

TERMS OF REFERENCE FOR THE END OF TERM EVALUATION OF EMPOWERING WOMEN THROUGH LAND RIGHTS PROJECT – ZIMBABWE

January 2008 – June 2012

1. Background

Action Aid International _Zimbabwe (AAI_Z) is part of a global Action Aid family working with poor and excluded people, communities, associates and partners in more than 43 countries in Africa, Asia, the Americas and Europe.

Since 2008, AAI-Z and its partners, with support from the European Commission (EC), have implemented a four and a half year Project entitled “Empowering Women through Land Rights” in Gwanda, Bubi, Gweru, Chinhoyi, Wedza and Makoni districts. The end project evaluation is being commissioned as part of the requirements in the MOU between the EC and AAI Zimbabwe.

Zimbabwe’s economy is agro-based and 80% of the agricultural labour is supplied by the smallholder farmers, the majority of who are women. Women hold such a great potential to make significant impacts in the fight against hunger and poverty yet they lack of access to land and agricultural services and this frustrates their efforts. Patriarchy discriminates against women when it comes to access, ownership of and control over land. Women’s ability to use land productively is further stalled by poor access to improved agricultural knowledge, credit and inputs. It is with this background that this project which is aimed at enhancing women’s access to, ownership of and control over land was embarked on. This would enable the women to meet their basic livelihood needs and become more economically independent and secure.

The specific objectives of the project are;

1. To ensure greater recognition of women’s rights to access, control and ownership of land and related resources.
2. To increase the capacity of women land beneficiaries to effectively utilise the land
3. To strengthen women organisation’s capacity to mobilize women to demand their rights to land, water and related resources.

The project which was commenced in January 2008 will end in June 2012.

2. Objectives of the Evaluation

The purpose of the evaluation is to assess the progress made towards achievement of the specific objectives of the project, its outcomes and impact on the lives of women who have been directly involved in the project activities, including the families, communities and on the responses of policy makers at local and national levels. It will also gauge the level of community and other stakeholder participation and ownership of the implementation process. It shall identify the intended and unintended outcomes, best practices, lessons learned as well

as challenges arising from programme implementation. In addition, the evaluation will come up conclusions and recommendations on the way forward.

2.1 Specific Objectives of the Evaluation

The evaluation will assess the impact project on the following main thematic areas;

2.2.1 Relevance of Programming

The Evaluator will ascertain

- a. The extent to which the women and land rights project addresses the challenges outlined in the proposal and the degree of success so far.
- b. Whether the project is relevant to the real needs of the intended beneficiaries
- c. The relevance of the programme in fighting hunger and poverty and in creating better livelihoods for the poor rural women farmers
- d. Whether activities and outputs are consistent with the objectives of the project
- e. If the operation takes into account longer term needs and challenges among women and their communities.

2.2.2 Project Efficiency

The Evaluator will make an assessment of whether project resources were used efficiently in relation to relation to the planned activities, outputs and outcomes. The Evaluator will also assess the strategies and implementation methods used.

2.2.3 Project Effectiveness

The Evaluator will assess if the project has achieved the objectives as stated in the project document, log frame and project outline. The evaluator will also ascertain the extent to which the project beneficiaries are being involved in decision making and how support has been provided by AAI_Z.

2.2.4 Evaluating Project Outcomes and Impact

The Evaluator should ascertain changes being brought in the lives of the poor rural women as a result of the project. The Evaluator will assess if there are any changes in the living standards or poor rural women, if food is available in homes, if the women feel empowered by the project and if the general community livelihoods have been

improved. The evaluator will also assess the other possible changes in the communities, like if the project is contributing to reduced domestic violence and if more girl children attend school than before. Gender relations within homes and communities should also be analysed and if the status of women has changed, like through occupation of more decision making positions as a result of the intervention. Intended and unintended outcomes should be clearly outlined. The baseline survey conducted in 2009 and the revised logical framework should be used as the basis for comparison so as to establish the effects of the intervention.

2.2.5 Evaluate project sustainability

The Evaluator shall assess the sustainability of the project to ensure continuation, maintenance and replication of the project outcomes. This should include institutional and/or organisational, technical and financial aspects of sustainability. (S)He will consider the ability of the women, their groups/ associations and their communities to maintain the higher level of livelihood standards obtained through the various interventions. (S)He will assess effectiveness of the capacity building interventions in the community structures to ensure sustainability. The Evaluator will also ascertain the possibility of scaling up of the project beyond the project areas to other communities and districts. (S)He should also come up with challenges that might affect sustainability of the programme and suggest solutions to overcome them.

2.2.6 Discuss the lessons learnt, conclusion and recommendation

The Evaluator shall on the basis of the data gathered:

- Capture best practices and lessons learned from this project. AAI Zimbabwe would this information with key stakeholders including policy makers, other NGOs, women's land rights projects as well as programs addressing land issues in Zimbabwe and other countries
- Draw conclusions and make recommendations

3. Evaluation Methods

The Evaluator is expected to use a variety of methods to collect and analyse data. Participatory methods will be used to collect qualitative and quantitative data.

The key methods will include, but not limited to;

- Literature review of existing documents and review of context and poverty trends including the Project Proposal and LFA, the 2009 Baseline Survey report, annual and quarterly review reports, work plans and monitoring and evaluation reports.
- Field visits

- Interviews and workshops with AAI_Z staff, partners, other NGOs, local authorities (traditional and elected) and local development institutions, Government Ministries and Parliamentarians.
- Field visits, Observations and Focus Group Discussions involving primary project participants (i.e. women), other social groups and key stakeholders.
- Report writing and debriefing with project and country management teams.
- Reflection and feedback sessions with staff and partners

List of partners/stakeholders to be involved in the evaluation

- Women farmers
- Agritex officers at local level
- District Administrators and Chief Executive officers
- Rural Women's Assembly leaders
- Partner organisations –Women and Land in Zimbabwe, Women's Coalition of Zimbabwe and Zimbabwe women's Resource Centre and network
- Traditional leaders
- National Land Board.
- Ministry of Lands and Rural Resettlement
- Parliamentary Portfolio Committee on land

4. Evaluation Team Composition

The evaluation will be conducted by an independent consultant who will work in close collaboration with the project staff.

5. Required Expertise

- The Consultant must have previous experience in conducting evaluation activities
- Knowledge and practical experience in women's rights is essential
- Strong background in agriculture and land programming is essential
- Advanced degree in social science, agriculture, law, or other relevant development field is required.

- Excellent analytical and report writing skills
- Excellent interpersonal and communication skills including ability to facilitate and work in a multi disciplinary team.
- Quantitative and qualitative research methods

6. Deliverables

- Inception report with detailed evaluation plan
- First draft report
- Final evaluation report
- Submission of hard and electronic copies of materials, data collected / analysed and other evaluation documents.

7. Reporting

7.1 First Draft Report

A feedback meeting will be held at national level where the first draft report will be presented to stakeholders.

7.2 Final Report

The Evaluator will incorporate comments from the feedback meeting into the final report which will be produced and submitted to the Head of Programmes in electronic and 2 hard copies.

8. Time Schedule

Activity	Number of Days	Tentative Dates	Outcomes
Prepare for evaluation	12 days	7 – 18	Contracts are signed

• Tendering for consultant • Sign contracts		May	
Desk review of project document, reports and other relevant documents	3 days	21 – 23 May	Draft inception report including a detailed evaluation plan, methodology and evaluation tools.
Presentation of inception report & briefing of evaluator	1 day	24 May	Inception report is finalised, methodology and evaluation plan is agreed on
Data collection in the field	6 days	25 May – 1 June	Data is collected
Data analysis and preparation of draft report	5 days	4 – 8 June	First draft report
Feedback workshop	1 days	11 June	Comments from stakeholders are incorporated into final report
Finalisation of evaluation report and presentation	2 days	12 - 13 June	Final report is presented

9. Submission of Proposal

Interested Consultants and Firms are expected to submit a detailed expression of interest with the following components;

- Their understanding of TOR
- Proposed methodology and work schedule
- Proposed Budget
- A profile of the firm including full name(s), physical addresses, telephone numbers.
- Copy of CVs of all the consultants who will undertake the evaluation

Financial Aspects/ Budget

- Consultant fees
- Field data collection expenses
- Administration expenses
- Validity of the quotation

10. Terms of payment

AAI_Z shall pay the consultant upon mutual agreement as follows:

20% of agreed fee upon signing of contract

30% upon presentation of the draft report

50% on submission of final report and recommendations, but subject to its acceptance.