Terms of Reference

Final Evaluation of Supporting Women in Political participation in Ethiopia 2019-2024

TABLE OF CONTENTS

1. **Background of the programme**

Political Parties of Finland for Democracy – Demo Finland is a co-operative organization of all Finnish political parties with representation in the Parliament. The overall objective of Demo Finland's work is Strengthened and Inclusive multi-party democracy. Demo Finland enhances democracy by supporting collaborative projects in new and developing democracies around the world. Demo Finland strengthens parties in terms of strategic thinking, political programming, ensuring inclusivity, and good command of the principles of democracy. Demo Finland also strengthens the dialogue between parties to promote open political interaction. Demo Finland supports its partners in facilitating dialogue and creates safe spaces for an ongoing dialogue between parties.

At the initiative of the Embassy of Finland in Ethiopia, Demo Finland carried out a scoping mission in 2018 to map possibilities of working in Ethiopia to support the newly elected governments intentions to enhance gender equality in decision making. Based on the scoping mission Demo Finland initiated a partnership with the Ethiopian umbrella organization Network of Ethiopian Women's Associations (NEWA) in the form of a pilot project in 2019. The principal aim of the collaboration has been the support to multi-party dialogue by enhancing the positive aspects of female political participation in a multi-party setting.

The objectives of the 6-month pilot project "Supporting women in political participation in the 2020/21 National Election" were:

1) Support the capacity of female party members and female candidates.
2) Support political parties in building gender equality within their structures.

As the elections were postponed multiple times during 2020 and 2021 and there was uncertainty about the political situation after the elections, the post-election work plan and budget of the programme were updated late 2021.

The first phase of the project, "**Supporting women in political participation in Ethiopia 2020-2022**" engaged a third partner, NEWA's member organization Ethiopian Women with Disabilities National Association (EWDNA), and the objectives of the project were:

1) Increase the knowledge in the political parties and build their capacities in including women.
2) Increase the organizational capacity of NEWA.
3) Improve the status of Women with Disabilities in the society and increase their political participation.

The second and current phase of **Supporting women in political participation in Ethiopia** is being implemented from January 2023 to December 2024.

2. **Theory of Change and Expected Outcomes of the programme for Supporting Women in Political participation in Ethiopia**

The overall Theory of Change of the Ethiopian Programme states that (i) **if** the political party leadership and women in political parties are exposed to justification of gender equality in politics and best practices, and (ii) **if** the party leadership see the value of inclusivity and diversity, and (ii) **if** party leadership review and

adjust their party practices and (iv) **if** female members are exposed to best practices and the capacity of elected female politicians is built and women with disabilities (WWDs) are trained in political processes, **then**

- Elected women take measures to influence House of People´s Representatives (HoPR) /Regional Councils´ decisions.
- Female members of the parties have skills and willingness to make gender equality practises policy issues within their party platforms.
- WWDs start to engage in the local decision-making process and present and amplify their voices.

The long-term outcome statement is that at the end of the interventions, **women participate actively in political parties and political processes in the targeted regions**.

There are three relevant actors identified as the main stakeholders in this work, and the project plan presents the ToC as an actor-based pathway for each of these actor groups. The first group is **elected women in HoPR and Regional councils of Oromia and Benishangul-Gumuz.** Implementation consists of trainings to the elected women, consultative meetings and discussions with the political party leaderships with the aim of equipping the leadership with the necessary skills to appreciate the value of inclusive politics. Consultative meetings are held in a multi-party setting.

The second identified actor group is **female party members**, who are provided with training aimed at building their capacity towards articulating gender equality objectives as part of party programming, policy-making and internal party culture. Also, the training aims at enhancing female political party members' leadership skills.

The programme's third identified relevant actors are **Women with Disabilities (WWDs).** The programme covers a range of activities, which aim at engaging WWDs in local decision-making processes. In addition, the intention is to provide information to the two other target groups of the programme on challenges and barriers WWDs face in politics and enhance National Electoral Board of Ethiopia 's (NEBE) knowledge the topic.

3. Purpose and objective of this evaluation

The evaluation takes place in the second year of the second phase of the programme to provide a possibility to support future programme planning. The evaluation therefore serves to look back at programme implementation results for both accountability and learning purposes:
- to what extent have the expected long-term and intermediate outcomes been achieved?
- how relevant are the achieved outcomes for strengthening multiparty democracy and, specifically, the participation of women and PWDs in democratic processes in Ethiopia?
- what are the most relevant lessons learnt for future programming and democracy support?
- how well do the outcomes achieved by the programme support Demo Finland's strategy?

Demo Finland
Puolueiden kansainvälinen demokratiayhteistyö   Hermannin rantatie 8   info@demofinland.org
Political Parties of Finland for Democracy   00580 Helsinki, Finland   demofinland.org   3 / 8

4. Scope of the evaluation

The evaluation covers the previous and current programme periods spanning 2019 to present date.

5. Evaluation criteria and questions

Evaluation criteria: Effectiveness
1) To what extent have the interventions and the chosen approach been effective in making progress towards the programme's expected long-term and intermediate outcomes in terms of elected women/ party leaders, female political party members and WWDs?
2) What is the assessment of the plausibility of the contribution relationship between programme interventions and outcomes that have been reported?
3) Which of the programme interventions appear to be particularly effective in contributing to programme outcomes?
4) Apart from the reported achieved outcomes and results, are there other achievements that the programme has made towards strengthened multiparty democracy in Ethiopia?
5) What have been the most important changes in the participation of women and PWDs that the programme has contributed to? Are there indications that the gender inclusion plans drafted by the political parties during the programme will be institutionalized and implemented?
6) Are there some intended objectives that the programme did not achieve?
7) Which political/ financial/ social/ cultural/ other factors in the Ethiopian society support/ hinder the achievement of outcomes?

Evaluation criteria: ToC validity
8) To what extent do the reported (or observed) outcomes and results match with the selected ToC and the three actor-based pathways?
9) To what extent have the ToC and the actor-based pathways been adapted to reflect contextual changes and programmatic M&E efforts?

Evaluation criteria: Relevance & Coherence
1) Was the project coherent with the Ethiopian Government objectives, National Development Frameworks, beneficiaries' needs, and does it support the outcomes outlined in the SDGs and the NDP 2021-2030? How relevant has the project been to the aspirations of good governance environment under the national development plan?
2) How relevant have the actions supporting multiparty dialogue and capacity building of politicians and political parties been to efforts of mainstreaming gender inclusion in political participation and more broadly in supporting democracy in the Ethiopian context?
3) Are there any documented efforts to network and collaborate with similar actions of other actors active in the same areas/field sharing relevant goals?
4) How relevant have the actions supporting capacity building of elected women been to their participation in the governance processes?
5) How relevant have the actions supporting capacity building of female political party members been to their effective participation in the political decision-making in their political parties?

6) How relevant have the actions supporting capacity building of PWDs been to their meaningful participation in the local governance processes and their political participation?

7) To what extent and with what quality did the monitored/ observed project outcomes support the reaching of Demo Finland's overall objective, long-term and intermediate outcomes? How should Demo Finland improve its project planning in the future to achieve these more efficiently?

Evaluation criteria: Sustainability

8) How sustainable are the results of the programme?
   a. what can be said about how the elected female politicians are able to apply and sustain the capacities, skills and experiences gained?
   b. What can be said about how the female party members are able to apply and sustain the capacities, skills and experiences gained?
   c. What can be said about how persons with disabilities and representatives of their organizations are able to apply and sustain the capacities, skills and experiences gained?

9) Assessment of the financial, institutional, systemic and behavioral factors for sustainability, current and prospectual.

10) In the present circumstances, are there indications that the outputs and results achieved by the programme in the political parties will get institutionalized in the political party structures and become mainstream in the party cultures?

11) Assessment of any needs and/or other aspects in terms of the implementing organization and staff, which might facilitate the sustainability of the results in the future?

Evaluation criteria: Efficiency

12) Cost- effectiveness: to what extent have inputs been deployed at a reasonable cost for the programme?

13) How well has the programme management in NEWA and in Demo Finland supported the effectiveness/ achievement of results of the programme?

14) Does the financial reporting support the analysis of cost-effectiveness?

15) Was the project budgeted with sufficient funds in relation to the objectives?

16) To what extent did the programme leverage its technical and financial resources to address the intersectional disparities of disability inclusion during the implementation of the programme, and to tackle discrimination on the basis of intersecting factors with gender and disability?

17) What can be said about the adequacy and relevance of the three partners' capacities considering the overall objective and the expected outcomes of the programme?

Evaluation criteria: Learning

18) What has been the effect of the partnership modality (NEWA and Demo Finland) on the quality of results in Ethiopia?

19) What have been the other relevant lessons learnt?

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Evaluation criteria: Accessibility Considerations

20) What reasonable accommodation and other disability inclusion support measures did the programme put in place to enable persons with disabilities participate in project activities?

Evaluation criteria: Gender Equality & Non-discrimination

21) What were the key achievements of the project on participation of women with disabilities in politics and governance?
22) Was the use of resources on women with disabilities activities sufficient to achieve the expected results?
23) To what extent did the project identify the barriers that women with disabilities experience in their participation in political and public life prior and during the project?
24) Did the programme take into account the multiple layers of discrimination women face? From an intersectional perspective, are there groups of women that the programme should have addressed and capacitated but did not manage?
25) Did the programme take in to account the multiple layers of discrimination women with disabilities face? Are there groups of women with disabilities that the programme should have addressed?
26) What can be said about the planning and implementation and monitoring of the project from a HRBA (Human Rights Based Approach)-perspective?

6. Evaluation methods

The sources for the above-mentioned questions are based on the following methods:

1) Review of the programmes' multi-annual plans 2019-2020, 2021-2022 and 2023-2024; annual plans and reports for 2020-2022 and 2023, including PME-reports and other relevant reports.
2) Interviews with selected, relevant stakeholders in Ethiopia (to be identified according to the selected methodology) and with the Directors and staff members of NEWA, EWDNA and Demo Finland.
3) Analysis of background information of the political context in Ethiopia, based on articles, reviews and evaluation interviews (when applicable).
4) Overall analysis of the relevant material and data collected.

7. Reporting

An inception report will be developed in the beginning of the evaluation process, and this will include:
- a brief description of the programme to be evaluated
- a detailed evaluation matrix containing the full list of specific evaluation questions and the description of the methodological approach, including practical solutions to data collections
- work-plan of the evaluation

An initial draft report will be developed, which will include:
- A description of the methodological approach and actual evaluation process, including data collection methods and sources used.

- Analytical findings in response to the various evaluation criteria and questions listed above.
- Any relevant recommendations for NEWA/ EWDNA/ Demo Finland for further implementation.

The draft report will be sent for one round of feedback to NEWA, EWDNA and Demo Finland, and after incorporating possible corrections and feedback the final report delivered. The days reserved for commenting are not billable consultancy days.

Indicative Timeframe

Proposals shall be submitted by **9th May 2024** to the address specified below ("10. Contact information"). Any inquiries may be directed to the same address.

The proposal should include an indicative timeframe for the deliverables and workplan.

The deadline for the final report is **16th August 2024***.*

8. Budget

TBC, according to the bid

9. Evaluation team

The Final Evaluation will be implemented by an evaluator/ team drawn from an independent company or organization, with extensive experience in reviewing and evaluating democracy and/or governance assistance programmes, understanding/expertise in political party and/or parliamentary assistance work, and expertise in partnership development.

The evaluator/team should have following skills and areas of expertise:

- Extensive experience in process and performance evaluations of democracy assistance/development programmes;
- Proven experience with qualitative methodologies, preferably also understanding of Outcome Harvesting.
- Knowledge on democratisation processes in developing countries, particularly in East-Africa/ Ethiopia.
- Knowledge on institutional development and capacity development issues in general.
- Experience on evaluating programmes funded by the Ministry for Foreign Affairs of Finland.
- Experience in using remote data collection methods and online meeting and workshop facilitation applications (e.g. Zoom, Teams, Mural or equivalent).
- Experience and knowledge on social/political inclusion of marginalised groups (PWDs, women and youth)
- Excellent report writing skills, including of thematic case-studies.
- Excellent English language skills.

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Political Parties of Finland for Democracy   00580 Helsinki, Finland   demofinland.org   7 / 8

10. Contact information

For further information Programme Manager of Demo Finland Sirpa Tapaninen

sirpa.tapaninen@demofinland.org

The proposals shall be submitted to

Leena Faurie Director of Programmes Demo Finland leena.faurie@demofinland.org

Sirpa Tapaninen Programme Manager sirpa.tapaninen@demofinland.org