Introduction

The Women’s International League for Peace and Freedom (WILPF) is seeking a qualified consultant to undertake a midterm review of the “Growing the Feminist Movement for Peace” project, funded by the Norwegian Agency for Development Cooperation (NORAD). The current NORAD funding runs from 2018-2021. WILPF has been receiving funding from NORAD for work in the MENA region since 2011.

Background

The Women’s International League for Peace and Freedom (WILPF) was founded in 1915, and since then it has united women around the globe to work for peace by non-violent means and by promoting political, economic, and social justice for all. WILPF addresses the root causes of war and violence through a feminist lens and constantly challenges systems of oppression, militarism, patriarchy, and neoliberalism.

Growing the Feminist Movement for Peace

Shortly after the uprisings in the Middle East North Africa (MENA) region in 2011, WILPF has begun to engage in the region following a demand from women civil society groups. The women had been at the forefront of demonstrations, demanding democratic changes and respect for human rights in the region during the uprisings. Now, they were facing unprecedented political developments, a setback for women’s rights, and a rise of armed violence in an already extremely unstable and militarised environment.

WILPF stands firm beside women from the Middle East and North Africa working to define, defend and develop a space for the advancement of feminist peace for equality, justice and demilitarised security in the region.

Today, we partner with grassroots feminist organisations to uphold gender justice in the MENA region by preserving and growing a strong feminist movement for peace. Our focus countries are: Egypt, Iraq, Lebanon, Libya, Palestine, Syria, and Yemen.

Objectives of the Midterm Review

The primary objective of the midterm review of the Growing the Feminist Movement for Peace project is to assess the progress of the project to date. Specifically, the objectives are:

- To review the progress of results of the project, according to the project’s results measurement framework (RMF).
- To assess the MEL framework and data collection methods, their efficiency and suitability to the context.
- To assess the validity of the project’s Theory of Change (which is based on WILPF’s MENA Approach and Theory of Change) and whether the current approach is making progress on the desired results and impact.
- To assess the implementation of the project to date.
- To determine lessons learned and make recommendations on how the project can be improved in order to make the project as effective and efficient as possible.
Proposed Midterm Review Components

The midterm review will be comprised of two major components: (1) an assessment of the operations and implementation of the project, and (2) an assessment of progress towards the project’s desired results.

1. Assessment of Operations and Implementation

This component will look at the effectiveness of the implementation of the project to date, including coordination and communication with partners, project management and coordination within WILPF, and the overall project approach.

Suggested Methodology:

- Desk review of project documents
- Interviews with WILPF staff
- Satisfaction survey for Partner organizations

Suggested Key Questions:

- Has the project been implemented as planned, and if not, why are there variations?
- What lessons can be drawn from the implementation of the project, to date?
- How have challenges faced been mediated, and lessons learned derived?
- To what extent are the Partner organizations satisfied with the support from WILPF, to date?
- To what extent are the Partners satisfied with the overall approach of the project?
- Other key-questions that surface during the research process and that the consultant identifies

2. Progress towards Project Results

This component will look at the progress that has been made, to date, towards the intended outcomes, and assess whether or not the project is on track. It will reflect on the progress made, in relation to the project’s Theory of Change to help understand the validity of the project’s logic. It will look at how challenges are faced and lessons learned derived in the assessment of operations and implementation. This component will also explore any unintended results.

WILPF will present the consultant with the latest information in the annual report (submitted to NORAD in May 2020), which includes the actual data for the indicators in the RMF to date.

Suggested Methodology

- Desk Review of project documentation including Result Measurement Framework (RMF) with actuals, partners’ concept notes and progress reports, and available progress and annual reports to NORAD.
- Analysis of “actuals” against targeted results for outputs and outcomes and identification of unintended outcomes.
- Interviews / Surveys with Partner organizations.

**Suggested Key Questions:**

- To what extent is the project on track to achieve the planned outputs and outcomes?
- Is the project’s Theory of Change valid, in that the approach taken is contributing to the desired impact?
- What were the challenges faced in making progress on the planned outputs and outcomes?
- What progress have partner organizations been able to make according to their own desired project outcomes?
- Do partners report strengthening of their organizations, in terms of structure, capacities and sustainability, as a result of their partnership with WILPF?
- Were there any unintended outcomes for partner organizations, or WILPF?
- Other key-questions that surface during the research process and that the consultant identifies

**Midterm Review Deliverables**

- Survey / Interview questionnaire for Partners
- Staff interview questionnaire
- Carrying out interviews with partner organizations and WILPF staff, which the consultant will deliver the raw interview transcripts for
- Synthesize information and draft midterm review report
- Final midterm review report, including recommendations for project implementation moving forward
- Presentation of midterm findings to WILPF staff

**Logistics**

This assignment will take place remotely with interviews with staff and partners taking place virtually or over the phone. The consultant can be based anywhere, but if in Geneva or in the same location as the partner organizations (including in the MENA region), interviews can be done in person.

**Proposed Timeline and Days**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Number of Days</th>
<th>Estimated Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development of Midterm Plan (to be approved by WILPF)</td>
<td>2</td>
<td>September</td>
</tr>
<tr>
<td>Desk Review</td>
<td>3</td>
<td>September</td>
</tr>
</tbody>
</table>
Develop and finalize partner Survey (including tool development, appropriate follow-up, and initial analysis) 3 October

Undergo partner interviews (including tool development, appropriate follow-up, and initial analysis) 5 October

WILPF staff interviews 2 October

Draft report 4 November 16, 2020

Final report (in English) 2 November 30, 2020

It is expected that this Evaluation will take place over 3 months, for approximately 20 days.

**Consultant’s Expertise and Qualifications**

- Proven professional experience conducting midterm/evaluations of development projects.
- Demonstrated experience applying a gender-sensitive of feminist approach to research.
- Educational background in social sciences, international development, gender and development is an asset.
- Demonstrated cross-cultural sensitivity and ability to work in cross-cultural environments.
- Excellent analysis and writing skills in English.
- Must be an Arabic speaker.

**Compensation**

WILPF will provide the consultant with appropriate compensation commensurate with experience.

WILPF will pay any expenses for the assignment, to be approved in advance (Skype / phone credit, translation if needed etc.)

**Submissions**

Please send a current resumé and cover letter outlining key qualifications, previous experience in line with this consultancy and indication of daily rate to: jobs@wilpf.org with “Midterm Review Consultant” in the subject line

Please also submit a brief (less than 1 page) comment on the proposed methodology and timeline outlined in the TOR.
WILPF thanks all applicants for your interest; however, only shortlisted applicants will be contacted.

APPLICATION DEADLINE: 2 August 2020