



Terms of Reference

Consultant for the final evaluation of “Fore Fronting Our Agenda – Strengthening the GBV Response for Sex Workers (FoFA-SGBVR)”

Location:	Port-Harcourt, Nigeria
Application deadline:	15 June, 2025
Languages required:	English and Pidgin
Starting date:	01 July 2025
Expected duration of assignment:	01 July 2025 - 30 October 2025 (4 months)

1. Background and context

Background and context of the project

This evaluation is grounded in the violence realities of gendered, legal, social, and economic inequalities that shape the female and transgender women engaged in sex work, including those navigating multiple vulnerabilities such as extreme poverty, housing insecurity, HIV exposure, and family or societal rejection due to non-conformity with gender roles in Rivers State, Nigeria. Within this project context, gender and social status influence “access to justice, healthcare, and basic human amenities” due to structural inequalities rooted in the state’s laws, policies, and cultural norms. These inequalities continue to reinforce and intensify the marginalization of female and transgender sex workers as the intersection of gender identity-based stigma and the criminalization of sex work significantly increases their exposure to violence, discrimination, and systemic exclusion from essential services and protections.

The project implementation accommodates the urban and peri-urban settings of Rivers State, where sex work is both visible and increasingly criminalized following the State’s 2021 announcements on the ban of sex work and nightclubs which intensified surveillance, police harassment, and legal restrictions, making it more difficult for sex workers to operate or access essential services with little or no social protection mechanisms. Economically, most sex workers function outside the protections of formal labour structures, making them ineligible for health insurance or other social benefits due to stigma, discriminatory attitudes among service providers, and exclusion from national policy priorities. Similarly, politically, the inconsistent implementation and slow domestication and localization of the Violence Against Persons Prohibition (VAPP) Act across Nigerian states reflects the broader challenge of enforcing laws designed to protect survivors. Furthermore, cultural and religious moralistic ideologies around sex work continue to shape governance and public perception, often reinforcing harmful stereotypes and obstructing progressive reform.

Given these realities, the 36-months project (August 2022 to July 2025) was designed to address systemic drivers of violence, improve access to rights-based services, and uphold the dignity and rights of female and transgender sex workers. Hence, this evaluation will explore the project's impact in confronting these deep-rooted challenges, promoting institutional accountability, and advancing a safer and more inclusive environment for sex workers, especially those who are survivors of violence across Rivers State, Nigeria.

Description of the project

Fore Fronting Our Agenda – Strengthening the GBV Response for Sex Workers (FoFA-SGBVR) is a 36-month community-driven intervention (August 2022–July 2025) in Rivers State, Nigeria. The project targets 3,000 female and transgender sex workers aged 15–35 who face limited access to gender-based violence (GBV) response services and justice due to the criminalization of sex work, deeply rooted gender inequalities, and harmful cultural stereotypes. The overall goal of the project is to ensure that sex workers in Rivers State are better protected from violence, able to access quality post-violence services and advocate for their rights by 2025. To achieve this goal, the project focuses on four strategic objectives as follows:

- a) Foster police accountability by conducting a sensitisation workshop for the police to raise their awareness of laws related to sex work and sex workers' rights and strengthen relationships between the police and sex workers.
- b) Build the capacity of female and transgender sex workers through community mobilization, peer education, training, advocacy workshops, and dissemination of written and visual materials about violence and human rights.
- c) Advocate for legal and reforms of harmful legislation by strengthening institutional accountability for existing legislation upholding the human rights of sex workers, countering stigma and discrimination, and promoting bodily autonomy.
- d) Provide clinical care and legal services by mapping outpatient centres to deliver clinical care to survivors and train community Paralegals to document incidents of violence. In addition, leverage existing safe spaces to provide emergency shelter.

Based on these objectives, this evaluation aims to assess the impact and effectiveness of the FoFA-SGBVR project over a three-year period. Specifically, it aims to determine:

- The extent to which access to justice and essential GBV response services has improved for female and transgender sex workers.
- Whether police and judicial institutions have become more accountable and responsive to GBV against sex workers.
- Increases in awareness and understanding of fundamental human rights among the target population.
- Evidence of institutional, behavioural change and policy reform in Rivers State in support of sex workers' rights and wellbeing.

Organization	Greater Women Initiative for Health and Right
Project title	Fore Fronting Our Agenda – Strengthening the GBV Response for Sex Workers (FoFA-SGBVR)
Project duration	36 Months (August 2022–July 2025)
Geographical areas	Rivers State, Nigeria
Specific forms of violence addressed by the project	Gender, Physical, Sexual, Economical and Emotional Violence

Main objectives of the project	To strengthen the GBV response system for sex workers by addressing structural barriers, promoting access to justice, and enhancing health and legal support systems in Rivers State.
Key assumptions of the project	1. The project assumes that relevant stakeholders, including law enforcement, healthcare providers, policymakers, and civil society organizations, will remain engaged and committed throughout the project's duration and after its implementation. 2. The project assumes that female and transgender sex workers, especially those facing intersecting vulnerabilities such as poverty, gender identity discrimination, and HIV risk are guaranteed consistent access to the necessary legal, health, psychosocial, and shelter support services. 3. The project assumes that family members, traditional leaders, and the wider community will demonstrate a positive response to the project's behavioural change initiatives, leading to enhanced support for sex workers and reduced stigma within the community. 4. The project assumes that policymakers, state actors, and civil society organizations will continue to engage in advocacy for legal reforms and human rights protections, aligning with the project's goals of addressing violence and discrimination against sex workers.
Description of targeted primary and secondary beneficiaries	The primary beneficiaries are female and transgender sex workers at risk of or survivors of violence, especially those facing challenges such as poverty, gender identity, and HIV vulnerability. Secondary beneficiaries include law enforcement officers, healthcare providers, policymakers, state actors, and civil society organizations involved in advocacy. Indirect beneficiaries include family members and traditional leaders engaged through community-based behavioural change initiatives.
<u>Key implementing partners and stakeholders</u>	<u>Key Implementing Partners-</u> Greater Women Initiative for Health and Right and UNTF <u>Stakeholders-</u> Sex Workers Leaders, Rivers State Primary HealthCare Management Board, Rivers State Ministry of Women Affairs, Rivers State Ministry of Justice, National Human Rights Commission, Rivers Chapter, International Federation Women Lawyers, Medical Women Association and Traditional Rulers

1.1. Strategy and Theory of Change/Results chain

Project Strategies

The Project used differentiated model of strategies for implementation as the follows:

- Community mobilization

- Community education
- Advocacy for implementation of frameworks and passage of key legislation
- Establishment of a toll-free line
- Map and leverage on existing outpatients centers
- Counseling and extended response for survivors of violence
- Participatory Learning Action Approach (PLA)
- Sensitization workshop
- Policy level workshop
- Peer support groups

Theory of Change

According to project's theory of change, policymakers, health care providers, and law enforcement agencies involved in our intervention will change their behaviors toward taking action to assist sex workers who are survivors of gender-based violence in making informed choices, as well as increase public awareness of violence against sex workers and the possibility of change. In addition, survivors will have the capacity to make decisions and informed choices, and potential perpetrators reconsider by understanding the nature of violence and the possibility of action.

Individually and collectively, the community of stakeholders supports the voice of sex workers and stands up to all forms of human rights violations perpetrated against sex workers and acts to assist survivors. Furthermore, our proposed intervention will empower sex workers to stop accepting violence and strengthen community structures that support a conviction that it is intolerable and make institutional support from non-governmental organizations, the police, medical practitioners, and lawyers available and functional.

The project anticipates that when all female and transgender sex workers have access to information, (peer) support, and meaningful engagement on GBV and abuse, there will be increased awareness on fundamental human rights laws, which will lead to all female and transgender sex workers knowing and asserting their rights as women. In addition, there will be increased coverage of gender equality information and conversation on GBV and abuse in society which will result in increased understanding, public support, and community participation centered on all sex workers' rights. Moreover, when sex workers leaders are equipped with the necessary skills to collaborate, build, and use evidence-based data to advocate and challenge GBV and abuse perpetrated against female and transgender sex workers, there will be increased capacity to effectively mobilize for influencing law and policy dialogues on sex workers' rights. This will be evident because sex workers' leaders will have a cohesive voice to influence and support national and subnational GBV policy. Furthermore, when subnational advocacy efforts for all Sex workers' rights become more coordinated and evidence-based, GBV policies will be influenced by Sex worker-led, evidence-based advocacy to safeguard sex workers' rights.

Finally, the Theory of change will test the hypothesis that a human-centered design will allow the co-creation of messages and materials with the victims/users through prototyping, user feedback, and reiteration. We expect our solution to succeed because it builds a reduction in GBV and abuse among sex work.

Result Chain (Goal, outcomes, Outputs and Activities)

Project Goal	Sex workers in Rivers State are better protected from violence, able to access quality post violence services and advocate for their rights by 2025	
Outcome 1: Institutional accountability for existing laws and policies that protect sex workers' right to live free from violence is strengthened and sex workers can access post-violence services.	Output 1 : The relationship between law enforcement agencies and sex workers is strengthened with increased police involvement in handling cases of violence against sex workers.	Key Activities 1.1 Mapping, verification and identification police stations and their human right desk officers 1.2 Conduct advocacy campaigns targeting 20 Divisional Police Officers (DPOs) in high GBV prevalence areas. 1.3 Conduct police sensitization workshop targeting 210 police officers in high GBV prevalence areas.
	Output 2: GBV reporting mechanisms at State level are strengthened.	Key Activities 2.1 Establishment of a Toll-free line
	Output 3 : Increased active participation of sex workers in policy reviews and development.	Key Activities 3.1 Conduct a one-day policy review meeting for 20 policy makers, sex workers leaders and relevant stakeholders (Coalition of actions) 3.2 Conduct a monthly Advocacy campaign targeting relevant stakeholders including the media 3.3 Conduct quarterly stakeholders review meeting with Coalition of Actions (COA) to review program progress and challenges
Outcome 2: Sex workers in River State are better equipped to advocate for stronger laws and policies to protect their right to live free from violence, participate in policy reviews and development processes and advocate for their rights to access essential post-violence services.	Output 4: the knowledge and skills of eight sex workers is strengthened to enable them to act as paralegals in providing human rights service to sex workers.	Key Activities 4.1 Identification/Recruitment of 8 sex workers paralegals with one GBV focal person 4.2 Conduct a 5-days paralegal training for selected 8 sex workers to act as paralegals 4.3 Organize monthly activity review meeting for sex workers trained as paralegals to assess their performance, discuss challenges and proffer solutions to issues identified
	Output 5 : 3000 sex workers are empowered with knowledge of their human rights and have an increased ability to report human rights violations perpetrated against them.	Key Activities 5.1 Conduct a one-day project inception meeting for 30 community of stakeholders 5.2 Conduct human rights peer education sessions for 3000 sex workers at the community level 5.3 Conduct a 4-days advocacy workshop for 20 sex workers leaders in Rivers State 5.4 Co-create and disseminate GBV reduction IEC messages with sex workers
	Output 6 : Increased availability of community-friendly outpatient centres for the uptake of post-GBV care services by sex workers who are GBV survivors.	Key Activities 6.1 Conduct one-day sensitization workshop for 30 healthcare providers in Rivers State 6.2 Organize quarterly support group meetings for 15 GBV survivors 6.3 Link survivors of GBV to our existing safe house

2. Purpose of the evaluation

Purpose of the Evaluation

This evaluation is being conducted to assess the relevance, effectiveness, and positive impacts of implementing FoFA-SGBVR project in Rivers State, Nigeria. The evaluation is particularly important at this point in the project cycle to generate evidence on what has worked, what challenges persist, and how the

project has influenced the rights, safety, and well-being of female and transgender sex workers in Rivers State, Nigeria.

Why is the evaluation being done?

The evaluation is needed to:

1. **Understand the impact** of the project on strengthening the GBV response for sex workers, including improvements in access to justice, legal redress, health services, and survivor support systems.
2. **Document learning** on how community-driven and rights-based approaches have contributed to systemic and institutional change in a highly stigmatized and legally hostile environment.
3. **Ensure accountability** to project beneficiaries, funders, and stakeholders by measuring the outcomes against the project's objectives.
4. **Inform scale-up and sustainability** by identifying best practices and recommendations for future programming in similar contexts.

Given the deeply entrenched stigma, criminalization of sex work, and weak protection mechanisms in Nigeria, particularly in Rivers State, this evaluation is an important opportunity to showcase the need for rights-based interventions that prioritize the voices and agency of marginalized communities.

How will the evaluation be used, by whom and when?

- a. **GWIHR (Implementing Organization):** Will utilize the findings to enhance future program design, refine advocacy strategies, and demonstrate impact to donors and partners for scale-up and replication.
- b. **Policy Makers and State Actors:** Insights from the evaluation will be used to influence legal and policy reform, especially regarding harmful laws and practices that hinder sex workers' access to justice and services.
- c. **Law Enforcement and Judicial Systems:** The results will guide further sensitization and engagement with police and judiciary actors to improve their response to GBV against sex workers.
- d. **UNTF, Other Donors and Development Partners:** They will use the evaluation to assess the effectiveness and scalability of the intervention and determine potential investment in future programming.
- e. **Community Stakeholders and Sex Worker Networks:** The findings will inform ongoing community mobilization and empower beneficiaries to advocate for their rights using data-backed evidence.

This evaluation will be initiated and completed in the final quarter of the project (May–July 2025) and will directly inform the post-project decision-making process.

What decisions will be taken after the evaluation?

- i. **Strategic Direction:** Determine whether and how to replicate or scale the intervention in other Nigerian states or expand within Rivers State.
- ii. **Policy Advocacy Planning:** Strengthen advocacy messages by utilizing evaluation evidence to advocate for reforms in laws and policies that impact sex workers.
- iii. **Resource Allocation:** Guide resource mobilization strategies by identifying priority intervention areas for investment.

- iv. **Sustainability Planning:** Inform the development of long-term sustainability plans, including community ownership, institutional partnerships, and integration into state health and justice systems.

3. Evaluation Objectives and scope

~~3.1.~~ Scope of evaluation

This evaluation will cover the full implementation of **FoFA-SGBVR** project, implemented by the Greater Women Initiative for Health and Right (GWIHR) over 36 months (August 2022 – July 2025). The evaluation is designed to assess all project indicators and evaluate the processes and outcomes of the project intervention, focusing on how effectively the project addressed violence against sex workers, improved access to rights-based services, and contributed to systemic change in Rivers State.

1. Timeframe

The evaluation will cover the entire duration of the project—from its inception in August 2022 through its scheduled completion in July 2025. It will assess progress made across all implementation phases, including project rollout, mid-term adaptations, and end-line achievements.

2. Geographical Coverage

The evaluation will focus on the project's geographic implementation areas, which include the 3 LGAs from 3 senatorial regions (**urban and peri-urban**) of **Rivers State, which will be selected** based on the visibility of sex work, the prevalence of gender-based violence incidents, and heightened law enforcement raids following the State's 2021 announcement banning sex work and nightclubs to compare it with the situation post-implementation. The evaluation will aim to **cover all project sites** to the extent feasible, ensuring that the diversity of implementation context, particularly in terms of policing dynamics, service access, and community engagement, is reflected in the assessment. Where necessary, purposive sampling will be adopted to select representative sites/participants to illustrate experiences and outcomes.

3. Target Groups to be Covered

The evaluation will capture the experiences, outcomes, and perspectives of both **primary** and **secondary** beneficiaries, as well as key project stakeholders:

- **Primary beneficiaries:**
 - a. *20 Female and transgender sex workers aged 15–35*, including survivors of violence who engaged with the project's legal, health, psychosocial, and shelter support services with special attention to intersectional vulnerabilities such as poverty, gender identity, and HIV exposure, to assess the project's inclusiveness and equity outcomes.
 - b. *8 Community paralegals and peer educators* who participated in paralegal training and supported peer rights-awareness sessions and incident documentation.
- **Secondary beneficiaries:**
 - a. *2 Law enforcement officers and 5 health providers* who were sensitized.
 - b. *1 judicial Policymakers, five state actors, and two civil society organizations* engaged in legal reforms, advocacy

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- c. 5 Family members and 2 traditional rulers who participated in community behavioural awareness campaigns.

Objectives of the evaluation

- **To evaluate the entire project (2022-2025)**, against the effectiveness, relevance, efficiency, sustainability, knowledge generation and impact criteria, as well as the cross-cutting gender equality and human rights criteria (*defined below*);
- **To identify key lessons and promising or emerging good practices** in the field of ending violence against women and girls for learning purposes

Evaluation questions and criteria

Evaluation Criteria	Mandatory Evaluation Question
Effectiveness <i>A measure of the extent to which a project attains its objectives / results (as set out in the project document and results framework) in accordance with the theory of change.</i>	1. To what extent were the intended project goal, outcomes and outputs (project results) achieved and how?
Relevance <i>The extent to which the project is suited to the priorities and policies of the target group and the context.</i>	2. To what extent do the achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?
Efficiency <i>Measures the outputs - qualitative and quantitative - in relation to the inputs. It is an economic term which refers to whether the project was delivered cost effectively.</i>	3. To what extent was the project efficiently and cost-effectively implemented?
Sustainability <i>Sustainability is concerned with measuring whether the benefits of a project are likely to continue after the project/funding ends.</i>	4. To what extent will the achieved results, especially any positive changes in the lives of women and girls (project goal level), be sustained after this project ends?
Impact <i>Assesses the changes that can be attributed to a particular project relating specifically to higher-level impact (both intended and unintended).</i>	5. To what extent has the project contributed to ending violence against women, gender equality and/or women's empowerment (both intended and unintended impact)?
Knowledge generation <i>Assesses whether there are any promising practices that can be shared with other practitioners.</i>	6. To what extent has the project generated knowledge, promising or emerging practices in the field of EVAW/G that should be documented and shared with other practitioners?
Gender Equality and Human Rights	Cross-cutting criteria: the evaluation should consider the extent to which human rights based and gender responsive approaches have been incorporated throughout the project and to what extent. To what extent did the project incorporate human rights-based and gender responsive approaches?

4. Evaluation design and methodology

4.1. Proposed evaluation design

The evaluation of the *FoFA-SGBVR project* will adopt a mixed-methods approach combining qualitative and quantitative strategies to assess not only the intervention's outputs and outcomes but also the context-specific challenges and enabling factors that shaped project delivery and impact. In addition, the evaluation will be both summative and utilization-focused, intended to assess the overall performance of the project at the end line and provide actionable insights for stakeholders (including donors, implementing partners, and policymakers) on sustaining, scaling, or adapting key components. Finally, given the complexity and sensitive nature of the addressed issues (GBV, sex work, legal exclusion, and health inequities), the evaluation design must prioritize ethical rigour, community safety, and inclusive stakeholder engagement.

4.2. Data sources

The evaluation will draw on the following primary and secondary data sources:

Primary sources:

- a. Female and transgender sex workers and community gatekeepers who engaged with the project (including survivors)
- b. Law enforcement officers, healthcare providers, and judicial actors are involved in the project implementation.
- c. Key stakeholders, including policymakers, families, and religious leaders, are engaged in the project.
- d. GWIHR Project team members and field staff (community paralegals)

Secondary sources:

- a. Project documents (e.g., implementation reports, M&E data, policy and advocacy briefs and samples of documents reviewed or developed)
- b. Referral records, service utilization logs, and training attendance sheets
- c. Samples of Court litigation documents

4.3. Proposed data collection methods and analysis

Qualitative Methods:

- Focus Group Discussions 4 (FGDs) with diverse sex workers (female, transgender, living with HIV and survivors)
- 10 Key Informant Interviews (KIs) with project staff, service providers, police, and policymakers
- 5 Case studies highlighting survivors' pathways to justice and health services

Quantitative Methods:

- Structured surveys targeting primary beneficiaries to assess changes in knowledge, service access, and rights awareness
- Analysis of routine service data and indicators, including the number of referrals, legal cases filed, and services accessed.

Analysis:

Quantitative data will be analyzed using descriptive statistics, trend analysis, and comparative assessments across project phases. Qualitative data will be coded thematically, with emphasis on recurring patterns, critical enablers, barriers, and unintended outcomes.

4.4. Proposed sampling methods

The evaluation will apply purposive and stratified sampling to ensure representation across key sub-groups of sex workers and geographies.

- a. **Primary beneficiaries** (sex workers aged 15–35): Stratified by age, HIV status or socioeconomic background, gender identity (female and transgender), location (urban/peri-urban), and exposure to project services.
- b. **Secondary stakeholders**: Selected based on their roles in law enforcement, health services, and legal systems, with attention to diversity at both the institutional and functional levels.

Sample size will be determined based on feasibility, diversity, and the need for meaningful triangulation. Confidentiality and informed consent will guide all participant recruitment.

4.5. Field Visits

The evaluation will include field visits to project sites in Port Harcourt and nearby peri-urban communities in Rivers State. These evaluation visits will be coordinated to ensure compliance and allow for:

- i. Direct engagement with sex workers, peer educators, and service providers
- ii. On-site observation of safe spaces, clinical care points, and training venues
- iii. Validation of service records and real-time interaction with stakeholders
- iv. Participatory feedback sessions with local project teams and beneficiaries

To ensure coordinated safety, security, and ethical compliance, especially given the direct engagement with vulnerable participants such as sex workers and survivors of violence. The evaluation team will:

- Conduct a risk assessment in collaboration with local partners prior to each visit;
- Engage with community gatekeepers and peer leaders to ensure safe and respectful access;
- Adhere to strict confidentiality and informed consent protocols during interactions;
- Avoid any actions that could increase exposure, stigma, or harm to participants;
- Include a trained safeguarding focal point as part of the evaluation team;
- Facilitate referrals or immediate support where distress or protection needs arise;
- Consider an independent review of safety protocols and available support services to strengthen accountability and survivor-centered practices.

4.6. Level of Stakeholder Engagement

Stakeholder engagement will be central to the design, implementation, and dissemination of the evaluation. This includes:

- a) **Co-creation of evaluation questions and tools** during the inception phase with input from sex workers' community leaders, field staff, and the GWIHR project team.
- b) **Validation workshops** to discuss emerging findings with key stakeholders and incorporate their insights before finalization.
- c) **Dissemination events** targeting state actors, civil society organizations (CSOs), and donors to discuss lessons learned and implications for scaling up or policy reform.

This participatory approach enhances the credibility, relevance, and potential utilization of the evaluation findings for strategic decision-making.

5. Evaluation ethics

The evaluator/s must put in place specific safeguards and protocols to protect the safety (both physical and psychological) of respondents and those collecting the data as well as to prevent harm. This must ensure the rights of the individual are protected and participation in the evaluation does not result in further violation of their rights. **The evaluator/s must have a plan in place to:**

- € Protect the rights of respondents, including privacy and confidentiality;
- € Elaborate on how informed consent will be obtained and to ensure that the names of individuals consulted during data collection will not be made public;
- € If the project involves children (under 18 years old) the evaluator/s must consider additional risks and need for parental consent;
- € The evaluator/s must be trained in collecting sensitive information and specifically data relating to violence against women and select any members of the evaluation team on these issues.
- € Data collection tools must be designed in a way that is culturally appropriate and does not create distress for respondents;
- € Data collection visits should be organized at the appropriate time and place to minimize risk to respondents;
- € The interviewer or data collector must be able to provide information on how individuals in situations of risk can seek support (referrals to organizations that can provide counseling support, for example)

7. Key deliverables of the evaluator and timeframe

No.	Deliverable	Deadlines of Submission to UN Trust Fund M&E Team	Deadline (example only)
1	Evaluation Inception Report	This report should be submitted by the evaluator within 2-4 weeks of starting the assessment . The inception report needs to meet the minimum requirements and structure specified in the evaluation guidelines.	By 21 June 2025
2	Draft Evaluation Report	In accordance with the timeline agreed with the evaluator hired by the grantee, however it is recommended that the report is submitted between 1 month and 2 weeks before the final evaluation is due . The Draft Report needs to meet the minimum requirements and structure specified in the evaluation guidelines.	By 15th September 2025
3	Final Evaluation Report	No later than 2 months after the project end date . The Final Report needs to meet the minimum requirements and structure specified in this guideline for UN Trust Fund's review and approval.	By 30th September 2025

6. Evaluation team composition

6.1. Roles and responsibilities

The Evaluation Team will comprise two national consultants, bringing together a diverse mix of expertise required to conduct the evaluation successfully. Each team member will have defined roles and responsibilities to ensure the quality, integrity, and timely delivery of the evaluation process as follows:

Evaluator A – Senior Evaluator

Responsible for leading and managing the entire evaluation process from inception to completion under the supervision of the Evaluation Task Manager from the grantee organization. Specific responsibilities include:

- a) Leading the design and development of the evaluation framework and methodology.
- b) Managing and coordinating the evaluation team and ensuring adherence to timelines and deliverables.
- c) Overseeing data collection, quality assurance, and ethical compliance.
- d) Leading data analysis, synthesis of findings, and ensuring integration of gender and human rights perspectives.
- e) Drafting the evaluation report and leading the process of review, validation, and finalization of the report in English.
- f) Presenting preliminary and final findings to key stakeholders.

Evaluator B – Gender and Human Rights Specialist

Responsible for providing technical expertise in gender equality, human rights, and inclusion throughout the evaluation process. Specific responsibilities include:

- i. Supporting the design of gender-responsive and human rights-based evaluation tools and approaches.
- ii. Facilitating gender-sensitive and participatory data collection methods.
- iii. Providing expert analysis on gender and human rights dimensions in the context of violence against women, girls, and marginalized populations (e.g., female and transgender sex workers).
- iv. Contributing to data interpretation, validation, and report writing, ensuring gender and rights issues are well captured.

6.2. Required Competencies

Senior Evaluator

- Minimum of 7 years' experience in leading external evaluations using mixed methods approaches, including innovative and participatory methodologies.
- Expertise in gender equality, human rights-based approaches, and intersectional analysis, particularly in evaluating programs targeting marginalized populations such as female and transgender sex workers.
- Strong experience in developing theory of change, evaluation frameworks, and facilitating stakeholder engagement processes.
- Proven skills in managing complex evaluations, leading multi-disciplinary teams, and delivering high-quality, actionable evaluation reports.

- Excellent communication, facilitation, and presentation skills.
- In-depth knowledge of the socio-political and cultural context of [insert country/region].
- Language proficiency: English and Pidgin is required.

Evaluation Specialist (Gender & Human Rights Expert)

- At least 5 years of experience in program evaluation, with a specific focus on gender-based violence, sex workers' rights, and inclusion of marginalized populations.
- Strong technical expertise in applying feminist and human-rights-based evaluation methodologies.
- Experience in designing and facilitating participatory evaluation tools and approaches.
- Familiarity with global and regional frameworks on violence against women, gender equality, and human rights.
- Strong skills in qualitative data collection and analysis, including the use of sensitive interviewing techniques.
- Language Proficiency: Fluency in English and pidgin languages.

7. Management Arrangements of the evaluation

The management of this evaluation will follow a clear and structured arrangement to ensure accountability, coordination, and quality assurance throughout the evaluation process. The evaluation will be conducted by an independent team of two consultants (*a Senior Evaluator and a Gender and Human Rights Specialist*). This team composition is proposed to ensure both technical rigour and contextual relevance in understanding the impact of a program that addresses gender equality, human rights, and issues of violence against female and transgender sex workers. The evaluation will be managed by the *Evaluation Task Manager* from the grantee organization, who will be responsible for:

- Providing oversight and quality assurance throughout the evaluation process.
- Facilitating access to key project documents, stakeholders, and beneficiaries.
- Providing logistical support, where necessary, for data collection activities.
- Reviewing and providing feedback on all deliverables submitted by the evaluation team.
- Ensuring that the evaluation process aligns with organizational values, including ethics, confidentiality, and stakeholder engagement principles.

To ensure a credible and high-quality evaluation, the following mechanisms will be put in place:

- Regular check-in meetings between the Evaluation Task Manager and the Senior Evaluator.
- Review and approval of the inception report, data collection tools, draft report, and final report.
- Conduct a validation workshop with key stakeholders to discuss preliminary findings.
- Adherence to ethical standards and confidentiality protocols, particularly when engaging vulnerable populations.

8. Timeline of the entire evaluation process

Stage of Evaluation	Key Task	Responsible	Number of working days required	Timeframe
Inception stage	Briefings of evaluators to orient the evaluators	Evaluation Task Manager	10 working days	First week
	Desk review of key documents	Evaluator/s		First week
	Finalizing the evaluation design and methods	Evaluator/s		Second week
	Submit draft Inception report	Evaluator/s		By 21 June 2025
	Review Inception Report and provide feedback	Evaluation Task Manager, Stakeholder Group and UNTF	5 working days	By 26 June 2025
	Incorporating comments and revising the inception report	Evaluator/s	4 working days	By 30 June 2025
	Submitting final version of inception report	Evaluator/s		
Data collection and analysis stage	Review final Inception Report and approve	Evaluation Task Manager, Stakeholder Group and UNTF	5 working days	By 5 July 2025
	Desk research	Evaluator/s	10 working days	By 17 July 2025
Synthesis and reporting stage	In-country technical mission for data collection (visits to the field, interviews, questionnaires, etc.)	Evaluator/s	Over 6-8 weeks (depending on travel)	By 14 August 2025
	Analysis and interpretation of findings	Evaluator/s	4 weeks	By 11 September 2025
	Preparing a first draft report	Evaluator/s		
	Review of the draft report with key stakeholders for quality assurance	Evaluation Task Manager, Stakeholder Group and UNTF	10 working days	By 25 September a2025
	Consolidate comments from all the groups and submit the consolidated comments to evaluation team	Evaluation Task Manger		
	Incorporating comments and preparing second draft evaluation report	Evaluation Team	2 weeks	By 2 October 2025
	Final review and approval of report	Evaluation Task Manager, Stakeholder Group and UNTF	5 working days	By 9 October 2025
	Final edits and submission of the final report	Evaluator/s	4 working days	By 15 October 2025

9. Method of Application

Interested candidates are invited to submit their applications together with curriculum vitae and relevant supporting documents to the following address:

[Title: Consultant for the final evaluation of “Fore Fronting Our Agenda – Strengthening the GBV Response for Sex Workers (FoFA-SGBVR)”]

[greaterwomeninitiative@gmail.com]

The deadline for submission is [15th June 2025].

Only shortlisted candidates will be notified. Women candidates are strongly encouraged to apply.