

Terms of Reference for Midterm Review of Female Sex Worker Project in Ethiopia

1. Background of the FSW Project in Ethiopia

The Danish Family Planning Association (DFPA) is implementing a two and a half-year project from October 2022 to March 2025 titled “Right to Safe Sex Work” in Ethiopia. The purpose of the project is to support young female sex workers (FSW) in getting a better, safer and more secure everyday life. The project is implemented mainly in Addis Ababa and contains PE led activities on the ground as well as local advocacy and alliance building with various stakeholders. The project also has an element of creating networks of sex workers in the capital of Addis Ababa as well as in Afar region.

The project is being implemented mainly by NIKAT, which is a sex worker founded and sex worker led organization. DFPA’s sister organization Family Guidance Association of Ethiopia (FGAE), the Ethiopian member association of IPPF, is also having an implementing role in the project on creating access to non-discriminatory SRH services for FSWs.

The project has three outcomes:

- 1) FSWs in the target areas in Addis Ababa claim their sexual and reproductive rights and access relevant and non-discriminatory SRH services and legal assistance
- 2) Local authorities, decision makers and opinion leaders are committed to improve the rights of sex workers
- 3) FSWs in intervention areas have formed a network of FSWs CBOs and are starting to work collectively on improving the lives of FSWs in Ethiopia

The project is mainly being implemented in the capital Addis Ababa but also include networking and alliance building activities in Afar region.

The project is guided by a human rights-based approach and the principle of “leaving no one behind” applying a peer-to-peer method combining SRH information, capacity strengthening and advocacy initiatives to increase FSWs access to SRHR, general protection and increased physical and mental wellbeing.

The project is financed by Operation a Dayswork and co-financed by Danida.

2. Objective of the Midterm Review

Midway through the project, Operation a Dayswork requires a mid-term project review to be undertaken. It has been decided to focus on what has been achieved during the first 16 months of project implementation and whether the project remains strategically relevant in the context of intervention. In addition to the overall review of the status and relevance of the programme, we also wish to see an in-depth analysis of the partner setup and partner cooperation in the project.

3. Scope of work

The Midterm Review will be carried out partly as a desk study and partly as a field study in Addis Ababa, Ethiopia. The consultant should cover the following aspects of the project:

- 1) Review the strategic approach of the project and recommend any possible adjustments.**
 - a) An analysis of the approaches used in the project (peer-to-peer, advocacy and creation of FSW networks) and a review of how these are contributing to the desired changes for FSWs in the intervention areas.

- 2) Review the performance and status of results so far (first 15 months of the project).**
 - a) Progress against indicators from the approved project results framework with a related narrative description, focusing on outcome-level changes. The account can be based on internal monitoring systems and reports, but should also include the following elements:
 - A qualitative analysis of changes and outcomes seen so far and how the programme has contributed to those changes.
 - Reflections on the degree of target achievement, highlighting potential variations in outputs affecting planned outcomes, including analysis of possible causes, lessons learned, and how these are reflected in follow-up activities/corrective actions with the partners.
 - Reflections on how partners in the project pursue cost effectiveness. This should include reflections on whether achieved results have been delivered at reasonable costs as well as future cost-efficiency approaches to further strengthen this aspect.
 - b) Status on recommendations and changes made informed by previous monitoring by DFPA
 - c) An outline of organizational, contextual and/or strategic challenges and changes and how these might affect the project.

- 3) Assess the partner setup, the cooperation between partners and need for possible actions.**
 - a) Analyze and assess how implementing partners cooperate in the project. Give recommendations for adjustments and improvements moving forward.
 - b) Analyze and assess the added value of each partner in the project.

- 4) Give recommendations for a potential next phase of the project.**
 - a) Based on organizational, contextual and/or strategic challenges, project performances and partner cooperation, what would be the overall as well as specific recommendations for a next phase of the project
 - b) Assess which part of the project is most important to support in case there will be a temporary period with limited funding (after the project ends and before new funding has been raised)

The Consultant will be responsible for organising the Midterm Review including the travel to and stay in Ethiopia. The Consultant will be responsible for any recruiting of possible field assistants and interpreters and ensuring a well-functioning team with clear roles, responsibilities and timelines for all team members.

Implementing partners (Nikat and FGAE) will be available for assistance in terms of establishing contact to stakeholders, interpreters and if necessary, to suggest research assistant candidates.

The Consultant should ensure the inclusion of senior management of implementing partners in the review to anchor the findings in the organisation and ensure ownership.

The project partners, Nikat, FGAE and DFPA will assist the consultant with knowledge about the FSW project and the implementation sites, by facilitating contact to relevant stakeholders, and providing access to relevant documents.

4. Deliverables

The Consultant will submit the following to DFPA within the timeline presented below:

1. **Inception report** on the preliminary understanding of the project as well as an interpretation of the assignment. The inception report should cover desk study findings, research framework, proposed methodologies and work plan.
2. **A draft Midterm Review report**
3. **An online debriefing meeting** with partners of the project to present the main findings and recommendations
4. **A final Midterm Review report** that reflects on the objectives of the Midterm Review as well as inputs received at the debriefing workshop.
 - The report will cover a maximum of 20 pages excluding annexes.
 - The report should clearly show recommendations for the project partners
 - The report should be logically structured including the Executive summary, review purpose, review methodology, findings, conclusions, lessons and recommendations, and annexes (KII conducted, FDGs conducted, documents consulted, and data collection instruments).
 - If the consultant is Danish speaking, the final report should be submitted in Danish. Otherwise, it can be submitted in English.

5. Approach

The Consultant will be responsible for using the relevant, internationally recognized methods for doing a Midterm Review of a FSW project and for the use of the most efficient methods in an Ethiopian context. The review should include both a desk study and a field study using qualitative methods. The specific data collection methods could include interviews, focus groups, and surveys. Participatory methods will be applied when possible. A combination of methods is desirable to maximize the reliability of the data.

It is expected that the informants to be included in the Midterm Review are at least the project partners, trained peer educators, FSWs, community leaders, trained police officers, trained health service providers, bar owners ect. who have been engaged in the project. The exact number of and which right holders and stakeholders to be interviewed should be defined together with DFPA and implementing partners.

The methods used in the review need to be explained and justified in detail in the Inception report. It is vital to show where the data will be accessed, and how many data sources will be used and the tools and methods which will be used to analyse data. Limitations to the study should also be made clear.

The Consultant will be responsible for managing the process and the timely and the participatory involvement of different stakeholders. It is vital that the Consultant is able to travel to the intervention site and uphold the cost of a team within the budget.

6. Timing of Midterm Review

The Consultancy should be completed by 15th May 2024.

The total number of days spent actively on this assignment is expected to be 17 days. The plan below is indicative, as it is expected that the Consultant will advise on the process.

Task	Location	Timing
Meeting with DFPA	Online	End March 2024
Submit inception report	To DFPA	Start April 2024
Meeting with DFPA and implementing partners	Online	Start April 2024
Carry out field work	Ethiopia (Addis Ababa)	Mid April 2024
Submit Draft report	To DFPA	End April 2024
Debrief Meeting with DFPA and partners	Online	Start May 2024
Submit Final Report	To DFPA	Mid May 2024

Activities and Duration

Below is an indicative overview of the expected distribution of number of days for the assignment to assist when preparing the budget. The budget should also include travel cost, audit expenses and other reimbursable cost such as printing of materials, communication cost, etc. The bids will be assessed based on value for money, appropriateness of methodology and the competencies and qualifications outlined below.

TASK	Number of Days
Meetings with DFPA and partners (online)	1 Day
Inception report	3 Days
Field work in Ethiopia (incl. travel)	7 Days
Synthesis of information in draft Report	3 Days
Debriefing online meeting (including preparation)	1 Day
Preparation of final report	2 Days
In all	17 Days

8. Competences and qualifications of Consultant

The Consultant should have the following competences and experiences:

- Proven review or evaluation experiences of projects working for human rights of marginalized groups.
- Experience in both quantitative and qualitative data collection, management and analysis.
- Professional experience with development projects in an East African context – preferable Ethiopia.
- Be fluent in English.
- Comprehensive knowledge of SRHR, structurally excluded groups and gender.
- Specific knowledge of sex workers' rights in a global context and/or East African is considered to be an asset.

9. Liaison of Consultant

The Consultant will liaise with Gender Advisor, Lisbet Dinsen DFPA and Susanne Kirk Christensen, MEAL Advisor DFPA

10. Documents Available

DFPA will make all relevant project documents from the implementation period available including:

- FSW Project result frame 2022-2025
- FSW Project document 2022-2025
- Project progress reports 2022-2023
- Monitoring report 2023
- Baseline for the country programmes of the Danish Family Planning Association in Ethiopia