



Institute for Human Rights and Development in Africa (I H R D A)

IHRDA Impact Assessment Consultancy

Call for Applications for External Evaluator

Banjul, 28 March 2018

A. INTRODUCTION

The Institute for Human Rights and Development in Africa (IHRDA) is a Pan-African non-governmental organization based in Banjul, The Gambia. Its mission is to promote the use and effectiveness of the African human rights system, by building the capacity of actors in the promotion, defence and protection of human rights; by providing pro-bono legal assistance to victims of human rights violations, and by facilitating access to relevant information for actors and stakeholders in the promotion, defence and protection of human rights in Africa. Our endeavours demonstrate that human rights instruments and mechanisms in Africa can be effective in ensuring the rule of law, respect for human dignity and access to justice in Africa.

Over the past 10 years, IHRDA has delivered on its core mandate of litigating, educating and informing through implementation of various activities. These have included instigating cases before the various African human rights mechanisms, notably the African Commission on Human and Peoples' Rights (ACHPR), the African Committee of Experts on the Rights and Welfare of the Child (ACERWC), the African Court on Human and Peoples' Rights, and the ECOWAS Court of Justice. We have also conducted trainings for litigants and other key players in the promotion and protection of human rights in Africa; produced publications and most recently online resources on human rights jurisprudence in Africa from the regional mechanisms, which include the Case Law Analyser and the databases on SGBV, as well as children's case law. We also undertake advocacy through the participation at the Ordinary Sessions of the ACHPR and the ACERWC, at which we organize side events and deliver statements on various issues of interest or concern to us relating to events across the continent. During the period in question, the organization has undergone some significant changes, including changes in personnel, the expansion of the work focused on, both geographically and thematically, funding health, as well as the approach employed. There have certainly been some successes as well as challenges.

Against this background, IHRDA seeks to recruit a qualified expert to conduct in-depth external evaluation of its work over the past ten years. Specifically, the evaluation exercise is to take stock of what has worked, what has not worked and why; the organizational structure; the strategic planning of the organization; SWOT analysis; relationships and partnerships, such as with other organisations and with the African human rights mechanisms; reviews from our current and past beneficiaries on their experiences working with us; impressions of both current and past staff; and views of the donor community who have supported our work. Essentially the objective is to assess the impact of the work we have carried out, and our role as a key and strategic player in the human rights landscape in Africa. This should enable us to plan our work better and work more efficiently

B. TERMS OF REFERENCE

Objectives of the evaluation

The Evaluation is intended to assess the relevance, performance, management structure and procedures, progress of objectives, realization of outcomes, overall success and impact of IHRDA. The overall evaluation will review the extent of the impact of IHRDA's activities within the last 10 years. This would be offer a good learning experience of what has gone well and what has not.

Methodology

- a. Conduct In-depth qualitative interviews: gather of testimonies from a wide range of key stakeholders in an administered survey.
- b. Conduct short online quantitative interviews: with focus on specific sampling such as law professors specializing in the African system, former interns, former board members and former employees.
- c. Gather existing variable quantitative data such as: the access and use of the Case Law Analyzer and SGBV databases, number of trainees (including direct beneficiaries of training workshops, internships and fellowships), citations to cases brought by IHRDA in law reviews, the African regional system and other systems, and media coverage.
- d. Explore secondary data collected from evaluations conducted for specific activities/projects of IHRDA's work.

Scope and Parameters of the Evaluation

1. The study will look at a wide range of beneficiaries of IHRDA's work, and will target:
 - a. Plaintiffs
 - b. Defendants, including government officials
 - c. Litigators including litigation partners and others working in the African system
 - d. Non-litigator activists in the African system
 - e. Local NGOs and grassroots movements
 - f. International and Regional NGOs
 - g. Tribunal members and their secretariats, members of the African Commission, the African Court, ECOWAS Court, ACERWC
 - h. Specific targets of trainings, such as law enforcement officers, magistrates, national security agents, etc.
 - i. Participants in case identification workshops including those whose cases were not chosen for litigation
 - j. Fellow participants in international forums
 - k. Employees and interns, past and present
 - l. IHRDA Board Members, past and present
 - m. Human rights professors, especially those who have worked with IHRDA and those who focus on the African regional system.

2. A range of results and impact of IHRDA's work will be considered, including:
 - a. Advancing human rights jurisprudence
 - b. Implementation of human rights decisions
 - c. Empowerment
 - d. Awareness
 - e. Education
 - f. Regulations, policies, and rules of procedures
 - g. Example setting and increased professionalism
 - h. Innovativeness
 - i. Increasing access to the African Commission and its sessions.
 - j. Affective impact such as hope, trust, connection
 - k. On-the-ground changes in human rights conditions

3. The study will also show where IHRDA has had the most impact and where it might provide the most impact in the future.
 - a. Which categories of activities have had the most impact?
 - b. Which specific types of cases, trainings and publications have had the most impact?
 - c. An assessment of IHRDA's impact within the 10-year period.
 - d. Impact on specific human rights issues? In specific regions?
 - e. The role of language in IHRDA's work.
 - f. Impacts of one-off vs. sustained litigation strategies like implementation and work on SGBV.

4. The study will involve travels across Africa, including trips to The Gambia (for consultant based out of The Gambia), East Africa (Ethiopia, Tanzania and Kenya) and Mauritania.

Specific IHRDA Programs to Consider

1. Litigation
 - a. Specific Cases such as
 - i. Nigeria cases
 - ii. SGBV Initiative
 - iii. Angola, Ethiopia, Guinea, Zimbabwe, Ethiopia cases
 - iv. DRC cases
 - b. Follow up measures on litigation for implementation of decisions
2. Operation and Structure of Regional Bodies
 - a. African Court, ACERWC, ACHPR, ECOWAS
 - b. Collaborations with CSOs at Regional Bodies
3. Publications (Effects of the Case-Law Analyser, SGBV Case-Law Database, etc.)
4. Trainings and Case-Identification Workshops

Timelines

The total duration of the evaluation will be 8 months. This will include desk reviews, field work, interviews, and report writing.

Deliverables

At the end of the evaluation, the consultant is expected to deliver a final comprehensive report. The content and structure of the final analytical report with findings, recommendations and lessons learnt should have the following structure:

- i) Executive summary
- ii) Introduction
 - Description of context and objectives
 - Description of the evaluation methodology
 - Notes on the Sampling and Criteria
- iii) Findings
 - Key findings, including best practices and lessons learned
- iv) Conclusions
- v) Recommendations
- vi) Annexes

C. PROFILE OF APPLICANTS

Applications can be submitted by a team or enterprise comprising at least 2 persons that meet the following criteria:

- Holder of a post-graduate degree in international development, international law or social science related field
- Extensive and advanced impact evaluation skills and experience in project monitoring and evaluation, especially in the field of human rights, rule of law and justice, preferably in Africa
- Experience conducting institutional impact assessments, involving work in more than one country, is desirable
- Extensive experience with the African human rights system and knowledge of contemporary developments in matters of human rights in Africa
- Extensive experience in quantitative and qualitative research and evaluation
- Extensive experience in participatory and partnership approaches, and in institutional capacity building strategies
- Excellent proficiency in English and French
- Knowledge of another African Union language is an added advantage
- Ability to travel extensively within Africa

D. SUBMISSION OF APPLICATION

Qualified and interested applicants should submit the following:

- A technical proposal demonstrating an understanding of the Terms of Reference, the main goals and tasks of this evaluation, a proposed methodology for the evaluation, a detailed work-plan, together with the relevant notes on expertise and experience.
- List of at least three (3) relevant sample evaluation projects carried out, with contact details of referees.
- CV of team members to be involved in the evaluation exercise (showing education background, relevant expertise and experience, physical and electronic contact details)

- List of team members to be involved in the project, indicating role(s) of each member. It should also show the Coordinator, who will be responsible for the whole project and all deliveries, and who will also act as the contact person for the team or enterprise.
- Estimated budget for the project. The budget should factor-in all costs to be incurred for the execution of the exercise, which should include both professional fees and operational costs. It should clearly show all fieldwork costs, including time costs, costs associated with communicating with beneficiaries and stakeholders; accessing beneficiaries and stakeholders; meals; transportation costs; stationary costs; and any other costs associated with the assessment. The costs identified must correspond with the methodology and the work plan submitted as part of the proposal.

All files should be in PDF format, and Complete applications should be sent via email to ihrda@ihrda.org and copied to gsowe@ihrda.org, with the subject line: "IHRDA Impact Assessment: Application for External Evaluator", no later than Monday, 23 April 2018.