

Vacancy Announcement

Consultancy: Final Project Evaluation

Type of contract: Consultancy
Location: Home-based with travel to India
Duration of contract: 30 working days
Start Date: May 2019
End Date: 31 July 2019

The International Commission of Jurists (ICJ) is seeking qualified applicants to conduct a final evaluation for its project Promote human rights and end discrimination on the basis of sexual orientation and gender identity in India (2015-2019), during May, June and July 2019.

OVERVIEW OF THE ICJ

Composed of 60 eminent judges and lawyers from all regions of the world, the ICJ promotes and protects human rights through the rule of law, by using its unique legal expertise to develop and strengthen national and international justice systems. Established in 1952 and active on the five continents, the ICJ works towards the progressive development and effective implementation of international human rights and international humanitarian law; secure the realisation of civil, cultural, economic, political and social rights; safeguard the separation of powers; and guarantee the independence of the judiciary and legal profession.

PROJECT BACKGROUND

The ICJ has been implementing its Promote human rights and end discrimination on the basis of sexual orientation and gender identity (SOGI) in India project (hereafter 'the project') over a period of 48 months from 31 July 2015 to 31 July 2019.

The overall objective of this project is to address and reduce discriminatory treatment and homo and transphobic attitudes toward LGBTI communities by challenging discriminatory laws and practices, raising awareness of SOGI-based violence, and engaging with the judiciary and other legal professional in India.

The project has pursued the following three **specific and related objectives**:

1. To strengthen the capacity of local activists and human rights defenders in understanding both domestic and international legal frameworks for the protection of their rights, and to enable them to seek the repeal of discriminatory laws in India;
2. To increase awareness among judges and other legal professionals about the endemic problem of SOGI-based violence and discrimination, with the aim of assisting petitioners in the curative appeal of IPC 377;
3. To engage with the judiciary to address and change discriminatory attitudes toward LGBTI communities, with the aim of institutionalizing education on equality rights and SOGI and human rights for all judges and legal professionals across India.

EVALUATION OVERVIEW

The **primary users** of the evaluation report will be the ICJ's staff and consultants (in particular the India project team, and the wider Asia-Pacific programme team) who may use the findings and recommendations to inform any adjustment to the strategies and future programming on SOGI in the country, region and beyond. The **secondary users** will be the institutional bilateral donor.

As an evaluation near the end of the project, this review will consist in a **summative evaluation**. Primarily focusing on outcomes (what the project achieved), it aims to: (1)

establish and understand whether, and how, expected and unexpected outcomes occurred; (2) identify factors that affected activities, outputs and outcomes from occurring; (3) assess the sustainability of results; and (4) draw lessons that may inform future programming. The evaluation should have a **strong learning objective** in that it should reflect on what has worked and what has not worked so well, and identify ways to enhance the relevance, efficiency, effectiveness, impact and sustainability of future, similar interventions.

Below are some indicative lines of inquiry for each stated evaluation criteria.

Relevance [a measure of the extent to which the project has been suited to the priorities of the target groups, beneficiaries and donor]

- To what extent are the objectives of the project still valid (i.e. meeting the needs and requirements of the target groups, beneficiaries, partners and donor)?
- Has the implementation of project activities and outputs been consistent with the overall objective and the attainment of its specific objectives?

Effectiveness [a measure of the extent to which the project has attained its outcomes]

- To what extent have the stated outcomes been achieved (or are likely to be by project end)?
- What are the major factors that influenced the achievement or non-achievement of the stated outcomes?
- What lessons can be drawn to enhance effectiveness in future projects?

Efficiency [whether the results were obtained at reasonable cost]

- Were the activities cost-efficient?
- Were the activities delivered as originally scheduled / on time?
- Has the project been implemented in a more economical way compared to alternatives?

Indications on impact and sustainability

- Impact [positive and negative changes produced by a project, directly or indirectly, intended or unintended]: What has happened (or not) as a result of the project? Is there evidence that changes among local activists, advocates, judges and other stakeholders have been or are being transferred to the broader community, with positive effects for LGBTI communities in India?
- Sustainability [whether the benefits of the project are likely to continue once the project has ended]: Are there indications that the project's results will be sustainable once funding ceases? If so, what are they?

The ICJ will review the **methodology** proposed by the evaluator(s) at the preparation phase. Ideally, it will include: (1) a desk review of project documents and records (including the project proposal, cost-extension proposal, logic model and M&E plan, project progress reports, including Performance Indicators Tracking Tables, and various records containing monitoring data); and (2) in-country data collection. The primary data should involve mixed quantitative and qualitative research methods, and may include activities such as interviews with staff from the ICJ and partners. Additional sources of data may come from focus group discussions, key informant interviews, direct observation of at least one activity, etc. The evaluation will strive to use a participatory approach within its methodology and analysis.

EVALUATION IMPLEMENTATION

The evaluation should take place in **May, June and July 2019**, with the final deliverables due and contract concluding by **31 July at latest**.

The ICJ staff – in particular the India project team and more widely the South Asia team – will provide technical and logistical support as appropriate throughout the evaluation process (compilation of project documents, coordination of travel and lodging, identifying and/or serving as translators if needed, assisting with scheduling meetings if desired, feedback on the methodology, etc.).

A total of up to **30 working days** will be available for:

- *Evaluation preparation* (including finalizing the evaluation methodology, performing the initial desk review of project materials, creating data collection tools, and drafting a brief evaluation plan / matrix);
- *On-site and remote data collection* (including travel to India, particularly at the time of the last Judicial Dialogue scheduled for June 2019);
- *Data analysis and synthesis* (including transcription, data aggregation, draft report, presenting findings to the ICJ, and incorporating ICJ's feedback into a final report).

The **final deliverables** for this evaluation will include:

- A *brief evaluation plan or matrix* (due to the ICJ for approval within the first 5 working days);
- A *draft report* detailing key findings, supporting evidence, and concrete recommendations (due to the ICJ for feedback within approx. 28 working days);
- One *oral presentation of key findings* by Skype or another online mean with relevant ICJ staff (just after submitting the draft report); and,
- A *final report* incorporating all relevant feedback to the ICJ, including a *factsheet* (due within 30 working days and prior to 31 July 2019). The final report should provide brief, clear and pragmatic conclusions and recommendations, in response to the evaluation questions. A *factsheet summarizing the main findings and recommendations* should accompany the final report, to feed discussions on current and future programming with all concerned stakeholders.

A more detailed note on the evaluation may be obtained by emailing Shuan Martinez, the ICJ International Programme Manager – Nepal at shaun.martinez@icj.org.

QUALIFICATIONS

The selected consultant (or team of consultants) should have demonstrated experience in results-based project evaluation, familiarity with SOGI, and preferably experience in human rights programming and in South Asia. Detailed information about desired qualifications is listed below:

- Bachelor's degree in international law, international relations, human rights, social sciences, political sciences or related field;
- Minimum 7 years of experience in designing, implementing and overseeing project evaluations or combination of education, training and experience;
- Experience with qualitative and quantitative M&E data collection and analysis methods;
- Experience in assessing SOGI-related projects;
- Experience in working in politically sensitive countries and ability to maintain security and confidentiality considerations throughout the evaluation process and beyond;
- Inter-cultural communication skills;
- Strong facilitation, presentation, and communication skills;
- Strong ability to communicate effectively in English, both verbally and in writing;
- Team player with the ability to closely collaborate with the ICJ staff, local partners, and project stakeholders.

The ICJ is an equal opportunities employer.

BUDGET GUIDELINES

The estimated budget for this evaluation should not exceed **USD 15,000**. This figure includes all costs relevant to the evaluation, including the consultant's daily rate, meals and incidentals expenses, travel, accommodation, per diem, interpreters, communication expenses, etc. Please note that payment in full will not be made until all project deliverables have been received and verified as meeting the ICJ's expectations.

Cost effectiveness will be a consideration in the selection process.

APPLICATIONS close on **25 March 2019** and should be addressed with your resume, a maximum 3 pages technical proposal and the names and contact information for three recent references:

Ref: Consultancy: Final Project Evaluation
By email: asia-recruitment@icj.org

The proposal should clearly outline (i) the candidate's *key skills and experience* that are relevant to this evaluation; (ii) a concise description of the desired *evaluation approach and key principles* that will inform her/his work; (iii) an identification of *possible data limitations* and ways to mitigate them (recognizing that the applicant is operating with only the limited information provided herein); (iv) a short *cost justification* – including your salary history and/or daily rate for your last three consultancies; (v) the names and contact information for *three recent references*. Note that the ICJ may ask for examples of previous work after reviewing the application materials.

Please appreciate that due to the volume of applications, only short-listed candidates will be contacted. We cannot answer phone enquiries. We thank you for your understanding.