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Terms of Reference

Final Evaluation of the Project: *"Africa Albinism Network: To end violence and discrimination against persons with albinism in Africa through implementation of the newly adopted Africa Union's Plan of Action on albinism (2021-2031)".*

Introduction

Karagwe Community Based Rehabilitation Program (KCBRP) is a Non-Governmental Organization (NGO) that renders services to Persons with Disabilities (PWDs) and their organizations in Tanzania. The organization started its work in 2004 and is registered under the NGO Act of 2002 as a national NGO with a mandate to work in the entire country.

KCBRP pursues a human rights-based approach in all its development undertakings. Working with and through local pro-disability entities, KCBRP has over the years pursued a Community Based Rehabilitation (CBR) approach to enabling disability inclusive development at grassroots levels.

KCBRP understands that it is likely to achieve more by working collaboratively with complementary partners, both State and Non-State Actors. Currently KCBRP works with 18 Partner Organizations (POs) in the Child Empowerment Program and with **Africa Albinism Network (AAN)** in the project entitled, *"Africa Albinism Network: To end violence and discrimination against persons with albinism in Africa through implementation of the newly adopted Africa Union's Plan of Action on albinism (2021-2031)".*The implementation started effective from August 01, 2021 to April 30, 2023.

Vision Statement: An inclusive society where persons with disabilities enjoy their full rights and attain full potential.

Mission Statement: To champion the rights, empowerment and wellbeing of persons with disabilities through advocacy, capacity building and linking.

Core Values: KCBRP believes in, and is guided by the following organizational ideals:

1. Integrity**:** We uphold ourselves to the highest ethical and moral standards. We are fully committed to honesty, truthfulness, transparency and uprightness.

2. Creativity: We consistently explore innovative ways of working as a footing for positive change.

3. Excellence**:** We consistently seek to attain superior work quality & outstanding professional rigour.

4. Diversity: KCBRP is sensitive to, respects and consciously draw from the diversity in people or institutions' cultures, knowledge, abilities and practices.

5. Respect: Respect for human rights and dignity are overriding consideration in all our actions.

Figure 1: Schematic Presentation of KCBRP Theory of Change
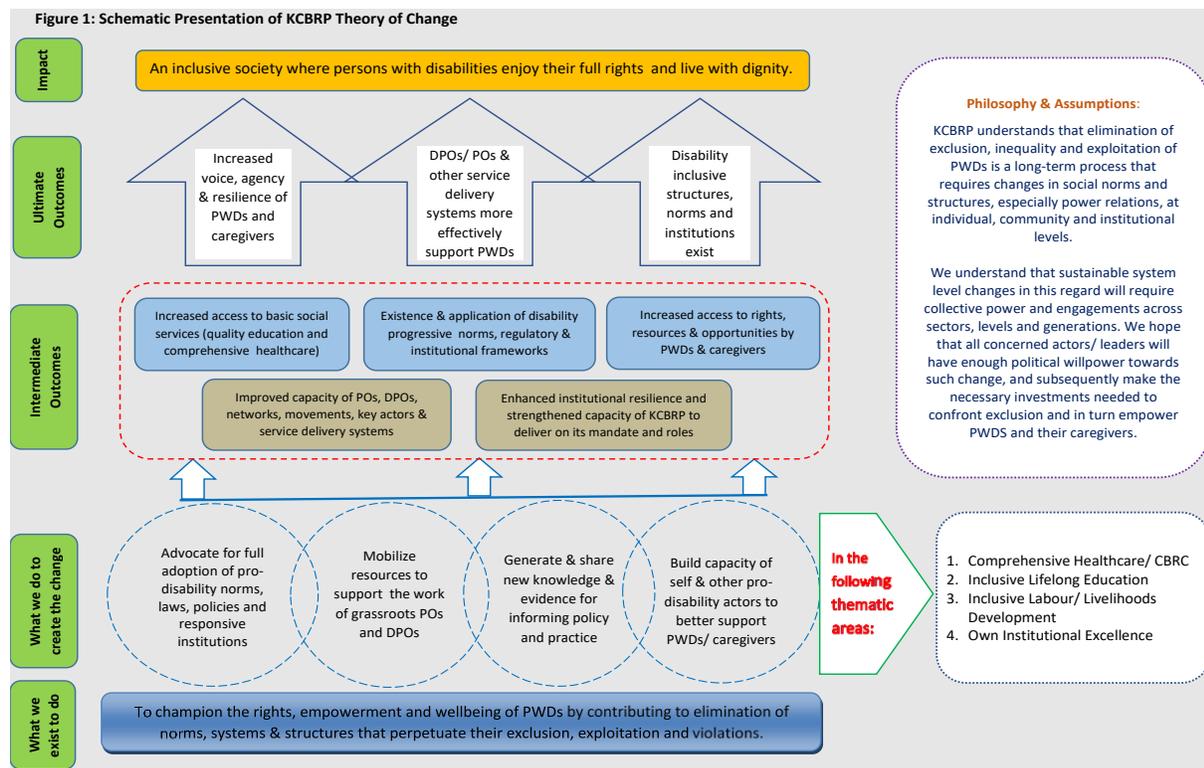
About Africa Albinism Network

The **Africa Albinism Network** was founded in February 2021 by the former UN Independent Expert on the rights of persons with albinism, Ms. Ikponwosa Ero, after almost two decades of successful engagements and policy commitments globally to protect persons with albinism. The Africa Albinism Network was formerly named the Africa Albinism Alliance. Its current name better reflects its structure, vision and mission. The administrative center of the Network is supported by Under the Same Sun, a non-profit with 501(c)(3) status.

In March 2023, the Network completed a two year pilot phase, during which it supported the development of 8 African countries' National Action Plans on albinism. These are modeled after the African Union Plan of Action on albinism (2021-2023) adopted by the African Union's Executive Council in 2019. These countries included those with ongoing records of attacks against people with albinism. The Africa Albinism Network is committed to building strong partnerships with various organizations representing persons with albinism to ensure that the African Union Plan of Action on albinism is implemented at the national level, with concrete measures and multi-year budgets-, and that the positive effects of these measures advance the enjoyment of human rights by persons with albinism in the Africa region.

Vision Statement: Toward an inclusive world for persons with albinism free from brutality and discrimination.

Mission Statement: To promote the implementation of the African Union (AU) Plan of Action to End Attacks and Other Human Rights Violations Targeting Persons with Albinism in Africa (2021-2031).

Core Values: AAN values above all, the promotion and protection of human dignity and human rights of persons with albinism and their family members. We value integrity and accountability.

Name Change

The Africa Albinism Network was formerly named the Africa Albinism Alliance. It was changed in 2021to better reflect the organization's structure, vision and mission.

KCBRP and AAN Relationship

KCBRP serves as AAN's fiscal host, accepting funds from VOICE on their behalf to carry out a project titled**"Albinism Africa Network: To address violence & Discrimination against people with albinism in Africa through implementation of the newly adopted Africa Union Plan of Action on albinism."** The Fiscal host agreed to receive funds on behalf of the AAN and disburse the same in accordance with the terms of an agreement signed in 2021.There is a presumption in this document that any reference to "KCBRP" includes AAN's consultation and involvement.

Project Background

Since 2006, nearly 800 attacks and other violations against persons with albinism have been reported across 28 countries in the Africa region. These numbers reflect a major threat to the right to life of persons with albinism on the continent. This is only the tip of the iceberg, as many other cases go unreported. In an effort to combat these violations, including alleviating preconditions that facilitate violence, the <u>United Nations Independent Expert on the Enjoyment of Human Rights by Persons with Albinism</u>, in collaboration with various African Union mechanisms, including the African Commission on Human and Peoples' Rights and the African Committee of Experts on the Rights and Welfare of the Child, as well as other international development partners, contributed to the development of a Regional Action Plan, the precursor to the current Plan of Action to End Attacks and Other Human Rights Violations Targeting Persons with Albinism in Africa (Plan of Action 2021-2031).The Regional Action Plan (2017-2021) was the first-ever regional mechanism to proactively address eradicating discrimination and violence against persons with albinism in Sub-Saharan Africa. Its overarching objective was to monitor the true impact of efforts to protect and integrate persons with albinism by multiple stakeholders across Africa. In particular, the plan consisted of specific measures to realize the enjoyment of peace and human rights by persons with albinism. The Plan had four main pillars that have been carried over into the current AU Plan of Action. These are: prevention, protection, accountability, and equality & non-discrimination. The AU also created a Special Envoy on Albinism to ensure the implementation of the Plan of Action.

For this reason, KCBRP together with Africa Albinism Network (AAN) developed the project: ***Africa Albinism Network: To end violence and discrimination against persons with albinism in Africa through implementation of the newly adopted Africa Union's Plan of Action on albinism (2021-2031)"***.

Funded by Voice on behalf of the Ministry of Foreign Affairs of the Netherlands (in the amount of **€137,521.11** (One Hundred Thirty-Seven Thousand, Five Hundred Twenty-One Euros and Eleven cents),the project was designed to systematically and effectively drive the implementation of the AU Plan of Action on Albinism, including providing strategic support to the efforts of the Special Envoy, continued advocacy at the AU and ultimately to support the growing movement of people with albinism in Africa. It is worthy of note that several regional outfits on albinism have emerged in the last 5 years to address the human rights violations faced by persons with albinism in Africa. However, none have been sustained due to lack of support and resources: both technical and financial.

Project Objectives:

1. Develop by August 2021, an implementation strategy for the African Union (AU)'s Plan of Action on albinism with the AU and with the support of the UN Expert.
2. Develop an effective Africa-based professional entity on albinism driving implementation of the AU Plan of Action on albinism in at least 6 countries including those with ongoing records of attacks against people with albinism. The strategy is as follows:

a. Promote the replication of the "Kenya Model" namely the use of advocacy, led by national albinism organizations, to move government and relevant stakeholders to adopt a national action plan on albinism (based on the regional Plan of Action); cause the government to make an annual budgetary allocation to the national action plan on albinism and to ensure implementation through an implementation and monitoring strategy.

b. Three priority countries were targeted for the pilot period:
   i. Eastern Africa: Tanzania, Uganda and Kenya*
      *Note that Kenya already had a national plan, and this process was aimed at availing support to put the plan into writing, ensuring it complied with the Action Plan as well as facilitating replication.

Corollary Objectives:

1. Support the AU special envoy on albinism once appointed particularly in context of promoting the national adoption and budgeting for the action plan.
2. Support the development of a concrete movement of persons with albinism in Africa to drive implementation of the AU's Plan of Action on albinism (2021-2031).
3. Promote effective leadership in organizations representing persons with albinism at the national level particularly through training of leaders of these organizations on human rights, advocacy and organizational operations and strategies.
4. Awareness raising and all other relevant opportunities to collaborate with and build the capacity of national albinism groups if they advance the above objectives.

Objectives and Evaluation Questions

Objective of the evaluation

The objectives of this evaluation are as detailed below:

(1) Assess what has been achieved during the intervention period up to now (August 01, 2021 to April 30, 2023.)

(2) Assess the relevance and effectiveness of the intervention logic / way of working

(3) Draw conclusions and give recommendations for KCBRP, Africa Albinism Network and Voice for possible future interventions

In line with this focus the main questions will be followed by sub-questions. Questions relate to the 5DAC OECD criteria[1] (Relevance, Effectiveness, Efficiency, Sustainability and Impact).

Main Questions:

N.B: These questions are not exhaustive. The process is meant to be collaborative and co-creative leaving flexibility for the evaluators to share their feedback and jointly refine the questions in line with the objectives.

1. To what extent has the AAN Project contributed to its main and corollary objectives, as described in the project narrative (Annex 1)?

    1.1. What has the AAN Project contributed to <u>Objective 1</u>: Develop by August 2021, an implementation strategy for the African Union (AU)'s Plan of Action on albinism with the AU and with the support of the UN Expert.

    1.2. What has the AAN project contributed to <u>Objective 2:</u>Develop an effective Africa-based professional entity on albinism driving implementation of the AU Plan of Action on albinism in at least 6 countries including those with ongoing records of attacks against people with albinism.

    1.3. What has the AAN project contributed to <u>the following</u> **Corollary objectives***:*

    1.3.1. Support the AU special envoy on albinism once appointed particularly in context of promoting the national adoption and budgeting for the action plan.

    1.3.2. Support the development of a concrete movement of persons with albinism in Africa to drive the implementation of the AU Plan of Action on albinism (2021-2031).

    1.3.3. Promote effective leadership in organizations representing persons with albinism at the national level particularly through training of leaders of these organizations on human rights, advocacy and Organization Operations and strategies.

    1.3.4. Awareness raising and all other relevant opportunities to collaborate with and build the capacity of national albinism groups if they advance the above objectives.

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[1] For more information, see:
https://www.oecd.org/dac/evaluation/daccriteriaforevaluatingdevelopmentassistance.htm

Evaluation Methodologies and Approaches

The evaluation is strictly based on Desk assessment and Phone interviews. The results of the data should form the basis for the evaluator to provide the organisations involved the opportunity to reflect and exchange experiences. The core of the evaluation process consists of this process (data analysis being discussed with relevant groups of staff/stakeholders/beneficiaries of the organisations), allowing for further deepening of the questions and development of recommendations.

Methodologies used should serve the purpose of the evaluation as well as being inclusive and participatory. They should adhere to the capacity of the informants (i.e. leaders of organizations representing persons with albinism in Tanzania, Kenya and Uganda) and be fit for producing qualitative information. The exact methodologies for the evaluation will be defined together with the external evaluator(s).

The data collection will be from a variety of sources. There will be information from the respective organisation through key informants and specific stakeholders in the network. Triangulation of both sources and methods is key.

Primary sources will be:

- Internal documents of the organisations(AAN and KCBRP) as deemed relevant by the consultant: annual reports, progress reports, policy documents

- External documents of the organisations: reports of events and publications, researches

Secondary sources could be:

- Phone Interviews with relevant stakeholders in Tanzania, Kenya and Uganda and with KCBRP and AAN Staff.

Evaluator(s) Profile

KCBRP welcome proposals from evaluators who:

- Have proven experience in similar evaluations (the disability/Albinism sector)

- Have vast contextual knowledge about Tanzania, Kenya and Uganda; the disability sector and government policies.

- Use methodologies which focus on learning and decision making and use online sessions to validate their recommendations with key stakeholders (Voice, KCBRP, AAN and other relevant stakeholders).

- Are flexible; ability to adjust to different situations.

- Value stakeholders involved and engagement of all.

- Speak fluent English and Swahili

Candidates with albinism or/and women are strongly encouraged to apply.

Selection Process

Interested evaluators are requested to send a short letter of interest and the proposed methodology, including time frame and budget (max 5 pages). Evaluators are also requested to submit:

- Curriculum Vitae or portfolio clearly presenting experience in conducting evaluations (if available a report to share)

- References to two or three previous clients

- Willingness to ascribe to the code of ethics attached at annex 2

Based on the proposals received, staff from KCBRP and Voice will come to a selection. Through further discussion (phone-skype) the final consultant(s) will be selected. The selection criteria will be based on the presented methodology, affinity of the consultant with the type of evaluation and target group, available budget and fees charged by the consultant.

The external evaluator(s) will:

- Provide proposal with inputs on methodologies and approach.

- Finalise ToR and evaluation plan with KCBRP and Voice staff.

- Conduct the evaluation activities.

- Provide updates on progress of the evaluation

- Analyse the collected data and information.

- Facilitate a reflection meeting on the findings.

- Write the draft and final report, incorporating feedback / comments from KCBRP, AAN and Voice, and present it to KCBRP, AAN and Voice.

Deliverables

- Proposal on methodologies and approaches for the evaluation, including budget.

- A Draft Report answering the evaluation questions and a Final Report which is supported and approved by Voice as well as KCBRP.

The final evaluation report shall be written in a professional, standard, clear, plain and concise manner in English.

Planning and budget

- Timetable for the whole process, including available days for various elements of the evaluation. The due dates for the draft report and for the final report need to be included.

- Budget should be agreed upon including working days/allowance and if relevant, other costs.

Week	Activities	Main Responsible
2-7 Oct	ToR Published	KCBRP
9-13 Oct	Submission of proposals	Consultant(s)
16-20 Oct	Selection best proposal(s)	Voice and KCBRP
23-27 Oct	Contracting of consultant	KCBRP
30 Oct-03 Nov	Finalise evaluation design and planning evaluation	Consultant(s) / KCBRP / Voice
06 Oct-17 Nov	Phase 1: Desk study, initial data collection	Consultant(s)
	Phase 2: Evaluation, validation and exchange	Consultant(s)
20-24 Nov	Report writing and feedback	Consultant(s) / KCBRP / Voice
27 Nov	Consensus meeting	KCBRP / Voice
31 Nov	Final Report	Consultant(s)

Annex 2: Evaluation Code of Ethics Annex 2: Code of Ethics[2] for evaluation

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[2]http://www.undp.org/content/undp/en/home.html

- **Independent** — Management must not impose restrictions on the scope, content, comments and recommendations of evaluation reports. Evaluators must be free of conflict of interest.

- **Intentional** — The rationale for an evaluation and the decisions to be based on it should be clear from the outset.

- **Transparent** — Meaningful consultation with stakeholders is essential for the credibility and utility of the evaluation.

- **Ethical** — Evaluation should not reflect personal or sectoral interests. Evaluators must have professional integrity, respect the rights of institutions and individuals to provide information in confidence, and be sensitive to the beliefs and customs of local social and cultural environments.

- **Impartial** — Removing bias and maximizing objectivity are critical for the credibility of the evaluation and its contribution to knowledge.

- **Of high quality** — All evaluations should meet minimum quality standards expected of similar reports by professionals in the field

- **Timely** — Evaluations must be designed and completed in a timely fashion so as to ensure the usefulness of the findings and recommendations

- **Used** — Evaluation is a management discipline that seeks to provide information to be used for evidence-based decision making. To enhance the usefulness of the findings and recommendations, key stakeholders should be engaged in various ways in the conduct of the evaluation.