

Terms of Reference: Evaluation of UnitingWorld Partnering Women for Change-Regional Capacity Development (PW4C)

Introduction

UnitingWorld is the overseas aid agency of the National Assembly of the Uniting Church in Australia and works with church-based partners throughout Asia, Africa and the Pacific to implement community development programs.

UNITINGWORLD seeks to engage a consultant to evaluate a regional capacity development project that seeks to address gender inequality through working with churches by both transforming attitudes toward traditional views of gender and institutionalised inequality by engaging with churches from a shared faith perspective and through long-term relationship. The Partnering Women for Change-Regional Capacity Development (PW4C) project began the first phase in 2015 and is in the final six-months of a three-year plan supported by the Australian Government *Pacific Women Shaping Pacific Development Program (Pacific Women)*.

Purpose of the Evaluation

This evaluation will identify the strengths and successes of the approach and implementation of the project as well as highlight key lessons to inform future phases of the project as it moves forward.

The evaluation will:

- Ask the following questions:
 - To what extent has the project been effective in achieving its stated objectives?
 - What is the attitude towards Gender Equality Theology?
 - What is the flow on effect of training leaders to the rest of the Church? What are the enablers for these effects?
 - Are beneficiaries motivated to continue the program and training in the future?
 - What would they like to for the future of the project? Big picture and in individual contexts
 - Does working with church leaders facilitate change in attitudes towards gender based and family violence?
 - Does the content in which church leader are trained make a different in attitude and behavior change, specifically human rights-based content versus theological based content?
 - Extent to which Churches engage and embrace Gender Equality, EVAW and Human rights by from the Biblical theological stand point
- Make recommendations to guide future planning for the project as it enters its next phase
- Conduct an assessment of current church policies or existing theological materials related to gender equality theology in our partner Churches to serve as a baseline for Phase II

Background

The Partnering Women for Change program is supported by the Australian government through the Pacific Women Shaping Pacific Development (Pacific Women) program. The Pacific Women Support Unit provides the program with logistical, technical and administrative support. Its main office is located in Suva, Fiji, with a sub-office in Port Moresby, Papua New Guinea.

In 2013-14, UnitingWorld developed and implemented pilot gender projects, based on the advice and learning obtained from women within church fellowship organisations across the Pacific. Two Pacific Theologians—the Reverend Dr. Cliff Bird and the Reverend Dr. Seforosa Carroll, in partnership with UnitingWorld program staff, developed a range of Biblical theological resources and implemented them widely throughout the Pacific Region in pilot projects.

In 2015, UnitingWorld collated learning from the pilot projects together with the voices of the Pacific women in church fellowship organisations to create the regional Partnering Women for Change (PW4C) program. Through its work, the program seeks to uphold the rights of women and promote gender equality in and through the Church, open opportunities for women into positions of leadership and with increased voice into decision-making, support women in developing their self-agency, reduce family violence, and generally provide support to women, children, and the disabled.

PW4C accesses and supports a network of Pacific theologians to create theological resources and lead dialogue in gender theology; runs workshops to engage men and women in examining beliefs and behaviour; invests in education and livelihood projects that empower women; and works to reduce violence against women, children, and the disabled. This evaluation will focus on the regional training and networking aspects of the program, specifically looking at the impact of the training and workshops around Gender Equality Theology materials.

Pacific Women funds the UnitingWorld regional sub-program of PW4C (AUD\$370,000 from 2016-2018). Building on the success of the PW4C program, UnitingWorld has developed the new cross-regional sub-program, Gender Equality Theology—Institutional Transformation (*GET-IT*) which will move program focus from raising regional awareness and gender mainstreaming to a more focused, in-country approach. *GET-IT* uses the Gender Equality Theology methodology developed by Pacific Theologians to address the concerns of women in the church and drive institutional transformation within partner churches and other participating organisations by challenging and shifting traditional gender theologies. In addition, they plan to review church policies to align them with new gender equality theologies. The intended outcomes include developing responsible codes of conduct for church leaders and members and new response protocols for situations of violence.

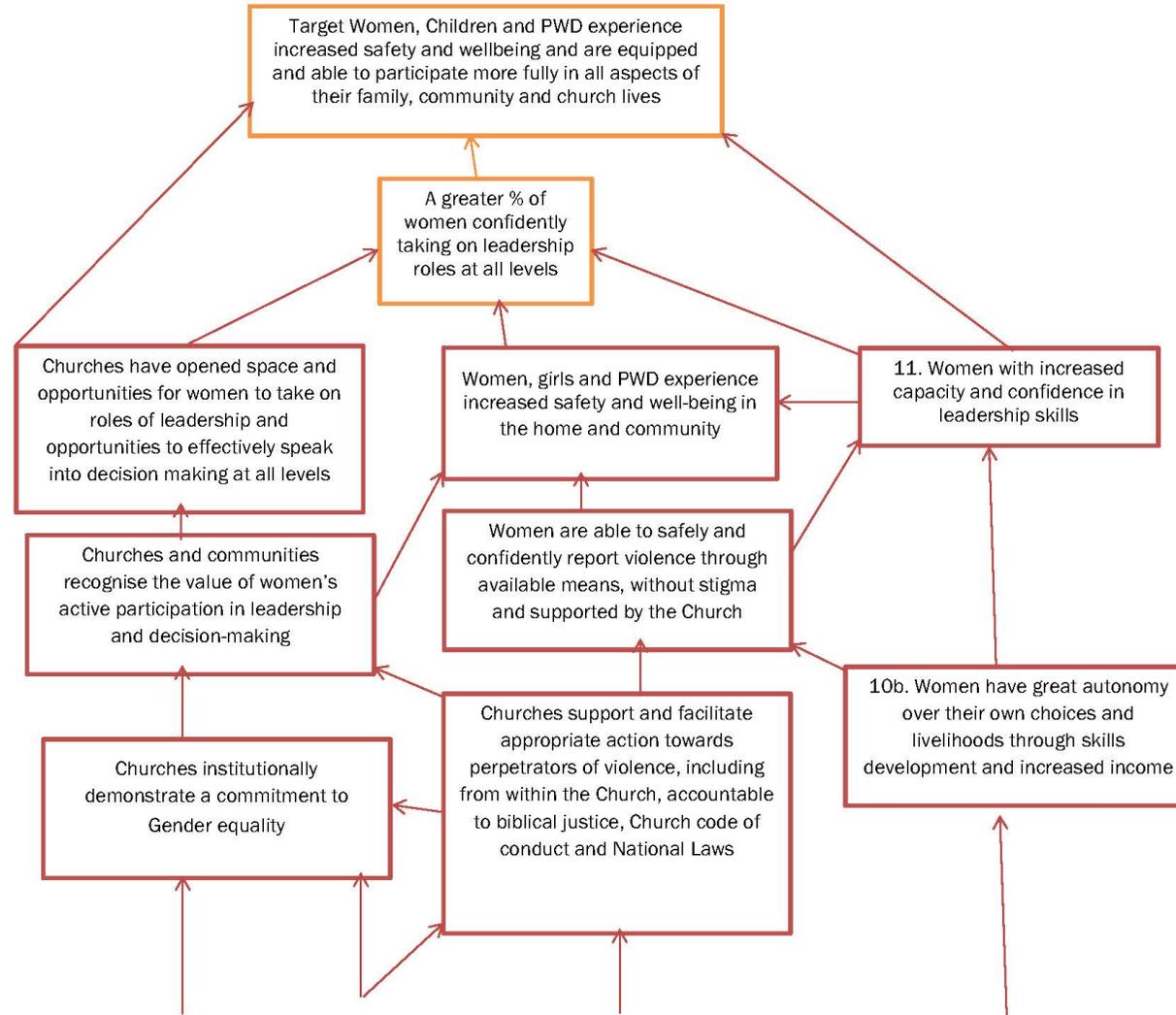
Project Objectives

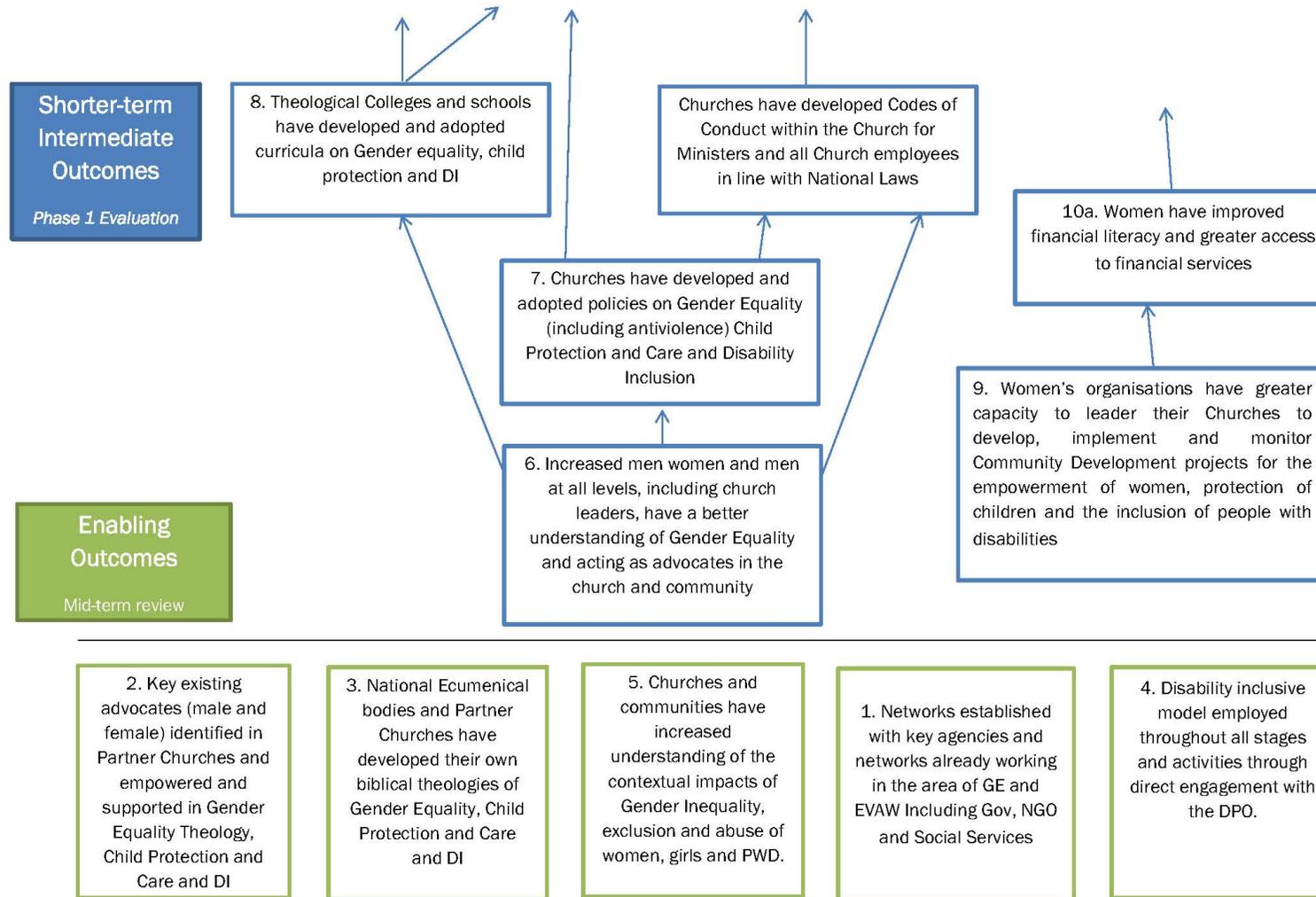
The program logic and overarching Theory of Change (see below) encompasses a 10 year program time frame. This evaluation will focus on the progress of the following enabling outcomes and first instance shorter term outcomes: Establish Outcomes	1. Networks established with key agencies and networks already working in the area of Gender Equality and Ending Violence Against Women including government, NGO, (both faith based and civil society) and social services
	2. Key existing advocates (male and female) identified in Partner Churches and empowered and supported in Gender Equality Theology, Child Protection and Care and DI
	3. Disability inclusive model employed throughout all stages and activities through direct engagement with the DPO.
Shorter term Intermediate Outcomes	4. Increased men women and men at project implementation level and as Christian Education influencers have a better understanding of Gender Equality and acting as advocates in the church and community
	5. Theological Colleges and schools have developed and adopted curricula on Gender equality, child protection and DI [While this outcome is scheduled for Phase II, there has been some movement already in this area and therefore can be assessed]
	6. Women’s organisations have greater capacity to leader their Churches to develop, implement and monitor Community Development projects for the empowerment of women, protection of children and the inclusion of people with disabilities

Detailed Implementing PW4C Theory of Change

Program Impact
10 year timeframe

Longer-term Intermediate Outcomes
Phase 2 Evaluation





Methodology and scope

The precise methodology and mechanisms used will be designed by the consultant, in conversation with UnitingWorld. The following chart and diagram are indicative:

Desk Review	<p>The consultant will review all relevant background documents supplied by UnitingWorld including:</p> <ul style="list-style-type: none"> • PW4C Program Overarching Design including the Monitoring and Evaluation Framework • Gender Equality Theology Framework Paper, Bible Study Vol I and II, and GET Training Manual • PW4C Communication Materials: Lent Event 2015 and 2018 • Rapporteur Reports from workshops • Bi annual reports to DFAT • Existing desk review by Rebekah Cochrane • PW4C Vanuatu Project Reports • Gender Program extracts from UCPNG CPP Reports
Field-based evaluation of regional training and participants	<ul style="list-style-type: none"> • PW4C Christian Educators workshop in Nadi, Fiji October 29th-November 2nd • Country visits to Fiji, PNG, Vanuatu and possibly Samoa
Validation/feedback discussions	<p>Use data collected in the evaluation to provide recommendations and facilitate discussion with the implementing agency on the strengths and weaknesses of the approach and provide recommendations for implementing approaches into the GET-IT phase.</p>
Editing and submitting reports	<p>The consultant will submit a draft and edit the report based on feedback and submit the final report to UnitingWorld for dissemination.</p>

Expected outputs:

- An evaluation report including:
 - Background / Introduction
 - Section on methodology and participatory tools used
 - Results Section addressing the evaluation objectives, possibly including stories of change, case studies and quantitative data relating to the above objectives
 - Recommendations for future project planning,
- Facilitated discussion with UnitingWorld to report findings with consideration given to informing future planning.

Selection Criteria:

- Demonstrated program evaluation experience using a variety of participatory methodologies; particularly with programs working with marginalised communities including children and women in assessing impact
- Demonstrated experience in the gender equality sectors or related fields, especially within the Pacific and Church contexts;
- Experience working with multi-stakeholder, complex regional programs
- Cultural awareness and considerable knowledge of the Pacific context and cultures.

- An understanding of Christian belief systems and the way in which church forms community life in the Pacific.
- Willingness to undergo a Federal Police Check and a Working With Children Check and sign and comply with ACFID's code of conduct and UnitingWorld Code of Conduct and Child Protection Policies.

Timing:

The exact timetable for deliverables will be determined in discussion with the consultant and UnitingWorld with the work including final report being **completed by 14th December, 2018**. The following is indicative:

Dates	Description
October, 2018	Desk Assessment
October 29 th -November 2 nd , 2018	Christian Educators Workshop, Nadi, Fiji
October/November, 2018	In country visits (Vanuatu, PNG and Samoa)
November, 2018	Draft report written
December, 2018	Final report written and distributed

Dependant on the logistics of coordinating with in-country teams and partner organisations it is expected that the consultant will be engaged for approximately 20 days (at least 15 and not more than 25 days) between October 1 and December 15, 2018.

Indicative Budget

(costs negotiable upon engagement)

Item	Amount
Consultant fee –desk review / preparation	3 days
Consultant fee – Christian Educator's Workshop	5 days
Consultant fee – Field Visit, Fiji	2 days
Consultant fee – Field Visit, PNG	3 days
Consultant fee – Field Visit, Vanuatu	3 days
Consultant fee – Field Visit, Samoa	1 day
Consultant fee –report preparation	3 days
Consultant Flights	3/4 Countries
Accommodation and travel in the field	3/4 Countries