



Regional Sexual and Reproductive Health and Rights (SRHR) Fund Endline Evaluation 2026

Terms of Reference

Context and Background

The Regional Sexual and Reproductive Health and Rights (SRHR) Fund is a regional funding mechanism that was set up in 2010 by Hivos Southern Africa and Ford Foundation to strengthen SRHR work in the region. The Fund was established in recognition of the critical need for a strategic regional response to collectively address the myriad of SRHR issues in Southern and East Africa (ESA) with particular attention to young people and adolescents as well as to provide an opportunity for donors to coordinate their support to SRHR in the region. In 2017, Hivos with support from Sida's Africa Department Unit for Regional SRHR extended the scope and reach of the Fund to cover ESA.

The Fund is currently implementing the second phase of the project titled "Adolescent and Youth SRHR Inclusive Access Initiative" from March 2023 to December 2026. The new phase of the Fund focuses on strengthening and empowering youth and youth led organizations to increasingly defend and promote their SRHR, engage and influence duty bearers to increasingly design, adopt and implement laws and practices that promote the SRHR of adolescents and young people and finally to strengthen and empower youth researchers to generate evidence on SRHR in the ESA region.

The current Regional SRHR Fund key activities include sub-granting, coordination of key actors, convenings, building capacity, gathering and sharing information on advocacy and related SRHR issues to strengthen the efforts of civil society organizations (CSOs) working on SRHR in the ESA region.

Program Description

Program Name	Hivos Regional SRHR Fund: Adolescent and youth SRHR inclusive access initiative
Program duration	4 years (March 2023 – December 2026)
Primary Beneficiaries	Adolescents and Youth (10-24 years)
Focus Countries	Malawi, Kenya, Uganda, Zambia and Zimbabwe
Evaluation Period	September to November 2026
Funding	Swedish International Development Cooperation Agency (Sida)
Assignment	Individual Consultant – Endline Evaluation
Duration of Assignment	46 Days
Deadline for Applications	31 August 2026

Desired Impact

By December 2026, stronger, more diverse and better-coordinated youth-led civil society organizations are able to demand and promote access to inclusive and affirming SRHR information and services for adolescent and young people.

The Program is centred around the following five objectives:

- a) Support and empower adolescents and young people** – strengthened and empowered youth-led and youth focused organizations increasingly defend and promote their SRHR.
- b) Engage and influence duty bearers** – duty bearers increasingly design, adopt and implement laws and practices that promote the SRHR of adolescents and young people.
- c) Evidence generation** – strengthened and empowered youth researchers to generate evidence on SRHR in the ESA region.
- d) Coordination/Convening** – youth-led and/or youth focused organizations have enhanced capacity to coordinate SRHR activities and convene spaces through integrated and inter-linked initiatives, including with similar organizations in East and Southern Africa.
- e) Special Initiatives Fund** – a Fund for strategic and responsive grant-making is in place to facilitate engagement in strategic regional SRHR initiatives

Purpose of the Endline Evaluation

The purpose of the endline evaluation is to provide an objective, systematic, and transparent assessment of the overall performance and impact of the program implemented between 1 March 2023 and December 2026. The evaluation will examine the extent to which the program achieved its intended objectives and results, document key achievements, lessons learned, and challenges encountered during implementation, and assess how recommendations from the mid-term evaluation were integrated into program design and implementation. The evaluation will generate credible evidence and critical analysis to inform accountability, learning, and future programming.

Specific Objectives of the Evaluation

Objective 1: Evaluate the achieved impact of the Regional SRHR Fund in East and Southern Africa during the implementation period.

Evaluation question:

1. What is the overall impact of the program (both direct and indirect)?
2. To what extent did the program achieve its intended outcomes in the short, medium and long term as outlined in the Theory of Change (ToC) and the results framework?
3. What pathways led to achieving the theory of change?
4. What unintended outcomes (positive and negative) did the project achieve?
5. To what extent did the Regional SRHR Fund influence national and regional SRHR frameworks, policies, strategies, and priorities within the ESA region?
6. Which actors' behaviours changed as a result of the Regional SRHR Fund interventions, and how did these changes contribute to improved SRHR outcomes across the ESA region?

Objective 2: Evaluate the extent to which the Regional SRHR Fund and its activities were relevant in East and Southern Africa.

Evaluation question:

1. To what extent did the Regional SRHR Fund address the SRHR needs and priorities of adolescents and young people in ESA throughout the implementation period?
2. What evidence exist of the program's contribution to improvements in access to funding by the most vulnerable and hard to reach e.g. the LGBTQ+, and the disabled?
3. To what extent did the Fund adapt its interventions to respond to emerging SRHR issues, contextual changes, and the evolving needs of adolescents and young people during implementation?

Objective 3: Evaluate the effectiveness and efficiency of the Regional SRHR Fund in achieving its intended results and delivering value for money.

Evaluation question:

1. How cost-effective were the Regional SRHR Fund's implementation approaches in delivering results across multiple countries and partner organizations?
2. To what extent were program management, grant-making, monitoring and evaluation, and partnership implemented in a timely and efficient manner to support delivery of program outcomes?
3. What factors facilitated or constrained the efficient implementation of program interventions, and how did these affect the achievement of intended results in line with the program theory of change?
4. To what extent did the program demonstrate value for money in achieving its intended outcomes?
5. To what extent were the recommendations in the midterm review implemented in the period following the review?

Objective 4: Evaluate the sustainability of the Regional SRHR Fund by assessing the extent to which program results, institutional capacities, partnerships, and systems are likely to be sustained beyond the funding period.

Evaluation question:

1. To what extent are the program's results and benefits likely to be sustained beyond the funding period?
2. What institutional, technical, financial, and policy mechanisms have been established to sustain program outcomes and impacts?
3. To what extent have partner organizations strengthened their institutional capacity to continue implementing and scaling SRHR interventions after program completion?
4. How have government institutions, communities, and other stakeholders been engaged to promote ownership and long-term sustainability of program results?
5. What factors are likely to enhance or undermine the sustainability of the Regional SRHR Fund's achievements in East and Southern Africa Region?

Evaluation Approach and Methodology

The endline evaluation team/consultant is invited to submit a detailed methodology including the sampling criteria in their proposal. The sampling criteria should show how the consultant will select the Regional SRHR Fund implementing partners, stakeholders and their beneficiaries. The endline evaluation should use the program results framework and the ToC to inform the focus of the endline evaluation study to determine what data is needed. The consultant will be required to detail how outcome and impact indicators will be responded to once availed with the program results framework and the ToC after being selected. The evaluation design, methodology and methods for data collection and analysis are expected to be fully developed and presented in the inception report.

Limitations to the chosen approach/methodology and methods shall be made explicit by the evaluator and the consequences of these limitations discussed in the proposal. The evaluator shall present mitigation measures on how to address the limitations.

The selected consultant will be required to work with young researchers from the youth researcher academies under the Fund. This will be done in the spirit of ensuring continuity and sustainability of the Youth Research Academy (YRA) initiative initiated during the first phase of the program. The endline evaluation will hinge on the baseline and midterm review with a clear balance of building on to the midterm evaluation findings. Considering the comprehensiveness of the midterm review (to be availed to the consultant once selected), the evaluation team/consultant will be required to build onto the findings and assess to what extent the recommendations of the midterm evaluation were incorporated into the program. Overall, the methodology used should be able to assess the entire program's goals and its impact areas.

In cases where sensitive or confidential issues are to be addressed in the evaluation, evaluators should ensure a design that does not put informants and stakeholders at risk during the data collection phase or the dissemination phase. As this is a programmatic evaluation, the evaluation team/consultant will not be required to obtain formal ethical clearance. However, any other relevant approvals or permissions necessary for undertaking the evaluation will be the responsibility of the selected evaluation team/consultant to secure. Notwithstanding this exemption, ethical considerations should be comprehensively addressed in the proposed evaluation methodology, demonstrating how ethical principles will be upheld throughout the evaluation process. The evaluator must adhere to the highest standards of ethics and integrity, including; Informed consent from all participants, confidentiality and anonymization of all data and information obtained from participants.

The evaluation should be designed to be forward looking, capturing lessons learned so far and providing information not only in terms of the extent to which the program has worked, but also where it has not and what can be done to improve the intervention for a potential third phase of the program. Further, the evaluation should be a document that can function as a learning tool for Hivos and its sub grant partners, Sida foundation, and other relevant stakeholders.

The methodology of the consultant will be guided (but not limited) to the evaluation questions raised in the **Specific Objectives** section. Please note that the final evaluation questions and sampling criteria will be finalized by the consultant(s) together with the Hivos team.

Scope of the Evaluation

The evaluation will cover the implementation period from 1 March 2023 to December 2026 across the five Regional SRHR Fund focus countries: Malawi, Kenya, Uganda, Zambia, and Zimbabwe. Field data collection is expected to include consultant travel to three countries (Kenya, Uganda, and Zambia). Hivos will provide the consultant with all relevant program documentation, including the proposal, results framework, ToC, baseline and mid-term evaluation reports, monitoring data, and other relevant program documents. The consultant will be expected to develop and justify an appropriate methodology to capture evidence from partners across all countries where the program has been implemented, ensuring that the evaluation findings are representative of the Fund's regional reach.

Work plan, timeline and deliverables

Evaluation phase	Focus	Deliverable	Timeline (Days)
Inception phase	Inception meeting with selected consultant to discuss the evaluation methodology, design, tools, proposed work plan and timelines	Inception meeting	1
Draft inception report submission	Submission of the inception report detailing all outcomes and action points from the inception meeting	First draft inception report	6
Comments on the submitted draft inception report	Comments from Hivos to evaluators on the draft inception report	Final inception Report	4
Approval of the inception report and data collection tools by Hivos Regional SRHR Program Manager	Review and finalize the inception report and sign off	Finalized inception report and data collection tools	3
Data collection	Data collection by consultant (implementing partners and its beneficiaries, regional bodies, Sida,	Data collection update meetings	21

	Ford Foundation & Hivos)		
Data analysis and triangulation	Data analysis of quantitative, qualitative and secondary data collected	Dummy tables and format of the final report	5
Report writing and Submission of first endline draft report	Write up of the endline evaluation report based on agreed format to be outlined in the inception report	First draft Endline evaluation report	5
Draft report review	Hivos & Sida review of the first draft	Draft Endline evaluation report	7
Finalization of the Endline evaluation report	Review and finalization of the draft report based on agreed format in the inception report	Finalized endline evaluation report (30 pages Max)	4
Dissemination of Final Report	Presentation of Evaluation findings	Power point summary of the Evaluation report to be submitted and presented to Hivos and another stakeholder	1

The inception report will form the basis for the continued evaluation process and shall be approved by Hivos before the evaluation proceeds to implementation. The inception report should be written in English and cover evaluability issues and interpretations of evaluation questions, present the evaluation approach/methodology, methods for data collection and analysis as well as the full evaluation design. All limitations to the methodology and methods shall be made explicit, and the consequences of these limitations discussed. A specific time and work plan, including number of hours/working days for each team member, for the remainder of the evaluation should be presented. The time plan shall allow space for reflection and learning between the intended users of the evaluation.

The final report shall be written in English and have clear structure. The executive summary should be a maximum of 3 pages. The evaluation approach/methodology and methods for data collection used shall be clearly described and explained in detail. Findings shall flow logically from the data, showing a clear line of evidence to support the conclusions. Conclusions should be substantiated by findings and analysis. Evaluation of findings, conclusions and recommendations should reflect a gender analysis/an analysis of identified and relevant cross-cutting issues. Recommendations and lessons learned should flow logically from conclusions. Recommendations should be specific, directed to relevant stakeholders, and categorized



as a short-term, medium-term, and long-term. The report should be no more than 30 pages excluding annexes (including Terms of Reference and Inception Report).

Roles and Responsibilities of Each Party

Consultant responsibilities

- Produce an inception report for carrying out the endline evaluation
- Review all relevant documents for the endline evaluation
- Develop endline evaluation study design which includes survey methodology and data collection tools (questionnaires, FGD guides, interview protocol, data entry templates, secondary data extraction protocol etc), as appropriate in consultation with Hivos Regional SRHR Program Manager
- Develop field work schedule in consultation with the endline evaluation survey team and Hivos
- Produce and submit to Hivos team draft report on findings (per required format and data request)
- Incorporate comments from the Hivos team into draft report and produce final report
- Finalise a high-quality endline evaluation analysis report
- Present findings to the Hivos team after the report submission
- Coordinate with the Hivos Team to disseminate study findings to respondents and other stakeholders

Hivos responsibilities

Hivos, through the Regional SRHR Fund, will provide key primary documentation and information to be reviewed, as well as participating in some activities, including but not limited to:

- The project proposal documents and any other relevant documentation that will be deemed necessary for the endline evaluation study
- Assist the team in setting up appointments with partners and other relevant stakeholders
- Consolidating Hivos' and stakeholders' comments for incorporation by the consultants
- Coordinating with the consultant(s) to ensure quality implementation of the evaluation on the ground
- Ensuring the dissemination of survey findings to beneficiaries and other field-based stakeholders goes as planned

Reporting Arrangements

The consultant will report directly to the Regional SRHR Fund Program Manager, who will serve as the primary point of contact throughout the evaluation. Day-to-day technical coordination and communication will be facilitated by the Regional Design, Monitoring,

Evaluation, and Learning Lead, who will provide guidance on the evaluation process, facilitate access to program documentation and stakeholders, and coordinate feedback on deliverables. The consultant will be expected to maintain regular communication with Hivos through scheduled progress meetings and provide periodic updates on the evaluation's progress, emerging findings, and any challenges requiring

management attention. All key deliverables including the inception report, data collection tools, draft evaluation report, presentation of preliminary findings, and final evaluation report will be submitted to Hivos for review and approval. Feedback from Hivos and Sida will be consolidated by Hivos and shared with the consultant for incorporation into the relevant deliverable prior to its final approval.

Duration of the Assignment

The consultancy will be undertaken over a maximum period of 46 working days, with the level of effort distributed across the various phases of the evaluation as agreed between Hivos and the consultant. All deliverables are expected to be completed within this timeframe.

Consultant/s Requirements, Knowledge and Expertise

- The consultant should have relevant academic qualifications at Master's Degree level or higher in (i.e. Demography, Economics, Social Sciences, Statistics, Public Health etc.)
- Consultant should have proven experience and expertise in both quantitative and qualitative methods and proven experience of successfully undertaking project baseline, midline or endline program evaluations
- The consultant should have proven experience of conducting similar set-up, size and scope of work in East and Southern Africa
- Knowledge and experience of participatory assessment / development approaches will be required
- Knowledge and experience in organizational development approaches including organizational capacity assessment and development
- Broad experience in conducting fieldwork (data collection, validation, entry, analysis and report writing)
- Experience in leading teams implementing surveys in the field (training, field logistics, human relations, teamwork)
- Experience in SRHR programming and its related fields required
- Provide a list of staff that will be involved in the evaluation - from the lead consultant, data analyst etc to field researchers- with a summary of their relevant experience and proposed role in the evaluation.
- Experience in regional evaluation of programs on health and advocacy is an asset
- A full CV for each team member should be provided as an annex

It is important that the competencies of the individual team members are complimentary. The evaluators must be independent from the evaluation object and evaluated activities and have no stake in the outcome of the evaluation.

Safeguarding

Hivos is committed to maintaining a safe environment for all staff, partners, consultants, and the communities we work with. All applicants are expected to uphold Hivos' safeguarding principles and

demonstrate a commitment to preventing sexual exploitation, abuse, harassment, discrimination, and any form of harm. The successful consultant(s) will be required to comply with Hivos' Safeguarding Policy and Code of Conduct throughout the assignment and may be required to sign a declaration confirming their adherence to these policies prior to contract commencement.

Submission and Evaluation of Proposals

Consultants who meet the requirements should submit an expression of interest of not more than 10 pages (less annexes), which should include the following:

- A suitability statement, including commitment to availability for the entire assignment
- A short profile of the consultant or organization
- Updated summary of the curriculum vitae of each consultant or team member that clearly spells out qualifications and experience with special emphasis on SRHR programming or implementation
- A brief statement on the proposed study methodology, including a draft work plan with timelines
- A detailed financial proposal including consultant fees, all transport, including flights and local transport, accommodation, and other research field costs (such as room hire for data collectors training, paying data collectors and all other costs should be in the consultants' fees) stated in USD.
- Three references from organizations that have contracted the consultant proving ability to carry out this scope of work
- Two previous similar or related reports written by the consultant (as annex)
- A letter or letters of support in the form of reference checks from organizations that the consultant has worked with (as annex)
- A completed "Tenderer's Declaration" which is found as Annex A in the Tender Dossier

All interested parties should respond to the TORs by **31 August 2026 (5 PM CAT)**. The expression of interest should be sent to proposals.hubsaf@hivos.org with the title **Regional SRHR Fund Endline Evaluation** in the subject line. Only shortlisted candidates/consultants will be contacted.

Applications will be evaluated using a weighted scoring approach, as specified below:

Quality of proposed evaluation design and methodology Demonstrating a strong understanding of the analytical / contextual / logistical issues relevant for a study of this type and the objectives of the endline evaluation study	30
Quality of the team and previous work done Relevant expertise, experience, previous work done, understanding of the issues and ability to collaborate productively in an international setting	50%
Value for money and compliance Cost and value for money	20%



Budget and Payment Schedule

Payments will be made as follows, in line with receipt of key deliverables:

- 40% upon approval of the Inception report
- 30% upon presentation and approval of the final draft endline evaluation report
- 30% upon submission and approval of the finalized endline evaluation report