



CALL FOR APPLICATIONS FOR A YOUTH RESEARCHER TO CONDUCT AN END TERM EVALUATION FOR THE GENERATION GENDER PROGRAMME IN UGANDA

1. Overview

Center for Health Human Rights and Development (CEHURD) is looking for a Youth researcher (Individual) for the purpose of conducting an end-term evaluation of Generation G programme in Uganda according to the terms of reference set out herein.

Position title:	Youth researcher
Programme Locations:	Uganda (Kampala, Namutumba district, Iganga, Adjumani, Kapchorwa, Kween, Bukwo)
Application Deadline:	20 th September 2024
Contract Timeline:	November 2024 – September 2025
Reporting to:	Global end-term evaluation consultant

The Generation G partnership aims to create gender-just and violence-free societies with and for young people in their full diversity. The partnership is an innovative gender-transformative strategy to equip youth leaders and civil society organisations to address the root causes of gender inequality and foster sustainable change. Therefore, youth are catalysts for systemic change and yet a key target group often excluded from the policy making and legislative processes. Special effort is taken in this partnership to amplify voices of youth in all their diversity by raising public support, advocating for improved policies and laws, and strengthening civil society to contribute to achieve gender justice. It thrives on the diversity, strength and collaboration of experts, evidence-based and evaluated approaches, cross-country learning, and global advocacy. These programme activities are implemented in seven countries in the Global South including: Indonesia, Jordan, Lebanon, Morocco, Rwanda, South Africa and Uganda, and will conclude at the end of 2025. In Uganda, the programme is supported by Sonke Gender Justice funded by Rutgers and implemented by; Centre for Health Human Rights and Development (CEHURD), FIDA-Uganda, and Reach a Hand Uganda (RAHU). As the end-term date of the programme approaches, the organisations and institutions involved in the programme are eager to investigate the results of their work, and document lessons learned from the successes and challenges of the programme so as to improve future programming and inform the lobby and advocacy field as a whole.

2. Programme Background

The Generation G partnership adopts an innovative gender-transformative approach that examines, questions, and changes harmful gender norms and power imbalances. It encourages decision-makers to increasingly adopt and be accountable for gender-transformative and youth-inclusive policies and laws through coalition building and capacity strengthening in monitoring, reporting and advocacy.

Key elements of this gender-transformative approach include: a) investing in amplifying young feminist voices; b) strengthening the role of young men as allies in gender equality; c) promoting human rights and youth agency; d) analyzing and addressing harmful norms and unequal power relations; as well as e) embracing sexual and gender diversity.

In addition to a gender-transformative approach, this partnership has fully embraced the principles of inclusiveness, meaningful and inclusive youth participation, do no harm, and accountability. **As young people are our key actors and key impact group, they are actively included in decision-making processes, as well as the design and implementation of key strategies.** The diversity in these principles refer to the fact that, although the partnership recognizes the need to amplify voices of women and the need to actively engage men, we live in a world where youth have intersecting identities that influence their position in society and access to rights and power. As such, the Generation G programme embraces the diverse experiences of young people in societies free from gender-based violence.

Gender-transformative lobbying and advocacy happens at the individual, community, institutional and policy levels. The different levels of gender-transformative lobbying and advocacy are embedded in three mutually reinforcing long-term outcomes (LTOs), described below:

- LTO 1 aims at **increasing and mobilizing public support** for gender justice and rejecting gender-based violence. This LTO also feeds into the other two LTOs as mobilized individuals can become part of organized civil society or might use their voice or voting power to pressure decision makers towards more gender-transformative policies and legislation.
- LTO 2 focuses on **strengthening gender-transformative and youth-inclusive policymaking and legislation**. This LTO feeds into the other two LTOs as decision makers directly influence the availability of civic space and have a strong influence on the general public through discourse, legislation and policies.
- LTO3 envisions a **strong, inclusive and resilient civil society** that is able to fight for gender justice. This LTO also feeds into the other two LTOs as a strong civil society is able to advocate for gender-transformative laws and policies and is able to foster and stimulate public support.

Our strategic objective is to create societies that are gender just and violence free, with and for young people in their full diversity. By saying gender just, we imply systemic change at the level of root causes of discrimination, sexism and harmful norms that impede full access to rights for young people on the mere basis of their gender. By violence free, we imply our ambition to actively contribute to a decrease in gender-based violence in the countries where this programme is active.

3. Objectives

The end-term evaluation of the Generation G programme has the following programmatic and collaboration-focused objectives:

- a) **Evaluating the outcomes and impact of the programme:** Assess the results of the programme, identifying the changes which occurred, how these changes happened, and the contribution of the programme to these changes. The aim is to explain the underlying reasons

for those outcomes by seeking to answer questions like "what works, for whom, in what contexts, and why?" The consultant is specifically required to undertake the following tasks:

- i. **Outcome Achievement:** Evaluate whether the programme met its intended outcomes and goals of the 5-year targets at output and outcome level. This includes both expected and unexpected results of the country programme.
 - ii. **Impact Assessment:** Assess the broader effects of the country programme, such as changes in behaviour, policies, or societal norms, and how these have contributed to the overarching objectives.
 - iii. **Sustainability of Results:** Examine the likelihood that the results achieved will continue even after the programme ends, including financial, policy and institutional sustainability (e.g. on GTA and MIYP); operationalisation of programme principles (do we live up to our own principles?); and capacity strengthening (Is the programme sufficiently sensitive and responsive to capacity strengthening needs? Is the country capacity strengthening plan effective and likely to lead to sustained capacity improvements in the long-term?); as well as a mapping of the funding landscape and financial resource management frameworks (e.g. appropriateness of budget planning, whether grant allocation has been appropriate, whether there were any bottlenecks in the system of financial disbursement between consortium, national lead partner and coalition partners).
- b) **Evaluating the partnership collaboration** focusing on: coherence, localization/leading from the South, partnership with the Ministry of Gender, Labour and Social Development, as well as Embassies. The consultant is specifically required to undertake the following tasks:
- i. **Partnership Effectiveness:** Evaluate the effectiveness of collaboration between different partners, including local organisations, governments, and donors.
 - ii. **Lessons Learned and best practices:** Identify what worked well and what didn't in terms of partnerships and collaboration, and suggest improvements for future initiatives.
- c) **Evaluating the programme framework:** evaluate the programmes' theory of change including assessing the validity of the assumptions underlying the TOC in the different country contexts by providing evidence of which mechanisms of change worked, which did not, and why. The consultant is specifically required to undertake the following tasks:
- i. **Efficiency:** Review how resources (time, money, personnel) were used and whether they were utilised effectively to generate the required change.
 - ii. **Relevance:** Determine if the programme remained relevant to the needs and priorities of the target population throughout its duration.
 - iii. **Coherence:** Assess how well the programme aligned with other initiatives, policies, or programmes within the various changing contexts.

The Generation G country coalition of Uganda calls for an external, independent National consultant (Individual) to clearly and comprehensively address these objectives in order synthesise the evaluation findings into a coherent explanation of the programme's impact. He or she is generally expected to identify the **contexts** (conditions or environments) in which programme implementation is most effective, and the **mechanisms** (underlying processes or resources) that drive its success (i.e. the results or effects that occur following the interaction between the context and the mechanisms).

4. Methods and approach

For the Generation G end-term evaluation the **realist evaluation approach** will be used. See for example: <https://www.intrac.org/wpcms/wp-content/uploads/2017/01/Realist-evaluation.pdf>. The realist evaluation focuses on understanding what works, for whom and under what circumstances, and will be informed by the programme's theory of change and context at country and global levels. It is particularly useful for understanding complex interventions and how context influences programmes. A realist evaluation works by going back to the theory of change, mapping how we assume the programme works (i.e. who is doing what and what outcomes do we assume these interventions have), then gathering data to understand if these assumptions are in fact true, and how context has an influence. Data will be collected around these assumptions. A range of data collection methods can be included in a realist evaluation. For this end-term evaluation interviews, focus group discussions, outcome harvesting, and observations will be used, with scope for further methods to be included as needed.

5. Scope of Work

The main tasks of the Youth Researcher are as follows:

- Attend an orientation meeting with the global consultant and Generation-G team;
- Attend an end-term evaluation planning meeting in Rabat Morocco, which will be held from 2nd to 6th December 2024. **Participation is mandatory, you must be available for this week, and eligible to fly to Morocco.** All costs such as flight and hotel will be reimbursed by the lead agent Rutgers. Per diems and visa costs will be paid by the global consultant;
- Attend training on a) the Realist Evaluation approach (most likely this will be integrated into the planning meeting week in Morocco), and b) data collection, including pre-testing the tools;
- Assist the National consultant on logistical planning and arrangements of the data collection activities;
- (Co)facilitate focus group discussions, key informant interviews and story of changes interviews at country level;
- Check the quality of the transcriptions of interviews and discussions.
- Provide input for the preliminary findings;
- Provide input for the final report.

Expected Deliverables *(jointly with the national consultant)*

1. Recording of each interview and FGD session conducted;
2. Summarised transcripts of interviews and FGD sessions in English;
3. Field notes of how the field work was implemented (including supporting and hindering factors during the field work, observation notes);
4. Part of the draft report related to the assigned work – will be discussed further during the data collection;
5. Other deliverables that are needed by the global consultants – will be discussed further during the online training.

Duration:

Approximately 25 days (spread between November 2024 - September 2025).

Travel:

The youth researcher will work in Uganda, with travel to the Generation G programme areas across Kampala, Namutumba, Iganga, Adjumani, Kapchorwa, Kween, and Bukwo districts. The global consultant will cover the travel expenses, including accommodation and per diem.

Attendance at the end-term evaluation planning meeting in Rabat Morocco, 2nd to 6th December 2024 is mandatory. All costs for this meeting such as flight and hotel will be met by the researcher and reimbursed by the lead agent Rutgers. Per diems for this meeting will be paid by the global consultant. Center for Health Human Rights and Development (CEHURD) will cover costs for staff and beneficiaries that will support the in process and conducting the validation meeting for the findings.

Qualifications and specialized knowledge, experience and skills required

- University degree in a relevant subject e.g. development studies, social studies, public health;
- Between 20 and 32 years of age;
- Experience in the area of SGBV, advocacy, campaign and civil society strengthening;
- A solid understanding of the social, political, and cultural context in Uganda;
- Experience working with vulnerable communities, including youth, women and girls;
- At least 3 years of experience in conducting qualitative research, including key informant interviews and focus group discussions;
- Written and spoken fluency in English. Understanding and can communicate with local language (*Lusoga, Ma'di, Lugbara, Sabiny*) used in in, Namutumba, Iganga, Adjumani, Kapchorwa, Kween, Bukwo districts is an advantage.

Conflict of Interest (Col):

Youth researcher should not have COI nor have been involved in the Generation G programme nor have been working/worked with one of organisations implementing the Generation G programme.

6. How to Apply

Applications for this role are open until **20th September 2024**. Please send your application through info@cehurd.org

Please limit the proposal text to no more than 10 pages. The proposal text should be a narrative demonstrating the following:

- Your skills and background which make you suitable for this assignment;
- Your track record on the evaluation of advocacy programmes, gender justice, meaningful and inclusive youth participation, gender-transformative lobbying and advocacy, youth-inclusive policymaking and legislation;
- Your knowledge and experience in movement building.
- Send a minimum of two (2) examples of most recent evaluations related to Generation G programme themes, you conducted with your application;

In addition to the proposal text, please submit supplementary materials including the following:

- CVs, highlighting relevant experience and personal profile.
- At least two, preferably recent **studies/writing examples** on similar themes with significant/primary writing by the lead researcher.

For inquiries, please contact;

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Annex I: Theory of Change of Generation G



Annex 2: Detailed outline and assumptions per long-term outcome (LTO)

LTO 1: A growing number of young men and women are mobilized to promote gender justice and prevent GBV on and offline

LTO 1 assumptions:

1. Awareness and knowledge about harmful norms and power dynamics lead to action against gender inequality and GBV.
2. When young people, communities and media act simultaneously, it enhances the promotion of gender justice and the prevention of GBV (on and offline).

To achieve this long-term outcome, we identified one key precondition: people are aware of harmful norms and power dynamics and equipped to act on gender inequality and GBV. This is advanced by the following pathways of change:

- Communities participate in dialogues and programmes on GBV, gender norms and men's role in promoting gender justice on and offline. Since community programmes need to be organised, fostered and fed, CSOs need to have the capacity to stimulate these processes.
- CSOs are able to directly campaign towards the public.
- Media makers (traditional and new) effectively address gender justice and GBV on and offline.
- Since media makers need to be informed and committed, CSOs need to be able to reach out, offer support and provide correct information.

Key interventions include:

- Media and community outreach and mobilization on care division, GBV, and civic space for women through community-based dialogues and programming, on and offline outreach activities, working with media on gender-transformative messaging, nudging and influencing.
- Skill-building for CSOs and media makers on media and gender-transformative campaigning through training and mutual learning.

LTO 2: Decision-makers increasingly adopt, adapt, implement and are accountable for gender-transformative and youth-inclusive policies and laws

LTO 2 assumptions:

3. Lobbying and advocacy are most effective when happening at multiple levels simultaneously
4. Policies and laws are more likely to become youth-inclusive if youth are meaningfully included in these processes.

We will focus on decision-makers at the local, district and national level within their countries. Implementation includes budgeting and staffing. In order to achieve LTO2, we have identified one key precondition: decision-makers have political will and capacity to promote gender-transformative policies and laws related to GBV, care division and civic space for women.

This is advanced by four pathways of change:

- Key leaders influence decision-makers to promote gender-transformative laws and policies. For us, key leaders are people with influence and audience, including religious leaders, social media influencers, celebrities, political leaders, civil society leaders and business leaders. In order for key leaders to wield their influence, civil society movements need the capacity to effectively engage them.
- CSOs directly advocate towards decision-makers.
- National and intergovernmental organizations, treaty bodies and accountability mechanisms (e.g. national human rights institutions, UN agencies, the African Union, CEDAW and UPR) positively influence decision-makers. To effectively use these spaces, CSOs need capacity to exercise influence in them.
- Feminist youth advocates and allies inform and engage decision-makers to promote gender-transformative and youth-inclusive policies and laws. Civil society needs to be able to support and facilitate these advocates in this process, for example through training, brokering, mentoring and joint advocacy.
- By capacity we mean awareness, knowledge, skills, understanding, space, financial resources and connections.

Key interventions include:

- Concerted advocacy at the local, district, national, regional, international level that is youth-inclusive and gender-transformative. This requires simultaneous campaigns, technical assistance for governments, and facilitating access to political spaces for youth advocates.
- Skill-building for CSOs and key leaders on policy and law monitoring, reporting and gender-transformative lobbying and advocacy.

LTO 3: Civil society for gender justice is increasingly resilient, effective, gender-transformative and youth-inclusive

LTO 3 assumptions:

5. Civil society is more efficient if it is strong, unified and inclusive.

6. Civic space can be safeguarded and expanded if resilient and diverse civil society actors' work LTO3 directly contributes to the preservation and, where possible, expansion of civic space. This LTO is advanced by two pathways of change:

- CSOs jointly embrace gender-transformative approaches and youth participation. To do so, CSOs need to be willing and able to collaborate for gender justice. Moreover, young feminists and excluded groups need to be able to voice their needs.
- CSOs are able to monitor and mitigate risks related to backlash, harassment, conflict and opposition in on and offline civic space. This precondition feeds directly into the resilience of civil society. Therefore, civil society needs to have the capacity to assess what kinds of risks exist and which risk-mitigation measures are appropriate.

Key interventions include:

Tailor-made organizational capacity strengthening focused on, for example, financial resilience (including post-programme resilience) and management, leadership and planning, monitoring, evaluation and learning (PMEL).

- Coalition-building through joint programme design, value clarification, and brokering connections.
- Skill-building on holistic safety and security, including monitoring opposition and attacks on gender.
- Capacity strengthening on human rights, youth inclusion and GTA.