



Terms of Reference (ToR)

Mid-term review of Collective Action to Realize Equality (CARE): Feminist movement-building in Zimbabwe

MID-TERM PROJECT REVIEW AND LEARNING PUBLICATION

1. Background

Two vibrant women's rights organisations in Zimbabwe are implementing a movement strengthening project funded by Comic Relief with support from Womankind – Collective Action to Realize Equality (CARE): Feminist movement building in Zimbabwe. The aim of the CARE project is to support the strengthening of the women's movement in Zimbabwe, making it more accountable to and inclusive of the women it seeks to serve, and increasing the collective leadership, voice and agency of these diverse women by working with women leaders in formal and informal decision-making structures, and women in communities. To achieve this, CARE pursues three interrelated outcomes:

- The women's movement in Zimbabwe is more accountable to a diverse range of women and girls, and better equipped to collectively demand change and hold power holders to account.
- Women elected and those aspiring to formal leadership office have strengthened capacity through gaining skills and knowledge, to better lead, influence and be accountable to women.
- Women at community level have increased collective power to organise, influence and demand change.

Taken together, the aim and outcomes of the project seek a critical shift in the 'power within' Zimbabwean women to take action and have 'power with' other Zimbabwean women collectively in movements in order to influence narratives and institutional power held with politicians, government officials and traditional leaders.

The CARE project was originally a three-year project from October 2019 to September 2022 but was extended for two years until September 2024. This extension presented the opportunity to review what the project achieved in the first three years and inform any adaptations during implementation before September 2024 and this is the background to this Terms of Reference.

2. Purpose of mid-term project review

The purpose of the mid-term Review is to understand and document the changes brought about by CARE to date, lessons learnt, challenges and best promising practices. These findings will inform and support the remaining 2 years of the CARE project and future programming for feminist movement building, gender equality and women's advocacy by women's rights organisations in Zimbabwe.

3. Proposed methodology

The Consultant will be expected to produce an accessible and creative Mid-term review learning publication, which amplifies the voices of the women involved in the project. A list of critical questions will be developed by the Consultant with support from the CARE team, to draw out women's experiences and to further understand if there have been tangible shifts in power and also the space for the Zimbabwe

women's movement since CARE began. The Consultant will be expected to make use of various primary and secondary resources (such as existing project reports and data) and methodologies in 6 selected Provincial project sites. This will include participatory methods such as learning sessions, interviews with key women's rights actors, and women involved in the CARE project. . The learning publication will be produced alongside a video documentary, with both together forming the full Mid-term review. The Consultant will be expected to work with the Consultant producing the video documentary under the CARE project, as determined by the CARE team.

4. Tasks under the Consultancy

In carrying out this work, reporting to the WCoZ National Coordinator and under the supervision of the CARE team, the consultant shall:

- Submit a detailed inception report outlining the Consultant's understanding of the assignment and the approach to be employed, including tools and critical questions to inform the work
- Gather and document stories of change contributed by the intervention (CARE Project)
- Review and document best practices, promising practices infused with lessons learnt from the intervention (CARE project)
- Produce the celebratory and learning publication using creative and contemporary design

5. Deliverables:

The Consultancy will be responsible for the following deliverables:

- Detailed inception report
- Draft publication and Power Point Presentation summarizing the draft findings
- Final celebratory and learning publication

6. Duration

This is a 21 Day Consultancy

Expected Qualifications, experience of the Consultant

- The Consultant MUST be possessing a Degree in Development studies, Social sciences or any relevant field.
- Extensive experience in research, monitoring, evaluation and learning, related to gender and women's rights
- Understanding of women's rights and feminist programming and analysis
- Fluency in Shona, Ndebele and other local languages.
- Ability to demonstrate research ethics and safeguarding is mandatory

Bid Format

- Interested and experienced individuals or teams should submit an Expression of Interest (EOI) to coalitionzw@gmail.com and copy wcozprocurement@gmail.com on or before **22 August 2023**
- The EOI must detail the Consultant's understanding of
 - the Scope of Work, and methodological approach.
 - It will also detail work-plan, including dates for when specific tasks will be done.
 - The EOI should also include a detailed budget, indicating a breakdown of all costs for conducting this work such as consultancy daily rate.
 - The EOI must not exceed five pages.
- Cover letter summarizing the applicant's skills and past experience relevant to conducting the outlined Scope of Work

- Detailed C.V(s)/resume(s), with names of three referees and their contact details (email and phone)
- At least 1 recent work sample similar to that called for in this SOW for which the applicant was a lead author. **NB: Women are strongly encouraged to apply**