



CALL FOR:

INDEPENDENT EVALUATION OF THE EAST AND HORN OF AFRICA HUMAN RIGHTS DEFENDERS PROJECT

Background:

The East and Horn of Africa Human Rights Defenders Project is an organisation based in Africa with the mandate of protection and promotion of the work of Human Rights Defenders (HRD's) in the East and Horn of Africa sub-region. The regional coordination office of the organisation is located in Kampala, Uganda and the organisation is registered as a non-profit organisation in Uganda.

The East and Horn of Africa Human Rights Defenders Project¹ was conceived out of a research carried out by the African Human Rights Defenders Project (AHRDP) based at the Centre for Refugee Studies at York University, Canada on the needs and challenges of human rights defenders (referred to in this documents as HRDs) in the sub-region of the East and Horn of Africa.

The East and Horn of Africa Human Rights Defenders Project has since inception carried out activities in the area of advocacy, protection and capacity building with the aim of achieving better protection and respect of rights of human rights defenders in the sub-region. The 10 countries and 2 special territories in which the organisation carries out its work are: Burundi, Djibouti, Ethiopia, Eritrea, Kenya, Rwanda, Somalia including Somaliland, Sudan including South Sudan, Tanzania and Uganda.

Objectives of EHAHRDP

Formed in 2005, the objectives of the organisation are to protect and empower human rights defenders' facing restrictive situations in the East and Horn of Africa through capacity building, advocacy and networking.

EHAHRDP's declared objectives are

- To protect and defend HRDs in the region
- To build the capacity of HRDs in the region, and
- To advocate and raise public awareness and profiles of HRDs in the region

¹www.defenddefenders.org

To reach these objectives, the activities of the Network focus on a threefold strategy as elaborated below: **capacity building, advocacy and protection of human rights defenders (HRD's).**

Scope of consultancy project

EHAHRDP seeks the services of a consultant to undertake an evaluation of EHAHRDP's programming in promoting and protecting human rights defenders in the East and Horn of Africa since its establishment. The evaluation would seek to identify lessons learnt from EHAHRDP's experience in the past five years, as well as opportunities for the organisation going forward. The evaluation has two key overarching objectives, namely:

- 1) An evaluation of the first five years of the East and Horn of Africa Human Rights Defenders Project (achieved results, constraints and obstacles which affected its impact, recommendations to improve the overall performance);
- 2) Recommendations for the future of the organisation.

Terms of Reference

In order to fully achieve the two overarching objectives highlighted above, the Consultants will review, assess and evaluate the following interlinked aspects:

In terms of *Objective 1: Evaluating EHAHRDP's five years:*

1. Review the **relevancy** of EHAHRDP's activities in the sub-region with regard to human rights defenders.
 - a. Evaluation of the three core areas in programming: Capacity Building, Protection of Human Rights Defenders and Advocacy at a national, regional and international level.
 - b. Review **the design of the organizations programs- advocacy, capacity building and protection** and assess to what extent this structuring will ensure delivery on the organizations' goals and objectives.
 - c. Relevancy and scope of gender mainstreaming and mainstreaming minority rights within the organisation;
2. Review the **operational environment** and **systems** (i.e. staff capacity, budgetary allocations, opportunities for skills development and other resources);
 - a. Review the institutional policy, planning, management, decision making, structure, finance and ICTs support systems and assess their conduciveness to human rights defenders' programming;
 - b. Review **financial** and **other resources** available to thematic programmes undertaken by EHAHRDP;
 - c. Review and assess **management/administration staff's skills** and capacity to support programmatic work.

3. Review the programme's **key partnerships** (within and outside the EHAHRD-Network) and assess to what extent these have advanced EHAHRDP's goals and objectives including:
 - a. Assessing EHAHRDP's niche in human rights defenders programming in relation to partners working towards the same goals and objectives in the region;

In terms of *Objective 2: Recommendations*

1. Present clear and concise and practical recommendations on the the programs and activities that EHAHRDP implements.
2. Present clear and concise recommendations on the internal processes and systems supporting the program work.

The evaluation envisages a process of desk review of documents and plans, as well as interviews with EHAHRDP's former and current staff, Board members, former and current partners, beneficiaries of EHAHRDP's programmes and projects as well as partner organisations and network members within EHAHRD-Network. The Consultant will be expected to design and develop a comprehensive project sample and action plan for consideration by EHAHRDP once selected.

The Consultant is expected to deliver to EHAHRDP a comprehensive written report which meets the following specifications:

- **Reviews** and **analyses** the various aspects as outlined above;
- Highlights **gaps, challenges** and **opportunities** for EHAHRDP to achieve its overall objectives of promoting, building the capacity of and protecting human rights defenders;
- Highlights and clearly indicates **lessons** that EHAHRDP could learn from its experiences in the past 5 years of human rights defenders' programming in the sub-region;
- Clearly indicates **specific recommendations in all areas mentioned** that EHAHRDP should consider implementing (especially given key and emerging issues affecting human rights defenders in the sub-region).

Duration and Location

The tasks under this evaluation are to be undertaken in a maximum period of 25 working days. A report of the evaluation will be presented to the Board of Directors and the Executive Director of the East and Horn of Africa Human Rights Defenders Project (EHAHRDP).

The location of the evaluation will be Kampala, Uganda with visits to at least two focal countries envisaged .

Requirements

A team of Consultants (not more than 2) with the following skills and competencies are encouraged to express their interest:

- A Post Graduate Degree in a relevant discipline (e.g Social Science, Law, Politics, Economics and Human Rights);
- Specialisation and additional training in human rights;
- Competence in Organisational Development;
- Demonstrable experience in evaluating programmes and projects across countries and also those of a regional nature;
- Knowledge of the socio-economic and political dynamics as well as the social justice issues in the East and Horn of Africa region;
- Demonstrable knowledge and understanding of the architecture of human rights organizations in the region.

Qualifications

The Consultant is expected to have professional experience of work in the human rights sector in two or more countries in the East and Horn of Africa sub-region. Fluency in spoken and written English is a requirement and knowledge of French and/or Arabic is highly valued. The consultant must be willing to travel to Kampala and other focal countries and be available to meet with partners.

Consultants are requested to submit a project proposal (outlining the tools, methods and sampling model to be used) and a **comprehensive** indicative project budget (including consultancy fees, travel and subsistence costs etc), as part of their motivation and application for consideration.

Please send your application to program@defenddefenders.org with the subject line “**External Evaluation**” by October 31st 2010. Your application should include your CV and your proposed time frame, budget, work-plan and 3 references for similar work undertaken.