

Call for proposals

Evaluation expert for the mid-term review of the Hands Off programme

Aidsfonds is seeking a Monitoring, Evaluation and Learning (MEL) expert to coordinate the mid-term review for the Hands Off programme.

1. Background

1.1 Background of Aidsfonds

Aidsfonds is working towards a world without AIDS. We are there to help everyone living with or affected by HIV/AIDS. The main aim of Aidsfonds is to ensure that everyone has access to prevention, treatment, care and support. At the same time, our funding for scientific research contributes to advances in the understanding of AIDS. Aidsfonds always takes the lead when there are fresh insights that could be the start of new and better options. We use scientific research and innovative methods to optimise the programmes that we implement. We also believe in empowering people so they can act in their own interests. For more information see: www.aidsfonds.org

1.2 Hands Off II programme

It is increasingly recognised that societal barriers such as stigma and discrimination and gender based violence, that hinder access for key populations to HIV prevention, need to be addressed to get on track to end AIDS by 2030. The first phase of the Hands Off programme (2014 - 2019) has proven that the **Hands Off model**, a combination of (I) engagement with police in the HIV response, (II) crisis response and litigation, and (III) movement building results in reduced violence against sex workers. Hands Off 2 (August 2019 July 2025) works directly with sex worker-led groups, police and NGOs working on human rights and health services.

Hands Off targets **sex workers of all gender diversities and sexual orientations**. The programme is funded by the Embassy of the Kingdom of the Netherlands in Maputo and is part of the regional Sexual and Reproductive Health and Rights programme (EKN SRHR).

Hands Off will contribute to the reduction of violence through four long-term outcomes:

1. An empowered and resilient sex worker movement that demands its rights
2. Increased access to and use of inclusive services for sex workers
3. A more supportive and enabling environment for sex work
4. Sex workers protected and served by law enforcement.

Hands Off is implemented in South Africa, Botswana, Mozambique, Zambia and Zimbabwe. See for more information on Hands Off: <https://aidsfonds.org/work/hands-off-reducing-violence-against-sex-workers>

The Hands Off mid-term review (MTR) will provide the Hands Off team and partners with an opportunity to assess programme implementation, identify the best way forward for the remaining years, and importantly, strengthen capacity in the process.

2. About the assignment

2.1 The purpose of the mid-term review

The purpose of the MTR is to provide a participatory review of the programme. In the MTR the focus will be on analysis and documentation of the progress of the Hands Off programme, as well as to provide recommendations to sharpen the strategic direction and operation for the remaining years.

The general objectives of the MTR are:

1. To review if programme implementation is on track against the plans, aimed results and output and outcome indicators.
2. To provide an assessment of programme processes, such as the effectivity of the programme operations, structures and partnerships.
3. To reflect on integration of crosscutting themes such as young sex workers and gender.
4. To identify recommendations in order to develop specific, owned, action points to improve performance and sharpen the strategic direction in the programme.

2.2 Review focus

In the MTR attention will be paid to the below **topics**:

- Review of the Theory of Change
 - What are the contextual changes that can influence programme implementation (COVID-19, changes in political landscape etc.)?
 - Is the Theory of Change still valid in light of the contextual changes?
- Hands Off progress
 - What is the progress towards achieving the outcomes of the programme (this includes review of differential progress across countries and regional progress)?
- Cross cutting themes
 - How effective and coherent is the programme in including young sex workers (18 and 24 years)?
 - What strategies are used and resources are made available to ensure inclusivity of sex workers of all gender diversities in the Hands Off programme?
- Partnerships
 - How are Hands Off partners engaging with stakeholders at different levels (including collaboration amongst each other, government and other key population networks)?
 - How can the collaboration between Hands Off partners and EKN SRHR programme implementing partners be strengthened to add more value?
- Sustainability
 - How well do the interventions lead to sustainable outcomes (e.g. how does the programme address young leadership and sex worker empowerment)?
 - What are opportunities in the programme that can increase its sustainability (e.g. expected policy changes, government commitments, increased investment opportunities, opportunities for upscaling, linking with other regional activities)?

Results and recommendations of the MTR will be used to inform and support programme implementation, to strengthen the dialogue among partners and key allies and stakeholders and to improve the quality and delivery of interventions.

2.3 Scope of the review

The study will be conducted within focus areas in **four programme countries**:

1. Botswana
2. Mozambique
3. South Africa
4. Zimbabwe

The MTR will focus on the start of the programme till December 2021.

As part of the programme two other studies are currently being implemented, that run parallel to the MTR, the longitudinal study on the impact of the Hands Off model on the level of experienced violence and the number of new HIV infections in sex work communities and the assessment on the social value of Hands Off. The consultant is expected to harmonize and coordinate data collection with the other study leads to make most efficient use of data collected and collection processes.

2.4 Review design and methodology

The consultant is responsible for recommending an appropriate methodology. In this, a combination of quantitative and qualitative tools can be used. There will be a strong focus on the use of secondary data, based on Hands Off reporting and outcomes of the longitudinal impact study. The emphasis of the MTR will be on a participatory approach. Because of the participatory nature of the MTR the consultant will work closely together with a MTR working group, consisting of representatives of Hands Off partners with a Monitoring, Evaluation and Learning (MEL) background or MEL experience.

The main respondents in the review are the Hands Off implementing partners, the Hands Off programme team, the Embassy of the Kingdom of the Netherlands (EKN), the Hands Off Advisory Committee and EKN implementing partners.

3. Responsibilities

The Hands Off programme team is looking for a consultant who will work together with the MTR working group to implement the mid-term review. In this, the consultant is responsible for:

1. Implementation of MTR methodology and tools tailored to the purpose of the MTR.¹
2. In collaboration with the MTR working group:
 - Advise the MTR working group members in the use of methods and tools used for self-assessment on progress relevant to the MTR.
 - Mentoring and supervision of the MTR working group members in the roll out of the self-assessments.
3. Facilitation of a 2 day workshop, co-facilitated by the MTR working group, with a focus on:
 - Consultations with Hands Off partners, programme team and the advisory committee on validation of the ToC and progress of programme implementation.
 - Critical reflection on partnerships and opportunities for linking and learning.
4. Identification of four case studies, one for each outcome of the Hands Off ToC presenting the progress on the outcomes and identifying lessons learned and opportunities for scale-up.
5. Stakeholder analysis of the Hands Off programme.
6. Development of a concise research report reflecting the outcomes of the review, including a set of recommendations and advice on the strategic direction of the programme.

4. Deliverables

The expected outputs of the MTR are as follows:

- MTR report, including a set of four case studies on each of the Hands Off outcomes (maximum 25 pages excluding annexes).

¹ All materials and conversations will need to be translated in Portuguese. Under the operational budget held by Aidsfonds there will be budget reserved for the translations and interpretations.

- A set of recommendations to inform the strategic direction of the programme, including recommendations for Hands Off partner programming per country, sustainability of the programme and on increasing programme impact on the cross-cutting themes and stakeholder engagement.

Timeline

Period	Phase	Deliverables
Feb	0: Recruitment and contracting phase	Contract
March	1: Inception phase & MTR workshop (22, 23 March 2022)	Interview schedule and plan, MTR tools
March – April	2: Data collection phase	
April	3: Analysis and draft reporting	Cost benefit analysis Draft report, including selection of case studies
May-June	4: Completion and final report	Final MTR report, including a set of recommendations

5. Profile

We are looking for an enthusiastic, skilled and flexible consultant with monitoring, evaluation and learning expertise and excellent coordination skills. The consultant should be familiar with the theme of sex work and have a neutral attitude towards female, male and transgender sex workers who receive money or goods in exchange for sexual services and towards other key populations.

Requirements include:

- Proven experience with leading (midterm) multi-country evaluation and review processes in a development context, in particular in Theory of Change processes.
- Strong analytical skills to analyse quantitative and qualitative data and ability to filter successes.
- Experience with participatory (research or monitoring and evaluation) assessment methodologies.
- Experience with working with Civil Society Organisations and international (I) NGOs representing key population communities.
- Ability to facilitate and lead an open conversation around the priorities of participants, while keeping mandatory themes and structures in mind.
- Open to introduce new innovative methods of data collection, flexible in planning and adaptive to contextual changes.
- Not affiliated with any of the Hands Off partner organisations that have been involved in designing, executing or advising on aspects of the Hands Off programme.
- Excellent writing skills and ability to document and present data in an accessible way, with this a strong ability to communicate.

6. How to apply

We are looking for a consultant who is available to start March 2022. The selection process will take place in February 2022 and decisions will be made in close consultation with Hands Off programme partners, specifically the Hands Off Monitoring and Evaluation working group.

How to apply

You can apply by sending the following information to Soraya Bouwmeester sbouwmeester@aidsfonds.nl. The application will need to be submitted before **21 February 2022**.

1. Letter of interest (max 2 pages).
2. Financial proposal including the daily rate and indication of number of days needed (there is a maximum budget of €30.000).
3. CV or resume.

There is an operational budget for the consultancy available, which includes the costs for the workshop and translations. This operational budget is held and monitored by Aidsfonds. Costs for the workshop and translations do not have to be included in the financial proposal.

Proposals must include all documents requested. Proposals that do not meet the requirements will not be considered.