Call for expressions of interest from the F3E and Humanity & Inclusion (HI) :

Measuring the impact of our projects at communities level:

How to measure the outcomes of projects related to reduction of the stigma associated with disability, gender and age ?

1- The action and the stakeholders involved

Humanity & Inclusion (formerly known as Handicap International - HI) is an independent and impartial international aid organization working in situations of poverty and exclusion, conflict and disaster. The organization works alongside people with disabilities and vulnerable populations, taking action and bearing witness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights. The principles guiding the actions of the whole HI network are the following: humanity, inclusion, commitment and integrity. Comprising 8 national associations (based in France, Belgium, Switzerland, Luxembourg, Germany, United Kingdom, Canada and United States) and 1 office in Austria, the HI network has a federal structure to which the executive board is accountable, with operational headquarters in Lyon and Brussels. HI operates in around 60 countries, implementing more than 450 projects.

HI's Institutional Project Quality Policy (PQP)[1] aims to put the organization on a path of continuous improvement, learning and accountability, in line with its ethical principles and values. It provides a common framework and reference for all those directly or indirectly involved in the management of social mission projects, and applies to all social mission projects, regardless of context, geographical area, sectors or intervention modalities. In particular, this policy emphasizes that projects must contribute to positive and measurable change. HI has therefore invested in defining measurable concepts, common to all HI sectors, in order to monitor the changes to which the organization aspires and contributes. One of the common outcomes is at community level and focuses on the issue of stigma related to disability, gender and age.

A meta-analysis of the HI projects outcomes was carried out in 2023, as an institutional learning process, to promote continuous improvement (done each year since 2020). In addition, an Institutional Policy on Disability, Gender and Age was launched in 2019 and applies to HI's entire federal network, at HQ and in the field, and enshrines its commitment to "leave no one behind" on the basis of a "disability-age-gender" triptych. Its implementation was supported by a disability, gender & age marker and a policy implementing guideline.

HI is looking into the effects of its actions on the reduction of the risk of stigma linked to age, gender and disability. Stigma covers different dimensions: i/ Interpersonal stigma, refers to interactions that occur between the stigmatized and the non-stigmatized people and will cover the public stigma and the structural stigma, and ii/ Individual stigma, which refers to the psychological processes in which marginalized individuals engage in response to stigma. Individual stigma covers perceived stigma (or anticipated stigma), self-stigma and experience stigma.

2- The study

2.1- Expectations and objectives

HI's goal is to continue its commitment to combating stereotypes and discrimination in attitudes and practices towards people with disabilities and vulnerable populations by promoting a culture of inclusion, and therefore to **obtain a methodology for measuring changes linked to interventions that aimed at reducing stigma related to disability, gender and age.** The aim is to enable HI and its partners to capture the outcomes of projects and, ultimately, to enable learning and continuous improvement.

HI wants this study to focus on **interpersonal stigma**. The methodology for measuring the outcomes to be developed must :

- be applicable to projects in a variety of sectors (education, health, etc.) and cultural contexts;
- integrating an intersectional gender perspective ;
- be adapted for projects monitoring, allowing to capture changes over time, and taking into account the availability of limited resources ;
- be developed on the basis of existing internal and external initiatives (proposed by other NGOs or associations, or the academic world) if they are deemed relevant and promising;

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[1] Humanity & Inclusion, 2022. Project Quality Policy. Available here:
https://www.hi.org/sn_uploads/document/Project-Quality-Policy-2022-IP06.pdf

2.2 Aims of the study

Ultimately, HI wants to have a method for measuring changes linked to interventions that aimed at reducing stigma related to disability, gender and age, which can be used to monitor projects, whatever the geographical area or sectors concerned (education, health, protection, etc.).

This study is a key element, as its aim is to develop and test this method for measuring the outcomes.

3 key phases have been identified:

- confirmation of a conceptual framework relating to interpersonal stigma, in line with operational and monitoring practices in HI projects;
- the development and testing of an appropriate outcomes measurement method to capture this concept;
- translating knowledge and sharing recommendations, in particular to clearly define the conditions for using the outcomes measurement method.

The end-users will be i/ the Innovation, Impact and Information Division (3I), which will ensure promotion and roll-out at organizational level; ii/ HI teams in the field, including the Monitoring, Evaluation, Accountability and Learning (MEAL) units, as well as partners.

2.3- The planned process

Two countries have been identified to design and test the approach: **Benin**, where an ongoing project aims to improve women's and men's access to decent paid employment and self-employment (economic inclusion sector) and another aims to improve the living conditions of disabled children and vulnerable groups through an inclusive and participatory approach (inclusive education); and **Lao PDR**, where HI maintains its activities in the armed violence reduction sector (demining, community risk education, assistance for victims of explosive remnants of war), contributes to major projects in the inclusive education sector and implements a community-based rehabilitation (CBR) project that includes awareness-raising campaigns on disability, the right to education for disabled children and EORE (Explosive Ordinance Risk Education).

A study **steering committee** will be set up, including the Innovation, Impact and Information Division (3I - research specialist), the country teams (project managers and field specialists, MEAL officers, other interested parties) and a selection of HQ specialists. The steering committee will be responsible for monitoring the study and validating the deliverables. **An advisory committee** comprising a panel of practitioners from various sectors and organizations also implementing stigma reduction programs will also be set up. The aim will be to bring in contributions from external stakeholders in order to enrich the discussions and facilitate the promotion - and future use - of this approach outside HI. The consultants will not be responsible for setting up this committee. However, they should be prepared to present their work to this committee (launch and protocol, progress report, feedback on recommendations).

The approach proposed by the consultants should ensure the **active involvement of a wide range of participants** throughout the study cycle (design, data collection, definition of recommendations, etc.).), including HI headquarters staff - in particular technical and MEAL specialists, HI field staff in the 2 countries identified (operational and technical), project partners, community members (leaders and citizens) in the 2 countries identified, representatives of civil society organizations and, of course, people from vulnerable target groups (persons with disability, women, young women and men, the elderly, etc.) . The intersectional dimension of the study will have to be respected at all phases and take into account the age, gender and disability of the participants, both in the methods used to gather information (sampling, adaptation of tools, etc.) and in the results observed) – same for the international ethical standards.

The assignment will include (dates given for guidance only):

- an inception phase (October 2024) to reach a common understanding of what will be done, how and when - based on the kick-off meeting and feedback from the steering committee ;
- a design phase of the outcomes measurement method (October/December 2024) to define the framework, identify interesting existing approaches to be adapted and tested in the field, develop a first version of the data collection tools and associated methods and explain in a technical note how these tools will be tested in the 2 pre-identified countries - based on a rapid literature review and interviews with key informants, regular meetings with the HQ focal points and feedback from the advisory committee;
- a testing phase of the outcomes measurement method (January/March 2025) to deploy, test and adjust the pre-identified tools and methods in 2 countries - based on the collection and analysis of primary data in two countries (1 mission per country), regular meetings with HQ focal points and feedback from the advisory committee;

- a final phase to share the results (April 2025).

Deliverables will be associated with each phase, validated by the steering committee and may be produced in English *or* French.

The estimated budget for the study is a maximum of €41,400 including tax.

2.4- External expertise sought

Availability required: from October 2024, with at least 2 field missions.

The profile of the expertise sought is as follows:

- Proven experience in developing methodologies, methods and tools for measuring change, outcomes or impact of projects;
- Proven experience in conducting research on complex sociological concepts (such as intersectional gender, stigma, etc.);
- Proven and recognized experience in data collection, processing and analysis methods (quantitative and/or qualitative and/or secondary);
- Proven skills and experience in designing and implementing disability and gender sensitive qualitative and quantitative studies ;
- Experience of integrating an intersectional perspective into studies ;
- Experience in implementing participatory research ;
- Excellent knowledge of ethical standards;
- Experience of working with project teams in humanitarian contexts;
- Knowledge of the regions selected for this research (experience or associated consultants in the country) ;
- Excellent written and oral communication skills in French and English.

Diversity within the team of consultants must also be taken into account.

2.5- Provisional timetable

- Publication of the Call for expressions of interest: July 2024
- Reception and selection of resumes: early September 2024
- Full ToR release: September 2024
- Receipt and selection of bids: late September / early October 2024
- Contract and launch of study: October 2024

This call for expressions of interest is intended to **identify consultants**. Following this call for expressions of interest, a pre-selection will be made and then a **restricted invitation to tender** will be issued to the pre-selected consultants. Only the pre-selected consultant will receive the full terms of reference.

At this stage, **the resume of the consultant proposed to lead the project is requested**. If a team of consultants is proposed, **the resumes of the associate consultant(s)** is not required at this stage of the call for expressions of interest, but **is nevertheless strongly** encouraged .

If you wish to express your interest, please send your resume by e-mail
before Monday 2 September 2024 at 8.00 am, Paris time, at the following 2 e-mails :

Armelle Barré, Gender Coordinator and Programme Manager, F3E: a.barre@f3e.asso.fr

And: consultances@hi.org

You are asked to attach an updated CV in which you have highlighted the specific elements that you consider useful for assessing your expression of interest in this study.