



**Terms of Reference for  
End-term Evaluation of the project  
“Strengthening Action to Defend Human Rights Through Documentation and  
Advocacy Mechanism in Myanmar”**

<b>Project period under review</b>	2023-2024
<b>Project locations under review</b>	Sagaing, Magway, Yangon and Kachin
<b>Expected Duration of Assignment</b>	30 days
<b>Starting Date</b>	December 18 <sup>th</sup> 2024
<b>Type of assignment</b>	Remote/online
<b>Language Required</b>	English (Burmese translator will be hired if it needs)

## About Equality Myanmar

Equality Myanmar (EQMM) is a leading Human Rights Organization that organises a broad range of Human Rights Education activities: Human Rights Awareness Raising, Human Rights Violation documentation, International and national advocacy and lobbying as well as Emergency Support to Vulnerable Communities: Human Rights Educator, Human Rights Defender, Democracy Activists and CSOs members. EQMM works with various local actors, and linguistic and cultural groups. EQMM program and its activities reach all states and regions in Myanmar.

## 1. Project Background

The Culture of Human Rights, Fundamental Freedoms and Justice, Democracy and Peace have been under threats due to the 2021 military coup. Further, the military coup exacerbated critical risks and outcomes for the democratic transition, social and economic development, public health and education sectors as well as peacebuilding with different ethnic armed group organizations. The repercussions and negative impacts of the military coup and its coercive and horrific actions negatively transformed the local people and their communities.

Equality Myanmar monitored and discovered that human rights violation cases are critically rising after 2021 military coup. Further, Myanmar military junta and its councils are conducting horrific airstrikes, artillery shells, forceful arrest, torture and killing of civilians. After 1027 operations and revolutions, many armed conflicts occurred and critically transformed the protection of civilians in Myanmar. Significantly, the voices and experiences of the local civilians are marginalised and excluded. Hence, we discover that strengthening action for Human Rights Defense with **documentation** are essential to tackle these critical issues for **advocacy**, future transitional justice and accountability.

The second phase of the project started 2023 and ended in 2024. This project fundamentally focused on capacity building for human rights violation case documenters (HRDs) and enhancing technical resources in documentation process and supporting for protection support.

Further, EQMM had amplified the voices, experiences and case stories of documenters, HRDs and pro-democracy activists to national and international level through HRDs exchange meeting. EQMM also strengthened the capacity of documenters (HRDs) in advocacy.

## **2. Project Goal and Objectives**

### **Goal**

Strengthening Action to Defend Human Rights Through Documentation and Advocacy Mechanism in Myanmar

### **Overall Objectives**

To Improve the Action of Human Rights Defense for the affected and marginalized groups living in Yangon, Kachin, Sagaing and Magway regions

### **Specific Objective**

To empower Human Rights Defenders to Promote, Defend and Protect the human rights of affected and marginalized groups through documentation of human rights violations and advocacy through dialogue of National and International accountability mechanism.

The Project Intervention, Outputs and Strategies Includes:

**Output 1:** HRDs receive capacity building and technical resources of documentation process to defend human rights, while having access to protection and emergency support.

- Basic Documentation Training
- Advanced Documentation Training
- Documentation follow-up Meeting
- Documentation of Human Rights Violation cases

**Output 2:** HRDs, Pro-democracy Activists and CDM members carry out advocacy and engage in dialogue with duty bearers and international human rights mechanisms.

- International and local HRDs Exchange Meeting
- Advocacy Meeting

**Output 3:** Support HRDs, Pro-democracy Activists and CDM members to continue effective participation on Human Rights Defense

- HRDs Protection Fund

## **3. Objective of the Project Evaluation**

The fundamental objective of the project evaluation is to measure and evaluate the effect of the project implementation on the target beneficiaries and provide the outcome and impact of the project. Importantly, the external evaluator should assess the degree and level of empowerment by using the [Digni Empowerment Assessment Tool \(EAT\)](#) and outcome harvesting strategy.

The report should cover a clear understanding and presentation of project's progress, deviation, achievements, empowerment and challenges. Further, the report should include recommendation for further success implementation and project intervention as well as strategic approach and measure that lead to providing project impact and result. EQMM consider to use these results for future proposal and strategic development. Thus, the report should answer the following research questions.

## Relevance

- To what extent does the project has increased the capacity of documenters (HRDs) in target areas to document the cases?
- How and to what degree the project has increased the coordination amongst documenters to tackle documentation of human rights violation cases?
- How and to what degree the project has increased the awareness of documentation and advocacy concept and practical knowledge for documenters (HRDs)?
- How and to what degree of relevant policy and decision-making Authorities adopts the voices and case stories of documenters (HRDs)?

## Effectiveness

- How the progress and achievement of the goal and objectives aligned with outcome and impact level and what has effectively contributed to this progress and achievement?
- What are the main hindrances towards the achievement of the objectives and what are the vital causes? And how can these issues be addressed?
- What are the main challenges which related to the project monitoring and evaluation, and how can be addressed?

## Efficiency

1. How the project has impacted the cross-cutting activities to support project implementation and learning?
2. To what extent does the project address the needs of the target groups, beneficiaries and stakeholders?
3. What is the perception and voice of the target groups, beneficiaries and stakeholders regarding EQMM project intervention and implementation.

## Impact

The evaluator should use the Digni Empowerment Assessment Tool (EAT) and assess the following questions:

- To what degree has the project empowered the target groups, Documenters (HRDs) to effectively document and advocate in target areas?
- To what degree has the project empowered the target groups, Documenters (HRDs) to strategically advocate before the relevant duty bearers (NUG)?
- To what degree has the project empowered the target groups, individuals and CSOs to positively contribute the status, position and power of the women in society? How is the gender empowerment?
- To what extent has the project contributed to the strengthening of the target civil society organisation?
- What are the unintended results and impacts, both positive and negative through the project implementation?

## Sustainability

- To what extent and how will the program's outcomes and impact positively continue for beneficiaries after the project intervention?
  - What and how are the major issues and factors that influenced sustainability?
  - What are the opportunities exist to promote sustainability that are underutilized?

The comprehensive report needs to be completed by January 15<sup>th</sup> , 2025 with a maximum of 30 pages (line space 1.5).

#### **4. Work process and main deliverables**

The evaluation work, including the final report, should be completed on January 15<sup>th</sup> , 2025.

The evaluation will include:

- Briefing with EQMM's management team and relevant staff members
- Desk review of project documents, including project description (PD), annual project reports, log frame and existing assessments/evaluations
- Presentation of detailed methodology and workplan of evaluation, report outlines, survey tools, process of data collection, analysis as well as final set of data-collection tools
- Assessment (FGD) with participants (It needs to consult with EQMM Staff for online FGD)
- Presentation of the main findings from survey, interviews and focus-group discussions in a meeting with EQMM management and staff
- A final report in English not exceeding 30 pages (line space 1.5) excluding annexes which must include the following elements:
  - Executive summary
  - Introduction
  - Methodology
  - Presentation of findings
  - Conclusions and recommendations
  - Lesson learned
  - Annexes

#### **5. Considerations**

The consultant/evaluator will ensure high quality, accuracy and consistency of work. The consultant will work in close cooperation with the project management, staff and stakeholders to receive information, reporting to Program Development Manager and Executive Director.

The consultant's **confidentiality on all information** disclosed by all respondents (internal and external) will be required.

#### **6. Qualification of consultant:**

- Education: Master Degree in Human Rights, Laws, International relations, Political Science, Social Science and Development or a related field
- Experience: At least 2 or 3 years of relevant experience in areas of relevance to the consultancy and project end evaluation, including:
  - Projects end evaluation experience, including evaluation of multi-stakeholder projects
  - Understanding of Documentation of human rights violation cases, Myanmar Human Rights context and its social and political context.

- Proven ability to undertake professional research using both quantitative and qualitative methods;
- Strong analytical skills and ability to conceptualize complex and multi-faceted aspects of an issue into a concise and clear-cut assessment conclusion;
- Excellent drafting and presentation skills;
- Evaluation experience with European donor-funded projects is an asset;
- Language Requirements: Excellent command of English writing.

## **7. Remuneration**

The consultancy fees will be based on experience.

## **8. To Apply**

Please submit

- A cover letter (max. 2 pages) summarizing relevant expertise and experience (in English)
- Curriculum Vitae
- Estimated Consultancy Fees.
- Provide 1 or 2 Evaluation/Research Reports (International standard) done by the candidate.

Please kindly mark your application, as “Project End Evaluation Consultant” and send to [ahc.eqmm@protonmail.com](mailto:ahc.eqmm@protonmail.com). The deadline for application submission is December 15<sup>th</sup>, 2024.