

Call for Consultancy

RiseUp! Asia and the Pacific Young Women's Leadership and Advocacy Initiative (RiseUp!) Formative Evaluation

The World YWCA seeks a group or team of consultants experienced and passionate about feminist approaches to evaluation. **We seek a consultant or team of consultants enthusiastic about facilitating a feminist, young women-led formative evaluation using [World YWCA's Feminist Consultation Methodology](#).** The consultant(s) should be dedicated to making knowledge accessible, simplifying processes, and using data collected through the RiseUp! bespoke MEL App. Their approach must be firmly grounded in feminist principles and utilise the [World YWCA's Feminist Consultation Methodology](#).

Location: **Consultants based in Asia and the Pacific Regions, with travel required.**

Closing date for expression of interest: **May 25, 2025**

Starting date: **June 20, 2025**

Type of agreement: **consultancy – estimated working days: 63, approximately spread across months**

Reference: **WYWCA-RU! Formative Evaluation**

Estimated budget available: **60,000- 75,000 AUD *inclusive of travel. Consultants will be expected to book and pay for all travel, accommodation, and associated expenses from this budget.**

Background

RiseUp! is currently in its fourth phase (Phase IV), from 2020 to 2026. As such, the evaluation will be formative, as the program has not yet ended and will be entering into a co-design process for the next phase. The primary goal of a formative evaluation is to inform ongoing decision-making and improvements to the program rather than making a summative evaluation that makes a final judgement or assessment after the program has completed.

During Phase IV, RiseUp! has been implemented in nine countries across Asia and the Pacific - Bangladesh, India, Myanmar, Nepal, PNG, Samoa, Solomon Islands, Sri Lanka and Thailand. The models and duration of implementation in each country varies. Travel to some of these countries is required, to be decided during the co-design phase of the formative evaluation.

RiseUp! Phase IV Theory of Change

Goal: **Young women are confident leaders who create safe spaces and networks and inspire other young women to build an inclusive society, empowered by intergenerational leadership within the YWCA movement.**

End of Program Outcome 1 and associated Intermediate Outcomes:

End of Program Outcome 1: Young women take up informal and formal leadership roles in their peer and family networks, communities, countries, region or globally
Intermediate Outcome1: Young women have greater self-esteem and confidence through localised, transformative leadership and advocacy training
Intermediate Outcome 2: Young women build support from their peers, partners, families, religious institutions, and communities
Intermediate Outcome 3: Member Associations empower young women by sharing power with them and promoting intergenerational leadership

Intermediate Outcome 4: Member Associations who opt-in, own, customise, build on and actively lead delivery of RiseUp!

End of Program Outcome 2 and associated Intermediate Outcomes:

End of Program Outcome 2: Young women have collective influence through peer-based collective action.

Intermediate Outcome 5: **Young women influence policy and advocate for their rights using networks with supporting partner organisations, service providers, gatekeepers, and stakeholders.**

Intermediate Outcome 6: **RiseUp! alumni are increasingly engaged in global women's movements.**

This consultancy is part of the delivery of RiseUp! Phase IV, funded by the Department of Foreign Affairs and Trade (DFAT), Government of Australia.

Australia's International Development Policy, International Gender Equality Strategy, International Disability Equity and Rights Strategy, and commitments to climate change action.

In line with Australia's [International Development Policy](#), this Formative Evaluation will ensure diverse voices are heard and make sure women and girls are engaged in meaningful ways. The evaluation will also aim to understand how program strategies have implemented the policy's approaches: forging partnerships of respect, deepening quality and transparency and supporting locally led change. The Formative Evaluation will also consider [Australia's International Gender Equality Strategy](#), [Australia's International Disability Equity and Rights Strategy](#), with the aim to understand how RiseUp! is aligned with approaches and priorities the strategies outline. It will also be useful to consider Australia's commitment to climate change when making recommendations for climate justice thorough RiseUp! in the next phase, as this is a required objective for at least half of Australian development investments over \$3million.

About the World YWCA

The World YWCA has an ambitious goal (Goal 2035) - to reach 100 million young women and girls and transform power structures to end gender inequality by 2035. **Established in 1855, the World YWCA is the world's oldest women's movement. With member associations in 109 countries, it works to fulfil human rights and make gender equality a reality. Sixty percent of the members of the World Board are aged 30 and under. The World YWCA aims to develop the leadership and collective power of women and girls worldwide to achieve justice, peace, health, human dignity, freedom and a sustainable environment for all people.**

The World YWCA mobilizes and connects millions of young women around transformational change, provides leadership opportunities in thousands of communities across 90 countries around the world. It also actively works to influence policies, regulations and social and community norms which prevent the realisation of rights and leadership potential of women.

The World YWCA has three strategic priorities:

- **Management and governance excellence towards Goal 2035**
- **Strategic partnerships and communication towards Goal 2035**
- **Engagement and mobilisation of girls, young women and women towards Goal 2035**

While the future of our movement hinges on the development of young women leaders, it also depends on the engagement, know-how, and participation of women leaders from all generations. Fostering connections, shared learning, and mutual exchange between leaders of all ages and backgrounds creates better more impactful leadership models and strengthens our movement. In our work amplifying young women's voices and centring their leadership and advocacy, we are intentionally collaborative and intergenerational in our approach.

Purpose, Scope, and Objectives

Purpose of Formative Evaluation

The purpose of this formative evaluation is to support accountability and decision-making for DFAT and World YWCA. The Australian Government is accountable to Australian citizens, who fund Australia's development program through their taxes, to provide value for money investments. World YWCA are accountable to their member associations, the young women and leaders engaged in the RiseUp! Program, and to DFAT as program donor.

Scope of Formative Evaluation

The formative evaluation is intended for DFAT, World YWCA and RiseUp! program partners. Primary DFAT users will be the program managers, and senior leadership in the Gender Equality, Disability and Social Inclusion Branch (GEB). Primary World YWCA users will include the RiseUp! Program Team, World YWCA senior leadership, and RiseUp! program partners. Secondary DFAT users may include Pacific Gender and Culture Section (PGS), Southeast Asia Gender and Human Development Section (SHP), Pacific Women Lead program managers, and DFAT's Post Network, in particular gender focal points in Asia and the Pacific.

The formative evaluation occurs in the fourth year of a six-year program. This review will support DFAT and World YWCA decision making by providing insights into what in the current format is working, and what will inform the design of any subsequent support for young women's leadership in Asia and the Pacific.

The formative evaluation will cover the agreement period to date, from its initiation in 2020. The evaluation should conclude with some forward-looking recommendations for the program, including how Australian support for young women's voice and leadership could be improved (and the scope for further consolidation).

Objectives of consultancy

1. Co-design an intergenerational, formative evaluation process for the RiseUp! Asia and the Pacific Young Women's Leadership and Advocacy Initiative (Phase IV 2020-2026) utilising [World YWCA's Feminist Consultation Methodology](#), guided by a Steering Committee comprised of key stakeholders from World YWCA, RiseUp! Program Partners, and DFAT.
2. Ground the evaluation in the RiseUp! Monitoring Evaluation and Learning Framework (MELF) and the [OECD-DAC Criteria](#) (relevance, coherence, effectiveness, efficiency, impact, and sustainability) as appropriate to a formative evaluation. The evaluation must align with DFAT MEL standards.
3. Co-design the key formative evaluation questions with the RiseUp! Formative Evaluation Steering Committee within the DAC Criteria, RiseUp! MELF, and the learnings required by all stakeholders including World YWCA, RiseUp! Program Partners, young women leaders, and DFAT.

4. Utilise existing reports and data as well as identify primary data required to inform key formative evaluation questions.
5. Facilitate the intergenerational, co-designed formative evaluation process using [World YWCA's Feminist Consultation Methodology](#), where young women co-researchers will conduct primary data collection in their own languages, including sign language and braille as required.
6. Co-analyse findings with all stakeholders, ensuring evaluation participants are validating data. This analysis should be based on World YWCA's Goal 2035, a system's approach within the wider social sector and future investments in young women's leadership and advocacy across thematic areas of priority.
7. Report findings in simple language, using visual data representation and multi-media formats that can be translated into languages required by RiseUp! program partners, including sign language and braille as required. Evaluation consultants are not expected to design final multi-media products but to ensure that this is considered as a final output during all phases of the evaluation process. It is expected data will be collected in multi-media formats in local languages.

Proposed Activities, Timelines, and Processes

- This is a remote consultation, with travel required to some countries where RiseUp! is implemented in Asia and the Pacific. The timing and locations for travel will be confirmed during the co-design phase.
- The consultancy will primarily be conducted in English while recognising the linguistic diversity of the Asia and the Pacific regions.
- We work with a diverse range of audiences, particularly young women from various geographical locations and contexts. We acknowledge that the heavy use of jargon and certain technologies can be exclusionary. Therefore, it is essential that the consultants ensure accessibility by using clear, inclusive language that can be easily translated into the languages used in RiseUp! program partners, including sign language and braille as required.

The indicative days listed below are tentative and subject to amendment during the planning phase.

Description of activity	Indicative number of days	Output from consultants
PHASE 1: Start Up May-June 2025		
Project Kick Off meeting with team	0.5 days	Document: Detailed meeting notes (1-2 pages) outlining consultant understanding of evaluation
Document Review to inform key evaluation questions and evaluation plan	3 days	Document: 5 pages document review and gaps analysis
RiseUp!/World YWCA provides consultants with training in Feminist Consultation	1 day	Document: Detailed training notes (1-2 pages), outlining consultant understanding of FCM

Methodology		and the process as part of evaluation
Steering Committee Meeting with consultants to finalise key evaluation questions and high-level process	0.5 days	Document: Detailed meeting notes (1-2 pages) outlining key evaluation questions and high-level process for evaluation
PHASE 2: Planning June-July 2025		
Formative Evaluation Plan/Inception Plan including agreed brief for final reports in multi-media formats.	1 day	Document: Formative Evaluation Plan/Inception Plan
Young Women Co-Researchers identified and selected	1 day	Document: List of co-researchers and rationale for selection
Young Women Co-Researchers trained in FCM by World YWCA/RiseUp!	1 day	Document: pre and post training evaluation
Support Young Women Co-Researchers to create localised plans to collect data	2 days	Document: local data collection plans, including risk assessment and mitigations, and accessibility considerations
Site visit selection for key Steering Committee Members, RiseUp! Program Team and Evaluators (including at least one site visit for DFAT).	1 day	Document: Schedule for site visits
PHASE 3: Implementation July- September 2025		
Facilitate data collection with co-researchers - this includes in-country support/site visits	25 days	Document: Findings from data collection
Facilitate co-analysis and validation of data with co-researchers and research participants, ensuring accessibility to all participants including sign language interpretation and braille if required	14 days	Document: Outcomes of data validation and co-analysis
Steering Committee Findings Validation and Recommendations workshop	1 day	Document: detailed workshop notes (5 pages) identifying data that was validated and data that requires further analysis; Steering Committee recommendations for future phases of the program
PHASE 4: Report September-October 2025		
Draft Complete Evaluation Report V1 working to brief agreed in Phase II (planning). Submit a formative draft report	10 days	Document: complete first draft, 25 pages for review

for DFAT.		
Workshop with Co-Researchers to give inputs to first draft	0.5 days	Document: revised draft V2
Workshop with Steering Committee to give input to V2	0.5 days	Document: revise draft V3
Incorporate RiseUp! Team's Final Edits	1 days	Document: Final Evaluation Report and multi-media data supplied to designers.
APPROXIMATE TOTAL DAYS	63	

Ideal Profile of Consultants:

- Demonstrated knowledge of sociopolitical and gender contexts in Asia and the Pacific, with experience working in partnership with young women-leaders and intergenerational organizations or networks in the region.
- Excellent skills and experience in walking the talk around feminist approaches to evaluation – especially in who holds expertise and how to play the role of facilitators.
- Experience of working with technology to lead virtual engagements and consultative processes is a must.
- Knowledge of women's leadership development, gender, civil society engagement, women's rights, and feminism; and the associated challenges.
- Demonstrated experience in bringing approaches to life, socialising concepts through a variety of methods and mediums.
- Understanding of progressive feminist language and the interplay of power and language.
- Deep, demonstrated commitment to sharing power. Facilitating young women to conduct co-research, co-analysis, and own the final evaluation reports in their own languages.
- Flexible working is a must. Consultants must be excited when challenges arise and align solutions with a balance of urgency and processes to enhance young women's agency. Internet connectivity, climate disasters and conflict are regular challenges faced by RiseUp! program partners.
- Consultants should indicate any conflicts of interest that may arise in undertaking this assignment.

Application Process and Timelines:

Proposals will need to include the following information:

- A brief Expression of Interest **responding to the Scope of Work and Budget and Ideal Profile of Consultants**—a maximum of three pages. We do not expect an extensive proposal and plan but a concise indication of how your skills and experience match what we are looking for. We do not expect a detailed budget. **As the countries of travel have not been confirmed, we do not expect a detailed travel budget, but a high level budget that gives an indication of how the total amount will be split between daily rates of consultants and travel.**
- Statement of registration/status as a consultant (independent or working under a company) **able to invoice the World YWCA in Switzerland and cover all taxes and legal obligations in the country where they are based/work.**
- **The Consultant** should send the Expression of Interest either in Word or pdf format to:

hresources@worldywca.org.

- The subject of the email should be: **WYWCA-RU! Formative Evaluation/*name of applicant***
- Applications will be reviewed on a rolling basis, and **submissions before the closing date are welcomed.**
- Shortlisted candidates will be contacted within 2 weeks of the submission due date. **Proposals will be assessed based on technical experience, regional expertise, cost-efficiency, and alignment with feminist and intergenerational leadership practices.**