1. Background

The International Disability Alliance (IDA) is a global alliance of Organisations of Persons with Disabilities (OPDs) and their representative networks working to advance the human rights and inclusion of persons with disabilities worldwide. Through advocacy, movement strengthening, technical cooperation and accountability mechanisms, IDA promotes the implementation of the Convention on the Rights of Persons with Disabilities (CRPD) and disability-inclusive development.

IDA was funded by the Ministry for Foreign Affairs of Finland to implement the "Upholding Diversity and Inclusion of All: Advancing Universal Economic, Social and Cultural Rights to Leave No Persons with Disabilities Behind in a World Challenged by Multiple Crises" project from January 2022 through December 2026. The project sought to advance the Economic, Social and Cultural (ESC) rights of persons with disabilities through strengthening the disability rights movement, increasing participation and leadership of underrepresented groups, promoting disability-inclusive development and humanitarian action, and strengthening accountability through international and regional human rights mechanisms.

The project would reach in the first phase Mozambique, Angola, Zambia, and after project extension would expand to reach Kenya, Tanzania, Malawi, Ethiopia, Uganda and Ukraine.

With the project entering its final concluding quarter, IDA aims to carry out an evaluation of the project to ascertain if it was successful in achieving its goals in line with the original project Theory of Change and to ascertain if the projects outputs created sustainable improvement for the OPD's it reached.

The project was implemented through four mutually reinforcing outputs:

1. Technical capacity building of OPDs
2. Inclusion of Underrepresented Groups
3. Sustainable Development Goals (SDGs) and Disability-Inclusive Development
4. ESC Rights Monitoring and Accountability

These outputs were identified through the IDA teams carrying out a Theory of Change (ToC) activity focused on the opportunities for strengthening OPD capacity, supporting underrepresented groups, generating evidence and influencing development, humanitarian and human rights systems that contribute to stronger leadership and participation by persons with disabilities and ultimately advance economic, social and cultural rights.

Originally focused on Mozambique, Angola and Zambia, the programme was subsequently expanded to include activities in Kenya, Tanzania, Malawi, Ethiopia and Uganda, alongside targeted work related to Ukraine and disability-inclusive peacebuilding and reconstruction.

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2. Purpose of the Evaluation

The final evaluation for this project will require the evaluator to proceed with two primary objectives:

Donor Accountability

To assess the extent to which the project achieved its intended outputs, outcomes and contributions to advancing the economic, social and cultural rights of persons with disabilities.

Project Learning and Advancement

To identify lessons learned, good practices and strategic recommendations to inform future programming, movement-strengthening initiatives and partnerships supporting disability rights, inclusive development and accountability mechanisms.

The evaluation will provide evidence for IDA, Finland and other stakeholders regarding the effectiveness and added value of grant lead investments in OPD-led capacity strengthening, sustainable impact, effective advocacy and positive systemic change for the lives and livelihoods of persons with disability and the wider disability rights movement.

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3. Evaluation Objectives

The objectives of the evaluation are to:

1. Assess the relevance of the project design and implementation approach, informed by international best practice
2. Assess performance against planned outputs and outcomes, and to what extent the project achieved its core goal
3. Examine the project's contribution to strengthening the global, regional and national disability rights movement
4. Assess the effectiveness of approaches used to support underrepresented groups
5. Assess the project's contribution to OPD-lead disability-inclusive development, humanitarian action and human rights accountability
6. Evaluate the sustainability of the project’s results and what improved capacities it promoted

7. Identify factors that facilitated or hindered achievement of results
8. Generate lessons and recommendations for future IDA programming

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4. Scope of the Evaluation

The evaluation shall cover:

- The entire project implementation period from January 2022 to December 2026
- Achievement against all four project outputs
- Activities implemented at the global, regional and national levels and their impact
- The original focus countries in East, Central and Southern Africa. The project would also later expand to Ukraine

The evaluation should examine intended and unintended results as well as differential outcomes for diverse groups of persons with disabilities.

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5. Evaluation Criteria and Questions

The evaluation should use the OECD-DAC evaluation criteria supplemented by a disability inclusion and participation lens.

A. Relevance

- To what extent was the project aligned with the priorities and needs of persons with disabilities and their representative organisations?
- To what extent did the project respond to the rights and priorities of underrepresented groups?
- How well did the project align with Finland's development policy priorities and international human rights commitments?

B. Coherence

- How coherent was the project with IDA's broader strategic framework and programming?
- To what extent did the project complement national, regional and international disability rights initiatives?
- How effectively were national, regional and global efforts linked and mutually reinforcing?

C. Effectiveness

- To what extent were planned outputs and outcomes achieved?
- What changes occurred in technical capacities, leadership and advocacy capacities of OPDs?
- To what extent did underrepresented groups strengthen their participation and leadership?
- To what extent were intended policy, advocacy or systems-change results achieved?

D. Efficiency

- Were resources used economically and strategically to achieve results?
- How effective were different implementation modalities, including grants, trainings, mentorship and digital platforms?
- How effectively did the project adapt to changing contexts and emerging opportunities?

E. Impact / Contribution

Recognising the complexity of advocacy and systems-change programmes, the evaluation should focus on contribution rather than attribution.

Key questions include:

- What contribution did the project make to advancing economic, social and cultural rights?
- What contribution did the project make to strengthening disability-inclusive development and humanitarian action?
- What contribution did the project make to strengthening accountability through human rights mechanisms?
- What contribution did the project make to disability-inclusive peace and security agendas?

F. Sustainability

- To what extent are capacities, networks and advocacy gains likely to continue after project completion?
- What institutional, organisational and leadership capacities have been strengthened?
- What factors support or threaten sustainability?

G. Inclusion, Participation and Accessibility

- To what extent did the project embody the principle of meaningful participation of persons with disabilities?

- How effectively were women with disabilities and other underrepresented groups engaged?
- How accessible and inclusive were project approaches, materials and processes?

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6. Evaluation Approach and Methodology

The evaluator shall propose a mixed-methods approach combining quantitative and qualitative methods, aiming to include a timeline to completion of this evaluation by **December 30th 2026**.

Methods will include:

- Desk review
- Key informant interviews
- Focus group discussions
- Identifying and providing case studies to reinforce findings
- Document review and portfolio analysis

The evaluation should explicitly assess the validity of the programme's ToC and explore how and how well the change pathways used in this project operated and interrelated across national, regional and global levels.

Attention should be given to examining:

- The effectiveness of movement strengthening activities
- How BRIDGE training and mentorship impacted leadership development
- How successful were activities focused on promoting policy influence
- The effectiveness of accountability mechanisms
- The intersectionality of the project
- How effective were activities focused on systemic change

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7. Accessibility and Ethical Requirements

The evaluation must be fully accessible and comply with disability-inclusive evaluation standards.

The evaluator shall demonstrate:

- The meaningful participation of persons with disabilities;

- Application of accessible communication practices
- Provision of reasonable accommodation;
- Informed consent procedures;
- Confidentiality and data protection measures;
- Gender-responsive and intersectional approaches.

Nothing About Us Without Us principles should guide the evaluation process.

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8. Deliverables

The consultant shall provide:

1. Inception Report

Including:

- Evaluation refined methodology
- The sampling approach
- Data collection tools to be used by the evaluator
- A workplan through to completion

2. Presentation of Preliminary Findings

This will be a presentation to IDA and key stakeholders on the findings of the evaluation

3. Draft Evaluation Report

Maximum 40 to 50 pages excluding annexes

4. Final Evaluation Report

Revision of the Evaluation Report following stakeholder feedback

5. Evaluation Brief

A concise learning brief (5 to 8 pages) summarising key findings, lessons and recommendations.

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9. Governance and Management

The evaluation will be managed by IDA.

IDA will:

- Provide relevant documentation
- Facilitate stakeholder engagement where appropriate
- Facilitate field visits (if applicable)
- Review deliverables for quality assurance

The consultant will maintain full independence in data collection, analysis and conclusions.

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10. Indicative Timeline

Activity	Timing
Consultant recruitment	November 2026
Inception phase	November 2026
Data collection	November-December 2026
Draft report	December 2026
Validation and feedback	January 2027
Final report	January 2027

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11. Consultant Profile

The consultant or evaluation team should demonstrate:

- At least 10 years of evaluation experience
- Strong experience in human rights, disability inclusion and international development
- Demonstrated experience applying OECD-DAC evaluation criteria
- Expertise in movement strengthening, advocacy and policy influence evaluation
- Familiarity with CRPD implementation and disability-inclusive development
- Experience employing participatory and disability-inclusive evaluation methodologies
- Excellent analytical and report-writing skills

Strong preference will be given to evaluators with lived experience of disability and/or demonstrated leadership in disability-inclusive evaluation.

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12. Application Requirements

IDA invites interested experienced evaluation consultants to submit a proposal that includes:

- A one-page technical proposal outlining the proposed evaluation approach and methodology for the evaluation, including an initial understanding of the assignment, proposed data collection methods, and quality assurance measures
- A broad workplan and indicative timeline showing key phases of the evaluation, including inception, data collection, analysis, validation, and reporting
- A financial proposal detailing the total cost of the assignment, including a breakdown of professional fees, administrative expenses, and any other relevant costs
- A quotation of the proposed daily rate(s) for the consultant, indicating the estimated number of days allocated to each phase of the evaluation listed in the workplan
- Curriculum vitae (CVs), highlighting relevant previous experience in project evaluation, and evaluation experience in disability inclusion, human rights in the disability field, and community impact
- At least two examples of similar evaluation assignments completed within the past five years, preferably related to disability inclusion, human rights, advocacy, organisational capacity strengthening, and/or development cooperation
- Contact details for at least two professional references

Interested individuals are invited to submit all of the above consultancy@ida-secretariat.org indicating in the subject of the email "*Evaluation consultant*". **The deadline for applications: 20 November 2026, 4:00 PM CET.**

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13. Reporting Structure

The final report should include:

1. Executive Summary
2. Introduction
3. Methodology
4. Findings by Evaluation Criterion
5. Conclusions
6. Lessons Learned
7. Recommendations
8. Annexes

14. Contracting and Remuneration

- A consultancy contract (as per Swiss law) will be signed between the selected consultant and International Disability Alliance.
- Only applicants with valid commercial and/or consultant registration and/or tax numbers will be considered.
- Payments will be made in several instalments and upon successful completion of the deliverables and submission of invoices.

**Understanding and awareness of IDA safeguarding policies. IDA works in multi-cultural environments and with persons with disabilities, who experience higher rates of discrimination, violence, and abuse. Therefore, we expect any staff, consultant, or collaborator to understand and fully comply with IDA's Safeguarding policy and Code of Conduct (available here: https://www.internationaldisabilityalliance.org/reportingfraud-abuse). IDA will not tolerate any form of abuse, violence, fraud, corruption, or any breach of IDA policies.*