

Terms of Reference

Strengthening Agri-Fishery Enterprises Through Women and Youth Economic Empowerment,

Inclusive Business, and Climate Resilience (WEE SAFE)

End of Project Evaluation

Oxfam Pilipinas | Oxfam Belgium

Keywords: Women's economic empowerment (WEE), small food producers, local agrifisheries value chain development, social enterprises, inclusive business, BARMM, evaluative study, mixed methods

1. PURPOSE AND BACKGROUND

Last July 2023, local CSO partners SIAD Initiatives in Mindanao – Convergence for Asset Reform and Regional Development (SIMCARRD) Inc. and the Kasanyangan Center for Community Development Foundation Inc. (KCCDMFI), and Oxfam Pilipinas' Resilience Portfolio team started the implementation of the joint local development effort "Strengthening Agri-Fishery Enterprises Through Women and Youth Economic Empowerment, Inclusive Business, and Climate Resilience (WEE SAFE) Project.

Supported by European Union's Bangsamoro Agri-Enterprise Program (EU BAEP) in the Philippines, the two and a half years project aims to transform existing economic opportunities for women, youth, indigenous people, and other small food producers in the provinces of Basilan, Sulu, and Tawi-Tawi in the Bangsamoro Autonomous Region of Muslim Mindanao (BARMM) by enhancing collective agency of marginalized groups, facilitating both government and private sector support, and promoting more inclusive, gender responsive, and climate resilience policies, programs, and practices.

As the initiative reaches its endpoint, the project partners and Oxfam Pilipinas decided to commission an independent endline project evaluation that aims to assess project results and impact, measure changes against the baseline results, and draw out insights on outcomes. As such, the proposed endline evaluation is expected to inform Oxfam Pilipinas' and partners' programming around WEE and gender justice in BARMM. This Terms of Reference outlines the evaluation's objectives and parameters.

2. AUDIENCE AND USE

Main audiences for the endline evaluation's findings will be partners and Oxfam Pilipinas, participating small food producers' groups and local communities, and local governments, BARMM Ministries (MAFAR, MOST, MBHTE, MTIT, BWC, etc.) , private sector groups, and cooperatives, microfinance institutions and other social enterprises especially within the agri-fishery sector.

The results of the endline evaluation will 1) serve as final reference point for assessing progress, effectiveness, and contribution to observed change; 2) provide evidence of how the intervention contributed to the observed change; 3) Guide Oxfam Pilipinas and implementing partners in designing follow-on programs, sustaining gains, and addressing the identified gaps.

Other actors (EU BAEP, BARMM regional government, provincial and municipal government units, private sector groups, partner social enterprises, and WROs) could consider the information from the evaluation to also assess relevant policies, programs, and services vis-à-vis small food producers.

3. EVALUATION OBJECTIVES

The proposed WEE SAFE project endline evaluation aims to collate relevant data and information around the level and quality of implementation of agreed interventions in relation to drafted work plans (efficiency), and achievement of target project results based on agreed measures of success (effectiveness). Based on such information, the evaluation hopes to arrive at an independent and evidence-based assessment of how project actions contributed (or did not contribute) to the observed changes in actors' practices, and in addressing needs and improving the lives of small food producers in BaSulTa (relevance and impact). Finally, the endline evaluation intends to document indications or evidence of how the WEE SAFE interventions and the changes to which it contributed to are being (can be) sustained by the local actors.

Specifically, the proposed endline evaluation hopes to further substantiate the following information around agreed project indicators that were collected via the baseline study and partners' monitoring. In cases wherein the said data sources may not have captured and reported relevant information, the evaluation is expected to fill in said data gaps via its own data gathering and assessment processes.

Indicators	Baseline and target	Current value
Impact level		
Number of BARMM agencies, LGUs, and private sector actors in AFVCs that facilitate and invest in support to small food producers, and in IB- and WEE-related programs and/or services	Baseline: 2 BARMM agencies with known programs for small producers, 3 provincial and 43 municipal/city LGUs, 15 registered agribusiness enterprises EOP target: At least 14 government and private sector actors (4 BARMM, 3 provincial and 4 municipal/city LGUs), and 3 agribusiness/private sector actors	To be determined
Number of women, young people, indigenous people members of small producers' groups and SEs that benefit from programs around WEE, women's leadership, climate resilient livelihoods	Baseline: 6,465 members from 431 farmers/fishers' coops in BaSulTa (from ISEA study, 2021) EOP target: At least 1,200 members of 6 small food producer groups (2 groups per province) benefitting from programs	To be determined
Perception of project participants about how interventions and changes from the project contributed (or not) to well-being	Baseline: See baseline report EOP target: Project participants are citing better situation and overall well-being of women and other marginalized groups, significant and/or sustained contribution to their household income, enhanced decision-making roles over benefits from economic activities, and other such impact from project actions.	To be determined
Outcome level		
Number of women, young people, and indigenous peoples organized to pursue SE development and/or supported to join existing SEs (e.g., coops)	Baseline: At least 6,000 farmers and fishers who are members of around 431 cooperatives registered in the BaSulTa provinces (assuming minimum of 15 members per cooperative, RA 9520) EOP target: At least 3,300 small food producers organized or supported to join local livelihood groups or SEs	3,188 small food producers organized into local livelihood groups or supported to join existing social enterprises
Percentage of women, youth, IP, other small food producers who indicated improved access to and/ or increased benefits from AFVC development	Baseline: See baseline report EOP target: At least 70% of those surveyed among small food producers engaged by the project reporting that they have improved access to and benefit from AVC development efforts	To be determined
Perception of small food producers engaged by the project on how their	Baseline: See baseline report	Membership in local social enterprises provided women project participants

Indicators	Baseline and target	Current value
livelihood groups or membership in SEs contributed to their access to economic opportunities and services	EOP target: Members of small producer associations and partner SEs cite the initiatives of groups (e.g., facilitating access to training, available technology, markets, innovations, etc.) to improve their access to opportunities/services.	with training support, opened up viable marketing opportunities, and enhanced the economic potentials of their local coffee production activities. The Ulame Fisherfolks Association benefited from WEE SAFE, which enhanced post-production and strengthened market linkages. Initiatives empowered women and youth leadership, fostering greater inclusivity and participation.
Number of AF enterprises engaged by project that integrated or enhanced support services to women, youth, and other small food producers	Baseline: 0 EOP target: At least 6 agri-fisheries enterprises (2 per target province) have integrated or enhanced support services	TOTAL: 31 Basilan: 20 Sulu: 6 Tawi-tawi: 5
Average household income of women, youth, indigenous people members of small food producer groups organized and/or engaged by WEE SAFE project	Baseline: Php 11,957 per month for household with average of 5 members (2021 poverty threshold data) EOP target: Php 12,315 (around 2-3% increase in average household income)	To be determined
Perception of women, youth, IPs, other small producers on how productivity, viability, gender equal leadership, and resilience of their livelihood groups or SEs changed because of project efforts	Baseline: See baseline report EOP target: Project participants report changes in productivity, capacities, and overall resilience of their groups. They can cite value-adding and CCA actions that contributed to such shifts.	Women project participants in Luuk, Sulu (coffee farmers) showed that they were equally capable of transforming their coffee growing initiative into viable business enterprise and generating income from it, challenging traditional gender roles. Local women were able to package and sell their coffee, generate income and support their households' needs, and even set aside amount from their earnings as savings. Such project efforts have started to gain community recognition for women's economic role and leadership (from Kanmindus video).
Output level		
Percentage of women, youth, and IP members of small producer groups who registered positive feedback/results in post-activity assessments/evaluations	Baseline: 0 EOP target: 70% of members of small-scale producer groups who participated in activity reporting positive feedback	94% of project participants from small producer groups with positive feedback (156 out of 170 participants who accomplished the partners' post-activity assessment tool)
Number of rights-claiming/gender responsive social accountability initiatives by small food producers	Baseline: 0 EOP target: At least 11 rights-claiming actions by small food producer groups (engaging public officials in 4 BARMM agencies, 3 PLGUs, and 4 M/CLGUs)	No reported data
Number of links or partnerships established between small food producer groups and other actors (i.e., government, private sector, social enterprises) in priority AVCs	Baseline: 2 MFIs operating in BaSulTa (CARRD and ASA Philippines) with links to WEE SAFE implementing partners	23 linkages/ partnerships established 4 BARMM ministries; 6 LGUs; 11 Private sector; 2 private sector partnerships for product marketing
Number of small producer groups (with sex, age, IP disaggregation) supported with cash grants under the project	Baseline: 0 EOP target: At least 300 women, youth and indigenous people – members of three (3) small food producer groups	36 small producer groups
Number of private sector actors (banks, companies, MFIs, etc.) that	Baseline: 0	16 private sector actors

Indicators	Baseline and target	Current value
support or participate in the project's activities	EOP target: At least 3 private sector actors that joined project activities with small food producers in BaSulTa	
Number of PS groups engaged by project that committed to adopt (or have adopted) IB policies and programs	Baseline: 0 EOP target: At least 3 private sector actors that committed to adopt/adopted IB policies and programs	3 private sector groups
Number of MSMEs engaged by project that articulate commitments or adopt policies and programs to support small producers and promote IB practices	Baseline: 0 EOP target: At least 3 MSMEs (i.e. local cooperatives; one per province) commit or adopt policies and programs	4 MSMEs
Number of MSMEs that collaborate with partners in documenting/communicating good practices (e.g., on gender equality, women's participation, leadership, etc.)	Baseline: 0 EOP target: At least 3 local MSMEs that collaborated in capturing and disseminating their good practices	5 MSMEs

4. EVALUATION QUESTIONS

Based on the collected data and initial assessment outlined above, the proposed WEE SAFE endline evaluation hopes to draw out key insights from the implementing partners, Oxfam Pilipinas' program team, and project actors around the following questions. These reflection and learning questions can be revised and finalized later with the contracted evaluator and members of the steering committee:

1	How, when, and to what extent have partners' actions proven to be more (or less) effective in facilitating deeper changes (e.g., sustained shifts in the practices of key local actors, changes in gendered power relations, transformations in systems, etc.) and at different levels (e.g., individual, households, communities, public institutions, etc.) toward enhancing economic opportunities for marginalized producers especially women, youth, and indigenous people?
2	How can women, youth, indigenous people, and other small food producers in the BaSulTa area be better supported so they can engage effectively and in a sustained manner with other local actors toward ensuring more inclusive, gender-responsive, and climate change adaptive public policies, programs, and services for marginalized farmers and fishers?
3	How, when, and to what extent have actions implemented under the WEE SAFE project been responsive to emergent needs and concerns of marginalized producers in the BaSulTa area?
4	What are clear indications or signs that interventions and changes to which the WEE SAFE project contributed can be sustained beyond the life of the project, and how can partners further enhance such conditions to ensure continuity of actions and desired outcomes?
5	What were the strengths and weaknesses in the partnerships, synergy, and internal processes of project implementers during the project implementation?
6	In what ways are project interventions aligned or not aligned with BARMM and concerned local governments' development priorities, as reflected in their local development plans, and how could alignment and complementation be further improved during the project's second phase?
7	How did the project fare in responding to or addressing environmental issues or challenges faced by the partner small producers' groups in relation to their efforts to develop focus value chains, and in what ways can such strategies be further improved for the next project phase?
8	How did the project effectively synergized with other EU BAEP projects and partners towards ensuring broader impact under the EU Program in BARMM?

5. FRAMEWORK AND APPROACH

The WEE SAFE project's **theory of change** will provide an analytical reference point for the study:

If vulnerable women, youth, indigenous people, small-scale producers in the agri-fisheries value chain access, participate and benefit peacefully and fairly from available economic opportunities through improved and inclusive agri-fishery enterprises development in BaSulTa provinces (Outcome 1), and

If local agri-fishery enterprises engaged by project partners increase their productivity and commercial viability through the integration of small-scale food producers, capacity building of women, youth, and indigenous people for enterprise productivity, and climate change resilience (Outcome 2),

Then opportunities for marginalized women, youth, indigenous people within the agri-fisheries sector in the BARMM island provinces (i.e., Basilan, Sulu, and Tawi-Tawi) are transformed through inclusive value chains and business models that drive peace, WEE, and climate change resilience (Impact).

In line with Oxfam Pilipinas' adherence to feminist research and monitoring, evaluation, learning, and social accountability (MELSA) principles, the proposed WEE SAFE endline evaluation shall endeavor to:

- Adopt a gendered and power-aware perspective in achieving its objectives and responding to the proposed evaluation questions, and draw out insights from generated information around how unequal and oppressive gendered power relations/systems in AFVCs and within post-conflict contexts like BARMM could be transformed, while also recognizing that such change could be a long, complex process involving reversals, negative shifts, as well as small gains.
- Design and carry out appropriate, participatory, and flexible/adaptable evaluation instruments and processes with implementing partners, local women and other marginalized groups, and other project actors, that consciously remove barriers to, while encouraging meaningful and broader involvement in the assessment – from identification of query focus to sensemaking.
- Frame the entire endline evaluation as a learning-oriented process for evaluation participants that creates spaces for collaborative interrogation, reflection, assessment, and consensus-building around emergent insights and proposed actions – and not simply an extractive data collection activity – thus contributing effectively to the project's transformative interventions.

In finalizing the design and carrying out the evaluation, the contracted consultants will be asked for specific inputs to operationalize and concretize these principles in the conduct of the assessment.

6. GENDER

As the economic empowerment of women and other marginalized groups, and the promotion of more inclusive and gender-responsive business practices, are at the core of the WEE SAFE project's target results and interventions, implementing partners and Oxfam Pilipinas are also aiming for a gendered midterm evaluation process and report. Aside from the initial parameters outlined above, contracted consultants shall work closely with partners and Oxfam Pilipinas' project team to ensure the following:

- Gender, gender issues, and differentiated and gendered experiences of potential evaluation participants are considered in proposed midterm evaluation rationale, design, methods, and tools, and rigorously analyzed and reflected in the final midterm evaluation report.
- As far as practicable, given the local contexts in the WEE SAFE project areas, data collection and presentation are disaggregated by gender. Apart from requiring relevant competencies around gender sensitivity and onboarding on gendered research practice, composition of the consultants' field evaluation team should reflect a good balance in terms of gender.
- Evaluation results and conclusions contribute to partners' and Oxfam Pilipinas' evidence base for more long-term and programmatic transformation of gendered power relations in BARMM and BaSulTa, and evaluators' recommendations are framed as realistic and actionable points that can be considered in project learning, influencing, and networking initiatives.

7. EVALUATION METHODS

In line with Oxfam Pilipinas' feminist research and MELSA orientation, the project endline evaluation will employ a mixed methods (quantitative and qualitative) approach, ensuring effective triangulation and complementation towards ensuring validity of collected data and robustness (breadth and depth) of subsequent analyses. As per the evaluation objectives and questions outlined in previous sections, the list below outlines an initial set of suggested methods for the proposed project evaluation:

1	Document review. These could include available project documents (e.g., approved proposal and theory of change), past studies cited in WEE SAFE logical framework (e.g., ISEA mapping of social enterprises in BARMM commissioned by Oxfam Pilipinas), past evaluations of related projects in BARMM implemented by partners and Oxfam Pilipinas (e.g., EMBRACE, WECARE, Basic Start, WELD 1 and 2, WEE SAFE Baseline Study) and by other groups, available online materials (including official government data or reports), project reports, and documentation of partners' learning reviews with information relevant to the project indicators and identified midterm evaluation questions. The review will also highlight information related to gender contexts/issues, especially related to women's economic activities and the prioritized AF value chains. Method is desk-based.
2	Survey. This will be conducted with individual respondents working in the targeted AFVCs in BaSuTa and will involve data collection and comparative analysis of survey results among WEE SAFE participants (treatment or intervention group) and those outside of the partners' focus geographical areas and/or who are not expected to receive direct project interventions ¹ (control groups). A minimum of 344 respondents for the treatment group and 688 respondents for the control group will be interviewed, ensuring good balance in terms of representation by gender, age, indigenous status, geographical areas, and AF value chains. Consultants shall apply necessary statistical methods to ensure the validity of any comparative analyses (e.g., propensity score matching) between the groups. Survey tool will be digitized, and administration will use Oxfam Pilipinas-issued tablets/phones to ensure more robust data protection. Draft instrument shall be submitted as part of the inception report and shall be subjected to review of local partners and Oxfam Pilipinas to ensure alignment with evaluation objectives, gender responsiveness, and cultural appropriateness. Method is field based.
3	Participatory assessment process. These can involve inclusive group assessment activities like Ripple Effects Mapping, Narrative Assessment, Community Score Card, etc. with small producers' groups to reflect on and promote collaborative learning among members around WEE SAFE interventions and project results. Any selected method should integrate these core elements: 1) A collective review of participants' experiences in relation to WEE SAFE project; 2) A learning-oriented assessment process around criteria or indicators generated by the small producers themselves; and, 3) An action planning or moving forward phase wherein the group outlines key activities or action points in terms of engaging other actors based on insights from the first two processes. Final group methodology, including selection of sites and groups, as well as process and documentation guides, shall be agreed upon with the evaluation's steering committee wherein partners and local actors are represented. Method will be field based.
4	Key informant interviews. These can be conducted with selected representatives from the identified partner institutions and project actors – e.g., decision-makers and service providers from BARMM agencies, local governments, private sector groups, social enterprises, and other civil society groups operating in project areas and/or implementing related interventions. The evaluation consultants shall take measures to ensure proper gender balance in respondents. Interview tools shall be part of the submitted inception report to

¹ Note though that these individuals or groups could potentially benefit indirectly from the project for instance through interventions meant to push for adoption of enabling policies and programs around AFVC and local SE development at higher governance levels (e.g., provincial governments and the BARMM regional government).

	facilitate feedback from project partners and the Oxfam Pilipinas project/program teams. Method will be field based.
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8. KEY SOURCES

The list below shall be reviewed and updated by the contracted consultants based on agreements on evaluation design and methods with implementing partners and Oxfam Pilipinas project team:

1. Women, men, youth, indigenous people in prioritized AFVCs in BaSulTa
2. Project focal of SIMCARRD, KCCDMFI, and Oxfam Pilipinas
3. Decision-makers and frontline service providers from:
 - Relevant BARMM agencies
 - Provincial governments of Basilan, Sulu, and Tawi-Tawi
 - Partner municipal governments in BaSulTa
4. Selected informants from:
 - Private sector groups and social enterprises
 - Relevant national government agencies
 - Other groups (CSOs, academe, donor agencies) with related programs

9. TIMETABLE

The following timeline will be adjusted and finalized with the contracted consultants:

Activities	Oct 2025			Nov 2025			Dec 2025			Jan 2026			Feb 2026		
Finalization of ToR and requisition															
Posting of call for consultants															
Recruitment process															
Onboarding of selected consultants															
Uptake Planning Process															
Inception process with partners															
Data gathering and processing															
Data analysis and drafting of report															
Sensemaking with partners/Oxfam															
Finalization of evaluation report															
Submission of other outputs and exit															
Uptake of endline evaluation results															

Expected deliverables from the engagement will include the following:

	OUTPUTS	DATE DUE	FORMAT
1.	Inception report. Not more than ten (10) pages. Should outline the consultant's own understanding of the evaluation's rationale, objectives, methods, other parameters. Draft evaluation tools, detailed work plan, and data protection and management plan (including informed consent forms, and provisions for the storage and handling of audio and video recordings and transcripts, photo documentation) may be annexed. Initial draft of inception report for review by partners and OP, and to be revised accordingly.	24/11/2025	Word file
2.	Endline evaluation report. Not more than fifteen (15) pages, excluding the annexes. To include an executive summary, brief background on the WEE SAFE project, concise discussion on the evaluation – rationale, objectives, and methods, key findings (around the identified project indicators and additional evaluation questions), and recommendations. Consultants should optimize use of summary tables, charts, graphs, and visuals to present a good, compact report. Detailed findings should be annexed. A draft should be submitted to Oxfam	First draft: 15/01/2026 Final draft: 30/01/2026	Word file

	Pilipinas for review by project partners, and subsequent revision for the final evaluation report.		
3.	Presentation deck. Deck used by consultants in presenting the key findings to partners and Oxfam Pilipinas team during the sensemaking may be revised and submitted as part of outputs.	15/01/2026	Powerpoint
4.	Evaluation results brief. Not less than four (4) pages, excluding diagrams and charts. Should provide a brief backgrounder on the WEE SAFE project and midterm evaluation, outline key findings, and highlight recommendations or implications for programming, policy influencing, and future learning and/or research initiatives.	30/01/2026	Word file

10. ETHICS AND RISKS

As with all quasi-experimental research design, collection of survey data from a control group whose members are not expected to receive any direct benefits from subsequent project interventions could raise some ethical concerns. Possible mitigation measures could involve the following: 1) Provision of other benefits or interventions (different from those provided to the treatment groups); 2) Considering possible indirect benefits to control groups from the project (e.g., impact of policy or program adopted by higher-level governance units or actors like the provincial or regional governments).

Eruption of violence during conduct of the endline research remains a possibility and risk in conflict-affected areas such as BaSulTa. Contracted consultants will be required to coordinate closely with Oxfam Pilipinas' security team and local partners in carrying out regular security assessments, and to comply with any suggested course of actions to help mitigate any direct threats to the safety of their field evaluation teams and potential respondents, especially women, young people, and other vulnerable groups.

Safeguarding and protection cases could be another potential risk during data collection in the field. The consultants' field evaluation teams will therefore have to be properly briefed on safeguarding and protection principles, and proper protocols if they encounter such cases on the ground. Local GBV referral focal will be notified of the evaluation, and field evaluation teams will be provided with contact details of these focal. Proper coordination and reporting arrangements with Oxfam Pilipinas' safeguarding and protection team will also be discussed and agreed upon during the onboarding.

11. EVALUATION MANAGEMENT

On the part of Oxfam Pilipinas, the WE SAFE Project Manager shall be the **commissioning or hiring manager** for this proposed engagement. She/he will be supported, on technical matters, by the WEE SAFE MELSA Officer and the OP core MELSA team. A **Steering Committee**, to be composed of identified representatives from SIMCARRD and KCCDMFI, Oxfam Pilipinas' Gender Justice Portfolio Manager, and EU program focal, shall be formed to provide advisory support during design and implementation.

12. BUDGET

Total available budget for the whole engagement, including professional fees and operational costs, is **one million four hundred thousand pesos (Php 1,400,000.00)**.

The amount (less taxes) will be released in **three (3) tranches**:

- 40% upon submission of final inception report
- 40% upon submission of draft report
- 20% upon submission of the revised/final research report.