

## **TERMS OF REFERENCE (ToR)**

### **EXTERNAL EVALUATION OF THE JEKHIPE PROJECT (2024–2026)**

**Issued by:** ERGO Network

**Maximum budget:** €8,000

**Evaluation period:** 1 February – 31 March 2026

#### **1. PROJECT SUMMARY**

Jekhipe contributes directly to the objectives of the **EU Strategic Framework for Roma Equality, Inclusion, and Participation**, with a particular focus on combating antigypsyism and promoting Roma inclusion. The project advances these goals through a **transitional justice approach** to addressing antigypsyism, recognising the continued impact of historical injustices, the denial of Roma history, and the absence of effective accountability mechanisms.

The project develops **policy recommendations, advocacy tools, and pilot initiatives** to support national-level transitional justice processes, including **truth-seeking, recognition, and institutional reform**. It also promotes awareness of **institutional antigypsyism**, supports policy and legislative developments, and strengthens the inclusion of **Roma history and culture** in education and public discourse.

Jekhipe pilots transitional justice tools at **EU, national, and local levels** in six countries, with a strong emphasis on **empowering Roma civil society** and fostering **sustainable structural change**.

#### **2. PROJECT STRUCTURE AND WORK PACKAGES**

The JEKHIPE project is structured around **six interconnected work packages (WPs)**:

- **WP1 – Project Coordination and Management**  
Coordination, monitoring, quality assurance, reporting, and compliance with EU grant requirements.
- **WP2 – Transitional Justice Processes and Mechanisms**  
Research and analysis, national and comparative research briefs, policy briefs, and country seminars on transitional justice mechanisms.
- **WP3 – Fight Against Antigypsyism**  
Policy advocacy, national policy recommendations, high-level events, EU Roma Week engagement, and work of the Alliance against Antigypsyism.
- **WP4 – Roma Culture for Peace: The Role of Arts and Culture in Reconciliation**  
Promotion of Roma culture, memory, and artistic expression as tools for reconciliation and countering antigypsyism.
- **WP5 – Empowering Roma and Preventing Antigypsyism through Identity, History, and Culture**

Capacity-building, research papers, recorded masterclasses, a civil society toolbox, and anti-discrimination trainings for public institutions.

- **WP6 – Dissemination and Visibility**

Communication strategy, visual identity, newsletters, infographics, and assessment of dissemination and outreach.

### **3. PROJECT PARTNERS**

The project is implemented by a consortium of leading **Roma-led and pro-Roma organisations**, coordinated by **ERGO Network**, in partnership with the **European Roma Institute for Arts and Culture (ERIAN)** and the **Centre for European Policy Studies (CEPS)**, and the following national partners:

- **Amare Rromentza**, Romania
- **Federación de Asociaciones Gitanas de Cataluña (FAGIC)**, Spain
- **Romano Siklovne**, Spain
- **Romani Aps**, Italy
- **Unione Comunità Romanès in Italia (UCRI)**, Italy
- **Slovo 21**, Czech Republic
- **Central Council of German Sinti and Roma / Sozialfabrik**, Germany
- **Trajosko Drom**, Sweden

### **4. PURPOSE OF THE EVALUATION**

The purpose of the external evaluation is to provide an **independent assessment** of the JEKHIPE project's:

- relevance
- effectiveness
- efficiency
- sustainability
- impact

The evaluation will examine the extent to which the project's objectives and work packages have been achieved and assess the **added value of the transitional justice approach** in combating antigypsyism at EU, national, and local levels.

The evaluation will generate **lessons learned and forward-looking, actionable recommendations** to support future initiatives by the consortium and inform broader policy and practice in the field of transitional justice for Roma.

### **5. SCOPE AND OBJECTIVES**

#### **Scope of the Evaluation**

The evaluation will cover the **entire duration of the project** and all six work packages, assessing project design, implementation, outputs, outcomes, and early impacts at EU, national, and local levels.

Cross-cutting aspects such as coordination, partnership functioning, stakeholder engagement, and communication will also be examined. Particular attention should be paid to the **relevance, feasibility, and added value** of the project's transitional justice approach.

### **Objectives of the Evaluation**

The evaluation will:

- Assess the effectiveness of the project in achieving its stated objectives
- Examine the efficiency of implementation, coordination mechanisms, and use of resources
- Analyse the relevance of the project's approach to the needs of Roma communities and policy contexts
- Evaluate the sustainability of project results beyond the project's lifetime
- Identify early or emerging impacts on policy debates, institutional practices, civil society capacity, and public awareness
- Generate practical lessons learned and actionable recommendations

## **6. METHODOLOGY**

The evaluator must propose a methodology clearly linked to the project's objectives, work packages, and intervention logic. The methodology should be appropriate to the scope and scale of the project and combine **qualitative methods** with a review of available quantitative data where relevant.

The evaluation should provide a balanced and evidence-based assessment of achievements and challenges, paying particular attention to social and policy impact, contextual factors, and reasons why certain results may not have been achieved as planned. The perspectives of a diverse range of actors involved in or reached through the project must be adequately reflected.

### **Minimum Methodological Requirements**

The evaluation methodology must include, at a minimum, the following components:

#### **Stakeholder Interviews**

- At least **10 semi-structured interviews** with key stakeholders, including policy-makers, researchers, and civil society partners involved in or influenced by the project.

#### **Focus Group Discussions**

- At least **two focus group discussions** with end beneficiaries in **two selected countries** where pilot transitional justice commissions were implemented.
- Participants should include individuals who took part in these commissions.

#### **Document and Output Review**

- A comprehensive review of relevant project documentation and outputs, including research reports, policy papers, advocacy materials, training resources, cultural outputs, and communication products.

### **Consortium Reflection**

- A group discussion or final evaluation workshop with all consortium partners to present preliminary findings, reflect jointly on results, and identify shared conclusions and lessons learned.

All evaluation activities are expected to be conducted **online**.

## **7. DELIVERABLES**

The evaluator will be expected to produce the following deliverables, all in **English**:

### **7.1 Inception Report**

*(by mid-February 2026)*

- Refined evaluation framework
- Detailed methodology and data collection tools
- Work plan and timeline
- Clarification of roles and required support from consortium partners

### **7.2 Draft Evaluation Report**

*(by 15 March 2026)*

- Preliminary findings and analysis
- Draft conclusions and recommendations

### **7.3 Final Evaluation Report**

*(by 31 March 2026)*

- Executive summary (2–3 pages)
- Final findings and analysis
- Clear, prioritised, actionable recommendations
- Annexes (e.g. list of interviews, tools used)

## **8. BUDGET AND PAYMENT**

The maximum available budget for the evaluation is **€8,000**, inclusive of all fees, taxes, and related costs.

The payment schedule will be agreed contractually.

## **9. ETHICS, INDEPENDENCE, AND DATA PROTECTION**

- The evaluator must act **independently** and declare any conflicts of interest.
- The evaluation must comply with **ethical standards**, including informed consent, confidentiality, and GDPR requirements.
- A **do-no-harm approach** must be applied throughout the evaluation.

## **10. CONSULTANT PROFILE**

The external evaluator should demonstrate:

- Proven expertise in **evaluation methodology and practice**
- Experience with **EU-funded civil society projects**, ideally multi-country projects
- Strong knowledge of **Roma issues, antigypsyism, and EU Roma policy frameworks**
- Experience working with **Roma-led and grassroots civil society organisations**
- Excellent analytical, writing, and communication skills
- Ability to work independently and collaboratively
- Fluency in English

## **11. APPLICATION AND SELECTION PROCESS**

Interested consultants should submit the following by **15 January 2026** to **[i.mihalache@ergonetwork.org](mailto:i.mihalache@ergonetwork.org)**:

- Technical proposal (max. 3 pages)
- Financial proposal
- CV(s)
- Examples of previous relevant evaluations
- Two references

Applications will be assessed based on:

- Quality and feasibility of the proposed methodology
- Relevant experience and expertise
- Understanding of antigypsyism and transitional justice
- Value for money