

PEACE BRIGADES INTERNATIONAL – KENYA

TERMS OF REFERENCE

TO CONDUCT A RESULTS AND OUTCOME HARVESTING EXERCISE

Project: “Psychosocial Support to Land and Environmental Rights Defenders and Women Human Rights Defenders in Kenya”

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1. Introduction and Background

1.1 About Peace Brigades International

Peace Brigades International (PBI) has brought together thousands of activists from all over the world since 1981 to build transnational solidarity and develop and practise strategies of nonviolence that enable civil society to defend human rights, raise grievances, demand respect for the rule of law and promote political participation. PBI has been present in Kenya since 2013, as a Project of Peace Brigades International, a non-partisan, non-governmental international organisation. The mission of PBI Kenya is to increase the civic space for the work of human rights defenders (HRDs), who face numerous challenges and risks as a result of their efforts in defending and promoting human rights, with particular attention to women human rights defenders (WHRDs) and defenders of land, territory and environmental rights.

1.2 Background to the Project

The project titled “Psychosocial Support to Land and Environmental Rights Defenders and Women Human Rights Defenders in Kenya” is implemented by Peace Brigades International – Kenya Project together with rights-holding groups, including the network of grassroots women human rights defenders (Toolkit Organizers) in Nairobi and the Coast, the Ogiek Peoples’ Development Programme (OPDP) representing indigenous land and territory rights defenders of the Mau Forest Complex, and the Protection Working Group (PWG) and Social Justice Centres networks. The project duration is November 2025 to December 2026.

The project responds to the growing psychosocial impacts of structural violence, enforced disappearances, extrajudicial killings, evictions, gender-based violence and impunity suffered by HRDs in Kenya. It seeks to position psychosocial well-being as an integral component of the protection framework for human and environmental rights defenders and movements, addressing a gap repeatedly identified by defenders themselves: psychosocial support has historically been ignored, is largely reactive, individualised, and does not respond to the historical, socio-economic and cultural context of Kenya.

The specific objective of the project is to contribute to the full inclusion of psychosocial well-being in the framework of protection and support for human and environmental rights defenders and movements in Kenya. The general objective is that human rights organisations and defenders who suffer the effects of violence can continue and expand their work in defence of human rights and social justice.

1.3 Project Results

The project pursues four results, against which the harvesting exercise will be conducted:

- Result 1: The collective of human rights and environmental defenders (HRDs) in Kenya who suffer social, political and economic violence are better protected thanks to the collective creation of a psychosocial support methodology within the framework of gender-based protection for HRDs, which has been disseminated among key actors involved in their protection (including a methodological guide developed and validated with stakeholders, and exchange spaces between defenders and mental health professionals from Kenya, Latin America, Asia, Cameroon and the Basque Country).
- Result 2: Kenyan authorities, public institutions and the international community present in Kenya are made aware of the need to integrate a gender-sensitive psychosocial perspective into the protection framework for HRDs, and adopt practices and attitudes that favour its inclusion in protection policies and mechanisms.
- Result 3: Human rights and environmental defenders in Kenya have improved their security and self-protection and self-care capacities thanks to PBI's accompaniment, which integrates differential protection mechanisms, psychosocial accompaniment and capacity building (three psychosocial support retreats for 50 defenders, a maximum of 12 individual counselling sessions, capacity-building sessions for 20 defenders on collective care, and regular office visits).
- Result 4: Grassroots movements, communities and marginalised voices are strengthened by increased mutual understanding, solidarity and collaboration, and their struggles are made visible to a wide audience (20 community dialogue spaces, digital visibility campaigns, a virtual seminar

to present the methodological guide, and a participatory result harvesting activity).

1.4 The Rights-Holding Groups

Women human rights defenders (WHRDs): The network of grassroots women human rights defenders supported by PBI Kenya consists of defenders advocating for the rights of women and children in the informal settlements of Nairobi and Kilifi. They face intersectional risks, including sexual and gender-based violence, attacks within the family circle, social stigma and the psychosocial impacts of accompanying victims in a context of impunity.

Indigenous land and environmental rights defenders (Ogiek community): The Ogiek Peoples' Development Programme and Ogiek community members of the Mau Forest Complex face evictions, criminalisation, and the loss of land, livelihoods, culture and spirituality, with severe psychosocial consequences (including depression and solastalgia) for which no public or community support structures exist.

2.0 Proposed Action

PBI Kenya plans to conduct a results and outcome harvesting exercise of the project "Psychosocial Support to Land and Environmental Rights Defenders and Women Human Rights Defenders in Kenya". The exercise will assess relevance, effectiveness, efficiency, impact and sustainability (OECD-DAC criteria), with a strong emphasis on harvesting and documenting the changes, outcomes and human stories that have emerged from the project's implementation. The exercise should give insight into the process, changes in attitudes, capacities, well-being and relationships, the role of PBI Kenya in these changes, and any unintended positive or negative effects. It should provide lessons learned and actionable recommendations for PBI Kenya, its

partners and the donor, and contribute to the project's accountability to the rights holders.

2.1 Project Area

PBI Kenya proposes to carry out the virtually covering Nairobi, Kilifi (Coast) and Nakuru (Mau Forest Complex) with key actors (HRDs) from these locations, as well as partner organizations and stakeholders reached are proposed to be included either through online means or in the proposed stakeholder workshop.

3.0 Objectives of the Exercise

The objective of the results and outcome harvesting exercise is to capture the following:

1. Assess to what extent project activities have been implemented and what changes/improvements they have meant for the key actors (rights holders and duty bearers).
2. Harvest and document the outcomes of the project – intended and unintended, positive and negative – using outcome harvesting methodology: what changed, for whom, to what extent, and what role the project played.
3. Assess to what extent the project was relevant, efficient, effective, impactful and sustainable.
4. Establish:
 - Which results were achieved, fully, partially or not at all? What were the reasons for deviations?
 - Which milestones (process indicators) were achieved, indicating an impact on key actors' behaviour, well-being and practices?

5. Document how context dynamics (e.g., repression of protests, enforced disappearances, evictions of the Ogiek, funding cuts) influenced the project and how the project adapted.
6. Identify the project success factors, indicators of sustainability and challenges experienced, including challenges encountered by PBI Kenya.
7. Harvest success stories / stories of change that demonstrate project success factors, with particular attention to gender-differentiated outcomes and the perspectives of WHRDs and indigenous (Ogiek) defenders.
8. Identify key lessons learned and make recommendations for future programming on psychosocial support as a protection tool for HRDs.

4.0 Methodology

9. The consultant is responsible for developing an appropriate methodology suitable to result in clearly meeting the scope of the exercise. As a minimum, the methodology should apply Outcome Harvesting as the core approach, complemented by other evidence-based methodologies such as outcome mapping, Most Significant Change technique, and contribution analysis. It should include the facilitation of at least one workshop with approximately 20 participants for 1 days (the participatory results harvesting workshop, Activity A.4.4).
10. PBI staff will remain available for interviews/talks and will avail all relevant documents, such as reports, the methodological guide for psychosocial support, publications, monitoring questionnaires, the internal activity register, strategy documents, etc.
11. The methodology proposed by the consultant should be discussed with and approved by the PBI Kenya team, including its safeguarding, do-no-harm and ethical considerations for working with traumatised persons.

12. Partner organisations and other target groups, beneficiaries (rights holders), experts and other stakeholders (including duty bearers and the international community where feasible) must be included in the data collection process, ensuring meaningful participation of women defenders and indigenous defenders.

4.1 Data Collection and Analysis

The organization of the methods of data collection and analysis will be informed by the Terms of Reference and more specifically by the specific objectives of the exercise. The general approach shall be hinged on triangulation of data sources, methods and tools in obtaining data that form the basis of the findings to be presented in the report. Primary data shall be collected from a wide spectrum of project stakeholders through key informant interviews and outcome harvesting interviews, the 1-day stakeholder workshop, and review of project monitoring data (baseline/midline/endline questionnaires, retreat reports, internal registers) and secondary documents. Quantitative and qualitative data shall be analysed thematically against the project results framework and indicators (IOE/IOV).

4.2 Quality and Ethical Standards

The consultant shall strive to back findings and conclusions by reference to evidence. The representativeness of findings will be commented on. The partner will be allowed to comment on factual errors in the report before final submission. The consultant shall apply ethical standards related to matters such as confidentiality of informants, informed consent, trauma-sensitive interviewing, psychosocial safety of participants, sensitive handling of information relating to security incidents, and respect towards staff and beneficiaries of the project.

5.0 Deliverables

The main deliverables to be provided by the consultant are:

13. Inception Report (including refined methodology, data collection tools and work plan).
14. Facilitation of the participatory stakeholder/results harvesting workshop of 1 days with approximately 20 participants.
15. A compendium of harvested outcomes and stories of change (outcome statements, with description of the outcome, significance, contribution and evidence, disaggregated by sex/gender and group where possible).
16. Draft Final Report.
17. Final Report, including a PowerPoint presentation and an annexed list of information sources and persons consulted.

All reports will be submitted in English and in digital form, preferably in MS Word and/or PowerPoint format.

6.0 Duration and Timing

The consultancy is to be undertaken for a period of 5 working days, tentatively in November 2026 and. The consultant will share with PBI Kenya a schedule aligned to the agreed methodology. The consultant will submit a draft report for review before submitting the final report. Proposed commencement date of the exercise is 19th November 2026, with the final report submitted no later than 26th November 2026, in time for the project's closing and final audit requirements.

7.0 Coordination

PBI Kenya will coordinate the planning and execution of the consultancy through the s Project Lead-Psycho-social support. The consultant will report to and seek approval of key deliverables from PBI Kenya.

8.0 Desirable Qualifications and Experience

The responsible consultant is expected to work with a high degree of independence coupled with proactive planning and a collaborative approach for the involvement of all key stakeholders. In addition, the following qualifications and experience are desired:

18. The consultant must have obtained at least a university degree.
19. At least 5 years of experience and knowledge of MHPSS of human rights defenders and gender; experience in Mental Health and Wellness literacy and advocacy would be a comparative advantage.
20. Demonstrated practical experience with outcome harvesting and other evidence-based evaluation methodologies (e.g., outcome mapping, Most Significant Change, contribution analysis) in the sphere of peace, protection and human rights work.
21. Experience in conducting participatory processes, especially on impact assessment or project evaluations with vulnerable or traumatised populations, applying trauma-informed and do-no-harm approaches.
22. Experience in human rights monitoring and gender-sensitive evaluation
23. Written and oral proficiency in English and verbal communication skills in Kiswahili are required.
24. Networked and experienced working in and familiar with the national, regional and international contexts of Kenya.
25. Knowledge and understanding of the grassroots, the protection working groups and the context of police violence and land rights in Kenya will be an added advantage.
26. Excellent writing, editing, organisational skills and attention to detail.

9.0 How to Apply

All interested consultants/firms are requested to submit:

- 27. Expression of Interest outlining motivation, relevant experience and suitability for the consultancy (max 2 pages).
- 28. An outline of the methodology proposed for the assignment, including the outcome harvesting approach and an indicative budget detailing daily rate (max 3 pages).
- 29. Latest Curriculum Vitae of core team members.
- 30. Information concerning your availability.

Email subject: “Results and Outcome Harvesting – Psychosocial Support Project”

Submission deadline: 30th October 2026

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