

## TERMS OF REFERENCE – END-TERM EVALUATION

DATE: JANUARY 2023

# COMBAT MODERN SLAVERY (CMS) BREAKING THE CHAINS OF EXPLOITATIVE CHILD LABOUR

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### GENERAL

1.1	Project Title:	Combat Modern Slavery: Breaking the chains of exploitative child labour
1.2	Project Number	QZA-0937- ETH-20/0011
1.3	Name of the grant recipient:	107313 Stichting Woord en Daad
1.4	Partners:	HfJ; JfA; HIDO; DOT; OSSREA
1.5	Donor	NORAD
1.6	Agreement period (from year through year):	1 December 2020 – 31 December 2023
1.7	Type of Review:	Independent
1.8	Timing of review	End-Term

### BACKGROUND OF THE PROJECT

Modern slavery is a growing global challenge with serious repercussions on the wellbeing of victims. The ILO estimates about 50 million people were living in modern slavery in 2021 globally. Children constitute a significant proportion (1/4) of those under labour and sexual exploitation. Ethiopia is one of the source, transit and destination countries for both internal and external trafficking. Many children in Ethiopia are at risk or trapped in modern slavery in the form of exploitative child labour. This is rooted in aspects related to children, family, community as well as on government and civil society.

To combat both child labour and child trafficking, Ethiopia ratified the key international conventions concerning child labour and human rights. In addition, Ethiopia has also adopted its own national legislation pertaining to child labour and human rights. The government of Ethiopia has also established several organs besides the regular law enforcement and justice institutions, to help translate laws and policies into tangible results. Several community and civil society actors are also involved in the law enforcement and preventing modern slavery in Ethiopia. In principle, the activities to combat child trafficking and child labour are promising developments.

However, some national legislation contradicts and overrides international standards, leading to confusion and damaging the legal position of child workers. Besides, the government agencies are lacking not only the resources necessary to perform the entrusted tasks but also legitimate authority and accountability corresponding to their roles. In the field of child exploitation and child labour, it is necessary to strengthen

government in their understanding and prioritization of child protection and child rights.

To contribute to the effort of combating child domestic labour, Woord en Daad in collaboration with Hiwot Integrated Development Organization (HIDO), Hope for Justice (HFJ), Justice for All (JFA), Digital Opportunity Trust (DOT) and Organization for Social Science Research in Eastern and Southern Africa (OSSREA) is implementing a three-year project "Combating Modern Slavery: Breaking the Chains of Exploitative Child Labour" in Ethiopia (2021-2023) with financial support from NORAD. A theory of change (ToC) was developed to visualize outcome pathways to reduce the prevalence and scope of modern slavery in the form of exploitative child labour in Ethiopia.

The Project's expected effect(s) on society is:

*The prevalence and scope of modern slavery in the form of exploitative child labour in Ethiopia is reduced (Impact).*

The expected effects (outcomes) for the target group of the Project are:

- a) Vulnerable children (6-14) and their families are resilient in the face of recruitment to exploitative child labour,
- b) Children have improved personal resilience and have improved access to well-being services and well-functioning justice systems,
- c) Children who are victims of exploitation reintegrate into society,
- d) Families and communities are strengthened in capacities and assets: Safe and child friendly environments promoting children's rights, actively working with the formal child protection system,
- e) Governments, judicial actors, civil society have implemented efforts to prevent, identify and address exploitative child labour and to protect vulnerable groups.

The intended target group is:

1. Children: who are at risk of exploitation and who has been a victim of exploitation (the emphasis is on women and girls)
2. Families and caretakers and communities as protectors of children.
3. Child protection actors; Government, judicial and Civil Society actors.

The evaluation of project results is initiated as part of learning and fulfilment of grant agreement requirement.

### PURPOSE OF THE EVALUATION

The main purpose of the evaluation is to review project results, assess projects progress towards the outcomes and long term goals. A secondary purpose is to identify opportunities, challenges and lessons which can be reintegrated into a possible follow-up intervention after 2023. The evaluation should also provide specific recommendations for a subsequent grant agreement application.

### SCOPE OF THE EVALUATION

The evaluation is expected to cover the project period from start of implementation- May, 2021 until

March 2023; and all the project components implemented in project areas/regions (Addis Ababa, Wolaita and Hadiya).

### CLIENTS

The primary clients of the evaluation are the donor (NORAD), the implementing consortium (Woord en Daad, JfA, HfJ, DOT, HIDO, OSSREA) as well as other relevant stakeholders working in the child protection and civil society sector. The partners and stakeholders involved in the execution of the project would use, as appropriate the evaluation findings and lessons learnt.

### EVALUATION CRITERIA

The evaluation will cover the following evaluation criteria:

- i) project results, progress to outcomes and effectiveness
- ii) efficiency, relevance, impact and sustainability

In line with the results-based approach, the evaluation will focus on identifying and analysing results through addressing key questions related to the evaluation criteria and the achievement of the outcomes/objectives of the project using the indicators in the results framework of the project.

### KEY EVALUATION QUESTIONS

Project results- progress to outcomes and effectiveness

- Based on project monitoring data and achievement of indicator targets, to what extent has each of the expected five project sub-objectives and their related outputs been achieved according to the work plan or are likely to be achieved? [Disaggregation by area and project component]
- To which extent has the strengthening (assets and capabilities) of families led to the provision of a safe and child-friendly environment promoting children's right and actively working with the formal child protection system? Why and how?
- To what extent has the project contributed in building or strengthening an enabling environment (systems, policies, people's attitudes, etc.) where governments, judicial actors and civil society prevent, identify and address exploitative child labour and protect vulnerable groups and survivors? Why and how?
- Which have been the main contributing and challenging factors towards project's success in attaining its targets? What, if any, unintended results of the project have been identified or perceived?

Efficiency, relevance, impact and sustainability

- How efficiently have resources (human resources, time, expertise, funds etc) been allocated and used to provide the necessary support and to achieve the broader project objectives? To what extent are the project's activities/operations in line with the schedule of activities as defined by the project team and original work plans?
- To what extent is the intervention relevant to the implementing context, to problems/beneficiaries' needs identified, recipient country's priority, and donor priorities?
- To what extent have the beneficiaries benefitted from the project activities? Has the project changed their lives in any meaningful way; and in what way?
- To what extent are the project activities deemed sustainable? How and why? How can the

sustainability component be strengthened?

- Has the project built the capacity of people, institutions, groups, other civil society or strengthened an enabling environment (laws, policies, people's skills etc.) for long term system change?
- What are lessons learned and best practices from the project identified for future planning.

### METHODOLOGY

The evaluation will be carried out through a desk review (review of project documents including, ToC, RFW, grant agreements, quarter and annual reports, IRS), field data collection (visit to project sites in Ethiopia) through interviews with implementing partners, beneficiaries and other key stakeholders. The evaluation report should also describe and assess the intervention logic, the theory of change - including underlying assumptions and factors affecting the success of the intervention.

Multiple sources of data and approach to data collection is required to ensure validity of findings. Methodological challenges and hence potential limitations in findings and conclusions should be included in the final report.

### DELIVERABLES

1. Inception report (with detailed work plan and data collection instruments)
2. A concise Evaluation Report in English (maximum 40 pages) with a structure providing all information necessary to substantiate findings, conclusions and recommendations. This means that all findings must be traceable to the supporting evidence conveyed in an informative, clear and concise manner even for readers who are not familiar with the CMS project. An executive summary should provide an overview of the report, highlight the main findings, conclusions, recommendations and overall lessons.
3. A 2 pager evaluation summary and lessons learned.

### PROCESS

Response to call for proposals can be submitted via the mail address: [combatmodernslavery@woordendaad.nl](mailto:combatmodernslavery@woordendaad.nl) to the attention of Ephrem Shiferaw (Country Representative & Senior Programmes Advisor-WD) and Linda Agbotah (PMEL Expert-WD). An inception report to be submitted within 2 weeks after awarding of assignment to successful consultant/consultancy firm.

The report shall be submitted in the form of a draft report and a final report. The draft report shall preferably include numbered paragraphs for ease of reference in providing feedback. Upon approval of the final draft report, a final report will be produced for publishing.

All draft and final outputs, including supporting documents, analytical reports and raw data will also be submitted to Woord en Daad and the CMS consortium in electronic version compatible with word for Windows.

### QUALITY STANDARDS

To ensure quality standards are safeguarded in the final report all findings and conclusions must be backed by reference to evidence and their magnitude/representativeness commented.

Ethical data collection and working standards must be adhered to by successful consultant (e.g. confidentiality of informants/beneficiaries; informed consent, respect and sensitivity to stakeholders, Do

No Harm).

18 <sup>th</sup> February	Close of call for proposals
28 <sup>th</sup> February	Finalization of recruitment process
6 <sup>th</sup> March	Contract and start of assignment
20 <sup>th</sup> March	Inception report
15 <sup>th</sup> May	Submission of draft report
15 <sup>th</sup> June	Submission of final report, 2 pager evaluation summary and all source documents

Key Dates:

**KEY QUALIFICATIONS AND EXPERIENCE**

- Master degree in Social Sciences, Development studies, Demography, or related graduate qualifications;
- A minimum of 5 years of professional experience specifically in evaluating international development initiatives;
- Concrete experience on child protection, child labour, labour exploitation, migration in general and reintegration in particular;
- Demonstrated expertise and capability in assessing provision of psycho social support for victims of exploitation, community conversations on child protection, business support services in support of micro-enterprise development including entrepreneurship and small business training, access to finance, business linkages for households;
- Proven experience with logical framework approaches and other strategic planning approaches, M&E methods and approaches, information analysis and report writing;
- Understanding of the development context of the project country would be a clear advantage;
- Excellent communication and interview skills;
- Excellent report writing skills.
- The consultant is independent of both WD and the partner organizations, and has respect for the context of Ethiopia and the Christian character of WD.





## TERMS OF REFERENCE COMBAT MODERN SLAVERY ETHIOPIA

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