Anti-Slavery International

**Trafficking for Commercial Sexual Exploitation in Nepal**

## Independent final evaluation process: Terms of Reference

*Partners: Anti-Slavery International, CWISH, SASANE*

Anti-Slavery International is seeking a consultant to conduct an end of project evaluation in Nepal. Funded by Comic Relief, this project (2018-2020) contributed to end CSE in areas affected by the 2015 earthquake.

1. **Anti-Slavery International**

Anti-Slavery International is a non-governmental organization based in London whose main mission is to eradicate slavery and its causes from the world. As the world’s leading anti-slavery organization, we have developed an evidence-based approach for project assessment that provides a credible basis for our advocacy.

We believe a world free from slavery will occur when ‘top-down’ and ‘bottom-up’ activity coincides - when people in slavery and their communities become empowered to assert and claim their right to freedom, justice and resources; when local institutions, communities and those who benefit from slavery adopt new social norms to repudiate slavery; when governments and businesses provide a strong legal and policy framework in order to protect people from slavery and implement those laws and policies through robust practice. Our community level engagement gives Anti-Slavery credibility when advocating at international and national level on the issues of slavery, enhancing the potential for more widespread and systemic change towards eradicating the causes and consequences of slavery.

We aim to ensure that grass roots experience informs and shapes international governmental policy as we work to eradicate slavery for good through a human-rights based approach, coupled with a clear and distinct commitment to eliminating gender inequality. Our work not only raises the capacity and increases the sustainability of our partners, thereby helping develop civil society in the countries and regions of our partners. It also provides an international aspect to local and national struggles and hence helps maintain the issue of slavery on the political and development agendas of other national and international actors.

Our strategic objectives reflect the key elements of Anti-Slavery’s Theory of Change and are the basis for designing programmes with our local partners. These are the following:

1. Duty bearers are responsive and accountable to the rights and needs of people affected by and vulnerable to slavery.

2. People affected by and vulnerable to slavery are empowered to understand, assert and claim their rights.

3. The social norms and attitudes that underpin and perpetuate slavery are rejected.

1. **Background Information and Project’s aim**

In April 2015, a severe earthquake with epicentre in Nepal killed over 9,000 people and injured more than 22,000. In the aftermath of the episode, large numbers of children and young people became victims of trafficking for commercial sexual exploitation (CSE).

Their vulnerability was compromised by (i) the loss of parents and/or key relatives, (ii) a lack of knowledge regarding their rights in terms of inheritance of parents belongings, (iii) absence of birth certificates and related obstacles preventing them from gaining ID cards and (iv) lack of information about the entitlements and benefits they can have access to. Furthermore, weakened and overburdened community and local authorities made it easier for traffickers to operate.

Problems attributable to the earthquake impact, however, were set within a background context in which child labour is commonplace. Children, especially those in poorer households, are expected to work from a very early age. Such work often occurs alongside school attendance but may also be instead of education.

Ongoing disruption to the local economies led children to seek work away from the family location, either in Kathmandu or more widely. This, in turn, increased the trafficking risk especially for girls.

The project developed by ASI and its partners nurtured from this diagnosis. It hence focuses on children, with special emphasis on girls, compelled to migrate for work due to the prevailing circumstances or their families’ situations and who are migrating from heavily affected districts around the Kathmandu Valley, into the urban areas. It started on 1st February 2018 in partnership with local organisations Cwish and Sasane.

The main objectives were set up as follows:

Outcome 1.

|  |  |
| --- | --- |
| *Children’s and young people’s vulnerability to trafficking, and discriminatory attitudes towards the survivors of Commercial Sexual Exploitation of Children is reduced in target communities* | |
| Indicators for this outcome | |
|  | Indicator |
| 1a | No. of children and young people who report increased ability to make or influence decisions affecting their lives |
| 1b | No. of school children who demonstrate increased understanding of their vulnerability to trafficking |
| 1c | Positive feedback from returned survivors of CSEC about experiencing supportive attitudes from community members |
| 1d | Positive feedback from teachers about improved attendance and retention/dropout rates |

Activities related to Outcome 1.

|  |  |  |
| --- | --- | --- |
| Activity | Description | Target |
| 1 | Awareness raising in 5 communities in each district (Nuwakot, Dhading, Sindhupalchok) on risks of trafficking, child trafficking and children’s rights, using Reflect (Rupantaran) model | 450 girls & adolescents currently out of school |
| 2 | School awareness programme in each community | 1575 schoolgirls and teachers from 15 schools across 3 districts |
| 3 | Celebration of Anti-trafficking day (Bhadra 3 Nepali date) and women’s day (8th March) | 2 events in each of four districts – total participants 1600 persons |
| 4 | Development and dissemination of Information, Education & Communication (IEC) material through Public Service Announcements on local radio stations | 45,000 people, including vulnerable children, community, CSOs |

Outcome 2.

|  |  |
| --- | --- |
| *Trafficking cases are well managed and supported by duty bearers in the project target areas* | |
| Your indicators and targets for this outcome are: | |
|  | Indicator |
| 2a | No. of paralegals successfully completing training (classes, placement, plus certification) |
| 2b | No. of police and District Attorneys who demonstrate understanding of appropriate case management practices |
| 2c | Satisfaction score from survivors about police management of their case |
| 2d | Feedback from survivors who report cases on their case management |

Activities related to Outcome 2.

|  |  |  |
| --- | --- | --- |
| Activity | Description | Target |
| 1 | 1-month in-class training of women survivors providing in-depth paralegal skills training | 45 women |
| 2 | 6-month placement of paralegals at police stations with jurisdiction in human trafficking | 45 paralegals at 37 police stations |
| 3 | Provide psychosocial and legal assistance to victims and a monthly stipend to cover expenses and build financial capacities | 475 trafficked survivors |
| 4 | Preparation of paralegals for Paralegal Certification Examination through which they can obtain the Paralegal Professional Certificate equipping them for employment in the legal sector | 45 paralegals |
| 5 | Half Day training on child trafficking and child protection delivered twice, to police officers in the stations involved in the paralegal programme | 150 police officers, plus District Attorneys |

Outcome 3.

|  |  |
| --- | --- |
| Systemic responses to child trafficking and exploitation in Nepal are improved | |
| Your indicators and targets for this outcome are: | |
|  | Indicator |
| 3a | No. of national level actions to improve systemic responses to child trafficking and exploitation |
| 3b | No. of district level actions to improve systemic responses to child trafficking and exploitation |
| 3c | Feedback from advocates on nature and tone of engagement by government entities |

Activities related to Outcome 3.

|  |  |  |
| --- | --- | --- |
| Activity | Description | Target |
| 1 | National level advocacy for reform and/or implementation of current laws & policies on child protection and anti-trafficking | 50 National level stakeholders |
| 2 | District level advocacy for implementation of current laws & policies, and to extend/adopt the paralegal placements | 180 District level stakeholders in 4 districts |
| 3 | Research and Publications in support of advocacy | Research report based on 2500 informants |

# Scope of the evaluation and key research questions

The evaluation will focus on assessing the outcomes of the programme between February 2018 and January 2020 in targeted regions. The assessment will especially focus on the contribution that Anti-Slavery International and both partner organizations had in the achievements or shortcomings of the programme.

With regards to the research questions, they will correspond to the proposed theory of change of the programme and they will focus on:

Project activities

1. To what extent were project activities completed according to target?
2. What factors nurtured or thwarted the achievement of targeted activities?
3. To what extent did activities incorporate all targeted populations?
4. To what extent were activities designed to engage with female victims?

Project outputs

1. To what extent did activities lead to expected output targets?
2. What factors nurtured or thwarted the achievement of targeted outputs?
3. To what extent are results obtained in outputs attributable to partner organizations and or ASI?

Project outcomes

1. Have the achieved outputs produced theorized outcomes? Why has this happened?
2. Have outcomes been homogeneous throughout targeted populations and regions?
3. To what extent have girls’ lives been changed as theorized they would?
4. To what extent are partner organizations and ASI responsible for the achieved outcomes?
5. Have there been any non-theorized effects on targeted populations?
6. Have non-targeted populations been affected by programme spill-overs?

Project logic and sustainability

1. To what extent was the overall design of the project accurate for the desired results?
2. How is the project sustainable in the medium-term for partner organizations?
3. What mechanisms can be adopted to enhance the results of the project?

# Methodology

Anti-Slavery International will consider Bond’s evidence principles when reviewing candidates’ approach papers and we would like proposed methodologies to meet the principles as far as possible.

* Prepare a workplan for the evaluation
* Develop a mixed methodology framework for collection of qualitative and quantitative data
* Conduct a desk-based review of the project documentation and other relevant materials. The aim is to synthesise and verify existing information as part of the evaluation. Further data should only be collected where key primary data is not available.
* Conduct interviews with partner staff members
* Visit a sample of project sites in Nepal and interview a range of national, state and district level stakeholders
* Present a preliminary overview/draft of findings to all project partners and receive comments before preparing the evaluation report. The report should include information on the process by which preliminary findings were shared and discussed, and how any resulting changes in the report were included.
* Prepare the final evaluation report in English, complete with an executive summary and recommendations. Recommendations must also include details as to how they might be implemented.
* Submit a draft to Anti-Slavery for written comment before finalising the report, to minimise the chance of inaccuracies and to maximise ownership of the findings.

Point of contact throughout the evaluation will be Sally Kilner, Asia Programme Manager at Anti-Slavery International ([s.kilner@antislavery.org](mailto:s.kilner@antislavery.org)) and Guido Quiroga, MEL Manager at Anti-Slavery International ([g.quiroga@antislavery.org](mailto:g.quiroga@antislavery.org)).

1. **Evaluation Process**

The consultant will prepare an evaluation inception report and work-plan that will operationalize the Terms of Reference. The inception report will be based on initial documentary review and preliminary interviews with a selection of key stakeholders.

The inception report and work-plan will address the following elements: expectations of the evaluation; roles and responsibilities within the evaluation consulting team; elaboration of the theory of change, as appropriate; any refinements and elaboration to evaluation questions; methods – qualitative and quantitative and data collection, including possible constraints; risks, including bias and how these will be mitigated; Evaluation process timetable; outline of the final evaluation report.

The inception report and work-plan will be approved by Anti-Slavery International MEL Manager and Programme Manager and act as an agreement between the consultants and ASI on how the evaluation is to be conducted. The workplan and inception report will be the document upon which the contract will be defined. ASI reserves the right of amending the document, specifically with regards to key research questions and methodologies.

The consultants will prepare the draft and final evaluation reports that describe the evaluation methodology, findings, recommendations and key lessons. The report should be written with the wider anti-slavery and human rights audience in mind.

The deliverables of this evaluation, then, will be the following:

• Evaluation inception report and work-plan

• Evaluation Draft Report

• Evaluation Final Report for participating stakeholders

• Public Evaluation Final Report

The consultancy will only be considered finalised once all deliverables have been formally approved by ASI.

1. **The Evaluation Report**

The final report must contain:

1. Executive Summary
2. Background Information on the context of the project and partners
   1. Introduction to the issue: Commercial Sexual Exploitation and Children Sexual Exploitation in Nepal
   2. Project theory of change
   3. Logframe and project design
   4. Beneficiaries
3. Purpose of the evaluation
   1. Research questions
4. Methodology applied
5. Results and analysis
6. Conclusions
7. Recommendations, including details as to how they might be implemented.
8. Appendices (including all technical details, a list of interviewees and schedule)

The report should be no more than 30 pages (not including case studies or appendices) written in English and presented to Anti-Slavery International electronically, in a format compatible with MS Word. The final report will be made available to colleagues at Anti-Slavery International, published on its website, as well as shared with project partners and with organisations and individuals that could learn from the experience.

# Timeframe

The evaluation will start in mid-December. A first draft of the report should be submitted by late February, with the final report to Anti-Slavery International and electronic formats by early March 2020.

The inception report and workplan will be presented 10 days after the signing of the contract.

The estimated workload for the project amounts to 35 days as follows:

* Review of project documentation, design methodology and work plan: up to 7 days
* Consultation visits: 4 days (SASANE and CWISH are Kathmandu based)
* Fieldwork: 12 days (one four day trip each to two districts, one two day trip to Pokhara and 2 days in Kathmandu)
* Analysis, revisions and final report: up to 12 days

# Specification of the Consultant

Essential selection criteria include:

* Extensive experience in evaluation
* Knowledge of human rights, trafficking and commercial sexual exploitation
* Fluent in Nepali and English
* Knowledge of the specific context of Nepal
* Independent of all partners

Desirable selection criteria include:

* Specific work experience on the issue of modern slavery in Nepal

The evaluation will require travel in Nepal as well as desk research and liaison/discussion. **The consultant/s should be available as soon as possible, to start mid-December, and the report finalised by the end of March 2020.**

Anti-Slavery International will consider the consultancy to be undertaken by either an individual consultant or one consultant with an associate.

# Budget:

# Total budget, including travel costs: up to £ 12,000

# Application

Applicants should email a CV, cover letter, 2 samples of previous evaluations and a technical document of not more than 5 pages outlining ideas and possible methodologies for the evaluation, estimated timeframe, fees and budget (including travel costs) to Sally Kilner ([s.kilner@antislavery.org](mailto:s.kilner@antislavery.org)) and Guido Quiroga ([g.quiroga@antislavery.org](mailto:g.quiroga@antislavery.org)). The budget will cover up to 35 working days.

The **deadline for applications is the 13th of November (midnight Nepal time),** with proposed interviews to be held in person in Nepal or via Skype the 27h November 2019.