



Anti-Slavery International

Combatting Traditional Descent Based Slavery and assisting the emancipation of communities of slave-descent in Niger

Independent impact report: Terms of Reference

Partners: Anti-Slavery International, Timidria

Anti-Slavery International (ASI) is seeking a consultant to conduct an end of projects evaluation in Niger. Delivered in partnership with Timidria and funded by the UK Foreign, Commonwealth, and Development Office (FCDO) and the Bureau of Democracy, Human Rights and Labor (DRL) of the US Department of State, these two interrelated projects have contributed to eradicate slavery practices in the country.

1. Context

1.1. About Anti-Slavery International

Founded in 1839, we are the oldest international human rights organisation in the world. Today, we draw on our experience to work to eliminate all forms of slavery and slavery like practices throughout the world. We are not interested in easy solutions. Instead, we deal with the root causes of slavery and its consequences to achieve sustainable change.

We work to end slavery throughout the world. As the oldest human rights organisation in the world, we have over 175 years of experience in successfully combating slavery. Since 1839, we have developed a strong reputation in advancing the political agenda on slavery through cutting-edge research, advocacy, campaigns, and work with local communities.

We were involved in ending various manifestations of slavery in many corners of the world, including slavery in British colonies, abuses in Belgian Congo, Indian and Chinese 'coolie' systems and slavery in the Peruvian Amazon.

We have projects in the UK and Europe, Africa, Asia, and South America, but our campaigning work covers the whole world. Together with local organisations we work to secure the freedom of those affected by slavery and press for effective implementation of laws against slavery.

1.2. About Timidria

Timidria was established in 1991 by former slaves and the descendants of slaves, and is Niger’s foremost anti-slavery movement, with a largely Tuareg membership which now comprises well over 350,000 people. Supported by Anti-Slavery International, Timidria’s work over the past few decades has raised the issue of slavery significantly higher on the national agenda, contributed towards the criminalisation of slavery and supported victims to seek redress through national and international courts. At the local level, Timidria has supported former slaves in Tahoua to settle and function as organised communities for the first time. These communities have been able to gain greater political voice and access to public services. Timidria has also provided micro-credit support to female-led cooperatives of former slaves, which have been successful in promoting their economic self-reliance and social role.

1.3. Background of the Projects

Project 1. Combatting Traditional Descent Based Slavery and Forced Child Begging and Reintegrating Former Slaves in four West African countries

The project, funded by DRL, was launched in September 2018 and it encompasses work in four West African countries (Niger, Mauritania, Senegal and Nigeria) to contribute to the eradication of slavery practices.

The present evaluation will focus solely on the components of the project targeting Niger. These included direct support through socio-economic assistance, as well as awareness-raising and capacity building of key stakeholders and wider advocacy and campaigning.

Please, see further details of the project goal, as well as the objective, output and activities related to Niger, in the table below:

PROJECT GOAL: To contribute to the eradication of slavery practices in Niger, Mauritania, Senegal and Nigeria	
Objective 1: Former slaves in Niger experience improved social integration and economic empowerment	
Activity Set 1: Provide effective support to slavery affected communities Niger: a ‘Animatrices’ (social workers) support children attending school and their families, raising awareness of human rights, child rights and advocating against child labor and child marriage b Capacity-building of, and bonuses paid to, teachers to ensure quality and retention/consistency of education c Biweekly production and broadcasting of radio shows animated by professional radio-journalists with supporting and monitoring from the project’s paralegals b Distribution of Covid-19 hygiene and sanitary kits (masks, hand sanitizers, paper tissues, gloves, and hand-washing station) to CSD households living in three project areas as well as in the vicinity of the projects’ legal clinics (i.e. civil education centres) c Three-day Covid-19 training-of-trainers course facilitated by Action Against Hunger (INGO) targeting 17 Timidria Niamey-based staff (inclusive of board members as well as 3 paralegals from project areas) and regional level	Outputs Set 1 Niger: - 3 animatrices, each supporting 1 school each, reaching 228 students, 110 of whom are girls - 6,390 people of slave-descent, including 3,195 women, have increased rights awareness, confidence to take action themselves, and improved access to justice - 3 teachers, each receive capacity building training (Y1) - 32 radio programs on Covid-19 are broadcast in project areas - 120 households receive emergency hygiene and sanitary kits - At least 17 Timidria national and regional staff and board members are trained on Covid-19
Activity Set 2: Socioeconomic support to current and former slaves: Niger: a Training on managing businesses & women’s leadership/gender equality b Emergency funds for people emerging from slavery	Outputs Set 2 Niger: - 360 people in Niger receive a range of targeted socio-economic supports
Objective 2: The legal and political systems that identify & protect those vulnerable to slavery in Niger are strengthened	

<p>Activity Set 3: Strengthening legal frameworks to eradicate slavery</p> <p>Niger:</p> <p>a Design and deliver training & upskilling of 6 paralegals on the identification of victims, awareness-raising, advocacy, lodging of complaints and following up of cases</p> <p>b Paralegals deliver assistance to communities where slavery practices persist, e.g.: advice, referrals to lawyer, accessing ID & support advocating with local government</p> <p>c Facilitate lawyer support to victims of slavery practices seeking justice and redress</p> <p>d Support lawyer in pursuit of prosecutions in existing slavery cases and explore possibilities for regional litigation</p> <p>e Facilitate annual learning exchanges between lawyers, paralegals and Timidria</p>	<p>Outputs Set 3:</p> <p>Niger:</p> <ul style="list-style-type: none"> - 6 paralegals trained to provide strategic support to victims of slavery practices - 2 annual reflection and exchange meetings held between lawyers, paralegals and Timidria
<p>Activity Set 4: Advocacy to improve States' responsiveness to needs of those vulnerable to slavery</p> <p>Niger:</p> <p>a Regular meetings with local and national authorities to advocate for improved access to basic services and for the development of policies and programs addressing the specific disadvantages of communities of slave descent in Niger</p> <p>b Collaboratively develop submissions to UN human rights mechanisms, based on community input</p>	<p>Outputs Set 4:</p> <p>Niger:</p> <ul style="list-style-type: none"> - Meetings with authorities advocating for improved basic services and targeted political interventions - Submissions made to UN mechanisms

Project 2. Breaking the poverty cycle and assisting the emancipation of communities of slave-descent in Niger

This project, funded by the Foreign, Commonwealth and Development Office, is implemented in partnership with Timidria (February 2018 – January 2021). The main goal of the initiative is to support communities of slave-descent to overcome political and economic marginalisation.

IMPACT	Impact Indicator 1
Communities of slave-descent (CSD) in Niger overcome political and economic marginalization, with full support and recognition of their needs by the State	# State-run policies recognizing the vulnerabilities and needs, and affirming the rights of communities of slave descent
OUTCOME	Outcome Indicator 1
People of slave-descent are empowered to effectively and meaningfully engage with CSOs, authorities and International Organisations to overcome poverty, marginalisation and to be protected from further abuse and exploitation	# of interventions and programmes undertaken by the national/regional authorities, NGOs and OIs in favour of communities of slave descent (disaggregated by interventions and programmes, and whether they are WASH-related)
	Outcome Indicator 2
	% of recipients of microcredits and IGAs who have reached self-sufficiency and % of recipients of microcredits and IGAs who have reached financial autonomy (disaggregated by sex, age, disability and community)
	Outcome Indicator 3
# of people leaving slavery-affected areas/relationships to join or set up independent communities (disaggregated by sex and community)	Outcome Indicator 4
# of legal complaints lodged by individuals or communities of slave descent	Output Indicator 1.1
OUTPUT 1	Output Indicator 1.1
100% children of school age (1,073; 536g) in the nine communities access quality primary education	# of children receiving full time education in primary schools in the 9 supported communities and in new schools created by the government as a result of the project's advocacy (disaggregated by sex, school and disability)

	Output Indicator 1.2
	% of children passing their annual exams and progressing to the next attainment level (disaggregated by sex, school and disability)
	Output Indicator 1.3
	# of children receiving full time education in secondary school (disaggregated by sex and disability)
OUTPUT 2	Output Indicator 2.1
Out of an estimated population of 23,876, 1,080 people of slave descent, including 648 women, have increased influence and respect, and better economic opportunities through IGAs	# of women occupying relevant leadership positions in influential community structures (disaggregated by community)
	Output Indicator 2.2
	# of people participating in micro-credit and income generating activities (disaggregated by sex, age, disability and community)
OUTPUT 3	Output Indicator 3.1
The local and national authorities, NGOs and international stakeholders gain awareness of and develop specific programmes for CSDs	# of advocacy meetings held with government authorities, NGOs and others (disaggregated by government authorities, non-government authorities and others)
	Output Indicator 3.2
	# of shadow reports by human rights mechanisms highlighting the project's messages and recommendations
OUTPUT 4	Output Indicator 4.1
Of an estimated population of 24,000, 6,390 people of slave-descent, including 2,360 women, have increased rights awareness	% of people of slave descent in a random sample survey aware of the law against slavery (disaggregated by sex, age and disability)
	Output Indicator 4.2
	# of people assisted by the civic education centres beyond the awareness-raising caravans (disaggregated by sex, age and the nature of the intervention and disability)
OUTPUT 5	Output Indicator 5.1
Of an estimated population 24,000, 1,600 including 800 women, have increased ability to articulate and demand services and rights and improved access to justice	# meetings with duty bearers to advocate for community services undertaken by communities of slave descent to improve their situation (disaggregated by nature of the action- e.g. face-to-face meetings; events in communities; round-tables etc).
	Output Indicator 5.2
	# of people who access citizenship through the delivery of ID cards (disaggregated by sex and age)
	Output Indicator 5.3
	# of slavery related cases heard in domestic tribunals and regional human rights courts (disaggregated by nature of case)

2. Scope

The consultant's task will be to deliver an evaluation report that successfully captures the impact and lessons learned from the two programmes (including in the context of the COVID-19 pandemic).

More specifically, the consultant will:

- Agree the ToRs and research methodology including agreeing a workplan in collaboration with Anti-Slavery International. Ethical considerations will be taken throughout, including health and safety considerations in the context of the COVID-19 pandemic.
- Review and/or collect available desk-based information as per the agreed workplan and methodology.
- Conduct online and field interviews as per the agreed methodology and ethical and safeguarding considerations, with beneficiaries, partners and community members.
- Analyse collected data, present the data to ASI, and programme staff.

- Based on the learnings gathering, provide and present practical and clear recommendations for future initiatives that look to improve the situation of communities vulnerable to slavery in Niger.

3. Needs and objectives of the evaluation

The aim of the evaluation as stated above is to assess the impact of both the DRL and FCDO-funded projects and provide practical recommendations and learning for future research and dissemination initiatives. To do this, the researcher will focus on the outcomes of the legal assistance services, the socioeconomic support and the advocacy component, as well as the role of the project in facilitating the emancipation of former slaves and the establishment of independent communities. The research questions of the study are as follows:

Legal Assistance (Effectiveness questions)

- 1- How effective are the outreach and awareness-raising activities led by the paralegals? Are they targeting the most vulnerable and disenfranchised communities?
- 2- How effective are the civic education centres in advising and supporting victims of slavery and related practices?
- 3- How effective has the collaboration between the paralegal, the lawyer, the paralegals and Timidria's local offices been? How can it be improved?

Proceedings (Effectiveness questions)

- 1- What explains the low number of cases brought to court in particular when it comes to the most severe cases of slavery? What explains the low number of convictions?
- 2- How can ASI and Timidria enhance the effectiveness of their legal work in securing more convictions?

Socioeconomic support (Effectiveness questions)

- 1- To what extent has the socioeconomic support improved the livelihoods of beneficiaries?
- 2- How can the effectiveness of the socioeconomic assistance be improved?
- 3- What challenges arose in Timidria's collaboration with Tanaadi, the micro-credit institute? How could those have been mitigated/avoided?

Advocacy (Effectiveness questions)

- 1- What are the main advocacy gains at the local, regional and national level?
- 2- To what extent are communities able to advocate for their own needs independently (without Timidria's support) at the local and regional level?

Advocacy (Relevance questions)

- 1- Are we targeting the most relevant stakeholders at the local, regional and national level?
- 2- How inclusive and diverse are the community representatives responsible for doing the advocacy? To what extent do they include women, young people and people with disabilities?

New Communities (Impact questions)

- 1- To what extent can we attribute the liberation of entire communities to the projects? Which specific anti-slavery efforts or activities were most impactful? (from Timidria's perspectives as well as 2/3 testimonies from those liberated communities)

Partnership (Efficiency questions)

- 1- How would you assess the partnership between Timidria and ASI?
- 2- How has Timidria brought in other stakeholders and collaborators to combat descent-based slavery in Niger?

4. Methodology

ASI will consider Bond's evidence principles¹ when reviewing candidates' approach papers and we would like proposed methodologies to meet the principles as far as possible.

The evaluation methodology should encompass appreciative inquiry approach. The methodology should be of a primarily qualitative design, with possible quantitative tools as a complement. The report is expected to draw general conclusions based on the desk research, interviews and or focus group discussions.

ASI expects the methodological proposal to include:

Secondary sources/data collection:

- Conduct a desk-based review of the project documentation and other relevant materials. The aim is to synthesize and verify existing information as part of the evaluation. Further data should only be collected where key primary data is not available

Primary sources/data collection:

- Conduct interviews and FGD with beneficiaries of legal assistance and socioeconomic support and other community members
- Conduct interviews with ASI and Timidria's staff
- Conduct interviews with a selected sample of targeted stakeholders (Tanaadi, ILO, OCHA and stakeholders targeted by advocacy activities)

The methodology will be finalised by ASI and the selected consultant at the start of the contract and will form part of the ToR for this evaluation.

Point of contact throughout the evaluation will be Nayanka Paquete Perdigaio, Africa Programme Officer at Anti-Slavery International (n.perdiga@antislavery.org), and Guido Quiroga, MEL Manager at Anti-Slavery International (g.quiroga@antislavery.org).

Evaluation Process

In the first stage of the consultancy, and upon provision of all relevant project documentation by ASI, the consultant will prepare a workplan which will operationalise the Terms of Reference. The workplan will address the following elements: expectations of the evaluation; roles and responsibilities within the evaluation team; any refinements and elaboration to evaluation questions; methods and data collection tools; risks, including bias and how these will be mitigated; evaluation process timetable; outline of the final impact report.

The workplan will be approved by the ASI MEL Manager and the Programme Manager and act as an agreement between the consultants and ASI on how the evaluation is to be conducted.

Once the workplan is agreed and fieldwork is carried out, the consultant is expected to:

¹ <https://www.bond.org.uk/resources/evidence-principles>

- 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.
- Submit a draft report to ASI for written comment before finalising the report, to minimise the chance of inaccuracies and to maximise ownership of the findings.
- Submit the final evaluation report in French, complete with an executive summary and recommendations. Recommendations must also include details as to how they might be implemented.

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 report, then, will be the following:

- Work plan
- Preliminary findings presentation
- Draft Evaluation Report
- Final Evaluation Report

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

The Evaluation Report must contain:

1. Executive Summary
2. Background Information on the context of the project and partners
3. Purpose of the impact report
 - a. Research questions
4. Methodology applied
5. Findings and analysis
6. Conclusions
7. Recommendations, including details as to how they might be implemented.
8. Appendices

The report should be no more than 25-30 pages (not including appendices) written in French and presented to ASI electronically, in a format compatible with MS Word. The final report will be made available to colleagues at ASI, as well as shared with FCDO and DRL.

5. Timeframe

The evaluation will be carried out over a period of 2 months (February 2020 – March 2021), with a final report delivered no later than 15 of March 2021. The inception report and workplan will be presented on an agreed date (tbc) after the signing of the contract.

The estimated workload for the project amounts to 28 days (maximum) as follows:

- Review of project documentation, design methodology and work plan: up to 4 days
- Remote interview with ASI : up to 2 days
- Fieldwork: Interviews with Timidria, communities and stakeholders: up to 14 days

- Analysis, revisions, and final report: up to 8 days

The consultant/s should be available as soon as possible, with the report finalised by 15th March 2021 the latest.

6. Who we are looking for

The selected consultant will work closely with ASI and Timidria to research and draft the impact report. They will draw on their professional expertise, desk-based research, the project learning to date, and the perspectives of current project partners and other key stakeholders, particularly Tuareg communities themselves. We wish to hear from candidates who have experience and expertise in conducting project impact research, with a focus on conducting insightful and ethical focus group discussions and individual case studies interviews that focus on issues of economic, social and political empowerment. The consultant must have strong experience using human-focused evidence-gathering to evaluate the impact of projects that link national level policymaking and implementation to local economic and social development with a strong human rights and on-the-ground social change component.

Essential selection criteria include:

- Extensive experience of at least 5 years in relevant project evaluation, research project management, and ideally in international partnership-based programming
- Knowledge of human and child rights, with a focus on countering slavery and exploitation
- Ability to engage with a wide array of stakeholders (NGO staff, government officials, traditional figures etc.), drawing on their experiences to draft conclusions and recommendations
- Strong ability to analyse interviews, focus group discussions and other forms of data to draw out insightful conclusions and recommendations
- Fluent in French (essential)
- Speaking Tamasheq is a strong asset
- Based in Niger, with knowledge of the issue of descent-based slavery and of the broader Niger political context
- Independent of all partners
- Willingness and ability to travel to the different regions in Niger to conduct field research, in accordance with any COVID-19 restrictions and appropriate health and safety considerations

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

6. Payment and budget

Anti-Slavery will manage all necessary costs required for implementation of the study.

The evaluator's fee is \$300 per day. All travel expenses including accommodation, per diems and regional flights (if needed) will be paid by Anti-Slavery International and Timidria and the mission logistics in the country will be taken care of by Timidria.

Payment will be made in two instalments:

- 40% of the agreed amount to be paid within one week of signing the contract

- 60% of the agreed amount to be paid upon the successful completion and submission of the final report, following ASI approval of the finished product (15 March 2021)

7. Application and deadlines

Applicants should prepare and email the following to be considered for this opportunity:

- CV
- Cover letter
- An approach paper (no more than 2 pages) outlining a research approach for conducting the study, estimated timeframe, activity workplan outlining numbers of days allocated per activity, and fees (excluding travel costs and other expenses)
- At least two examples of recent and relevant pieces of work (preferably published) authored by yourself

The successful candidate will need to submit two references (preferable one academic and one professional).

ASI treats the safety and security of all our staff, partners, and beneficiaries with the utmost seriousness. The successful candidate must complete relevant safeguarding checks before being approved to work on the project.

The deadline for applications is **3 February 2021** with interviews to be held via Skype/Zoom.

Please submit your application to jobs@antislavery.org and m.mogaze@timidria.org using the reference RESEARCH CONSULTANT – TIMIDRIA NIGER EVALUATION in the subject line.