Invitation to Tender: End of Project Evaluation

Terms of Reference
Introduction

Background information

Many Hands Make Light Work: Eliminating Slavery in Child Domestic Work is a 33-month project aimed to curb exploitation and slavery-like practices in child domestic work and to enhance protection of children from exploitation.

The project is implemented in Ghana and in Tanzania by Anti-Slavery International in partnership with LAWA-Ghana, Challenging Heights and the Tanzanian Child Domestic Workers Coalition.

The project’s goal is to ensure that children involved in child domestic work are free from abuse and exploitation and have their rights respected, enabling them to lead full and independent lives.

The project result areas are:

Outcome 1: Child domestic workers are better prepared and are supported by their communities in exercising their rights and accessing better socioeconomic opportunities;

Outcome 2: Child domestic work is more visible to authorities, enabling better regulation and enforcement at local, national and international levels.

Under Outcome 1, the project intervention has sought to improve the ability/capacity of child domestic workers (CDWs) to seek and obtain recognition to their rights as children and as workers. To achieve this, three sub-objectives were pursued:

- At the CDWs’ level: Improved awareness and understanding of child rights and labour rights; of where and how to seek protection from abuse and exploitation;
- At their employers’ level: Improved awareness and understanding of employers’ responsibilities vis-à-vis their CDWs (as relative/nonrelative employer)
- At the broader community’s level: Enhanced capacity of duty bearers – including Community Child Protection Committees (CCPCs) teachers and street leaders (SLs) - to identify, prevent and protect children in exploitative domestic work. This includes referral of children at risk of, or in exploitative domestic work, to service providers (SPs).

Under Outcome 2, the project has sought the recognition from national and sub-national statutory duty-bearers of the urgency to address exploitation in child domestic work and to take action to better regulate it.

The project intervention has been carried out in the face of competing policy priorities in the fight against child labour, particularly in more “visible” sectors such cocoa-production and fishing across selected locations in Ghana, and mining and quarrying nationwide in Tanzania, “at a time when governments are grappling with restricted fiscal space” as highlighted in ILO’s 2019 Global Report on Child Labour.
The project’s key ‘components’ include:

- Direct support and assistance to CDWs, following identification, screening & assessment. Direct support includes: psycho-social rehabilitation; child rights education; support with formal education and/or vocational/skills training; withdrawal of children in worst forms of child labour (underage; presenting severe safeguarding concerns etc.) shelter-based rehabilitation and reunification with biological family or other guardians;
- Research with CDWs;
- Training and capacity building of duty-bearers (national/sub-national levels);
- (Tanzania) Development/approval of specific by-laws on CDW to improve capacity of local law-enforcing agencies to ensure compliance with legal provisions on child light work and employment;
- (Ghana) Establishment of (community) Child Advisory Committee (formed by government and community leaders) to improve coordination of the various actors/agencies responsible for the protection of children from economic exploitation.

In Tanzania, a CDW advisory committee has been formed to promote CDWs’ engagement in activity planning and delivery, including in project advocacy and policy influencing.

**Objectives of the evaluation**

The objectives of the end-line evaluation are to:

1. Evaluate the achieved results against the stated objectives and the extent to which the overall goal has been reached;
2. How the project has contributed to achieving long-term impact;
3. Identify and document key lessons learned, challenges and draw recommendations for future programming.

The findings and recommendations from the evaluation will be shared/discussed with key external project stakeholders.

**Scope of the evaluation, evaluation criteria and questions**

This evaluation will take place across a sample of project communities in the two countries. In each country, at least one area in each district will be selected for field work. Relevant stakeholders (children, partner project teams, government officials and representatives, community members, local NGOs) who participated in the implementation of the project will also be consulted.

The evaluation will need to address the following criteria and key questions and develop an appropriate evaluation methodology accordingly:
Relevance:
- What do (in/direct) beneficiaries – especially CDWs – understand the purpose and aims of project to be?
- How do they perceive the relevance of the project objectives, of the activities implemented and of the changes brought about?

Effectiveness:
- To what extent have project outcomes been achieved? Specifically:
  - To what extent do children feel better able to seek and obtain protection within host family’s homes and at the community level? What are children’s accounts of the changes in their ability to exercise their rights to protection?
  - To what extent do they feel safer within their host families’ homes and within their communities?
  - What challenges/barriers to CDWs’ views and concerns being listened to and actioned has the project addressed, and which barriers have not been addressed, from the children’s perspectives?
  - How (extent to which) has greater awareness and understanding of exploitation in CDW led/contributed to improved monitoring and/or regulation of its practices by duty bearers?
- What were the major factors influencing the achievement of project outcomes?
- (Effectiveness of management arrangements) How was project learning generated and applied to improve the delivery or effectiveness of activities?

Efficiency
- Were the human and financial resources used appropriately in a timely manner? Were decisions taken which helped to enhance efficiency in response to new information?

Sustainability and likelihood of impact (direct, indirect, intended and unintended)
- To what extent has the project goal been achieved?
- What are the signs that the project is contributing to achieving the intended impact (long-term systemic change)?
- To what extent and how has the project contributed to addressing drivers of child vulnerability to severe exploitation in DW?
- To what extent are the positive changes brought about by the project likely to continue after the end of the project?

In relation to children’s participation and safeguarding
- To what extent – and how – have CDWs been able to influence project planning and implementation? What do children view as the (positive and/or negative) outcome(s) of their participation? How can their engagement be promoted more effectively in future programming?
• How effectively have child safeguarding principles and practices been integrated into project implementation? What were the main challenges, opportunities and lessons learned?

Expected methodology

The consultant/team is expected to use methodologies that are appropriate to the context and relevant to the intervention and evaluation good practice. All information should be triangulated and cross-examined where possible. Overall, the methodology for the evaluation should include:

• A desk review of existing documents and evidence (available documentation: project documents, logical framework, quarterly and annual reports, report of findings from annual baselines and endlines, monitoring visit reports, key policy documents);

• **Use of child-friendly, gender- and age-sensitive methods and techniques that are conducive** to both young and older children being able to express their views and feedback and have these incorporated into the evaluation findings;

• **Use mixed-methods approach for gathering, analysing and presenting information** that is context-appropriate to answer the different evaluation questions, including in-depth interviews and/or focus group discussions with CDWs and duty-bearers to explore changes brought about through the project;

• Ensure that **safeguards for the children and vulnerable adults** involved in the exercise are in place throughout the evaluation;

• Systematically obtain **informed consent** from project beneficiaries and stakeholders directly providing information for the evaluation through data collection methods.

Deliverables and timing

The deliverables and timing are as follows:

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<thead>
<tr>
<th>Task</th>
<th>Deliverable</th>
<th>Timing</th>
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<tbody>
<tr>
<td>Inception: Desk review of existing documents; Preparation of the inception report</td>
<td>Submission of the inception report</td>
<td>W/c 7th of August 2023</td>
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<tr>
<td>Incorporate contractor’s feedback to the inception report, prep work for fieldwork,</td>
<td>Submission of the inception report with feedback incorporated</td>
<td>w/c 14 August 2023</td>
</tr>
<tr>
<td>Field work, data cleaning and analysis and reporting</td>
<td>Submission of draft report of findings</td>
<td>Fieldwork: August and September, maximum of 10 days in each country Submission of draft report: 02 October 2023</td>
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Presentation and validation of the preliminary findings
Validation workshops with project partners and where applicable, representatives of CDWs.

Revise draft report based on the feedback received
Submission of the final report

The inception report should contain a comprehensive overview of the evaluation methodology that will be used and a work plan, according to each of the evaluation questions outlined above.

The Evaluation Team/consultant will be required to deliver a virtual/remote presentation of the evaluation findings, as an integral part of the submission process.

The final report should be concise (no more than 30 pages), excluding the annexes. It will include the following:

1. A short, 2-page summary of key findings and learning, to be used for communications purposes
2. Executive Summary with key findings, conclusions and recommendations
3. Tables presenting the key results (i.e. figures and qualitative results) achieved per objective (expected and unexpected)
4. Clear conclusions and constructive recommendations based on the evaluation findings: these should be developed in dialogue with stakeholders
5. Lessons Learned
6. Annexes (list of interviews, TORs, list of documents consulted, etc.)

The evaluator/evaluation team is expected to share with the contractor clean copy of data collection tools used in the study and of Data Set (including transcripts) for both the qualitative and quantitative aspects of the evaluation.

**Budget**

The estimated budget for this work is £12,000 for fees. On top of this, we have budgeted for per diems/DSA, local and international travel – if any further expenses are required, please include these in your financial proposal. Please note that if you are UK VAT-registered or are resident for tax purposes outside the UK, then the budget for fees is £10,000.

Fees will be paid as follows: 30% on inception; 50% on presentation & validation of preliminary findings and 20% on our acceptance of the final report.
Experience and qualifications of the consultant/service provider

Bidders should have:

- Extensive experience of conducting end of project or impact evaluations in the child rights/child protection/child labour ‘domains’;
- Knowledge of - and experience in issues related to child labour and child protection;
- Strong quantitative and qualitative research and evaluation expertise, including advanced capacity in processing and analysing data;
- Experience in conducting research with children using interactive, child-friendly and age-appropriate methodologies according to research ethics and safeguarding principles;
- Ability to produce well-written and analytical report and to present findings in English.

Desirable

- Fluency in Swahili
- Good understanding of the context in Ghana and Tanzania and updated knowledge of related country policies

Application process

Please submit the following application documents to m.medusa@antislavery.org no later than 2pm UK time on 26 June 2023, referencing “End of Project Evaluation” in the subject line and including all support documents.

Interested applicants should provide a proposal covering the following aspects:

- **Proposed methodology**, including outline of overall evaluation design, cohort tracking and sampling approach; Ethics and Child Safeguarding approaches: applicants are required to set out their approach to ensuring complete compliance with international good practice with regards to research ethics and protocols;
- **Workplan** for the proposed timeframe and statement of availability for the duration of the assignment;
- **CVs** of each member of the Evaluation Team, detailing relevant skills and experience;
- **Two examples of relevant previous work** undertaken by the Evaluation Team (involving both quantitative and qualitative analysis);
- **Financial proposal**;
- The names and contact details (email address) of two references for similar work. Submissions that do not include references will not be considered.