



Final Project Evaluation – Consultancy Terms of Reference

Project Background

The Modern Slavery Innovation Fund III (MSIF III / 2022-25) project, led by Anti-Slavery International in partnership with the International Institute for Environment and Development (IIED) and the Ovibashi Karmi Unnayan Program (OKUP), is focused on addressing the complex link between climate-induced migration and modern slavery. This initiative, funded by the UK government, targets regions highly vulnerable to both environmental displacement and forced labour, particularly in parts of Asia and Africa.

The main goal of the MSIF III project is to generate evidence that clarifies the connections between climate-induced migration and the risks of modern slavery. The project aim is to use the produced evidence to promote recognition of this nexus among key stakeholders, including governments and policy influencers, encouraging them to prioritize systemic changes that address these intertwined challenges. By building awareness, the project seeks to encourage behaviour changes in decision-makers who have the power to mitigate the risks of modern slavery associated with climate migration.

Project Monitoring, Evaluation and Learning (MEL) approach:

Although the project has a traditional log frame, the overall MEL approach is inspired by Outcome Mapping, and we expect the evaluator to adopt a similar approach by using Rapid Outcome Assessment for this final evaluation.

Our overall MEL approach involves a combination of ‘tracking forward’ and ‘tracking back’

- Indicators with quantitative targets are used at **activity** and **output** level with results reported every quarter.
- **Intermediate and long-term outcomes** are framed around qualitative advocacy progress markers for each advocacy target identified (e.g. government, decision-makers, policy influencers). Changes against progress markers are reported every quarter mainly

logged qualitative in the log frame (e.g. commitments by International and national powerholders, stakeholders and duty-bearers to taking action based on the evidence of migrants' increased vulnerability to modern slavery due to climate change),

- **Advocacy progress markers** were articulated for each identified advocacy target at the start of the project and have been updated throughout the project when needed
- **Learning questions** are used to analyse process and progress through 6-monthly learning reviews with partners. These questions have not fed into identifying change against the intermediate outcomes and analysing the process of change and the project's contribution to that change process as much as would have expected compared to the progress markers monitoring system. Nonetheless, we have been able to engage with project partners on what works/doesn't work well as the project progressed, identify key learning from our partnership and project implementation, and make some improvements throughout the project timeframe.
- As part of this final evaluation, a **Rapid Outcome Assessment** process will be implemented at the end of the project – to review expected and unexpected intermediate and long-term outcomes and plot links with project contributions (activities/outputs).

Evaluation objectives

The consultant will be expected to lead and facilitate an evaluation and learning process in the last 2-3 months of the project which will allow all project partners to:

- Gain a better understanding of the extent to which our project has met its objectives (especially intermediate and long-term outcomes and any signs of impact), and plot links with project contributions (activities and outputs)
- Have a more in-depth appreciation of the context of change, including how internal and external factors and dynamics have influenced the outcomes of the project.
- Any unexpected changes and outcomes brought about through the project
- Identify what key learnings we can draw on for the future

Evaluation methods

Evaluation methods should include:

- **A Rapid Outcome Assessment process:** This will allow for capturing of expected and unexpected outcomes (beyond those identified at the start of the project) and will also include an analysis of the project's contribution to these changes and how other actors were involved in the change process (i.e. beyond project partners and advocacy targets).
- **A final learning review** with project partners (ASI, OKUP, IIED), potentially also including 'sister project' participant(s), which will combine the validation of the results of the Rapid Outcome Assessment and agreement of what worked/hasn't worked well, a

reflection on key lessons from the entire project timeframe in a similar interactive format as the project's 6-monthly learning reviews.

- **Semi-structured interviews with selected internal and external stakeholders** in the change process (including selected advocacy targets) to get their perspective on the change process and a comparison to the project partners' understanding of their contribution to the change process.
- We would also like the evaluator to attend, as an observer, some of the final project activities, if these fall within the evaluation timeframe (e.g. final phases of the "Solution Research", Activity 1.3 under MSIF III project, that will deliver an advocacy brief) to get an appreciation of how the project operates and the potential outcomes – key points from their observation should feed into the analysis and lessons in the final evaluation report.

Key evaluation questions to answer:

- Despite delays in the research, what has our advocacy been able to achieve? Including:
 - How did completed research pieces feed into our advocacy? (NB: Hub Map live since October 2023)
 - To what extent have the project's advocacy targets (including duty bearers and powerholders) changed their views or behaviours, and undertaken actions that take into account modern slavery issues in climate change and migration spaces?
 - What advocacy strategies implemented by the project have been most effective in engaging with duty bearers and powerholders on modern slavery issues in climate change and migration spaces?
- With the evidence available at the end of the project, to what extent do the assumptions in the project's Theory of Change hold true or not, what risks has the project been able to mitigate and which ones still exist?
- Are there any unexpected outcomes (positive and negative) that the project contributed to?
- What external factors (including other actors), beyond the advocacy targets, have influenced/are influencing the project outcomes?
- To what extent did the project provide opportunities for people vulnerable to/affected by modern slavery in climate-induced migration to participate in the project's research and advocacy activities? To what extent did they actively participate?
- What have been the successes and challenges within the project implementation and the partnership?
- Did our flexible MEL approach (based on Outcome Mapping) provide meaningful information on the project's achievements and contribution to overall the outcomes and potential for impact? What would make this approach work better in the future?
- What could the partnership have done differently to increase the project effectiveness?

Key deliverables

In line with the expected evaluation methods described above:

- An **inception report** outlining the process and methodology for the evaluation (including a rapid outcome assessment, a final learning review workshop, and interviews) as well as anticipated limitations.
- Delivery of key elements of the evaluation and learning process:
 - A **rapid outcome assessment** process, including for example a **workshop** and **visual map** at the end of the process
 - A **final learning review workshop** which will be facilitated with all project partners and involve the validation of the results of the Rapid Outcome Assessment and the reflection and agreement of key lessons from the project to inform future work. A brief workshop report capturing key points from this exercise.
 - **Interviews and their transcripts** with external stakeholders in English or translated into English if conducted in another language
- **Final evaluation report** of a maximum of 8 pages excluding annexes (report template to be agreed with ASI) based on evidence gathered through all key elements of the process mentioned above, with key findings in answer to the evaluation questions and recommendations for future work.

Required expertise:

- Significant experience in coordination, design, implementation, monitoring, evaluation and learning processes for advocacy projects
- Significant experience in conducting project evaluations, with specific knowledge and experience in Outcome Mapping and Rapid Outcome Assessment methodologies
- Experience in conducting evaluations for human rights, advocacy related programmes (knowledge/experience on conducting evaluations of modern slavery related programmes is preferred)
- Strong facilitation and communication skills, including experience of facilitating online workshops and conducting interviews with a range of stakeholders
- Demonstrable proactiveness and collaboration and flexibility in their work at all times
- Experience in working with people with different backgrounds
- Ability to analyse and summarise large volumes of qualitative information to draw findings and recommendations for a range of audiences.
- Experience in analysis quantitative information is a bonus.
- Familiarity with modern slavery and climate change issues preferable
- Proficiency in the use of online communication tools (e.g. Teams, Zoom, Skype) and Microsoft packages (Word, Excel, PowerPoint)

- Experience in using online visualisation tools (e.g. Jamboards, ToC-specific software) to map change processes is preferred

Timeline and budget:

The evaluation will take place between February and March 2025, in the final quarter of the project timeframe. During this period, this will require an estimated 20 to 25 days of work by the consultant. We envisage the work to be conducted remotely (at their home) with meetings and interviews held online. Where the evaluator is based within reasonable distance to one of the project partner offices, some in-person sessions with project partners could be arranged. The cost of travel should be included in the total budget for the evaluation (see below).

The budget for the evaluation is up to GBP 12,000 (or up to £14,500 if you are UK-based and not VAT-registered).

Application process:

To apply for the role, please share the following to jobs@antislavery.org with the subject line “MSIF project evaluation” by Sunday 5th of January (23:59 UK time):

- CV
- Cover Letter including:
 - Why you are applying for this role and what you would bring to it
 - Relevant experience and skills (pertaining to the required expertise above)
 - Concrete examples of similar work
 - Statement of availability within the consultancy timeframe
 - Confirmation of your daily rate (within the limit stated above)
- Two work samples