

TERMS OF REFERENCE FOR PROJECT EVALUATION

'TESFA' PROJECT (THE ELIMINATION OF SLAVERY IN SCHOOLS AND FAMILIES)

ABOUT HOPE FOR JUSTICE

Hope for Justice has more than 20 years of experience of working with street children in Africa and 14 years' operational history in Ethiopia. Hope for Justice works with vulnerable children and communities to deliver holistic support and promote safety to strengthen individuals and communities against modern slavery and unsafe or irregular migration.

PROJECT OVERVIEW

Hope for Justice has been working for many years to combat modern slavery and unsafe migration in vulnerable communities. Learnings from previous project evaluations have indicated a greater need to implicate key structures in communities in order to better protect children, address harmful social norms that encourage unsafe circumstances for children, and reduce the overall vulnerability of children to modern slavery through socio-economic strengthening of households. As such, this project builds on existing work, adopting innovative approaches such as a modified savings and loans group, expanding the scope of school groups, and addressing social norms through a targeted social and behavioural campaign in the project. The Elimination of Slavery in Schools and Families ('Tesfa' – which means 'hope' in Amharic) project therefore will adopt and deliver a multi-level community-based approach involving individual children, organised school groups, teachers, caregivers of children, and community leaders to address the socio-economic and cultural factors that affect vulnerability to slavery in target communities. This is the third phase of an institutionally funded project. The first phase ran from 2017 to 2019, the second from 2019 to 2021, and this phase will run from January 2023 to March 2025.

For this process, Hope for Justice intends to recruit an evaluator (or group of evaluators) to conduct a baseline assessment (April 2023), mid-term data review (March 2024), and final evaluation of the project (March 2025). This will ensure continuity in methodology, tools, and assessment criteria throughout the life of the project.

The overall intended outcome of the Tesfa project is **to contribute to an enhanced protective environment using a whole community approach to reduce the vulnerability of girls and boys to modern slavery in seven woredas across Wolaita and Hadiya Zones** in SNNPR, Ethiopia, which are major zones for modern slavery and irregular migration.

Outcomes for the project and their associated objectives are as follows:

1. Boys and girls are empowered and protected through having increased knowledge and agency on MS and child rights (CR)
 - a. To equip children with knowledge through community-based school clubs.
 - b. To build capacity for teachers in target schools to identify and report incidences of modern slavery in schools and communities
 - c. To build sustainable child wellbeing clubs in schools that are linked to similar initiatives in order to mainstream anti-slavery training

2. Vulnerable households are economically improved & have better household and community relationships that help protect boys and girls against modern slavery
 - a. To reduce household vulnerability to modern slavery by strengthening community and household structures
 - b. To support the socio-economic strengthening of women in Self-Help Groups through training in positive parenting and business skills as well as income-generating activities (IGAs)
3. Community attitudes and practices that enable MS to thrive are reduced
 - a. To co-design, develop, and deliver a social and behaviour change campaign in vulnerable communities
 - b. To train various community leaders on modern slavery awareness and challenging harmful social norms

SUMMARY OF ANTICIPATED ACHIEVEMENTS AT THE END OF THE PROJECT

Overall, this project aims to work in 21 kebeles within 7 woredas across Wolaita and Hadiya zones in SNNPR in Ethiopia. Under Outcome 1, 4,200 children (boys and girls) will be reached through 140 Child Wellbeing Clubs (CWCs) in 70 schools (10 from each woreda). 840 teachers will be trained on modern slavery, child rights, and victim identification to support the delivery of the CWCs, which will be linked with thematically similar clubs within the schools. Under Outcome 2, 6,300 female caregivers from 315 recently established Self-Help Groups (SHGs) will be provided with business skills training, positive parenting, and information on modern slavery. 3,150 Male caregivers in SHGs will also be provided the same trainings, as part of a revised approach to SHGs in households, which will also include supplementary grants for business opportunities. For Outcome 3, a sample of 1,000 community leaders (ranging from religious, youth, and government groups) across 21 communities (kebeles) will be trained on modern slavery awareness. The social and behaviour change campaign (SBC) will be co-developed with the communities, for a total of 21 campaigns running in the target area.

A. PURPOSE, QUESTIONS, AND RECOMMENDATIONS

The purpose of the project's evaluation activities is to:

- **Develop tools for** and **establish baseline values** for community and household vulnerability, knowledge levels, and other metrics related to project outcomes
- Conduct **midterm review** of data and information collected for the project and course-correct any issues
- Determine the **effectiveness of the training and awareness raising** activities for the following groups: CWC children and teachers, SHG members (women), men in SHG households, and community leaders
- Support the **development of evaluation tools** for and assess the **effectiveness of the social and behaviour change campaign** (SBCC to be developed by an external consultant)
- Incorporate a **learning agenda** in the project evaluation to gather relevant information on effectiveness and unintended outcomes
- Conduct a **final evaluation** focusing on key elements of the project (the SHG+ approach, CWC effectiveness, and the SBCC)
- Assess the extent to which the recommendations from previous evaluations were implemented in (the continuation of learning)

Analysis of findings should incorporate a gender-based perspective (namely an assessment of gender mainstreaming). This should be highlighted in the project proposal.

Suggested questions to guide the evaluation are as follows:

1. **For Overall Activities, Outputs and Outcomes:**
 - a. To what extent has the project achieved its overall intended outcomes?
2. **Focus on Child Wellbeing Clubs:**
 - a. To what extent are CWCs an effective platform for behaviour or attitudinal change about modern slavery, when linked thematically to other school clubs?
 - b. Are the CWCs likely to be sustainable at the end of the project?
3. **Focus on Household and Community Vulnerability:**
 - a. In what ways is the SHG+ model (additional grants, involvement of male caregivers) an effective approach to reduce household vulnerability to modern slavery?
 - b. In what ways are the trainings given to SHG members (women and men in target HHs) having an impact on child protection within households and communities?
 - c. Are SHGs likely to be sustainable at the end of project period?
4. **Focus on Social and Behaviour Change Campaign (SBCC):**
 - a. In what ways does the SBCC strengthen or weaken community efforts to reduce vulnerability to modern slavery?
 - b. In what ways do cultural norms change as related to modern slavery in target communities following the SBCC?

It is highly encouraged to use the OECD Development Assistance Committee (DAC) Evaluation Criteria which assesses six areas of an intervention (via relevant evaluation questions to be developed by the consultant), and **should form part of a draft methodology** to include as part of the analysis:

- **Relevance:** how well an intervention responds to the needs of beneficiary groups
- **Coherence:** how well the intervention fits within the context
- **Effectiveness:** how well an intervention achieves its intended outcomes, using qualitative and quantitative assessments of change
- **Efficiency:** how well resources in the intervention are being used – about maximising an output for a given input, or minimising input for an output
- **Impact:** what difference the intervention makes to the beneficiary groups (and wider)
- **Sustainability:** how well the benefits of an intervention will continue after the programme is completed, both environmentally and financially

Recommendations from this final evaluation should:

- Be forward looking, with an aim to **provide constructive critique** to enable improvement and positive change (rather than provide a simple review of activities and achievement of outputs).
- Speak to the DAC Evaluation Criteria listed above.
- Address the sustainability and cost-effectiveness of the intervention with regards to children and teachers engaged in CWCs, households participating in SHG activities (including trainings), and community activities affected by the social and behaviour change campaign.
- Speak to the viability of developing similar projects in other locations in Ethiopia or elsewhere.

B. METHODOLOGY AND DATA COLLECTION

Hope for Justice requires external evaluations to follow mixed methods and participatory approaches, which enables beneficiaries to provide their feedback on Hope for Justice's work. Therefore, we would suggest the methodology for this evaluation include (among other methods):

1. Baseline and endline tools to assess quantifiable changes over time (related to individual, household, and community-level changes)
2. Focus Group Discussions (FGDs) with key beneficiary groups in CWCs and SHG households
3. FGDs / KIIs with key community and government stakeholders

In addition, we require that evaluations use ongoing monitoring data (to be provided), and that reference is made to the baseline assessments, so that this can be compared with the data collected for the final evaluation. Hope for Justice will provide data sets, some tools, and initial analysis, as well as an explanation of data collection. The consultant is encouraged to verify this data during the midterm review and final evaluation. In the case of this evaluation the following data will be made available:

- Historical SHG savings and loans data for the relevant SHG groups
- Historical Household Economic Vulnerability Assessment results
- Historical Progress out of Poverty Assessments
- MSC Stories where available
- Relevant project documents and annual reports for previous project cycles

It is encouraged to indicate the use of feedback loops with project beneficiaries to ensure that information is freely shared and transparent.

C. DELIVERABLES

The consultant is expected to deliver the following:

- For the Baseline Assessment:
 - Draft methodology and work plan
 - Development of index tool to assess community vulnerability (based on Oxfam's Participatory Capacity and Vulnerability Assessment method [PCVA])
 - Development of modified Household Vulnerability Assessment Tool
 - Presentation of baseline findings
 - Evaluation plan for project monitoring
- For Midterm Review:
 - Support to Hope for Justice project evaluation team
 - Report detailing review of project data and any recommendations for improvement
- For the Final Evaluation:
 - Presentation of initial findings, to be presented to Hope for Justice staff for feedback
 - Summary sheets of findings for major beneficiary groups (disaggregated by gender [and other relevant factors])
 - Draft report, for feedback from Hope for Justice senior staff
 - Final report (No longer than 50 pages, excluding annexes)

The final report should follow Hope for Justice guidance for reports, which will be shared with the consultant, and be in line with the Hope for Justice Child Protection policy, which the consultant will be expected to sign.

D. SAFEGUARDING & CONFIDENTIALITY

The contracted consultant will be required to read, understand, sign, and abide by the Hope for Justice *Safeguarding Policy* and *Code of Conduct*, as well as our data and confidentiality agreements. All materials and information made available for the conduct of the evaluation, as well as all data and information collected as part of the evaluation, are confidential and considered the property of Hope for Justice and must be returned to the organisation upon completion of the evaluation.

E. TASKS AND TIMELINE

The expected timelines and tasks for the evaluation of the Tesfa project – including the baseline assessment, midterm review, and final evaluation should be detailed (by activity and approximate timings) in the proposal methodology report.

As a guide, the following timelines are recommended for each phase of the evaluation:

Activity	Time Allocation	Deadline
Baseline Assessment (including tool development, data analysis, report, and presentation)	Approximately 30 working days over a period of 2 months	Friday, April 28 th , 2023
Midterm Data Review (including review of data, guidance provided to HfJ evaluation team, and any corrective action implemented)	Approximately 10–15 working days over a period of one month	Friday, March 29 th , 2024
Final Evaluation (including draft methodology and workplan, field visits, data collection and verification, data analysis, report writing, and final report draft development and presentation)	Approximately 40 working days over a period of 3 months	Friday, March 21 st , 2025

The suggested total budget for this project’s evaluation activities is approximately £30,000.

While the above are provided as general guidelines and suggestions, **it is expected that the consultant will provide detailed activity and time allocation information in the proposal** submitted as part of the application (Details provided in the next section).

F. CONSULTANT PROFILE

Hope for Justice is looking for an experienced evaluator (or team of evaluators) who has:

- Demonstrated experience in program monitoring, evaluation, design, implementation and leadership (at least 8 years) in the development context
- Experience working with vulnerable children, families, and communities
- Experience conducting baseline, midterm, and endline assessments for long-term, institutionally funded projects. **Preference will be given to applicants who are able to demonstrate their experience through previous work.**

- Knowledge and experience of using research and analytical methods that focus on child participation, child protection, and inclusion of marginalised groups; learning projects; as well as working with vulnerable adults in communities
- Knowledge and experience in evaluating community-based activities (including savings and loans groups, behaviour change campaigns, child protection, and school-based activities) is highly desirable
- Recognised postgraduate qualification (Master's degree or higher)
- Experience working in Ethiopia (or the wider African region)
- Excellent proficiency in and ability to write in accessible English to an international standard

If you are interested in this consultancy, please send the following listed documents to sarah.ulhaq@hopeforjustice.org **no later than Wednesday, February 15th, 2023:**

1. A short (maximum 12 pages) proposal covering:
 - a. Your **proposed methodology** for this evaluation (broken down by phase)
 - b. An **all-inclusive, activity-based budget** for the conduct of this evaluation, including per-day costs for evaluators/field staff for the project
2. Your best example of similar or relevant authored work within the past 3 years (a full report – a writing sample will not be accepted)
3. Filled and signed copy of the accompanying Evaluation Consultancy Application Form (including contact information for two references)
4. Your CV outlining relevant experience (including any additional consultants as part of your team)

The omission of any one of the above documents may result in ineligibility for the project.

G. INTELLECTUAL PROPERTY RIGHTS

The contracted consultant will be required to grant authority at no cost an irrevocable, royalty-free perpetual license to use and to sub-license the use of any material created by the contracted consultant under the terms of this agreement for such purposes as the authority shall deem appropriate.