

SCOPE OF WORK

PROTECTING GIRLS AND STRENGTHENING FAMILIES AND COMMUNITIES AGAINST EXPLOITATIVE DOMESTIC WORK (PHASE II)

Funded by Modern Slavery Innovation Fund (MSIF)

ABOUT HOPE FOR JUSTICE

Hope for Justice (formerly Retrak) has more than 20 years of experience of working with street children in Africa and 12 years' operational history in Ethiopia. Hope for Justice (formerly Retrak) works with vulnerable children including those being exploited in domestic work to help them reintegrate with their families and resume formal education. We also work in communities to prevent unsafe migration and exploitation.

PROJECT OVERVIEW

Hope for Justice (formerly Retrak)'s Lighthouse records from June 2015 to November 2020 showed that a significant proportion (31%) of girls in domestic work in Addis Ababa come from Ethiopia's southern region, particularly from Wolaita Zone (38%). As a result, a plan was developed to address some of the push factors that were leading many children to come to the city and end up in exploitative domestic work. We also wanted to raise awareness of exploitation in domestic work in Addis Ababa which is driving the migration of girls from rural communities. In this project we trialled the use of Community conversations with employers, domestic workers, and brokers. Community conversations are intended to raise awareness and facilitate discussions about workers' rights and protection while in domestic employment, with the goal to formalise an agreement between employers and workers to promote healthy working relationships, and for brokers to be aware of trafficking, and reduce illegal or unlawful practices.

This is the second phase of a project funded by the Modern Slavery Innovation Fund (MSIF). The first phase ran from April 1, 2017 to March 31, 2019, and the second is from April 1, 2019 to March 31, 2021. The intent of this evaluation is to assess project outcomes for the entirety of the MSIF Project (Years 1 to 4).

The overall intended outcome of the project is that highly vulnerable girls in modern slavery and at-risk in vulnerable communities in Ethiopia are protected against exploitative domestic work, and that families and communities are strengthened to protect girls from modern slavery.

Outcomes for the project are as follows:

1. Children, adults, and community leaders (Child wellbeing club members, community members attending awareness raising sessions and women in SHG) gain knowledge on modern slavery and act to protect children.
2. Self-help groups are economically and socially stronger thus becoming sustainable.
3. Victims (girls who have migrated and in exploitative domestic work and commercial sexual exploitation situations) show improved wellbeing after receiving support services and being placed in a family context (family or alternative care).

4. Stakeholders (employers, domestic workers, and brokers) demonstrate an improved understanding of modern slavery and act to protect domestic workers from being exploited.

Specific project objectives based on the undertaken activities are:

- To support children escaping from exploitative domestic work in Addis Ababa access basic services and protection to gain self-esteem.
- To reintegrate street children with families throughout Ethiopia and support families to care for children in order to improve wellbeing after receiving support services and being placed in a family context (family or alternative care).
- To strengthen vulnerable families in targeted Woredas of Wolaita Zone to care for children through participation of women in Self Help Groups for economic and social empowerment and to become self-sustaining.
- To equip children with knowledge and skills in child protection through community-based school clubs.
- To strengthen communities to protect children through community education to gain knowledge on modern slavery and act to protect children.
- To raise awareness of exploitation of children in domestic work through Community Conversations with Employers, Brokers and Domestic Workers in selected sub cities of Addis Ababa.

This final evaluation builds on the baseline survey and ongoing monitoring, as well as engaging beneficiaries, staff, and other stakeholders for further feedback.

Summary of Anticipated Achievements at the End of the Project

Overall, this project aims to work with 11,636 children in Addis Ababa city and Wolaita zone, supporting 336 of them in reintegration from our holistic service centre in Addis Ababa city to move into family-based care throughout Ethiopia, with adequate follow up and support. Through reintegration support, the project supports 544 caregivers and approximately 608 siblings. We aim to work with 480 community members through community conversations in Addis Ababa city (160 domestic workers, 160 brokers and 160 employers). Furthermore, 480 caregivers will be supported through self-help groups (SHGs) in targeted communities within Wolaita zone, benefitting over 700 children in their care. In the same communities, over 480 community members and more than 11,000 children will participate in child protection awareness raising activities in schools and community forums. Woreda officials and other key stakeholders will be engaged to and promote learning and to strengthen the district approach to child protection and preventing family separation.

A. PURPOSE, QUESTIONS, AND RECOMMENDATIONS

The purpose of the final evaluation is to:

- Assess the effectiveness of the MSIF II project
- Determine the effectiveness of various components of the wider community prevention strategy (SHGs, CWCs, community education, and community conversations).
- Assess the extent to which the recommendations from MSIF phase I were implemented in MSIF phase II (the continuation of learning).
- Generate learning on the community prevention programme components and provide useful recommendations for the future.

Analysis of findings (based on the below questions) should incorporate a gender-based perspective (namely an assessment of gender mainstreaming), and an assessment of the extent of impact or effects of the Covid-19 pandemic on project implementation.

The suggested questions to guide the evaluation are:

1. Activities, Outputs and Outcomes:

- a. To what extent has the project achieved its intended objectives and outcomes?
- b. What are the reasons for any under/over achievement?
- c. What evidence is there of any unintended outcomes?

2. Focus on Community Prevention:

- a. In what ways are SHGs empowering the women involved to become economically stable, and to become advocates of social change within their communities?
- b. In what ways are the SHGs impacting on child protection within households and communities?
- c. To what extent are SHGs self-sustaining at the end of project period?
- d. To what extent are SHGs an effective component of the wider community prevention programme strategy?

3. Focus on Child Welfare Clubs:

- a. To what extent are CWCs an effective platform for behaviour or attitudinal change about trafficking/migration?
- b. Are the CWCs self-sustaining at the end of project period?
- c. To what extent are CWCs an effective component of the wider community prevention programme strategy?

4. Community education strategies:

- a. How has the community education impacted community attitudes to child protection (CP)?
- b. To what extent are community education and child prevention initiative an effective component of the wider community prevention programme strategy?

5. Community Conversations:

- a. In what ways have the CCs changed attitudes and behaviours of employers and brokers?
- b. What is the evidence of protection of children's rights in domestic work situations (beyond the signing of the agreement)?

It is encouraged to use the Development Assistance Committee (DAC) Evaluation Criteria which assesses the 3Es, R, & S of a project, and should form part of a draft methodology to include as part of the analysis:

- How has the project performed in terms of economy, efficiency, effectiveness, relevance, and sustainability, and how can this inform future work (definitions building on UK National Audit Office and the DAC criteria):
 - **Economy:** the costs of inputs and resources of an intervention (unit costs are typically used as a measure of economy)
 - **Efficiency:** how much you get out in relation to what you put in. It is about maximising an output for a given input, or minimising input for an output
 - **Effectiveness:** how far a programme achieves its intended outcomes, using qualitative and quantitative assessments of change

- **Relevance:** how well a programme's activities fit with the overall goal and meets the needs of the beneficiaries
- **Sustainability:** how well the benefits of a programme 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 3 Es, R & S of the intervention
- Address the sustainability and cost-effectiveness of the intervention with regards to reintegrating children, women in SHGs, children engaged in CWCs and those engaged in Community Conversations.
- Provide a review of the last four years to see how the continuation of the funding has had an impact (i.e. value of continuation of funding of MSIF phase II from phase I).
- Speak to the viability of developing similar projects in other locations in Ethiopia or elsewhere.

B. METHODOLOGY AND DATA COLLECTION

Hope for Justice (formerly Retrak) requires evaluations to follow a participatory methodology, which enables beneficiaries, especially children and women in SHGs, to provide their feedback on Hope for Justice's work. Therefore, we would suggest the methodology for this evaluation include (among other methods):

1. Focus Group Discussions (FGDS) with 2 representatives from each SHG in Wolaita Zone
2. FGDs with CWC representatives from schools in Wolaita Zone
3. FGDs / KIIs with religious and community leaders in Wolaita Zone.
4. Key Informant Interviews with selected government officials and other relevant stakeholders in Wolaita Zone
5. FGD / KII's with facilitators and participants of Community Conversations in Addis Ababa

In addition, we require that evaluations use ongoing monitoring data (to be provided), and that reference is made to the baseline assessment, so that this can be compared with the data collected for the final evaluation. Hope for Justice (formerly Retrak) will provide data sets and initial analysis, as well as an explanation of data collection. The consultant is encouraged to verify this data as they see fit (e.g., through spot checks, tracking the data trail). In the case of this evaluation the following data will be made available:

- Child wellbeing assessments (based on Child Status Index)
 - Reintegration data for children (ongoing) who have passed through transition centre in Addis Ababa
- Household Economic Vulnerability Assessment tool (2 rounds: April-May 2019 and Jan-Feb 2021)
- Progress out of Poverty Assessment (2 rounds: April-May 2019 and Jan-Feb 2021)
- MSC Stories with SHGs and Lighthouse in Addis Ababa
- Relevant project documents and annual reports for the 4 years (excluding the final quarter report)

Beneficiary Feedback on Findings of Evaluation:

Suggested plan to verify evaluation findings with beneficiaries and get their feedback:

- Consultant will prepare 4 simple fact sheets, one for each group of beneficiaries, in Amharic with bullet points and graphics.
- SHGs: CDWs will select 2 SHGs in each Woreda and discuss the fact sheet (findings) with the group and document their feedback
- CWCs: CDWs will ask 2 CWCs in each Woreda to discuss the fact sheet with their mentors and document feedback
- Children in Lighthouse: it is not possible to get children who've been reintegrated together to give feedback so we will have group discussion with children at Lydia Lighthouse.
- Participants of Community Conversations: Staff at Country Office/ Lydia Lighthouse (CO/LLH) will discuss the fact sheet with representatives of the CCs and document their feedback.

All feedback will be collated and translated into English and sent to Consultant for inclusion in final report.

C. DELIVERABLES

The consultant is expected to deliver the following:

- Outline draft methodology and work plan, combining data from ongoing monitoring with the addition of some direct feedback from beneficiaries, staff and other stakeholders.
- Presentation of initial findings, to be presented to Hope for Justice (formerly Retrak) staff for feedback
- Summary sheets of findings for 4 major beneficiary groups (SHGs, CWCs, CSWs and children - disaggregated by gender [and other relevant factors])
- Draft report, for feedback from Hope for Justice (formerly Retrak) senior staff
- Final report (No longer than 50 pages, excluding annexes)

The final report should follow Hope for Justice (formerly Retrak)'s guidance for reports, which will be shared with the consultant, and be in line with Hope for Justice (formerly Retrak)'s 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

This consultancy is for 30 working days. Below are suggested tasks and a proposed timeline – to be confirmed following contracting, but may be used to develop the proposal for your application:

Activity	Consultant's time allocation	Deadline
Meeting with Hope for Justice and background reading and preparation (desk review)	2 days	25 th January, 2021
Draft methodology and work plan discussed with Hope for Justice	2 days	29 th January, 2021

Field visit to Lydia Lighthouse (in Piassa) to do and complete FGD with girls	9 days	<i>Flexible based on location (Addis)</i> Prospective date for completion: 16 th February, 2021
Field Work to have KII with facilitators and participants of CCs		
Field visit to communities in Wolaita Zone to complete FGDs, KIIs etc with members of SHGs, children in clubs and community		
Work with Hope for Justice MEL team on monitoring data verification and analysis	2 days	23 rd February, 2021
Analysis and drafting of findings	8 days	12 th March, 2021
Presentation to Hope for Justice team	1 days	Mid-March
Finalise draft report and give review for Hope for Justice and Beneficiaries	3 days	26 th March, 2021
Incorporate feedback from Hope for Justice and beneficiaries	1 days	9 th April, 2021
Revision of report and final submission	2 days	15 th April, 2021

The suggested budget for this project is approximately £15,000.

F. CONSULTANT PROFILE

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

- Demonstrated experience in program monitoring, evaluation, design, implementation and leadership (at least 5 years) in the development context
- Experience working with vulnerable children and families.
- 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 prevention strategies (including savings and loans groups, community-based education, and child protection) is 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 Saturday, January 16th, 2020:**

1. Filled and signed copy of the accompanying Evaluation Consultancy Application Form (including contact information for two references)
2. Your CV outlining relevant experience (including any additional consultants as part of your team)
3. A short (maximum 8 pages) proposal covering:
 - a. Your methodology for this evaluation
 - b. An all-inclusive budget for the conduct of this evaluation (max 1-2 pages)
4. Your best example of similar or relevant work within the past 3 years (a research or evaluation report)

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.