

Call for Expression of Interest: Final Independent Project Evaluation

“Strengthening the Impact on Employment of Sector and Trade Policies” (STRENGTHEN)

Contract type:	International Consultant
Department :	EMPLOYMENT
Administrative Unit:	DEVINVEST
Type of Evaluation:	Independent
Estimated Duration of the Assignment:	30 days over a period of 3 months
Evaluation Manager:	Angelica Munoz – Employment Policy Department
Application Deadline:	16 March 2020

I. Introduction and Rational for Evaluation

The STRENGTHEN project (the Project) is a joint initiative of the European Commission (EC) and the International Labour Organization (ILO) that aims to strengthen the capabilities of country partners to analyse and design sector and trade policies and programmes that would enhance employment creation for more and better jobs. It consists of two components. Component A) focuses on Sector Policies and supports and builds capacity among partner countries and development practitioners to enhance the positive impact of sector policies and programmes on employment and is sometimes referred to as the Employment Impact Assessments (EMPIA) component. Component B) focuses on Trade Policies and assists developing countries in harnessing international trade and trade-related foreign investment to provide more opportunities for decent work and increase the number of productively employed workers. Component B) is a continuation of the Effects of Trade on Employment (ETE) project which preceded STRENGTHEN and is sometimes also referred to as the ETE Component.

The current phase of Project implementation began in October 2014 and is expected to conclude in March 2020, counting with a total budget of EUR 7,600,000 (EUR 6,500,000 EC funding; EUR 1,100,000 ILO funding). In line with the ILO's Policy Guidelines for Results-Based Evaluation, all projects with a duration of over 30 months and funding of over 5 million USD must undergo both a mid- and a final independent evaluations. Following these guidelines, a mid-term independent evaluation of STRENGTHEN was finalized in October 2017.

II. Background and description of the Project

The Project, funded by the European Union, aims to strengthen the capabilities of country partners to analyse and design sectoral and trade policies and programmes that would enhance employment creation in terms of quantity and quality.

The project's main objectives are the following:

- › To develop global knowledge on how to strengthen the positive impact on employment of sectoral and trade policies, including in the areas of agriculture and rural development, infrastructure and energy with a focus on private sector development in these sectors as well as on existing and relevant methods for the employment impact assessment of those policies in selected sectors.
- › To strengthen country-level knowledge on the impact of sectoral and trade policies on productive and decent employment and on measures to optimize the employment effects of selected sectoral and trade policies and related issues such as structural transformation, labour standards, and skills development.
- › To build the capabilities of governments, social partners, development practitioners, and other relevant stakeholders in partner countries to identify, measure and assess the employment effects of sectoral and trade policies.
- › To provide guidance to development cooperation practitioners in partner countries as well as the European Union on how to address the employment opportunities and challenges resulting from sectoral and trade policies including through public policies, trade and investment programmes and operations in key sectors in developing countries.

The project has two components. Component A) focuses on assessing the impact of sectoral policies on employment and is also referred to as the component

conducting Employment Impact Assessments (EMPIA). Component B) is a continuation of the Effects of Trade on Employment (ETE) project which preceded STRENGTHEN. Each component has its own partner countries but in Ghana and Guatemala both components are implemented. The list of partner countries is presented below.

Component A

- Cote d'Ivoire
- Ghana
- Guatemala
- Honduras
- Rwanda

Component B

- Benin
- Guatemala
- Morocco
- Myanmar
- Philippines
- Ghana

III. Purpose, scope and clients of the evaluation

The Evaluation serves the following purposes:

- › Provides an independent assessment of progress on the achievement of the Project's development objective, assessing performance as per the established indicators vis-à-vis the strategies and implementation modalities chosen and project management arrangements
- › Provides strategic recommendations, highlights good practices and lessons learnt

Moreover it:

- › Improves project performance and contribute towards organizational learning
- › Helps those responsible for managing the resources and activities of a project to enhance development results from the short term to a sustainable long term
- › Assesses the effectiveness of planning and management for future impacts
- › Supports accountability aims by incorporating lessons learned in the decision-making process of project stakeholders, including donors and national partners.

Scope:

The evaluation will be carried out over a period of three months and will most likely target countries in Africa (selection of countries to be made upon agreement with the donor). The evaluation will cover all components of the project and will examine the coherence and linkages among these vis-à-vis the Project's development objective. The evaluation will integrate gender equality as a cross-cutting concern through its methodology and all deliverables, including the final report.

IV. Evaluation criteria

The evaluation will follow the UN Evaluation Standards and Norms, the Glossary of key terms in evaluation and Results-Based Management and utilise the Organisation for Economic Co-operation and Development Assistance Committee (OECD DAC) evaluation criteria as outlined below:

- › **Relevance and strategic fit**
- › **Validity of design**
- › **Effectiveness**
- › **Efficiency**
- › **Effectiveness of management arrangements;** and

- > **Impact**
- > **Sustainability**

Envisaged steps include:

- > Desk review: review of Project documentation (quantitative and qualitative) as provided by the Project team
- > Field mission to project countries and collection of data from stakeholders: surveys, meetings, focus group discussions, interviews or other methods that involve direct contact with the respondents
- > Report writing
- > Consultation, discussion and incorporation of comments

V. Evaluation arrangements and professional requirements

The independent final evaluation will be conducted by a lead international evaluator individually or as part of a team of consultants.

This call for expression of interest is open to:

- International consultants interested in the role of lead evaluator; and
- Teams of consultants already organized under the leadership of an evaluator.

In case a candidate from an individual submission is chosen as lead evaluator, the ILO may select additional consultants to perform specific tasks in consultation with the lead evaluator.

Gender balance in team composition is required for submissions by teams of consultants.

The expected outputs from the evaluation are:

1. Inception report with finalized data collection tools and methodology;
2. Submission of the draft evaluation report for review by the ILO and other stakeholders;
3. Presentation of key findings for discussion with ILO and other stakeholders;

4. Submission of the final evaluation report after revision and summary report.

The evaluation is expected to be carried out between March and June 2020. The final evaluation report (in English) will be submitted to the ILO no later than June 2020. The number of work days needed for the completion of the work is estimated to be 30.

The selection of the consultant(s) will be based on the qualifications and experience of potential candidates as described in their expression of interest (EoI) for the assignment. Interested candidates should include in their EoI:

- Detailed description of their knowledge on Evaluation as well as thematic experience relevant to this assignment;
- CV of the evaluator or evaluators;
- Statement of availability for the assignment (specifying available starting dates)
- Budget proposal for the evaluation work.

The lead evaluator should have at the minimum:

- A Master's Degree in evaluation, social sciences, economics, development studies or related fields, with demonstrated experience in evaluation;
- 10 years' experience in conducting projects and programme evaluations;
- Experience with quantitative and qualitative research methods aimed to influence policy formulation;
- Desirable experience in working with governments', employers' and workers' representatives;
- Familiarity with the ILO mandate, tripartite structure and technical cooperation activities;
- Good interpersonal and cross-cultural communication skills;
- Facilitation skills and ability to manage diversity of views in different cultural contexts.
- Excellent written and oral communication skills in English with demonstrated analytical ability.
- Knowledge of Spanish and/or French would be an asset.

The deadline to submit EoIs for the evaluation is by close of business March 16, 2020. Please send your EoI via email to munozmarmolejo@ilo.org with copy to kleinj@ilo.org and indicate "EoI - STRENGTHEN Independent Final Evaluation" in your e-mail subject line.