Subject: Call for EOI for ACCEL Africa Evaluability Assessment

Dear colleagues,

ILO/ACCEL Project is looking for an international consultant to conduct the Evaluability Assessment of the ACCEL Africa project in June-July 2020 through a home-based exercise.

The project “Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL Africa)”, funded by the Government of The Netherlands, aims to address the root causes of child labour and has the overarching goal to accelerate the elimination of child labour in Africa, through targeted actions in selected supply chains in Côte d’Ivoire (cocoa and gold mining), Egypt (cotton), Malawi (coffee and tea), Mali (cotton and gold mining), Nigeria (cocoa and gold mining) and Uganda (coffee and tea).

The project has a duration of four years (2019-2022), having started in November 2019 with the inception phase. The assignment objectives are:

1. Determine the extent to which the ACCEL Africa project CMES has been designed in a manner that will allow for valid and impartial assessment of programme performance, providing information to support programme management decisions, stakeholder needs.
2. Identify good practices and lessons learned from the M&E strategy that can be shared within the ILO and other organizations working on child labour issues.
3. Provide recommendations for improvements to the project M&E strategy that is being implemented by ACCEL Africa project management team to improve the programme’s evaluability (by the project and stakeholders and by independent evaluators).

The Evaluability Assessment of the project will take about 17 working days for the international independent consultant. The draft evaluation report should be submitted June-July 2020. The Report will be in English with Executive summary in French and English.

The consultant selected for the assignment will be a bilingual (French and English) evaluation specialist with a master’s degree and at least 15 years of experience evaluating similar complex regional projects but not have worked with ACCEL Africa project. Work experience within the Africa region is also required.

For more details, please see the attached ToRs.

Interested candidates should send their CV, two recent references, fee rate, based on previous similar consultancies undertaken in the last 2 years, and availability to Moukâila Amadou amadoum@ilo.org, copy to Minoru Ogasawara ogasawara@ilo.org indicating “ACCEL Africa Evaluability Assessment” in the email’s subject line. The deadline to submit expressions of interest for this evaluation is by COB 30 May 2020 ECT.
Terms of Reference
Evaluability Assessment
RAF/18/08/NLD

Project title: Accelerating action for the elimination of child labour in supply chains in Africa

Donors: Government of the Netherlands

Budget: 23,500,000 EUR (27,389,278 USD)

Duration: Four years (48 months), start date: 15 November 2018  End date: 15 November 2022

Coverage: Africa Region, with focus on Côte d’Ivoire, Egypt, Malawi, Mali, Nigeria, Uganda

Evaluation mission schedule: May 2020
INTRODUCTION

I- BACKGROUND

According to the latest estimates (ILO, 2017), globally nearly 152 million children are engaged in child labour. Almost half of them are in a worst form of child labour, with 72.5 million performing hazardous work that places their health, safety or moral development at risk. Since the year 2000, the number of children in child labour has decreased from 246 million, which means a reduction of nearly 40 per cent or 100 million in absolute numbers. Global policy measures, awareness raising and national efforts are paying off, but progress has slowed down particularly over the last years, and the challenge is still immense, especially in Africa and in the agriculture sector.

Regional distribution of the prevalence of child labour deserves attention. With one in five children in child labour, for the first time, Africa is the region with the highest prevalence in both absolute numbers and in terms of percentage, followed by Asia and the Pacific. Sub-Saharan Africa witnessed a rise in child labour during the 2012 – 2016 period, in contrast to the other regions where child labour continued to decline. At the global level, while total numbers of children in child labour have kept falling gradually, hazardous work still makes up for nearly half (42 per cent) of all child labour. In terms of age distribution, children in the age group of 5 to 11 years are the most vulnerable, and some 73 million children in child labour worldwide are under the age of 12 and almost no progress has been made over the last four years to reduce child labour in this age group. The needs of youngest children and their transition from early childhood to school are not being met. In particular, and as an urgent priority, appropriate measures must be taken to end the initial entry of children into child labour. Child labour has also an enormous toll on education: in the 5-14 years age group, there are 36 million children in child labour who are out of school, 32 per cent of all those in child labour in this age range. Boys appear to face a greater risk of child labour than girls (58 per cent and 42 per cent respectively), but this may be in part a reflection of an under-reporting of work performed by girls, which often takes place within the household, or in domestic work. The decline in child labour among girls was only half that among boys during the 2012 to 2016 period, showing that increased attention should be devoted to addressing the girl child. Gender differences in child labour patterns are evident in sectoral prevalence, age, and in the impact of child labour, including on schooling.

In terms of sectoral distribution, the vast majority—more than seventy per cent of children in child labour around the world— are found in agriculture; a staggering 20 per cent increase compared to the prevalence in the sector in 2012. It is estimated that there are 62 million children in child labour in African agriculture, the majority of which in family agriculture. Child labour in agriculture in Africa accounts for 40 per cent of all child labour in all sectors worldwide. Neither Africa nor the wider world will reach SDG target 8.7 unless child labour in African agriculture receives the attention it requires as the sector of highest prevalence and where action to eliminate child labour has had the least impact, due to specific institutional, social and economic challenges. Addressing the factors leading to a dependence of family farms on children’s labour will therefore be critical to progress in the region.

Globalisation and the evolving nature of the world economy has challenged the way we address child labour and its causes. Complex, diverse and fragmented supply chains can blur the borders of responsibilities of the different actors in the different stages of production and distribution. Many countries, especially in Africa, are locked into the lower tiers of GSCs, where decent work deficits, such as child labour, informal and seasonal employment contracts, poor working conditions and low wages are prevalent. Therefore, business as usual is no longer possible and this project will pioneer a new
model of intervention specifically designed to address child labour deficits in the lower tiers of the global supply chains. In fact, production and trade of agricultural products and minerals is increasingly taking place in global supply chains (GSCs). Child labour is commonly used in some supply chains, particularly those that extend into the informal economy. Often the value of the production that goes to the primary producers (workers and small farmers/production units) is so limited that does not provide a living income, obliging families to bring children to work to supplement income.

Child labour is known to occur in GSCs in most economic sectors and in most regions of the world. The presence of child labour in some GSCs is acute, especially in the lower segments of the chain. Child labour can be difficult to detect and manage. Enterprises in global supply chains may directly cause child labour – through inadequate age verification, for example, in their own facilities – or indirectly, by relying on suppliers, subcontractors, audits and certifications that use child labour. Child labour is driven in many cases by poverty, lack of decent work opportunities for adults, inadequate wages, income security and social protection – often linked to insufficient prices paid to supplier companies; and often compounded by limited access to free quality education, health care, low awareness and cultural norms, lack of decent work opportunities for young people etc. Child labour prevails in circumstances where labour relations and freedom of association are weak or inexistent.

The enhanced opportunities brought by GSCs must, therefore, be accompanied by additional efforts to ensure that human rights are protected and respected throughout the supply chain. In this regard, the ILO Resolution concerning decent work in global supply chains (2016) recognizes the important and complementary role of governments, business and social partners in promoting decent work in global supply chains. The Resolution calls on governments to stimulate transparency and promote reporting on due diligence within enterprises’ supply chains particularly on the way human rights impacts are addressed. Governments have also an important role to play setting clear expectations with regards to respect of human rights and fundamental principles and rights at work for all workers throughout the operations of all business enterprises domiciled in their territory and/or jurisdiction. This involves migrant workers, homeworkers, workers in non-standard forms of employment and workers in export processing zones. Tackling the presence of child labour in GSCs is therefore an essential part of the strategy towards ending child labour in all its forms by 2025, as established by Target 8.7 of the Sustainable Development Goals.

Based on these premises, and in order to contribute to the elimination of child labour, the project addresses child labour in selected supply chains, of agricultural and mineral commodities. These are among the hardest-to-reach contexts for the elimination of child labour, and those where increases in the prevalence of child labour have taken place and/or are expected to occur in the next years if no action is taken. The project will focus on some of the most widely traded agricultural commodities including cocoa, coffee, cotton, tea and on gold, which provide livelihoods and employment for millions of people worldwide and that have also been reported as having, in many countries, a high prevalence of child labour. As these supply chains are increasingly important for Africa’s agricultural economies, it is key to address them and to ensure that, as the importance of these sectors grows in the labour market, there is not a corresponding increase in the use of child labour.
II- PROJECT OBJECTIVES, EXPECTED RESULTS, BENEFICIARIES AND TIMELINE

The overall objective of the ACCEL Africa project is to accelerate the elimination of child labour in Africa through targeted actions in selected supply chains in Côte d'Ivoire, Egypt, Malawi, Mali, Nigeria and Uganda.

Specifically, the project aims to:

- Improve and enforce policy, legal and institutional frameworks to combat child labour in global supply chains.
- Institutionalize innovative and evidence-based solutions that address the root causes of child labour in supply chains.
- Strengthen partnership and knowledge sharing between global supply chain actors working in Africa.

Therefore, through these objectives, three main outcomes are expected from the project, namely:

**Outcome 1**: Policy, legal and institutional frameworks are improved and implemented to combat child labour in global supply chains.

**Outcome 2**: Innovative and evidence-based solutions that address the root causes of child labour in supply chains are institutionalized.

**Outcome 3**: Strengthened partnership and knowledge sharing among global supply chain actors working in Africa.

The project ACCEL Africa project stakeholders are:

- Governments, and primarily labour, education, social welfare, agriculture, mining and trade ministries, and other relevant government bodies at the national and subnational levels;
- Employers’ organizations, industry associations and their members;
- Workers’ organizations and their members;
- Actors along the supply chains, including investors (finance sector), buyers, traders, cooperative organizations and SMEs;
- Community, traditional and religious leaders;
- Civil society organizations and research / academic institutions;
- Multi-stakeholder and sectoral initiatives;
- UN Organizations;

In accordance with International Labour Organization (ILO) policy governing technical cooperation projects, an evaluability assessment is required for the ACCEL Africa project Evaluability in the first 12 months. To support results-based management of ILO projects and programmes, it is critical that their design meet the minimum standards for monitoring and evaluation (M&E). This can be determined by assessing a set of design-specific aspects prior to implementation, which are defined as “evaluability.”

The project started in November 2019 with the inception phase which consisted mainly of organizing national consultations with stakeholders at the level of each beneficiary country. This phase also allowed the recruitment and establishment of the project management team.

One of the priorities of the project team was to put in place a system to regularly collect and analyse data on implementation, to assess actions, make evidence-based decisions to redirect and adjust actions if necessary. That is the purpose of this evaluability assessment, which aims to assess the
effectiveness of these mechanisms put in place and the extent to which they can facilitate the evaluability of the project at the mid-term and at the end of its implementation.

The assessment will be guided by the ILO’s evaluability instrument to score the ACCEL Africa project on a set of M&E criteria and provide recommendations for improvement. It will review the programme’s M&E strategy in 7 areas:

1. Clarity of objectives/outcomes
2. Quality of Indicators
3. Establishment of baselines
4. Inclusion of time-bound milestones
5. Assessment of risks and assumptions
6. Comprehensiveness of M&E system
7. Validity of methodology for gender analysis

The evaluability assessment will be conducted in compliance with the principles and standards for project evaluation set forth in the ILO Policy guidelines for results-based evaluation.

III- COMPREHENSIVE MONITORING AND EVALUATION SYSTEM (CMES) AND MANAGEMENT ARRANGEMENTS

Comprehensive Monitoring and Evaluation System

During inception, ACCEL Africa project has continued to develop its M&E system/ Comprehensive M&E Strategy (CMES) to facilitate a shift towards a more rigorous and data-driven strategy for measurement of results. The revised approach is based upon leveraging the success of M&E capacity building efforts with implementing partners and the application of practical tools and strategies for assessing the project’s contribution to change.

The M&E plan outlines the objectives, criteria and indicators that will provide the basis for evaluating the project. The approach developed will serve four main purposes:

1. Results-based management: To obtain empirical data on the results of the project in order to provide an evidence base for strategic planning.
2. Learning and knowledge sharing: To document good practices and lessons learned that will contribute to the global knowledge base on child labour.
3. Capacity development: To build the capacity of partners to apply a more results-based approach to policy and practice.
4. Accountability: To ensure accountability to programme stakeholders and from implementing partners for achieving results that are in-line with expectations.

Management arrangements for monitoring and evaluation

Overall responsibility for management of the M&E system lies with the Chief Technical Advisor of ACCEL Africa project. This establishes a direct linkage between management decision-making and the results produced by the project.

Technical leadership for the design, implementation and backstopping of the M&E system is provided by the M&E and Knowledge Sharing Officer. The M&E and Knowledge Sharing Officer is also

responsible for maintaining the relevance of the approach through making any adjustments that are necessary to respond to programmatic changes and lessons learned during the course of the programme. In addition, any M&E related queries or data requests by the donor and any other partner will be addressed by the M&E and Knowledge Sharing Officer.

National Project Coordinators (and their respective team) are responsible for data collection, use for management and learning and reporting within the scope of their countries and partnerships and the Technical Officers (regional team) based in Abidjan are responsible for data collection and reporting for regional activities.

Presentation of progress by regional and national programme staff will provide the opportunity for stakeholders (government, social partners and civil society organizations) to obtain a clear understanding of achievements and challenges and provide input on adjustments to be made.

**IV- EVALUABILITY ASSESSMENT OBJECTIVES, CRITERIA, SCOPE AND CLIENTS**

**1- Objectives**

The evaluability assessment will assess the M&E strategy developed for ACCEL Africa project to achieve three main objectives:

4. Determine the extent to which the ACCEL Africa project CMES has been designed in a manner that will allow for valid and impartial assessment of programme performance, providing information to support programme management decisions, stakeholder needs.

5. Identify good practices and lessons learned from the M&E strategy that can be shared within the ILO and other organizations working on child labour issues.

6. Provide recommendations for improvements to the project M&E strategy that is being implemented by ACCEL Africa project management team to improve the programme’s evaluability (by the project and stakeholders and by independent evaluators).

**2- Criteria**

The following set of key criteria should be applied in determining the evaluability of the programme:

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Definition</th>
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<tbody>
<tr>
<td>1. Objectives/Outcomes</td>
<td>Clarity of the definition of objectives, including outcomes that can be comprehended as a major focus of management for results</td>
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<td>2. Indicators</td>
<td>The selection of SMART indicators that are quantitative or qualitative and include comparison points of levels, quality and grade. Outcome indicators effectively facilitate the observation of change, while output indicators measure whether the right outputs are produced</td>
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<td>3. Baseline</td>
<td>The existence of sufficient baseline data to establish a starting point for comparisons and future measurements of outputs and outcomes</td>
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<tr>
<td>4. Milestones</td>
<td>A set of time-bound milestones that provide a clear sense of the intended path towards achieving established outputs and outcomes</td>
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5. Risks and assumptions  | Assessment of factors, namely risks and assumptions, likely to affect the achievement of an intervention’s objectives, and related contingency measures
---|---
6. Monitoring and evaluation system  | M&E system to identify problems during project and programme implementation and facilitate the measurement of progress
7. Gender equality  | Extent to which valid methods for assessing gender differences within the results of the intervention have been developed.

### 3- Scope

The evaluability assessment will seek to assess the M&E strategies developed for ACCEL Africa project. It will include the following documents within its scope: Project Document, Theory of Change, Comprehensive Monitoring-Evaluation System; Knowledge Management Strategy; Communication Strategy.

### 4- Clients

The primary end users of the assessment’s findings will be the management team of the ACCEL Africa project, the donor, the ILO technical unit at headquarters (FUNDAMENTALS), the ILO technical and administrative unit at field office (ROAF)

### V- EVALUABILITY ASSESSMENT QUESTIONS

The evaluability assessment will seek to answer the key questions listed below as measures of the programme’s evaluability. Adaptation is encouraged but any fundamental changes should be agreed upon between the ACCEL Africa project team and the evaluator and reflected in the inception report.

#### 1- Outcomes
- Are the result statements for the project clearly articulated?
- How realistic is achievement of the long-term outcomes of the ACCEL Africa project based upon the activities proposed?
- Are the outcomes established closely aligned with national, regional and global development frameworks/agendas?

#### 2- Indicators
- Are the performance indicators established for the project SMART?
- Does the performance framework provide for a comprehensive assessment of the results of the project that will allow for informed adjustments to activities with all implementing partners?
- Do the performance indicators make use of a robust mix of both qualitative and quantitative methods in assessing results?
- Is the collection of data required of stakeholders to measure indicators feasible given their capacities?

#### 3- Baselines
- Have baselines been established for each outcome and impact indicator as needed?
Does the baseline establish a credible assessment of the conditions at the start of the ACCEL Africa project?

Does the baseline provide a valid means for assessing the causality of the changes identified?

4- Milestones
- Do the milestones provide a clear sense of the timeframe for achievement of results?
- Are the milestones a useful directive for work planning?
- Are the milestones that have been established realistically achievable?

5- Risks and assumptions
- Have the risks to achieving outcomes been comprehensively identified?
- Are the risk mitigation measures clearly defined and supported by theory, logic, empirical evidence and/or past ILO experience?
- Does the risk management plan provide for regular assessments and adjustments to be made?
- Have the key assumptions to achieving outcomes been agreed upon with stakeholders?
- Is the COVID 19 risk properly identified and tracked to feed on project adjustments in short and medium term?

6- Monitoring and evaluation system
- Does the M&E system provide for an adequate quality and regularity of information on project performance to meet management and stakeholder needs?
- Is the resourcing for the M&E strategy sufficient to meet its objectives?
- Have the criteria for evaluating the results of the project been clearly defined?
- Are participatory methods in place that will allow for beneficiaries to contribute to the assessment of project performance?
- Does the M&E system include means for assessing the unintended benefits and consequences of the project?
- Is the M&E strategy addressing its expected contributing to learning (including its link to the Knowledge sharing component of the project)

7- Gender equality and non-discrimination
- How thoroughly has gender been mainstreamed into the M&E strategy?
- Is data sufficiently disaggregated to analyze gender differences and other relevant categories of potential discrimination and inform project management decisions?
- Have indicators that measure gender-specific or other relevant categories of potential discrimination asymmetric results been established?
- Does the theory of change adequately integrate gender and non-discrimination concerns, including articulation of how the project is expected to impact women?

VI- ASSESSMENT METHODOLOGY

The ILO Policy guidelines for results-based evaluation will provide the framework for carrying out the evaluability assessment. These guidelines adhere to the evaluation norms and standards of the United Nations system.

The assessment is to be carried out by an independent evaluator and the final methodology and evaluation questions will be determined by the evaluator, in consultation with the ILO’s Regional
Monitoring-Evaluation Advisor. The following primary and secondary data collection techniques are recommended:

- Review of ILO documents on monitoring and evaluation
- Review of relevant project documents
- Key informant interviews with project staff, relevant specialists in the ILO’s regional team, etc.

Data collection during the assessment must obtain the perspective of both women and men staff members, as well as take into consideration the relevant ILO guidance note on integrating gender into monitoring and evaluation.

**VII- EVALUABILITY ASSESSMENT PROCESS AND MAIN OUTPUTS**

The main outputs expected from the assessment are as follows:

- Inception report with finalized data collection tools and methodology;
- Presentation of the preliminary report findings and recommendations to the project team
- Submission of the draft evaluability review report to the project CTA for comments
- The project and relevant stakeholders identified in the project provide comments to the draft report and
- Submission of the final assessment report after revision.

ACCEL Africa Monitoring-Evaluation and Knowledge Sharing Officer will coordinate the assessment process, ensuring the assessment is conducted as per TORs, including following ILO EVAL guidelines, methodology and formatting requirements. He will assist to the consultant by providing logistic and documentation support, facilitate access to information, list of key informants and other sources relevant for the assessment.

The consultant will be conducting online interviews with key informants with regard to the current situation of Covid-19.

The consultant will draft a short inception report after reviewing the available documents and holding an initial discussion with the project management staff. This report should provide a well-refined assessment methodology and data collection tools (including the assessment criteria and questions, data collection and analytical techniques and key informant interview questionnaires and work plan). Any substantial changes from the terms of reference for the assessment will need to be approved by the project CTA.

The main output of the assessment will be a report assessing the project’s evaluability, to be revised based on the comments of the project and relevant internal and external stakeholders. The report should be no longer than 30 pages (excluding appendices) and will include an assessment executive summary of no more than 4 pages.

The consultant will give a presentation of the findings for discussion, highlighting the key findings on evaluability, good practices, lessons learned and recommendations for improvements. He will revise the report based upon the comments received and submit a finalized report, which will then be reviewed and approved by the project CTA.
VIII- MANAGEMENT ARRANGEMENTS AND WORK PLAN

1- Roles and responsibilities

Monitoring-Evaluation and Knowledge Sharing Officer: The Monitoring-Evaluation and Knowledge Sharing Officer will manage the assessment. He will be responsible for finalizing the Terms of Reference and the selection of the Evaluator in consultation with ROAF SMEO. The Monitoring-Evaluation and Knowledge Sharing Officer will also provide a briefing on the ILO’s Evaluation Policy to the selected evaluator, be involved in the presentation of findings and sharing of the final report and review the final report before sharing it with EVAL.

Annexed to the evaluator’s employment contract, Monitoring-Evaluation and Knowledge Sharing Officer will provide the following documents: (1) The Terms of Reference for the assignment; (2) A list of individuals pertinent to the evaluation with contact details; (3) and (4) A list of supplemental information that can be accessed through the internet.

Evaluator: An international consultant who has no prior involvement with the project or conflicts of interest will undertake the assessment and will be responsible for delivering the above assessment outputs. The consultant selected for the assignment will be a bilingual (French and English) evaluation/assessment specialist with at least 15 years of experience evaluating similar complex regional projects child labour. Work experience within the Africa region is also required.

ACCEL Africa project staff: The project staff will provide information and logistical support to the evaluator during the assessment. The project team will also ensure that all relevant documentation is up-to-date and provided to the evaluator. It is expected that project staff will provide full cooperation and answer all questions as candidly as possible during the assessment.

2- Work plan

The assessment will take place during June-July 2020. An indicative work plan is provided below and a more detailed schedule will be developed by the consultant as part of the inception report.

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<tr>
<th>Preparatory work (2 work days)</th>
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<tr>
<td>Period (TBD)</td>
<td>Preparation time off-site for the inception report.</td>
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<tr>
<th>Desk review (3 work days)</th>
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<tr>
<td>Period (TBD)</td>
<td>Review of ILO and donor guidance on monitoring and evaluation and relevant project documents.</td>
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<th>Key informant interviews (3 work days)</th>
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<tr>
<td>Period (TBD)</td>
<td>Discussions with programme staff, relevant specialists in the ILO’s Regional Office, donor point of contact and staff FUNDAMENTALS.</td>
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<th>Report writing, presentation and revision (9 work days)</th>
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<tr>
<td>Period (TBD)</td>
<td>Produce a draft report for submission to the project CTA, who will disseminate it to the relevant partners for comments. The Report will be in English with Executive summary in French and English</td>
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<tr>
<td>Period (TBD)</td>
<td>Presentation of the key findings to the project</td>
</tr>
<tr>
<td>Period (TBD)</td>
<td>Finalize the report based upon the feedback received and prepare the assessment summary for submission to the project team.</td>
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Total (17 days)