

**Final independent clustered evaluation of outcome-based funding support to ILO projects in the field of employment and skills, social dialogue and labour relations, protection for all at work, gender equality and equal opportunities, and just transition to the green economy for the period 2020 – 21**

<b>Application deadline</b>	10 September
<b>Post level</b>	Evaluation consultancy
<b>Languages required</b>	Excellent written and oral communication skills in English. Proficiency in French and Spanish.
<b>Start date</b>	As soon as possible
<b>Expected level of effort</b>	80-100 working days spread over a team

1. The ILO's Evaluation Office (EVAL) is preparing for an independent final and clustered evaluation of the support to the ILO's strategic policy outcomes during the period 2020 – 21. This is part of the Sida-ILO Partnership Agreement covering the period 2018-2021, with specific themes receiving lightly earmarked Sida financial support. The strategic Sida support to ILO policy outcomes for the biennium 2028- 19 was already evaluated and the reports can be consulted in the public database of ILO evaluations ([i-eval Discovery](#)).
2. Managed by EVAL, this final clustered and independent evaluation will consider the funding support to ILO policy outcomes in the field of employment and skills (outcome 3 and 5), social dialogue and labour relations (outcome 1), protection for all at work (outcome 7), gender equality and equal opportunities (outcome 6), and just transition to the green economy (outcome 4 and 3). The evaluation will be conducted at the end of the current phase II, covering the period 2020 – 21, and will look at all projects components including the global products and country- level actions.
3. The evaluation will assess the relevance, coherence, effectiveness, efficiency, orientation towards the impact and sustainability of ILO's approach and interventions at global and country levels (summative) and will also be forward looking by providing findings, lessons learned and emerging good practices to inform future interventions (formative). The exercise will ensure evaluation findings, lessons and recommendations are organized by outcome to ensure an optimal contribution to accountability as well as on-going improvement and organizational learning. The clustered evaluation modality will allow for the provision of an in-depth assessment of the Sida/ILO partnership initiatives under each P&B policy outcome, while providing a systemic assessment that yields higher-order performance results of this funding modality and its contribution to ILO's strategic framework.

4. The specific objectives of the clustered evaluation are to:
  - Assess the results achieved through the outcome-based funding support to the ILO outcomes 1, 3, 4, 5, 6, and 7 by evaluating the relevance, effectiveness, efficiency, orientation towards impact and sustainability of the Sida-ILO partnership initiatives, including assessing the results for the beneficiaries.
  - Measure progress of the outcome-based funded programme components against the P&B outcomes, and Global products and Country programme outcomes stated results frameworks.
  - Assess the connection and interaction between global products and country initiatives.
  - Examine if the best approaches were taken, and if they were optimally executed.
  - Assess achievement of expected results and current likelihood of impacts and sustainability of the activities.
  - Provide recommendations for future work.
5. The clustered evaluation is expected to encompass 4 in-depth thematic case studies related to the Sida-ILO Partnership initiatives on:
  - EMPLOYMENT and Skills (outcome 3 and 5) - [Case study 1](#)
  - Social Dialogue and labour relations (outcome 1) - [Case study 2](#)
  - Adequate and effective protection for all at work, with a specific focus on gender equality and equality opportunities (Outcomes 6 and 7) - [Case study 3](#)
  - Green Jobs and the green economy (outcomes 3 and 4) - [Case study 4](#)
6. The purpose of the thematic case studies is to conduct in-depth analysis of initiatives under the Sida-ILO Agreement as means of action that contribute to the goals outlined in the strategic policy outcomes of the ILO. The case studies will seek to determine the result of ILO's interventions on the ground, and if these interventions had any observable immediate impacts. To the extent possible the case studies will also determine the links between the observed impacts and the ILO interventions. The case studies may also highlight any specific achievements, good practices or emerging lessons with reference to key intervention models being used. Specific evaluation questions for each case study will be identified during the inception phase.
7. The evaluation will apply mixed methods and will follow the [practical guidelines](#) issued by EVAL on conducting evaluations during the COVID-19 pandemic. Each case study will identify a representative sample of a maximum of 2 countries for in-depth review. The rest of countries will be desk-reviewed as part of the thematic case studies.
8. The evaluation team will provide the following outputs:
  - An inception report with an agreed evaluation design (methodology, evaluation questions, and country selection for in-depth review).
  - Stakeholder workshop to debrief ILO and the donor on preliminary findings, and conclusions.
  - Four draft and final thematic case studies presenting findings, conclusions and recommendations and not exceeding 30 pages each (excluding annexes), and one draft and final report summarizing higher-order performance results (of not more than 10 pages). Relevant templates for [lessons learned](#) and [good practices](#) will be followed. For

each thematic case study an evaluation executive summary will be produced according to the ILO's template.

9. The evaluation team will be composed of core team members (a minimum of 2), and consultants based in the relevant regions/countries, as needed. The competency mix of the evaluation team should include the following:

- Adequate contextual knowledge of the UN and the ILO;
- At least 8 years of experience in conducting evaluations of policies, programmes and projects;
- Understanding of the ILO mandate and its tripartite and international standards foundations;
- Adequate Technical Specialization: prior knowledge of the ILO's roles and activities, and prior experience, solid expertise and demonstrated knowledge of employment and skills related work, social dialogue and labour relations, including collective bargaining, labour protection, gender equality, and environmentally sustainable economies;
- Expertise in qualitative and quantitative evaluation methods and an understanding of issues related to validity and reliability;
- solid team work skills; and
- excellent written and oral communication skills in English, French and Spanish.

10. Expressions of Interest (EoI) are welcome from teams of consultants and/or companies. The applicant teams and/or companies are requested to submit an Expression of Interest including:

- how the candidates meet the desired profile, explaining what kind of topical substance expertise is mobilized to undertake the evaluation;
- CVs;
- fee structure and availability;
- dated and signed declaration of confidentiality and conflict of interest.

11. The deadline to submit the expression of interest for the evaluation is **by 17.00 pm (Geneva time) on 10<sup>th</sup> September, 2021**. Proposals will be submitted in English and sent to Maria Borsos ([borsos@ilo.org](mailto:borsos@ilo.org)) and Patricia Vidal Hurtado ([vidalhurtado@ilo.org](mailto:vidalhurtado@ilo.org)).