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Call for Expression of interest

The ILO Evaluation Office is seeking an evaluation team (individual consultants or a team applicants -individual or service contract) to conduct the **independent mid-term evaluation of “Project Creating Decent Work Opportunities for Somali Internally Displaced People, Returnees and Host Communities Through Employment-intensive Infrastructure Improvement”**.

The evaluation should take about 24 working days for the team leader and 17 for the national team member. This includes an estimated 12 days of field visits (end January-March 2023).

Application Deadline: 9th December 2022 11:55pm EAT time.

For more details see the ToRs below and [here](#)

Candidate intending to apply must provide the following information:

- 1) Indication for which position(s) the candidate(s) apply (team leader and/or team member).
- 2) A short technical (max 3-4 pages) describing evaluation methodology to be used, and anticipated challenges, in conducting the evaluation
- 3) A description of how the candidate(s) skills, qualifications and experience are relevant to the required qualifications of this assignment.
- 4) A statement confirming the availability of the candidate(s) to conduct this assignment.
- 5) The daily professional fees expressed in US dollars, exclusive of travel or field visit costs.
- 6) A copy of the candidates' CVs (which must include information about the qualifications held by the candidate) including a list of previous evaluations that are relevant in relation to the context and subject matter of this assignment that can be highlighted.
- 7) Two evaluation reports of related evaluations with explicit acknowledgement of the applicant(s) role.
- 8) A statement confirming that the candidate(s) had no previous involvement in the delivery of the named project, or personal relationship with any of the ILO Officials who are engaged in the same project.
- 9) A list of referees (including name, affiliation, phone number and email address). At least one of these referees must be an evaluation manager of the relevant evaluations undertaken by the candidate/s.

The deadline to apply is 11:55 pm East Africa time (EAT), Friday 9th December 2022.

Please send an e-mail with the subject header “Evaluation of the EIIP Project Somalia” to the following email: Muhummed, Abdelmalik Jamae muhummed@ilo.org with copy to Ricardo Furman furman@ilo.org.



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Terms of Reference

Mid-term Independent Evaluation

Creating Decent Work Opportunities for Somali Internally Displaced People, Returnees and Host Communities Through Employment-intensive Infrastructure Improvement

February – April 2023

Title of the project to be evaluated	Creating Decent Work Opportunities for Somali IDPs, Returnees and Host Communities through Employment-intensive Infrastructure Improvement
TC Code	SOM/19/01/DEU
Administrative Unit responsible for administrating the project	ILO Country Office (CO)-Addis
Technical Unit(s) responsible for backstopping the project	ILO Country Office for Ethiopia, Djibouti, Somalia, Sudan, and South Sudan, and for the Special Representative to the AU and ECA. ILO Decent Work Team Cairo.
Project implementation date	Dec 2019 – Dec 2023
Geographical coverage	Federal Republic of Somalia
Funder	Germany/KfW
Budget	EUR 9,900,990
Type of evaluation	Independent Mid-Term
Evaluation Manager	Abdelmalik Muhummed

Acronyms

CTA	Chief Technical Adviser
DAC	Development Assistance Committee
DWCP	Decent Work Country Programme
DWT	Decent Work Team
EIIP	Employment-Intensive Investment Programmes
EVAL	ILO Evaluation Office
IDPs	Internally Displaced People
ILO	International Labour Organization
MOLSA	Ministry of Labour and Social Development
MoPIED	Ministry of Planning, Investment and Economic Development
MoPW	Ministry of Public Works
NDP	National Development Plan
NEP	National Employment Policy
PSC	Project Steering Committee
ROAF	Regional Office for Africa
SNIS	Somalia National Infrastructure Strategy
TWG	Technical Working Group
UN JPLG	United Nations Joint Programme on Local Governance



I. Background

Over three decades of state disintegration, conflict and continuous displacement, Somalia shows relatively promising signs of increased stabilisation and recovery. Following the conclusion of the presidential elections on 15th May 2022, the country transitioned out of a political stalemate and organised a peaceful government transfer. Moreover, the government authority and services are slowly established though insurgency, poverty, inter-communal conflict, and natural disasters threaten the stabilisation and development gains. High vulnerability to shocks of livelihoods and limited economic diversification are contributing to food insecurity and pushing a large proportion of the population to migrate.

Somalia currently faces the worst drought in decades due to the consecutive rain fails, destroying crops and pushing food and fuel costs upwards. Seven million people – out of the 16 million population – are estimated to be at the risk of famine if humanitarian aid is not scaled up. The situation in the Bay region is particularly alarming as the threshold for acute malnutrition for famine (IPC Phase 5) is reached in Baidoa district. Equally, the mortality (Crude Death Rate) has reached the emergency threshold (IPC Phase 4) in agropastoral areas of Bay region and Burhakaba district. More alarmingly, the death rates among children are at the emergency threshold in the same area.

As a result, the current drought has forced a considerable displacement of people, particularly vulnerable populations. The displaced populations, including youth and women, are particularly unable to find employment and income-generating opportunities, yielding higher levels of poverty and deprivation. Coupled with rampant insecurity, poor infrastructure and limited access to support centres, markets, and essential social services impede the delivery of humanitarian aid, growth and recovery.

The ILO's Employment-intensive Investment Programmes (EIIP) is a response mechanism for mitigating risks and vulnerabilities associated with unemployment, poverty, and climatic shocks that adversely impact the population's wellbeing. It promotes inclusive growth for disadvantaged groups through short-term job creation, increases in income and creates sound infrastructure enabling access to markets and services, contributing to greater productive economic activity for individuals and their communities. Where displacement is pervasive, EIIP provides an important means of injecting income into the local economies, ensuring internally displaced people (IDPs), returnees and host communities benefit from paid wages for working on community projects under decent working conditions. It enables vulnerable community members with options of earning wages to meet immediate needs in return for work on construction, restoration or maintenance of priority public or community assets necessary to support service delivery and revive productive sectors.

Additionally, the EIIP builds capacity within government at various levels and in the private sector to effectively provide various services, emphasising market-driven local capacity in communities, local government authorities and domestic industries. The advantage of relying on locally available resources is that a substantial portion of investments is channelled into the local economy, creating new jobs and increased business opportunities for local industries. Though EIIP was primarily used in delivering public road works, it can be tailored to other public works, such as energy infrastructure, general construction, natural disaster resilience, and social protection etc.



II. ILO Development Cooperation project

The “**Creating Decent Work Opportunities for Somali Internally Displaced People (IDPs), Returnees and Host communities through Employment-intensive Infrastructure Improvement**” is a four-year (Dec 2019 – Dec 2023) project funded by Germany/KfW in Somalia. The International Labour Organisation (ILO) implements the project in close cooperation with the federal, state and district-level government institutions, including the federal and Southwest State Ministries of Public Works, Labour and Social Development, Planning, Investment and Economic Development and Baidoa District Authority.

The overall objective of the project is to increase the socio-economic development of the target IDPs, returnees and host communities in Baidoa District, whereas the immediate objective is to improve access to basic economic and social services, transport and employment opportunities through the construction and maintenance of key infrastructure assets.

The project has the following two mutually reinforcing components:

1. Infrastructure development and creation of employment opportunities to the target groups through the use of ILO’s employment intensive investment approach.
2. Capacity building of the Ministry of Public Works at State level and Baidoa district authority with focus on institutional, technical and managerial aspects of infrastructure development and maintenance (planning, design, implementation, supervision/monitoring and evaluation) using employment intensive methodology, contractors and casual labourers.

At the end of the project, it is expected to achieve the following outputs:

- Improved access to IDP settlements: completion of 20 km of roads with solar lights, spot improvement of 2 markets, installation of 2 culverts, and the basic routine maintenance.
- At least 295,000 short-term employment opportunities created for the target beneficiaries
- Technical capacity of the key institutions in the infrastructure sector at local level and private sector developed/strengthened.

The ILO implements the project in close cooperation with the state-level MoPW (MoPW-SWS) and the Baidoa District Authority. ILO is also responsible for the procurement and contracting of the contractors based on competitive bidding. However, ILO engages government and social partners in the planning, selection and implementation of interventions in a consultative process. Moreover, the government counterparts are involved in the technical designs and studies, training and supervision of works.

Regarding the coordination with local institutions, the project implementation is monitored by a Project Steering Committee (PSC) with its members comprising the Federal Ministry of Public Works and ILO (Chairs), Ministry of Planning, Investment and Economic Development, Ministry of Labour and Social Affairs, Baidoa District Government and KfW. Organised twice a year, the PSC provides strategic guidance and oversight to the project implementation, monitors progress and challenges, and facilitates engagement with national and state-level coordination. Moreover, a Technical Working Group (TWG) was established to provide operational and technical support

to the project components' delivery. The TWG is chaired by the Federal Ministry of Labour and Social Affairs (MOLSA) with the participation of the Ministries of Public Works (MoPW), Planning, Investment and Economic Development (MoPIED), South-west State Ministry of Labour, Mayor of Baidoa, social partners, ILO and other relevant development organisations.

III. Project management arrangement

The project is managed by a project team in Baidoa, Somalia, who comprises of a Chief Technical Adviser (CTA), Social and Environmental Safeguards Officer, EIIP Training Engineer, Security Officer, Administration and Finance Officer, Procurement Officer and a Driver. The project management team is responsible for the administrative, operational, and technical supervision and implementation of the project interventions. Moreover, the project is supported by ILO Offices in Mogadishu and Geneva for issues related to the technical and administration areas. Additional technical backstopping is also provided by the ILO Decent Work Team based in Cairo, Egypt.

The project implementation overlapped with the advent of the Covid-19 pandemic, recurrent droughts and instabilities partially emanating from the elections. Consequently, the project has reported up to June 2022 the achievement of the following results:

Component	Outputs	Cumulative results
infrastructure development and employment creation	<p>Improved access to IDP settlements:</p> <ul style="list-style-type: none"> About 12.18 of roads with solar lights, Spot improvement of 2 markets Installation of 1 culvert, and the basic routine maintenance of completed infrastructure. <p>Decent employment opportunities created:</p> <ul style="list-style-type: none"> 213,000+ worker-days of employment created 24 per cent of infrastructure work budgets directly paid as wages and injected into reviving the local economy. 	<ul style="list-style-type: none"> Projects identification and detailed designs completed. Conflict analysis workshop conducted Baseline study completed; Procurement of engineering consulting firm to support in technical supervision completed. Contracts for LOT 1 & 2 construction works signed and implemented underway.
Capacity building	Technical capacity of the key institutions in the infrastructure sector at local level and private sector developed/ strengthened	<ul style="list-style-type: none"> Implementation agreements signed Project Supervision Engineers recruited. 210 persons from Government, Civil society, contractors, communities and workers trained.

IV. Evaluation background

The ILO considers evaluation as an integral part of the implementation of development cooperation activities. The evaluation in the ILO is for the purpose of accountability, learning, implementation improvement and building knowledge. It should be conducted in the context of

criteria and approaches for international development assistance as established by: the OECD/DAC Evaluation Quality Standard; and the UNEG Code of Conduct for Evaluation in the UN System.

The project will follow the ILO Policy on Evaluation for Technical Cooperation projects and the Development Cooperation Internal Governance Manual. A project of this nature with a budget of over US\$5 million, requires; a mid-term evaluation and a final independent evaluation, both managed by ILO/EVAL, separate from the project management team, and conducted by independent evaluation consultants.

V. Evaluation purpose, scope and clients

Purpose:

This mid-term evaluation will review the project design, implementation, effectiveness, efficiency, relevance and sustainability and make actionable recommendations for the remaining period of the project towards delivering improved delivery and sustainability of outcomes.

The specific objectives of the evaluation are to:

- a. Establish the relevance and coherence of the project design and implementation strategy in relation to the national development frameworks, beneficiary needs and ILO and UN policy frameworks and the SDGs.
- b. Analyse the implementation strategies regarding their potential effectiveness in achieving the project outcomes, identifying factors affecting project implementation (positively and negatively).
- c. Identify unexpected positive and negative results of the project.
- d. Assess the extent to which the project outcomes will be sustainable
- e. Assess the project immediate and potential long-term impact, with special consideration on the results on capacities of the relevant institutions and target beneficiaries.
- f. Identify lessons learned and potential good practices for the key stakeholders.
- g. Provide strategic and actionable recommendations for the different key stakeholders to improve implementation of the project activities and attainment of project objectives.

Scope of the evaluation:

This mid-term evaluation will focus on the project's implementation as of December 2022. It is expected to review and assess all the results and key outputs that have been produced in this period. Geographically, the project implementation is notably focused on Baidoa District. However, the project is equally expected to provide overarching technical support to core constituents at federal and state levels.

The evaluation will ensure that ILO's cross-cutting themes -gender equality and non-discrimination (e.g. people with disabilities), social dialogue, international labour standards and fair transition to environmental issues – are taken into consideration as per the EVAL guidance note n° 4 and Guidance Note n° 7 to ensure stakeholder participation.



Clients of the evaluation:

The primary users of the evaluation are the Government of Somalia at federal, state and district levels, as implementer and recipient country, employers’ and workers’ organisations, implementing partners, the ILO project technical unit, the ILO CO-Addis, the ILO DWT Office in Cairo, the ILO Regional Office for Africa (ROAF), and the relevant technical units in ILO Headquarter and the donor, KfW.

VI. Evaluation criteria and questions

The evaluation will cover the following evaluation criteria (in line with the DAC criteria, UNEG guidelines and ILO evaluation policy guidelines):

- Relevance and strategic fit;
- Coherence
- Effectiveness of project implementation and management arrangements;
- Efficiency of resource use
- Sustainability;
- Impact orientation.

In line with the results-based approach applied by the ILO, the evaluation will focus on identifying and analysing results through addressing key questions related to the evaluation criteria and the achievement of the outcomes/ objectives of the project using the mainly, but not only, indicators in the logical framework of the project. The list of questions presented below should be reviewed and adjusted during the preparation of the Inception report. Any adjustment should be approved as part of the approval of the inception report.

Key Evaluation Questions

The evaluation team shall examine the following key issues:

Ref	Evaluation criteria	Definition
1	Relevance and strategic fit	<ul style="list-style-type: none"> • To what extent are the project objectives aligned to beneficiaries needs, policy frameworks and strategies at national and district level, taking into account the multiple crisis (Covid-19, drought, food and fuel prices upsurge, political situation and resultant displacement) in Baidoa and the wider country? • To what extent has the project fit in and compliment with the draft Decent Work Country Programme (DWCP), ILO Country Programme Outcomes (CPOs), UN Strategic Common Framework (UNSCF) and SDGs? • Has the project addressed the cross-cutting themes (gender equality and non-discrimination -e.g. people with disabilities-, social dialogue, international labour standards and fair transition to environmental issues in the project document?



		<ul style="list-style-type: none"> To what level the ILO social partners have participated in the planning and implementation of the project?
2	Coherence (internal and external) and	<ul style="list-style-type: none"> Was the project -implicit or explicit- theory of change valid and realistic? Has the theory of change adequately integrated effectively external positive and negative factors (risks and assumptions)? Has the project complemented other government, UN, NGOs, etc intervention in the project themes? To what extent did the project build on the comparative advantage of the ILO in the field
3	Effectiveness	<ul style="list-style-type: none"> To what extent have the project objectives been achieved or are expected to be achieved by the end of the project? Have unexpected positive and negative results took place? What were the main internal and external factors that influenced the achievement or non-achievement of results? How far is the management and governance arrangement responsive to achieve project results ? Is there a clear understanding of roles and responsibilities by all parties involved? Is the project receiving the necessary administrative, technical and - if needed - policy support from the ILO COs and specialists in the field (Mogadishu, Addis and Cairo) and the responsible technical units in headquarters? What measures were put in place to identify potential/perceived conflicts? What strategy was adopted to promote conflict-sensitive programming during the implementation?
4	Efficiency	<ul style="list-style-type: none"> Have resources (financial, human, technical support, etc.) been allocated strategically and sufficient to achieve the project outputs/outcomes? Were the project's activities/operations programmatically and financially in line with the schedule of activities as defined by the project team and work plans? If not, what are the factors that hinder timely delivery and what are the counter measures taken to address these issues? Did the project establish and applied for accountability, management and learning a reliable monitoring and evaluation system and risk register during the implementation? Has it integrated key stakeholders as implementers and users?
5	Impact orientation	<ul style="list-style-type: none"> To what extent are the project supported tools, methodologies, and new or improved policies will be institutionalized? What gaps should be addressed??



		<ul style="list-style-type: none"> • Can the project's approach or parts of it, and results be replicated or amplified by national partners or other actors (i.e., ILO constituents) considering the country institutional and financial dimensions?
6	Sustainability	<ul style="list-style-type: none"> • Has the project initiated an exit strategy, embedded in the overall delivery, to allow continuation of relevant results? What measures and actions have been put in place to ensure ownership at local regional and national level? Is the process for handover of the structures clear to all parties and has the responsible authority allocated budget for maintenance? • To which extent are the results of the intervention likely to have a long term, sustainable positive contribution to the SDG and relevant targets, which targets (Explicitly or implicitly)?
7.Cross-cutting themes		<ul style="list-style-type: none"> • Within the project's thematic area, what were the facilitating and limiting factors in project's contribution/potential contribution to gender equality and non-discrimination? • Has the project taken into account tripartism, social dialogue, international labour standards and a fair transition to environmental sustainability in its design and implementation?

VII. Approach and Methodology

The approach to the mid-term evaluation will be interactive, consultative, and transparent with mix methods. The evaluator(s) will use a combination of secondary and primary data collection methods including documents review, key interviews with the project stakeholders, observations, and a workshop discussion. In line with the specific objectives of the mid-term evaluation, the evaluation approach sought to

- Maximise the use of existing secondary documents and data.
- Undertake carefully structured interviews on the more sensitive issues.
- Facilitate a stakeholder workshop with project stakeholders to obtain feedback and validate project, challenges, and results.
- Apply triangulation of sources and techniques.
- Ensure an interactive process of synthesis and development of potential options for improving the project delivery, the Results Framework, and related Action Plans.

This evaluation will be conducted in the context of criteria and approaches outlined in the ILO internal guide, Implications of COVID-19 on evaluations in the ILO: Practical tips on adapting to the situation (March 2020). This evaluation will be carried by a team of two consultants: an international consultant (team leader) and a locally recruited consultant (team member).



1. Inception phase

Desk review and briefing interviews

A desk review will analyse project and other documentation including the Theory of change log frame, implementation plan, annual reports, project deliverables and other relevant documents. The desk review will suggest a number of initial findings that in turn may point to additional or fine-tuned evaluation questions.

Three briefing interviews will be organized: a methodological one with the evaluation manager, one on the project operation to plan the data collection phase with the project team, and one with the donor to clarify the expectations on the evaluation.

This will be reflected in the Inception report that will translate the TORs in an operational work plan. The Inception report will be reviewed and approved by the evaluation manager prior to the data collection phase.

2. Data collection phase

Interviews with ILO, KfW, and project stakeholders and field visits

The evaluators will meet all relevant stakeholders face-to-face, virtually and /or in field visits. An indicative list of persons to be interviewed will be developed by the evaluators in consultation with the evaluation manager as part of the inception report. This will include but not limited to:

- ILO project team and backstopping in CO Addis, Decent Work Team in Cairo, and HQ
- KfW portfolio team
- Government Partners at federal, state and district levels: Ministry of Public Works; Ministry of Labour and Social Development; Ministry of Planning; Baidoa District
- Social Partners – workers and employers organisations and/or representative organisations
- Beneficiary groups – youth, men and women, IDPS, returnees and host communities and their representative organisations
- Implementing partners – contractors
- Relevant development partners – UN-Habitat, IOM, UN JPLG, UNHCR, among others.

Stakeholder Workshop

A mix face-t-face/virtual stakeholders' workshop will be organized at the end of the data collection phase in Baidoa, with the possibility to invite other participants from Mogadishu, to discuss the evaluation findings and complete data gaps with key stakeholders, ILO staff and representatives of the donor. The purpose is to present and discuss the preliminary findings and fill information gaps.

The project team will be responsible for organizing the workshop. The identification of the participants of the workshop and logistics will be the responsibility of the project team in consultation with the evaluation manager and evaluator(s). The evaluation team leader will conduct the workshop.

3. Development of the evaluation report

Draft Report

After the data collection phase, the evaluator(s) will develop a draft evaluation report (see Deliverables below for the report outline its content) in line with EVAL Checklist 5.

The total length of the report should be a maximum of 30 pages for the main report, excluding annexes and executive summary. The report should be sent as one complete document. Photos, if appropriate to be included, should be inserted using lower resolution to keep overall file size low.

The evaluation manager, after a methodological review, will circulate the draft report to the key stakeholders, including ILO and the donor for their review on factual errors and clarifications and forward the consolidated comments to the evaluators.

Final report

The evaluator(s) will finalize and submit the final report to the evaluation manager in line with EVAL Checklist 5. The report should address all comments and/or provide explanations why comments were not considered. The quality of the report will be assessed against ILO/EVAL's Checklist 6.

The evaluation manager will review the final version and submit to the RSMEO, and after his approval, will be submitted to EVAL/ILO for final review and approval.

The evaluation report will be distributed by ILO Country Office to the key stakeholders to enhance learning and uploaded in the ILO-EVAL e-discovery website for public use to provide easy access to all development partners, to reach target audiences and to maximise the benefits of the evaluation.

VIII. Deliverables

1. Inception report (with detailed work plan and data collection instruments) following ILO EVAL Checklist 3, the report should include:
 - Description of the evaluation methodology and instruments to be used in sampling, data collection and analysis and the data collection plan mentioned above;
 - Guide questions for the interviews;
 - Agenda for the stakeholders' workshop;
 - The proposed report outline.
2. A draft and a final versions of evaluation report in English (maximum 30 pages plus annexes) as per the following proposed structure:
 - Cover page with key project and evaluation data
 - Executive Summary
 - Acronyms
 - Description of the project
 - Purpose, scope and clients of the evaluation
 - Methodology and limitations

- Clearly identified findings for each criterion or per objective
- Conclusions
- Recommendations (i.e., for the different key stakeholders)
- Lessons learned and good practices
- Annexes:
 - TOR
 - List of people interviewed
 - Documents reviewed
 - Data Table on Project targets as per Project logical framework targets
 - ILO EVAL templates for each Lesson learned and good practice identified

3. ILO template for the Executive summary completed.

4. A brief presentation on the outcome of the evaluation to the ILO Country Office Director (one hour)

All reports, including drafts, will be written in English. Ownership of data from the evaluation rests jointly with the ILO and the evaluator(s). The copyright of the evaluation report will rest exclusively with the ILO. Use of the data for publication and other presentations can only be made with the written agreement of the ILO. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

IX. Management arrangements, work plan & time frame

Management

The evaluation team will directly report to the evaluation manager Mr. Abdelmalik Muhummed, with whom they should discuss any technical and methodological matters. He will supervise the evaluators. The final approval of the report will be by the Regional SMEO and ILO EVAL Office.

The evaluation will be carried out with full logistical and administrative support of the ILO Office in Baidoa, Mogadishu and Addis Ababa.

All draft and final outputs, including supporting documents, analytical reports and raw data should be provided to the evaluation manager in electronic version compatible with Word for Windows.

The first draft of the report will be circulated to stakeholders for a two-week review. Comments from stakeholders will be presented to the evaluator(s) by the evaluation manager for its integration into the final reports as appropriate or to document why a comment has not been included.

The evaluator will start to work tentatively on second week of December 2022.

Output	Description	Team leader No of work days	National team member work days	Tentative dates
Planning stage	Development of ToRs Circulation of draft among stakeholders for comments Call for EoI Selection of the eval team Issue of the contract	0	0	October – December
Desk review	Methodological briefing with the evaluation manager			29 Jan-8 Feb 2023



Including inception meetings with the evaluation manager, the project team and the donor	Read and review the core set of project documents. Request any additional documentation required	6 days	3 days	
	Preliminary meetings			
	Inception report: An operational work plan which indicates the phases of the evaluation, finalises the set of evaluation questions, the approach, the timing, key deliverables and milestones, aligned with TOR Approval by the Evaluation manager			
Data collection	<ul style="list-style-type: none"> Travel to the field – Baidoa and Mogadishu Interview with relevant stakeholders in Baidoa and Mogadishu 	10 days	10 days	12-24 Feb.
Stakeholder workshop	<ul style="list-style-type: none"> Prepare the workshop presentation with focus on preliminary findings and information gaps Facilitate the workshop proceedings 	1	1	27 Feb.
Draft report	A report (no more than 30 pages) following EVAL checklists 5 and 6 reviewed and approved by the evaluation manager	5 days	3	28 Feb 10 March
Draft report circulated to stakeholders for comments by the Evaluation Manager	He will consolidate and forward the feedback of the stakeholders to the evaluator. All feedback from stakeholders will be communicated in a consolidated manner	0 days	0	12- 24 March
Finalize evaluation report and submit to the Evaluation Manager	The evaluator submits to the manager the final text of the evaluation report, the Evaluation Summary and other documents concerned with the ILO template for the review and final submission to EVAL for approval	2 day	0	29-30 March
EVAL approval of the final report	EVAL proceed with final approval, upload in the RVAL public web and share with the CO for wider dissemination and for the management response	0	0	2-7 April
Total		24 days	17 days	

X. Budget and Payment Schedule

A budget is allocated for this mid-term evaluation for engagement of the evaluator(s) and organization of a consultative stakeholder workshop. The evaluation budget includes:

- Fees for the evaluator(s) for 24 workdays for the team leader and 17 days for the team member;
- Travel costs for the evaluators

- Logistical support
- Workshop

Evaluators qualification

The evaluation team should comprise a Team Leader and a National consultant to facilitate engagement with beneficiaries and local stakeholder. individual consultant(s) and companies are eligible to apply for the evaluation. The evaluation team will be selected on the basis of proven evaluation experience and meeting the following independence criteria:

Team leader

- A Master degree in Social Sciences, Development studies, Economics or related graduate qualifications
- A minimum of 7 years of professional experience specifically in evaluating international country development initiatives, including UN or international organizations projects in Somalia or similar countries, (covering employment and/or employment-intensive infrastructure projects will be an asset).
- Experience in qualitative and quantitative data collection and analysis
- A good understanding of ILO mandate and tripartite structure is an added advantage
- Experience in facilitating workshops for evaluation findings
- Have no previous or current involvement – or offers of prospective employment – with the ILO project or programme being evaluated
- Have no personal links to the people involved in managing the project/programme (not a family member, friend or close former colleague)
- Fluent in spoken and written English.
- Knowledge of Somali language will be an asset.

National team member

- A BA degree in Social Sciences, Development studies, Economics or related graduate qualifications
- A minimum of 5 years of professional experience in evaluating international country development initiatives, including UN or international organizations projects, in Somalia, and/or quantitative and qualitative social research (preferable including employment and/or employment-intensive infrastructure projects).
- A good understanding of ILO mandate and tripartite structure is an added advantage
- Have no previous or current involvement – or offers of prospective employment – with the ILO project or programme being evaluated
- Have no personal links to the people involved in managing the project/programme (not a family member, friend or close former colleague)
- Fluent in spoken and written English and Somali local languages



ANNEX 2 - RELEVANT ILO EVALUATION GUIDELINES AND STANDARD TEMPLATES

1. Code of conduct form (To be signed by the evaluator)
http://www.ilo.org/eval/Evaluationguidance/WCMS_206205/lang--en/index.htm
2. Guidance note No. 7 Stakeholders participation in the ILO evaluation
http://www.ilo.org/eval/Evaluationguidance/WCMS_165982/lang--en/index.htm
3. Guidance note No. 4 Integrating gender equality in M&E of projects
http://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm
4. Checklist No. 3 Writing the inception report
http://www.ilo.org/eval/Evaluationguidance/WCMS_165972/lang--en/index.htm
5. Checklist No. 5 Preparing the evaluation report
http://www.ilo.org/eval/Evaluationguidance/WCMS_165967/lang--en/index.htm
6. Checklist No. 6 Rating the quality of evaluation report
http://www.ilo.org/eval/Evaluationguidance/WCMS_165968/lang--en/index.htm
7. Template for lessons learned and Emerging Good Practices
http://www.ilo.org/eval/Evaluationguidance/WCMS_206158/lang--en/index.htm
http://www.ilo.org/eval/Evaluationguidance/WCMS_206159/lang--en/index.htm
8. Template for evaluation title page
http://www.ilo.org/eval/Evaluationguidance/WCMS_166357/lang--en/index.htm
9. Template for evaluation summary:
<http://www.ilo.org/legacy/english/edmas/eval/template-summary-en.doc>