

Call for Expression of Interest for a consultancy to conduct an Independent Final Evaluation for
Addressing the Worst Forms of Child Labour Project in Jordan

Project Title	Addressing the Worst Forms of Child Labour
Countries Covered	Jordan
Application Deadline	July 14
Expected Duration	July- September 2022

The M&E team at the ILO Regional Office for Arab States is seeking Expressions of Interest from a consultant (evaluator) to conduct an independent final evaluation for the Addressing the Worst Forms of Child Labour Project in Jordan as per the details found in the below attached TOR.

Required Information/Documents to submit as an Expression of Interest:

Please submit the following:

- An Up-to-date CV highlighting relevant experience
- An evaluation report from previous experience that was implemented and prepared by the applicant solely
- Financial proposal specifying daily rate based on the number of working days mentioned in the TOR. Also add travel expenses in financial proposal (for international evaluators only). This might be eliminated depending on need and the COVID situation in the country.

This consultancy is open for international and national consultants. In case the applicant does not speak Arabic, and s/he has a preference for a national support in Jordan, please enclose her/his CV with a brief description of her/his responsibilities, number of estimated working days requiring her/his service and daily professional fee in US\$.

Referring to a national support remains optional. If not provided, ILO will recruit a national support separately (if deemed necessary).

Please submit required information by the deadline above via email to Ms. Hiba Al Rifai, alrifai@ilo.org, Monitoring & Evaluation Officer, copying Mr. Hideyuki Tsuruoka, tsuruoka@ilo.org, the Regional Monitoring and Evaluation Officer.

Terms of Reference

Final independent evaluation of Addressing the Worst Forms of Child Labour in Jordan

1. Key facts

Title of project being evaluated	Addressing the Worst Forms of Child Labour
Project DC Code	JOR/20/52/NOR
Type of evaluation (e.g. independent, internal)	Independent
Timing of evaluation (e.g. midterm, final)	Final
Donor	Norway, Ministry of Foreign Affairs
Administrative Unit in the ILO responsible for administrating the project	RO-Arab States
Technical Unit(s) in the ILO responsible for backstopping the project	DWT-Beirut FUNDAMENTALS
P&B outcome (s) under evaluation	Outcome 7 - Adequate and effective protection at work for all
SDG(s) under evaluation	08. Decent work and economic growth;
Budget	1 060 783 USD

2. Background information

1. Context for Action

Child labour continues to be among the most prevalent and persistent forms of violence and exploitation experienced by vulnerable children in Jordan. The definition of child labour includes one of the following criteria: (i) a child employed under the age of 16 years; or (2) a child aged 16 -17 years employed for more than 36 hours per week; or (3) a child under the age of 18 years engaged in designated hazardous work.

Child labour dramatically increased in Jordan as a result of the Syrian crisis. Between 2007 and 2016 the number of child labourers in Jordan more than doubled, from 29,225 to 69,661 according to the National Child Labour Survey¹. Based on observations of child protection workers and agencies in Jordan, it is believed that the number of working children has continued to increase since 2016. With

¹ Centre for Strategic Studies: "National Child Labour Survey 2016 of Jordan: Summary Report on Main Findings." 2016

the onset of the COVID-19 health crisis and accompanying economic and employment hardship, it is anticipated that the problem of child labour may be exacerbated, particularly in the service sector, which has been hardest hit.

The Government continues to be completely overwhelmed by the sheer volume of child labour cases in Jordan. Humanitarian actors have attempted to fill this void through direct interventions and child protection case management. These interventions have generally failed to find sustainable solutions for child labour cases due to the lack of adequate social protection and durable economic opportunities for Syrian refugees.

The reason Syrian refugee children work is anchored in the economic insecurity of overstretched households who resort to child labour as a negative coping mechanism. In sectors where Syrian refugees work, such as agriculture, wages are too low and inconsistent to sustain a household. In the face of limited access to decent work, the involvement of child labour to supplement family income has been normalised.

There appears to be no systematic outreach strategy implemented by the Ministry of Education to identify and reach out to eligible children and refer them to catch-up programmes. Most referrals are made by NGOs and child protection case managers, if present in the area. With each missed school year, the likelihood that children will be unable to return to formal education increases, pushing them to resort to other alternatives, such as child labour.

II. Strategic fit

This project is the successor to the Worst Forms of Child Labour in Agriculture Project (JOR/18/09/NOR), which was extended to 31st October 2020, due to the impact of the COVID-19 crisis on the implementation of project activities. The broader objectives of this project proposal remains the same, to 'substantially reduce the incidence of the worst forms of child labour in agriculture and the service sector among host communities and Syrian refugees in Jordan'. All objectives, outputs and activities have been designed to support this medium-term objective. This project will concentrate on consolidating models and approaches to the removal of children from the worst forms of child labour and implementing effective methods for prevention. It will upscale, replicate and establish mechanisms for sustainability as well as improve coordination and collaboration between the government and humanitarian actors to bridge the gap in efforts to fight child labour. The project will continue to focus on the agriculture sector as well as expand to the service sector.

This project contributes towards achieving SDG Target 8.7, Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms. It falls in line with the priorities set for the Ministry of Labour and social partners in the Jordan Decent Work Country Programme 2018-2022, particularly with Output 2.2.5, The National Framework on Child Labour is piloted in targeted municipalities, with integrated protection, education and livelihoods services. It is also in line with the ILO 2020-21 Programme and Budget (P&B) Outcome 7, Adequate and effective protection at work for all, Output 7.1., Increased capacity of the member States to ensure respect for, promote and realize fundamental principles and rights at work. The project results will contribute to the achievement of the Jordan Country Programme Outcome (CPO), JOR153, Unacceptable forms of work eliminated through policy interventions.

III. Description of the Project

To achieve the overall objective of substantially reducing the incidence of the worst forms of child labour in agriculture and the service sector among host communities and Syrian refugees in Jordan, a multi-sectoral approach was required that reflected the regional strategic framework and “Do No Harm” principle. The following main outcomes have guided outputs and planned activities for the first year of the project (March 2021 – August 2022):

1. At-risk and working children are protected and have improved access to education
2. Economic security and work opportunities for families of children at risk and engaged in the worst forms of child labour are improved.
3. Local and national responses to child labour are enhanced and sustainable

The proposed interventions were designed to build on the lessons learned, partnerships and achievements of the pilot project. The following cross-cutting areas were integrated into outputs for each of the three main outcomes:

- Conducting research and analysis to support evidence-based policy-making;
- Strengthening social dialogue and partnerships to develop sustainable sectoral responses and solutions; and
- Raising awareness and improving the education of all actors to enhance the participation of Syrian refugees and vulnerable Jordanians in the labour market.

Promising approaches identified during the pilot were up-scaled and replicated as the project expanded geographically and to the service sector. Collaboration with national actors and UN agencies was strengthened to provide comprehensive and holistic services to beneficiaries with a view to ensuring sustainability of responses.

Activities were done in Mafraq (East and West Al badeya) and Jordan Valley (Der Alla, Kraime) where a significant number of vulnerable families have been identified. All activities were fully aligned with the Jordan Response Plan (JRP) and the National framework of child labour (NFCL) and closely coordinated with relevant Government line ministries, particularly MOL, MOSD and MOE, as well as the child labour task force and ILO livelihoods response programmes. They have further complied with humanitarian principles and have ensured the “Do No Harm” principle is at the forefront of all actions.

Targeted Beneficiaries

Project activities have mainly targeted Syrian and Jordanian families who reside in informal tented settlements or in dwells located near to the farms in which they work in. In the case where households from other nationalities were encountered, intervention has also included them regardless of their country of origin. More specifically, the intervention has targeted households which include children engaged in child labour, or at-risk children below the age of 18 years. Generally, those households would suffer from financial constraints, require medical attention, and live far from available services in their community.

Gender mainstreaming

The difference in circumstances of women and men was taken into account when planning and designing services such as choosing service delivery sites and time. All text publication and media products were gender sensitive, addressing both women and men. Both male and female had equal access to services taking into consideration their different needs.

The project team included an international Chief Technical Advisor on child labour, a National Officer and an Administrative Assistant. The Specialist and the National Officer reported directly to the ILO Country Coordinator and benefited from technical support provided by the Decent Work Team of the ILO Regional Office for Arab States and Child Labour Technical Specialist in Geneva.

➤ For more details on the project's Theory of Change see annex 1.

3. Purpose, objectives, and scope of the evaluation

1. Evaluation Background

ILO considers evaluation as an integral part of the implementation of development cooperation projects. It is used for learning and accountability purposes. Provisions are made in all projects in accordance with ILO evaluation policy and based on the nature of the project and the specific requirements agreed upon at the time of the project design and during the project as per established procedures. The Regional Evaluation Officer (REO) at the ILO ROAS supports the evaluation function for all ILO projects in the region.

According to the project documents, a final independent evaluation will be conducted. It will be used to assess the achievements of results, identify the main difficulties/constraints, assess the impact of the project for the targeted populations, sustainability of project interventions and formulate lessons learned and practical recommendations to improve future similar project. This evaluation will also look at the effect of COVID-19 on the project's timeline and its impact on project implementation. The findings of the evaluation will be used in in the design of new or potential future phases and other thematic evaluations on COVID-19.

2. Purpose

The purpose of the final evaluation is to assess the overall achievements of the project against its planned outcomes and outputs to generate lessons learned, best practices and recommendations.

It will provide analysis according to OECD criteria examining the efficiency, effectiveness, relevance, potential impact and sustainability of the projects. The evaluation report shall reflect findings from this evaluation on the extent to which the different milestones have achieved their stated objectives, produced the desired outputs, and realized the proposed outcomes. This evaluation will also identify strengths and weaknesses in the project design, strategy, and implementation as well as lessons learned with recommendations. Furthermore, it will touch upon cross cutting issues such as gender equality, disability, social dialogue, environmental sustainability, international labour standards, and covid-19 in line with guidelines and protocols set by EVAL/ILO.

The evaluation will comply with the ILO evaluation policy including the protocols and guidelines set by EVAL/ILO²³, which is based on the OECD DAC and United Nations Evaluation Norms and Standards and the UNEG ethical guidelines.

² Protocol on collecting evaluative evidence on covid-19 https://www.ilo.org/eval/WCMS_757541/lang--en/index.htm

3. Scope

The evaluation will assess the project duration covering March 2021 – August 2022. It will look at the project activities and assess them with their respective outputs and outcomes. The evaluation will take into consideration the project duration, political, security and environmental constraints. It will also look into the link between the project's objectives and the ILO's P&B strategy, DWCP in Jordan, and the UNSDCF in Jordan.

Depending on COVID-19 situation, the evaluation will include both home-based and field-work. If situation necessitates, a national consultant/enumerator might be consulted to support the evaluator.

The evaluation will take place from July until September through online/field work to collect information from different stakeholders. The areas covered will include Mafraq (East and West Al badeya) and Jordan Valley (Der Alla, Kraime). The consultancy shall start with initial briefing with the project team and the Regional Office for Arab States (ROAS).

The evaluation will integrate gender equality, inclusion of people with disabilities, environmental sustainability, ILS and social dialogue, and Covid-19 as crosscutting concerns throughout its methodology and deliverables, including the final report. This is based on EVAL's protocols on crosscutting issues including the one on covid-19.

4. Clients of Evaluation

The primary clients of this evaluation are ILO Jordan Office, ILO ROAS, ILO EVAL, ILO constituents in Jordan, Ministry of Labour, Ministry of Education, Ministry of Social Development, National Council for Family Affair (NCFA), Department of Statistics (DOS), Tamkeen, Noor Al Hussein Foundation (NHF), Madrasati, and Community Based Organizations. Secondary users include other project stakeholders and units that may indirectly benefit from the knowledge generated by the evaluation in addition to UN agencies (UNICEF, UNHCR, WFP and FAO).

4. Evaluation criteria and questions (including Cross-cutting issues/ issues of special interest to the ILO)

The evaluation utilises the standard ILO framework and follows its major criteria while integrating gender equality² as a cross cutting issue throughout the evaluation questions:

- ✓ **Relevance and strategic fit** – the extent to which the objectives are aligned with sub-regional, national and local priorities and needs, the constituents' priorities and needs, and the donor's priorities for the country;
- ✓ **Validity of design** – the extent to which the project design, logic, strategy and elements are/remain valid vis-à-vis problems and needs;
- ✓ **Efficiency** - the productivity of the project implementation process taken as a measure of the extent to which the outputs achieved are derived from an efficient use of financial, material and human resources, including re-purposing in the mitigation of Covid-19 impacts;
- ✓ **Effectiveness** - the extent to which the project can be said to have contributed to the project objectives and more concretely whether the stated outputs have been produced satisfactorily

³ Guidance Note 3.1: Integrating gender equality in monitoring and evaluation:
https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_746716.pdf

with gender equality, including in the Covid-19 context; in addition to building synergies with national initiatives and with other donor-supported project;

- ✓ **Impact** - positive and negative changes and effects caused by the project at the national level, i.e. the impact with social partners, government entities, beneficiaries, etc.
- ✓ **Effectiveness of management arrangements** - the extent of efficient operational arrangements that supported the timely, efficient, and effective delivery of the project
- ✓ **Sustainability** – the extent to which adequate capacity building of social partners has taken place to ensure mechanisms are in place to sustain activities and whether the existing results are likely to be maintained beyond project completion, in the case of infrastructure this refers concretely to whether operation and maintenance agreements are actually being implemented; the extent to which the knowledge developed throughout the project (research papers, progress reports, manuals and other tools) can still be utilised after the end of the project to inform policies and practitioners,

1. Relevance and strategic fit:

- How well did the project approach fit in context of the on-going crisis in Jordan? Were the problems and needs adequately analysed? Was gender prioritized?
- To what extent did the project avoid any duplication and coordinated with the relevant constituents working on child labour?
- How well were the project's objectives aligned with the framework of the ILO Decent Work Country Project of Jordan (2018-2022), the ILO's Project and Budget (P&B) 2018-19, and the SDGs?
- How did the project's objectives respond to the priorities of the donor (Norway) in Jordan?
- To what extent did the ILO project provide a timely and relevant response to constituents' needs and priorities in the COVID-19 context?

2. Validity of design:

- Were the project's strategies and structures coherent and logical (the extent of logical correlations between the objective, outcomes, and outputs)?
- Did the target selection remain valid throughout the project lifecycle considering the evolving situation in the country?
- How were the recommendations, results and lessons learned from the first phase incorporated into the design of the second phase?
- Were project's assumptions and targets realistic, and did the project undergo risk analyses and design readjustments when necessary?
- To what extent did the project designs take into account: Specific gender equality and non-discrimination concerns relevant to the project context? As well as concerns relating to inclusion of people with disabilities, environmental sustainability, ILS and social dialogue?
- Were the project risk assumptions and mitigation steps sufficient to cover the COVID-19 related implications on the project?

3. Efficiency:

- Were all resources utilized efficiently to reach the project's objectives?
- To what extent has the project been on track in terms of timely achieving the assigned milestones? If not, what factors contributed to the delays? How could they be mitigated in the future phases?
- To what extent has the project leveraged new or repurposed existing financial resources to mitigate COVID-19 effects in a balanced manner? Does the leveraging of resources take into account the sustainability of results?

4. Effectiveness:

- Were all set targets, outputs, and outcomes achieved according to plan? Did the pandemic (COVID-19) have any consequences on the achievements of results.
- How well did the project implementation take into account the needs and expectations of girls?
- How effective was the coordination with the different stakeholders in supporting the project's objectives?
- How did the outputs and outcomes contribute to ILO's mainstreamed strategies including gender equality, social dialogue, and labour standards?
- What positive or negative unintended outcomes can be identified?
- Has the project fostered ILO constituents' active involvement through social dialogue in articulating, implementing and sustaining coherent response strategies to mitigate the effects of the pandemic on the world of work? To what extent has the project engaged with stakeholders other than ILO constituents for sustainable results?

5. Impact orientation:

- Were the national and local knowledge and capacity to eliminate child labour in agriculture and service sector enhanced?
- To what extent has the project contributed to strengthening capacities of its national partners so they can better serve the needs of the public and communities?
- To what extent has the ILO's COVID-19 related action contributed to promote and strengthen a culture of social dialogue to anchor effective COVID-19 policy responses? What are the significant changes observed?

6. Sustainability:

- Are the results achieved by the project so far likely to be sustainable- in terms of (a) maintaining case management of at-risk and working children (both males and females), capabilities, mandate and commitment of stakeholders, (b) the potential effect of the skills training provided to family members?

- What measures have been taken to ensure that the key components of the project are sustainable beyond the life of the project? Are they sufficient?

7. Effectiveness of management arrangements:

- What was the division of work tasks within the project's teams? Has the use of local skills been effective?
- How effective was communication between the project's teams, the regional office and the responsible technical department at headquarters? Has the project received adequate technical and administrative support/response from the ILO backstopping units?

8. Challenges, Lessons learned and Specific Recommendations for the formulation of new Phases:

- What good practices can be learned from the implementation of the project that can be applied to similar future projects?
- What were the main challenges identified? How were these different from the risk assumptions? What were the mitigation steps taken?
- What are the recommendations for future similar projects?
- What are the challenges, lessons learned and the recommendations regarding the cross-cutting issues of gender equality, social dialogue, and environmental sustainability?
- Assess the timeliness of response, relevance of contingency measures, and lessons learnt in relation to the Project's response to the impact of Covid-19.

5. Methodology

The following is the proposed evaluation methodology. Any changes to the methodology should be discussed with and approved by the evaluation manager.

This evaluation will follow a mixed method approach relying on available quantitative data and primary qualitative data collected through interviews and focus group discussions.

This evaluation will utilize all available quantitative and qualitative data from progress reports to monitoring studies and database. The information will be analysed in light of the main thematic questions, taking gender into consideration, and results will be integrated with the data from the primary collection.

The primary data collection will mainly focus on a qualitative approach investigating the perceptions and inputs of the different stakeholders that had some form of interface with the project. Triangulation of data will also be done using both the secondary and the primary data collected. **The analysis** will follow a thematic examination of the main evaluation areas as guided by the evaluation questions. Key Informant Interviews (KIIs) will be conducted with representatives from the constituents and implementing partners in addition to other relevant stakeholders such as the donor. FGDs will be conducted with the beneficiaries. Gender will be mainstreamed throughout the methodology from data collection to data analysis. Where appropriate, the methodology will ensure equal representation of women and men throughout data collection and provide separate group

meetings as relevant. The evaluation will follow the ILO EVAL Guidelines on integrating gender equality³. The specific evaluation methodology will be provided in the inception report prepared by the evaluation team and approved by the Evaluation Manager. **Tool:** The interview guides will be developed in light of the evaluation themes and main questions as well as the type of stakeholders. **Sample:** The study sample should be reflective of all relevant stakeholders taking into consideration the scope of the project and its evaluation as well as data saturation. All analysed data should be disaggregated by sex. The results shall address the crosscutting issues described above (including Covid-19).

6. Main deliverables

The Main Deliverables:

- Deliverable 1: Inception Report
- Deliverable 2: Draft evaluation report
- Deliverable 3: Stakeholder debrief, PowerPoint Presentation (PPP)
- Deliverable 5: Draft 2 evaluation report
- Deliverable 6: Comments log of how all comments were considered and taken on board by the evaluation team or not and why not.
- Deliverable 7: Final evaluation report with executive summary (report will be considered final after review by EVAL. Comments will have to be integrated).

1. Inception Report

The evaluator will draft an Inception Report, which should describe, provide reflection and fine-tuning of the following issues:

- a. Project background
- b. Purpose, scope and beneficiaries of the evaluation
- c. Evaluation criteria and questions
- d. Methodology and instruments
- e. Main deliverables
- f. Management arrangements and work plan

2. Final Report

The final version of the report will follow the below format and:

1. Title page
2. Table of Contents, including List of Appendices, Tables
3. List of Acronyms or Abbreviations
4. Executive Summary with methodology, key findings, conclusions and recommendations
5. Background and Project Description
6. Purpose of Evaluation
7. Evaluation Methodology and Evaluation Questions
8. Clearly identified findings along OECD/DAC criteria, substantiated with evidence
9. Key results (i.e. figures and qualitative results) achieved per objective (expected and unexpected)
10. Clearly identified conclusions and recommendations that are linked to findings (identifying which stakeholders are responsible, priority of recommendations, and timeframe)
11. Lessons Learned per ILO template
12. Potential good practices per ILO template

13. Annexes (list of interviews, TORs, lessons learned and best practices in ILO EVAL templates, list of documents consulted, etc.) Annex: Different phases' log frames with results status, by phase.

The quality of the report will be assessed against the relevant EVAL Checklists. The deliverables will be submitted in the English language and structured according to the templates provided by the ILO.

7. Management arrangements and work plan (including timeframe)

1. Roles And Responsibilities

- a. *The External Evaluator (and the national consultant – if recruited) are responsible for conducting the evaluation according to the terms of reference (ToR). He/she/they will:*
- Review the ToR and prepare questions/ clarifications or suggestions of refinements to assessment questions during the inception phase (evaluator);
 - Review project background materials (e.g., project document, progress reports, etc.) (evaluator and national consultant);
 - Prepare an inception report including a matrix of evaluation questions, workplan and stakeholders to be covered (evaluator);
 - Develop and implement the evaluation methodology (i.e., conduct interviews, review documents, etc.) to answer the evaluation questions (evaluator and national consultant);
 - Conduct preparatory consultations with the ILO REO prior to the evaluation mission (evaluator and national consultant);
 - Present preliminary findings to the stakeholders (evaluator and national consultant);
 - Prepare an initial draft of the evaluation report with input from ILO specialists and constituents/stakeholders (evaluator);
 - Prepare the final report based on the ILO, donor and stakeholders' feedback obtained on the draft report (evaluator).
- b. *The ILO Evaluation Manager is responsible for:*
- Drafting the ToR;
 - Finalizing the ToR with input from colleagues;
 - Preparing a short list of candidates for submission to the Regional Evaluation Officer, ILO/ROAS and EVAL for final selection;
 - Hiring the consultant;
 - Providing the consultant with the project background materials;
 - Participating in preparatory consultations (briefing) prior to the assessment mission;
 - Assisting in the implementation of the evaluation methodology, as appropriate (i.e., participate in meetings, review documents);
 - Reviewing the initial draft report, circulating it for comments and providing consolidated feedback to the External Evaluators (for the inception report and the final report);
 - Reviewing the final draft of the report;
 - Disseminating the final report to all the stakeholders;
 - Coordinating follow-up as necessary.
- c. *The ILO REO⁴:*
- Providing support to the planning of the evaluation;

⁴ The REO is also the Evaluation Manager.

- Approving selection of the evaluation consultant and final versions of the TOR;
- Reviewing the draft and final evaluation report and submitting it to EVAL;
- Disseminating the report as appropriate.

d. *The Project Coordinator is responsible for:*

- Reviewing the draft TOR and providing input, as necessary;
- Providing project background materials, including studies, analytical papers, progress reports, tools, publications produced, and any relevant background notes;
- Providing a list of stakeholders;
- Reviewing and providing comments on the inception report;
- Participating in the preparatory briefing prior to the evaluation missions;
- Scheduling all meetings and interviews for the missions;
- Ensuring necessary logistical arrangements for the missions;
- Reviewing and providing comments on the initial draft report;
- Participating in the debriefing on the findings, conclusions, and recommendations;
- Making sure appropriate follow-up action is taken

2. Duration of Contract and Timeline for Delivery

The collaboration between ILO and the Consultant(s) is expected to start in July and last until September 2022 with an estimate of 33 working days.

3. Evaluation Timeframe (will be divided between the evaluator and the national consultant if the latter is recruited)

Tasks	Number of Working days
Kick-off meeting	1
Desk review of documents related with projects	4
Drafting Inception report (including data collection tools)	4
Interviews and FGDs	10
Debriefing of preliminary findings	1
Drafting report	8
Developing Second Draft	3
Integration of comments and finalization of the report	2
Total number of working days	33

4. Supervision

The evaluator will work under the direct supervision of the Evaluation Manager. The evaluator will be required to provide continuous updates on the progress of work and revert to the ILO with any challenges or bottlenecks for support. Coordination and follow-up with the evaluator will take place through e-mail or skype or any other digital communication mean.

8. Profile of the evaluation team

The evaluator should have:

- An advanced degree in social sciences;
- Proven expertise on evaluation methods, labour markets, conflict issues and the ILO approach;
- Extensive experience in the evaluation of development interventions;
- Expertise in child labour interventions, the Labour intensive modality, job creation projects, capacity building and skills development and other relevant subject matter;
- An understanding of the ILO's tripartite culture;
- Knowledge of Jordan, and the regional context;
- Full command of the English language (spoken and written) will be required.
- Command of the Arabic language would be an advantage.
- Ability to work on own initiative as well as a member of a team and ability to deal with people with diplomacy

The national consultant (if needed) should have:

- University degree in statistics, economics, social sciences, international studies or other relevant field. Master's Degree in one of these fields is an asset
- At least three years of professional experience in data collection and reporting
- Demonstrated experience in qualitative research (Professional facilitation skills)
- Previous experience with the UN
- Excellent command of English and Arabic (written and spoken)
- Ability to provide good quality translation between Arabic and English
- Extensive knowledge of Jordan context
- Profound knowledge of child protection principles
- Demonstrate good understanding of project evaluations
- Ability to work on own initiative as well as a member of a team and ability to deal with people with diplomacy

The final selection of the evaluator and national consultant will be approved by the Regional Evaluation Focal Point in the ILO ROAS.

9. Legal and ethical matters

- ❖ This independent evaluation will comply with ILO evaluation guidelines and UN Norms and Standards.
- ❖ These ToRs will be accompanied by the code of conduct for carrying out the evaluation "Code of conduct for evaluation in the ILO" (See attached documents).
- ❖ UNEG ethical guidelines will be followed throughout the independent evaluation.
- ❖ The consultant will not have any links to project management or any other conflict of interest that would interfere with the independence of the evaluation.

Annex 1: Project Theory of Change

Substantially reduce the incidence of the worst forms of child labour in agriculture among host communities and Syrian refugees in Jordan

