

Call for Expression of Interest for a national consultancy to support the Independent Final Evaluation for the 'Decent Work in Jordan's Floriculture Sector project'

Project Title	Decent Work in Jordan's Floriculture Sector
Countries Covered	Jordan
Application Deadline	September 05, 2022
Expected Duration	September-October 2022 (10 working days)

The Regional Office for Arab States is seeking Expressions of Interest from a national consultant to support the evaluator of the independent final evaluation for the '**Decent Work in Jordan's Floriculture Sector project**' 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
- A letter of recommendation from previous assignment relevant to this consultancy
- Financial proposal specifying daily rate based on the TOR-mentioned number of working days.

Please submit required information by the deadline above via email to **Ms. Faith Manyala** (manyala@ilo.org), ILO officer in process of certification by EVAL as evaluation manager, copying **Mr. Hideyuki Tsuruoka**, tsuruoka@ilo.org, the Regional Monitoring and Evaluation Officer and **Ms. Hiba Al Rifai**, alrifai@ilo.org, Monitoring & Evaluation Officer.

1. Background of the project to be evaluated

The International Labour Organization (ILO) with support from The Government of Australia represented by the Department of Foreign Affairs and Trade (DFAT), is implementing the “Decent Work in Jordan’s Floriculture Sector” project. This project adapts and pilots a compliance model¹ to the floriculture subsector, addressing decent work deficits. At the same time, it launched skills training and worked closely with international sectoral and export specialists to enhanced firm-level productivity and access to new market opportunities. In doing so it has taken a sector-specific approach to advance the ILO and the Government of Jordan’s common commitment to promote Decent Work, social justice and equity. Under the DWCP 2018-2022, it has supported the export readiness of flower producers (DWCP output 1.2.3), increased job matching through employment services (DWCP output 1.2.1) and contributed to enhanced Occupational Safety and Health at the firm-level (DWCP Pillar II). At the global level the project had a planned contributions directly to Outcome 3: Economic, social and environmental transitions for full, productive and freely chosen employment and decent work for all

The project builds on a larger agriculture intervention launched by the ILO, with support from the Kingdom of the Netherlands, in 2018. The project, “Advancing Decent Work in Jordan’s Agriculture Sector: A compliance model,” adapted Better Work Jordan monitoring and advisory tools to enhance compliance with labour standards in the agriculture sector. It also established a Tripartite Working Group to negotiate, draft and endorse bylaws for agriculture workers, under the labour code. Under the project, the ILO in Jordan established networks with agriculture cooperatives, farmers and industry associations which will also contribute to the current project. In particular, it has worked through cooperatives, which provide an organizing block for workers and employers in the sector.

The project was signed on 1st July 2019 and is due to end as of 31st October 2022. Ultimately the project sought to influence a more productive and socially just floriculture sector through investing in the development of workers’ skills with a view to improve their employability and value in the floriculture labour market

The 3 main outcomes of the project are:

Outcome 1: Improved employability of 1000 Syrian refugees and vulnerable Jordanians in Madaba, Irbid, and Balqaa governorates.

Outcome 2: Improved working conditions and enhanced compliance with national legislation and International Labour Standards on target farms

Outcome 3: Increased local capacity (knowledge and expertise) in multiple levels of the floriculture value chain.

¹ Under the Dutch funded project, “Advancing Decent Work in Jordan’s Agriculture Sector: A compliance model,” the ILO drafted and validated a compliance model for the agriculture sector, based on national legislation and international labour standards. Under the four-year Dutch funded PROSPECTs partnership, the ILO has begun to apply the model and methodology at the farm level.

2. Purpose, objectives, and scope of the evaluation

Evaluation background

ILO considers project evaluations as an integral part of the implementation of technical cooperation activities. As per ILO evaluation policy, this project will go through an independent final evaluation managed by an ILO certified evaluation manager and implemented by independent evaluators.

The purpose of this evaluation is for accountability, learning and planning 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.

This evaluation will follow the ILO policy guidelines for results-based evaluations; and the ILO EVAL Policy Guidelines Checklist 4.4 “Preparing the inception report”; Checklist 4.1 “Validating methodologies”; and Checklist 4.2 “Preparing the evaluation report”¹. The evaluation will follow the OECD-DAC criteria framework and principles for evaluation. For all practical purposes, this ToR and ILO Evaluation policies and guidelines define the overall scope of this evaluation. Recommendations, emerging from the evaluation, should be strongly linked to the findings of the evaluation and should provide clear guidance to stakeholders on how they can address them.

Purpose and objectives of the independent final evaluation

The main purpose of this independent final evaluation is to provide an independent assessment of the progress to date for accountability and learning purposes, through an analysis of relevance, effectiveness, efficiency, effects and orientation to impact of the project. The specific objectives of the evaluation are the following:

1. Assess the relevance and coherence of project’s design regarding country needs and how the project is perceived and valued by project beneficiaries and partners.
2. Identify the contributions of the project to the SDGs, the country’s UNSDCF and DWCP, the ILO objectives and CPOs and its synergy with other projects and programs in both countries.
3. Analyse the implementation strategies of the project with regard to their potential effectiveness in achieving the project outcomes and impacts, including unexpected results and factors affecting project implementation (positively and negatively).
4. Review the institutional set-up, capacity for project implementation and coordination mechanisms.
5. Assess the implementation efficiency of the project.
6. Review the strategies for outcomes’ sustainability and orientation to impact.
7. Identify lessons and potential good practices for the tripartite constituents, stakeholders and partners; and

¹ https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_761031.pdf

8. Provide strategic recommendations for the different tripartite constituents, stakeholders and partners to improve implementation of the project activities and attainment of project objectives.

Scope of the evaluation

The final evaluation will cover the entire project period 1st July 2019 to 31st October 2022. The evaluation will cover all the planned outputs and outcomes under the project, with particular attention to synergies between the components and contribution to the national policies and programmes.

The evaluation will discuss how the project is helping Syrian refugees and host communities to access to decent employment in the floriculture sector and how is addressing the main decent work deficits in the agriculture sector in Jordan such as under and non-payment, occupational safety and health hazards and absent social protection systems. This is in line with the projects main objective which is to enhance the employability of Syrian refugees and host communities in the floricultural sector.

Six crosscutting themes will be assessed. These includes: i) fair transition to environmental sustainability (including environmental preservation and creation of green jobs), ii) gender equality and non-discrimination (including disability inclusion), iii) conflict mitigation, iv) life skills and job readiness, v) social dialogue and tripartism, and vi) international labour standards. The evaluation should help to understand how and why the project has advanced or is in the way to obtain (or not obtain) the specific results from outputs, potential outcomes and impact. The geographical analysis of the assessment should cover Jordan at the national level and the implementation selected target areas through a desk review and interviews with stakeholders. As this will require familiarity of the country context and professionalism in the Arabic language, ILO ROAS is looking to hire a national consultant to support the Evaluator in the fieldwork and data collection to ensure quality and coherence of data.

3. Specific Tasks

- Support the evaluator in the planning and execution of data collection exercises
- Coordinate all the data collection logistics with the different stakeholders across the different governorates
- Translate the data collection tools into Arabic
- Conduct data collection exercises (interviews and FGDs) as guided by the evaluator
- Prepare all necessary documents in English as requested by the evaluator
- Translate the data collected from Arabic to English.
- Share experiences and observations with the evaluator

4. Deliverables and time frame

Specific deliverables:

- Interview transcripts of collected data in English
- A brief report on experiences and observations from all the interviews/ FGDs

To achieve the above tasks, the consultant will require 10 working days extended over 1 month (mid-September to mid-October)

5. Management arrangements

The consultant will report directly to the evaluator on all aspects of the deliverables and day-to-day work schedules. ROAS will provide support in accessing key internal documents and communication with stakeholders. The Evaluation manager will act as review manager with weekly exchanges of progress.

6. Qualifications

Education

- University degree in statistics, economics, social sciences, international studies or other relevant field.
- Master's Degree in one of these fields is an asset.

Experience

- At least three years of professional experience in data collection and reporting
- Demonstrated experience in qualitative research
- Previous experience with the UN
- Relevant translation experience between Arabic and English

Languages

- Excellent command of English and Arabic (written and spoken).

Competencies

Job specific competencies include the following:

- Extensive knowledge of Jordanian context
- Professional facilitation skills
- Demonstrate good understanding of project evaluations
- Ability to interpret project background history and to identify and analyse problems with project implementation
- Excellent drafting skills
- Ability to communicate effectively both orally and in writing in both Arabic and English
- Ability to work on own initiative as well as a member of a team and ability to deal with people with diplomacy