

Call for Expressions of Interest Independent Final Evaluation
“ILO-DFID Partnership Programme on Fair Recruitment and Decent
Work for Women Migrant Workers in South Asia and the Middle
East (WIF)” Project

Title of project being evaluated	ILO-DFID Partnership Programme on Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East (WIF)
Project DC Code	RAS/17/11/GBR
Type of evaluation (e.g. independent, internal)	Independent Evaluation
Timing of evaluation (e.g. midterm, final)	Final
Expected Starting and End Date of Evaluation	07-March and 10-May-2023
Application Deadline	16 February 2023
Languages required	Full command of English is required

The ILO Evaluation Office is seeking expressions of interest from consultant(s) to conduct an independent final evaluation of the **“ILO-DFID Partnership Programme on Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East (WIF)”** project funded by the UK Foreign and Commonwealth Development Office (FCDO)- DFID.

For further details about the evaluation, please see the attached Terms of Reference (ToR).

Required Information for Submission of Interest:

The selection of the contractor will be done by the ILO based on their technical and commercial proposals.

The deadline to submit the expression of interest for the evaluation is **by 17.00 pm (Geneva time) on 16 February, 2023**. Please send an e-mail with the subject header “Evaluation of WIF Project” to the **Evaluation Manager, Billur P. Eskioglu** (eskioglu@ilo.org).

Proposals to undertake any work under these ToRs will be submitted in English and must contain the following information and documents:

1. Technical Proposal	2. Financial Proposal
The CV of the Evaluator(s)	A proposal setting out the cost for the evaluation including total number of days and a daily fee
A timeline with proposed dates for contract start and end dates	
Signed statement of the applicant confirming no previous involvement in the programme	
Certificate indicating completion of the ILO EVAl's online <i>Self-induction programme (desirable)</i> . The programme takes one hour and a certificate is provided upon completion of the programme. The programme is available at ILO EVAl website.	

Requirements of the evaluator(s)

- Advanced degree in social sciences, evaluation, and any related field.
- A minimum of 7 years of experience in complex, outcome-level evaluations.
- Previous experience in conducting programme evaluations as well as multi-stakeholder evaluations.
- Knowledge on international labour standards, experience in assessing labour migration and women empowerment programmes preferably with ILO or other UN agencies.
- Excellent analytical, facilitation, writing and communications skills; ability to understand and engage with a wide range of stakeholders.
- Expertise on the ILO's mandate, Decent Work agenda and international labour standards.
- Adherence to high professional standards and principles of integrity in accordance with the guiding principles of evaluation professionals' associations.
- Qualitative and quantitative research skills.
- Full command of English is required.
- Thematic Knowledge and experience on decent work for migrant and in specific on freedom of association and the right of collective bargaining, forced labour, elimination of all forms of forced or compulsory labour, discrimination at work and occupational Safety and Health will be considered as asset.
- (Desirable): Certificate indicating completion of the ILO EVAl's online Self-induction programme. The programme takes one hour, and a certificate is provided upon completion of the programme. The programme is available at http://training.itcilo.org/delta/ILO-EVAL/ILO_Self-induction_Module_for_Evaluation_Consultants-Part-I/story_html5.html. Thematic exposure to decent work for migrant workers should be an advantage.

Compliance with UN norms and standards for evaluation

This evaluation will comply with UN norms and standards for evaluation and ensure that ethical safeguards concerning the independence of the evaluation will be followed. Please refer to the [UNEG ethical guidelines](#) for further details.

Terms of Reference

Independent Final Evaluation

1. Key facts

Title of project being evaluated	ILO-DFID Partnership Programme on Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East (WIF)
Project DC Code	RAS/17/11/GBR
Type of evaluation (e.g. independent, internal)	Independent Evaluation
Timing of evaluation (e.g. midterm, final)	Final
Donor	UK Foreign and Commonwealth Development Office (FCDO)- DFID
Administrative Unit in the ILO responsible for administrating the project	The ILO Decent Work Technical Support Team (DWT) for South Asia and Country Office for India (New Delhi)
Technical Unit(s) in the ILO responsible for backstopping the project	FUNDAMENTALS (Fundamental Principles and Rights at Work Branch)
P&B outcome (s) under evaluation	Outcomes 8 and 9
SDG(s) under evaluation	8.7
Budget	16,204,507 USD

2. Background information

The overall scale of labour migration in the Middle East is immense. In 2019, according to the Population Division of the United Nations Department of Economic Affairs (UNDESA), there were 35 million international migrants in the Gulf Cooperation Council (GCC) countries, and Jordan and Lebanon, of whom 31% were women.¹ While the GCC states host only 14% of the world's migrant workers, this population comprised 41.45% of the total workforce in 2019, compared with the global average of 5%.²

Given this scale, the health, welfare and safety of migrant workers in the Middle East continues to be a subject of enormous importance, especially given the poor record of all these countries in protecting migrant worker rights with respect to legislation, regulation and practice. The core challenge remains the obduracy of the kafala system that ties all migrant workers to a single employer. Whilst there is more focus and attention on the system than at the outset of the WIF programme/project, reform processes remain stuttering and easily subject to reversals with changes in incumbent ministers of labour and senior government officials across the region.

¹ <https://www.brookings.edu/blog/future-development/2020/09/17/pandemic-highlights-the-vulnerability-of-migrant-workers-in-the-middle-east/>

² <https://www.ilo.org/beirut/areasofwork/labour-migration/lang--en/index.htm#>

The Covid-19 pandemic has acted as a hammer blow for women's employment both in WIF countries of origin and destination. More than one million garment workers in Bangladesh were fired or furloughed as a result of order cancellations and the failure of buyers to pay for these cancellations (Anner, 2020). That represented one quarter of the workforce in the sector. Women represent 60 per cent of the workforce.³ In Bangladesh, 1.2 million domestic workers lost their jobs (National Domestic Women Workers Union, 2020) and in Nepal 85 per cent of Nepali domestic workers lost their jobs. In India, by August 2020, 121 million people, especially young adults, had lost their jobs.⁴ In Lebanon in 2021, new and renewed work permits for women migrant domestic workers was less than one third of the 2019 figure, and in Jordan there was a 42% fall in MDWs and 27% fall in garment factory workers in 2020.

The MTE has been carried out by a team of 3 people, after one of the South Asian team members was forced to withdraw through illness. Physical visits were undertaken in Bangladesh, India (Chennai and Delhi), Jordan and Lebanon. In Nepal the work was undertaken only virtually. Altogether some 60+ key informant interviews (KIIs), 9 focus group discussions (FGDs), and a range of other discussion meetings were conducted with WIF staff and partners were conducted.

In addition, a wide-ranging literature review was also conducted, of WIF annual reports, the large number of special research studies commissioned and conducted by the programme/project, online news and journal articles, and other briefing documents.

Part of the findings section reviews the set of OECD-DAC plus additional ILO cross-cutting criteria and associated questions provided in the ToR. A synthesis matrix then includes a colour coded summary to indicate the programme's/project's current level of achievement for each of the criteria, with justification and evidence provided for the rankings.

In this setting, the role and function of the WIF 2 programme is a highly challenging one. Whilst it may be difficult for the programme/project to meet all its result targets, its role in holding the line at the minimum on some of these policy issues is vital, whilst at the same time making progress where possible to empower, protect and create opportunities for potential, existing or returnee women migrant workers

Work in Freedom (WIF) is a ten-year development cooperation programme supported by the UK Foreign and Commonwealth Development Office (FCDO) that commenced in 2013. It has adopted an integrated and targeted approach to creating practices and multi-sectoral policy measures to reduce the susceptibility of women and girls to trafficking and forced labour in South Asian countries of origin (Bangladesh, India, and Nepal) and chosen destination countries (India, Jordan and Lebanon).

The main goal of the WIF Programme/Project is to help reduce the vulnerability of women and girls to trafficking and forced labour along migration routes leading to the care sector (particularly domestic work) and the garment sector. By 2023, the Programme's/Project's second phase aimed to reach at least 350,000 women and girls directly at source and destination areas in designated countries.

The Programme works along recruitment pathways linking areas of origin within South Asia to areas of destination in some countries of both South and West Asia. It takes a 'whole migration cycle approach by developing interventions and policy actions at source, recruitment and destination.

³ Mustafizur Rahman & Md. Zafar Sadique & Estiaque Bari, 2016, [Advancing the Interests of Bangladesh's Migrant Workers: Issues of Financial Inclusion and Social Protection](#), Centre for Policy Dialogue (CPD) Working Paper No.112, Dhaka.

⁴ Centre for Monitoring Indian Economy (CMIE), 2020.

There are three outcomes for the Programme/Project:

- Women have a greater ability to make their own decisions throughout the migration process in an enabling atmosphere for safe migration into decent work.
- Increased levels of collaboration, accountability, and respect among key actors along migration pathways in order to create an enabling environment for safe migration into decent work.
- Strengthened laws, policies, practices, and systems for social protection, safe labour migration, and decent work for women.

General information on the Work in Freedom programme is available [here](#). Research supported or linked to the programme can be found [here](#).

3. Purpose, objectives, and scope of the evaluation

The independent mid-term evaluation (MtE) has recently been conducted by a team of evaluators hired by ILO for accountability and learning purposes.

According to the [ILO Evaluation Guidance: Concept and Policies of Project Evaluations \(2020\)](#), a project with the duration of over 30 months is required to undertake, a mid-term evaluation and a final evaluation, and a multi-phased project with combined budgets over USD1 million must undergo at least one independent evaluation. Accordingly, the project is currently in the stage of final evaluation which should take place during the towards the completion of the projects, programmes, strategies or policies. Based on the fact that recently finalized MtE that focussed on influencing the remaining implementation of the programme/project, the final evaluation is expected to focus more on analysing how the programme has bridged evidence gaps which can serve future programming on forced labour and human trafficking.

The scope of the independent final evaluation will encompass all activities and components carried out by the field offices of the programme/project under the direct responsibility of the ILO throughout lifetime (the period between April 2018 and January 2023) of the project. The main recipients of the evaluation are:

- ILO Project Management Unit
- ILO Offices and/or focal points in Bangladesh, India, Nepal, Lebanon and Jordan
- Relevant ILO departments and technical units
- FUNDAMENTALS (Fundamental principles and rights at work department)
- External Implementing Partners (Ministries of Labour, Ministries of Expatriate/Overseas Affairs and other relevant government partners; Worker organizations, including national trade union platforms, the International Trade Union Confederation and sector-specific affiliates; Employer organizations including International Organization of Employers; International Employment Confederation; and UN Agencies)
- Department for International Development (DFID)- UK Foreign and Commonwealth Development Office (FCDO)
- Project partners and stakeholders

To note that in line with ILO evaluation policy, the evaluation will surely address and ensure due attention to the inclusion of principles of gender equality and non-discrimination as a cross-cutting concern throughout its methodology and deliverables. It will also give specific attention to how the project is relevant to the ILO's programming framework, including the P&B for 2018-19 and 2020-21 and DWCPs, where available, contribution of the project to SDGs and UN country frameworks.

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

The evaluation will apply the key criteria of **relevance, coherence, effectiveness, efficiency, sustainability and impact** potential and will apply international approaches developed by OECD/DAC Evaluation Quality Standard and along with the United Nations Evaluation Group (UNEG). In addition;

- The evaluation is expected to address the criteria related to project progress/ achievements and impact and sustainability of the project interventions as defined in the [4th edition of the ILO Policy Guidelines](#) for results-based evaluation (2020).
- The confidentiality and other ethical considerations are critical as indicated in the [UNEG Ethical Guidelines and Norms and Standards in the UN System](#). During the evaluation process, sensitive information and feedback obtained during the individual and group interviews. Thus, ethical and confidentiality considerations shall be followed.
- Please check the FCDO guiding principles in the Annex 3.
- The core ILO cross-cutting priorities, such as gender equality and non-discrimination, promotion of international labour standards, tripartism and social dialogue, and constituents' capacity development, need to be included in this evaluation. Specifically, in line with ILO evaluation policy, the gender dimension shall be considered throughout the evaluation's methodology, deliverables and final report. The suggested evaluation criteria and indicative questions are given below:

Relevance

- To what extent did results contribute to advance sustainable development objectives (as per UNSDCFs, similar UN programming frameworks, national sustainable development plans, and SDGs)?
- Was intervention logic coherent and realistic to achieve the planned outcomes? Are the activities supporting the achievement of the set project objectives (strategies)?
- Did the project implementation consider the gender dimension of the planned interventions through objectives, outcomes, outputs and activities that aim to promote gender equality?

Coherence

- To what extent did partnerships strengthen the project's/programme's capacity to reach intended outputs and outcomes? What were their roles? And what were their expectations? To what extent have these partnerships been useful in the achievement of the intended results?
- How the ILO's partnership framework leveraged in the project/programme influence in achieving results that other international organizations would not be able to do?
- To which extent other interventions of the partners (particularly policy-related interventions) did support or undermine the programme/project activities?

Effectiveness

- To what extent did the programme foster a more conducive environment to prevent an increase of vulnerability to forced labour and human trafficking or reduce such vulnerability?
- How effective was the monitoring mechanism set up, including the regular/periodic meetings among programme/project staff and direct beneficiaries, donor and key partners?

Efficiency

- To what extent has the programme contributed to questioning laws and policies that underpin vulnerability to forced labour and human trafficking??
- How efficiently the programme prioritized its interventions and utilized the reduced funding from the donor during the last two years of the programme period? How did the reduced funding affect the programme results (if any)?

Sustainability and impact potential

- To what extent were the achieved results likely to be long lasting in terms of longer-term effects? If not, what action might have been needed to form a basis for longer-term effects?
- To what extent did the programme/project contribute to advance the ILO's core principles (ILS,gender equality etc)?
- What is impact of the project on plans, priorities of the ILO in the field of migrant rights and forced labour ?

Lessons learned and better practices for future

- Which specific intervention(s) did work properly?
- What are the better practices which would be the best to continue to implement?
- Following the findings of the recently conducted independent Mid-Term Evaluation (MtE), what recommendations can be further suggested for the ILO that have not already been stated in the MTE?

These are the list of suggested questions; they can be revised by the evaluator in consultation with the ILO evaluation manager during the inception phase. The evaluator may adapt the evaluation criteria and questions, but any changes should be agreed upon between the evaluation manager and the evaluator and reflected in the inception report. Based on the analysis of the findings, the evaluation will provide practical recommendations that could be incorporated into the design of potential future initiatives.

5. Methodology

The evaluation will comply with UNEG evaluation norms, standards and follow ethical safeguards, as specified in the ILO's evaluation guidelines and procedures. The evaluation will apply multiple methods; both qualitative and quantitative evaluation approaches should be considered for this evaluation.

The evaluation will be conducted in a participatory manner by engaging a couple of key stakeholders at different levels and ensuring that they have a say about the evaluation, can share their views and contribute to the evaluation and participate in dissemination processes. Furthermore, due to the recently conducted Mid-term evaluation, the interviews shall not be repetitive; in this regard, the mid-term evaluation report shall be read meticulously to avoid any repetitive efforts. Particular attention

will be given to the identification of assumptions, risk and mitigation strategies, and the logical connect between levels of results and their alignment with ILO's strategic objectives and outcomes at the global and national levels, as well as with the relevant SDGs and related targets.

The methodology for the collection of evidence should be implemented in three phases (1) an inception phase based on a review of existing documents to produce an inception report; (2) a phase to collect and analyse primary data collected remotely; and (3) a data analysis and reporting phase to produce the final evaluation report.

Multiple data collection techniques are expected to be used by the evaluation. First of all, the evaluator will conduct a desk review of appropriate materials, including the project document, Logical Framework, progress reports, evaluability assessment, mid-term evaluation report, and other outputs of the project and relevant materials from secondary sources (e.g., national research and [publications](#)). Secondly, the evaluator is expected to use online interviews as a means to collect relevant data for the evaluation. The remote interviews will be conducted with the key persons who could be selected among the list of recommendations proposed by the Programme/Project Team.

As mentioned above, the evaluator would be given a list of recommended/potential persons/institutions to interview that will be prepared by the Project Team in consultation with the evaluation manager. Thirdly, the evaluator may use one-to-one remote interviews to collect data for the evaluation from the target groups, if applicable.

Opinions revealed by the stakeholders will complement the quantitative data obtained from project documents. In addition, the participatory nature of the evaluation will contribute to the sense of ownership among stakeholders. Quantitative data will be drawn from project documents, including the Mid-Term Evaluation Report, Advocacy Paper Work etc.

The evaluator will be expected to follow EVAL's Guidance material on appropriate methodologies to measure key cross-cutting issues, namely the ILO EVAL Guidance Note 3.1 on integrating gender equality and non-discrimination; and the ILO EVAL Guidance Note 3.2 on Integrating social dialogue and ILS in monitoring and evaluation of projects.

All this information should be accurately reflected in the inception report and final evaluation report.

The methodology and techniques to be used in the evaluation should be described in detail in the inception report. The final evaluation report should contain, at minimum, information on the instruments used for data collection and analysis, whether these be documents, interviews, or interviews surveys. The limitations of the chosen evaluation methods should also be clearly stated.

Debriefing/Presentation: Upon completing the report, the evaluator will provide a debriefing to the ILO Team on the evaluation findings, conclusions and recommendations.

6. Main deliverables

A. Inception report (including (1) administrative information; 2) background and context; 3) purpose, scope and clients; 4) criteria and questions; 5) methodology; 6) deliverables; 7) work plan; and (8) management arrangements) in English, including an outline of the report to be submitted electronically to the evaluation manager within seven days following the submission of all program documentation to the evaluator.

The inception report will be up to max. 20 pages and shall include the methods, sources, and procedures. It will also include a proposed timeline of activities and submission of deliverables. The evaluator will submit the first draft of inception report to the Evaluation Manager to seek her/his comments and suggestions. The inception report should be in line with [ILO EVAL Office Checklist](#).

B. Draft Final Report in English should include (initial draft to be submitted electronically to the evaluation manager within 7 days of completion of the data collection including interviews):

Suggested Report Format:

- ✓ Cover page includes key programme/project and evaluation data
- ✓ Executive Summary
- ✓ Description of the programme/project
- ✓ Purpose, scope and clients of evaluation
- ✓ Methodology
- ✓ Clearly identified findings for each criterion
- ✓ Conclusions
- ✓ Recommendations
- ✓ Lessons learned and good practices

Annexes

The final version of the report shall follow the below format in accordance with the ILO Evaluation Office guidelines (see [Checklist Rating](#) the quality of evaluation reports and see [Checklist for Preparing the Evaluation Report](#))

The evaluation consultant shall submit to the evaluation manager the initial draft of the final report. This draft will be max 30 pages plus executive summary and appendices. It shall also contain an executive summary of max. five pages, the body of the draft report shall include a brief description of the project, its context and current situation, the purpose of the evaluation, its methodology and its major findings, conclusions and recommendations. The draft final report will be disseminated to all key project stakeholders as well as concerned ILO officials by the Evaluation Manager for inputs and comments. The evaluator will be responsible for considering the feedback provided and reflecting relevant inputs to the final report.

The process of the finalization of the Evaluation report will start with provision of inputs/comments to the draft final report by the evaluation manager. After the reflection of the inputs/comments of the evaluation manager into the draft report, the draft report will be shared with the ILO project team and stakeholders to receive their comments. Following the insertion of comments of stakeholders to the report, the draft final report will be subject to approval by the ILO Regional Evaluation Focal Point for consequent submission to the ILO Evaluation Office for final clearance.

C. Debriefing/Presentation of preliminary findings:

The evaluator shall carry out the meeting remotely and take part in a debriefing meeting to present their preliminary findings of the evaluation right after finalization of primary data collection and before the drafting the final report.

D. Final Evaluation Report (to be submitted electronically to the evaluation manager within six days of receipt of the draft final report with comments):

An evaluation summary using the ILO Evaluation Summary, Good Practices and Lessons Learned templates shall be submitted along with the final report. The ILO Evaluation Office will approve the

final report. Upon approval, it will be disseminated to all key project stakeholders as well as concerned ILO officials by ILO EVAL.

7. Management arrangements and work plan (including timeframe)

The evaluation team shall be comprised of independent consultant(s) working under the supervision of the ILO Evaluation Manager. The evaluation will be managed by Ms Billur P. Eskioğlu, Senior Project Coordinator of the ILO Office for Türkiye, under the coordination of Mr Hideyuki Tsuruoka, Regional Monitoring & Evaluation Officer of Regional Office for Arab States. The project team will support the evaluator with necessary logistical arrangements. The initial contact will be Mr Narendra Bollepalli, WIF MEL Coordinator, for the evaluation process to be carried out smoothly and timely in terms of backstopping. In addition, he may refer to related programme/project team members to work closely with the evaluator.

TIME FRAME

The following is a tentative schedule of tasks and the anticipated duration of each:

Responsible Person	Tasks	Proposed Timeline	Number of Days
Evaluator	Desk review of project-related documents; Skype briefing with evaluation manager, project manager and project staff. Prepare inception report including interview questions and questionnaires for project stakeholders	7-Mar-2023	7
Evaluator	Interviews with relevant project staff, stakeholders, and beneficiaries	27-Mar-2023	5
Evaluator	Draft report based on desk review, interviews /questionnaires with stakeholders Debriefing/Presentation of preliminary findings	10-Apr-2023	7
Evaluation Manager	Circulate draft report to key stakeholders and project team Stakeholders and project team provide comments Consolidate comments of stakeholders and project team and send them to the evaluator	20-Apr-2023	7
Evaluator	Finalize the report, including explanations on why comments were not included	26-Apr-2023	6

Evaluation Manager	Review the revised report and submit it to Evaluation Department Focal Point and EVAL Office for final approval	10-May-2023	5
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The expected number of payable working days to be performed by the Evaluator is maximum of 25.

8. Profile of the evaluation team

Required Qualifications of the Evaluator(s)

- Advanced degree in social sciences, evaluation, and any related field.
- A minimum of 7 years of experience in complex, outcome-level evaluations.
- Previous experience in conducting programme evaluations as well as multi-stakeholder evaluations.
- Knowledge on international labour standards, experience in assessing labour migration and women empowerment programmes preferably with ILO or other UN agencies.
- Excellent analytical, facilitation, writing and communications skills; ability to understand and engage with a wide range of stakeholders.
- Expertise on the ILO’s mandate, Decent Work agenda and international labour standards.
- Adherence to high professional standards and principles of integrity in accordance with the guiding principles of evaluation professionals’ associations.
- Qualitative and quantitative research skills.
- Full command of English is required.
- *Thematic Knowledge and experience on decent work for migrant and in specific on freedom of association and the right of collective bargaining, forced labour, elimination of all forms of forced or compulsory labour, discrimination at work and occupational Safety and Health will be considered as asset.*
- *(Desirable):* Certificate indicating completion of the ILO EVAL’s online *Self-induction programme*. The programme takes one hour, and a certificate is provided upon completion of the programme. The programme is available at http://training.itcilo.org/delta/ILO-EVAL/ILO_Self-induction_Module_for_Evaluation_Consultants-Part-I/story_html5.html. Thematic exposure to decent work for migrant workers should be an advantage.

For this assignment, a call for expression of interest (Eoi) for the assignment will be issued to collect applications from the candidate consultants, in the meanwhile the consultants in the pool of EVAL will be informed on the call for Eoi . The final selection of the evaluator will be done by the ILO selection panel based on a short list of candidates with an approval from the Evaluation Focal Point and a final approval by EVAL Office.

9. Legal and ethical matters

The evaluation will be carried out in adherence with the ILO evaluation policy guidelines, UN Evaluation Group (UNEG) Norms and Standards and OECD/DAC criteria for evaluating development assistance.

Ethical considerations will be taken into account in the evaluation process. As requested by the UNEG Norms and Standards, the evaluator will be sensitive to beliefs, manners and customs, act with integrity and honesty in the relationships with all stakeholders.

The evaluator shall respect people's right to provide information in confidence and make participants aware of the scope and limits of confidentiality while ensuring that sensitive information cannot be traced to its source.

10. Other Information

Most of the work for the assignment is foreseen as remote work. In case of any travels requested by ILO to perform face-to-face interviews, the Evaluation Manager will agree with the consultant in advance and travel cost will be reimbursed with invoices. DSA payment and transport for travel will be based on ILO Rules and Regulations.

ANNEX 1 – Theory of Change

Work in Freedom Programme Phase II, Theory of Change (as per programme document)

Impact level

Reduce vulnerability to trafficking and forced labour of women and girls across migration pathways leading to the care sector and manufacturing sector = equals

outcome level

1. Women have greater ability to make their own choices during the entire migration process in an enabling environment for safe migration into decent work

+

2. Increased levels of collaboration, accountability and respect between key actors along migration pathways towards an enabling environment for safe migration into decent work

x times

3. Strengthened laws, policies, practices and systems for social protection, safe labour migration and decent work for women

output level

1. Women understand how to negotiate and take decisions that affect their lives especially in relation to accessing protections and entitlements, mobility and local or out-bound employment.

2. Migrant women, men and children in targeted sectors enjoy better collective representation, support services, and recognition of their rights along the pathways of their migration.

3. Employers and labour recruiters adopt more accountable recruitment practices along migration pathways based on international labour standards and are subject to better monitoring, regulation and enforcement.

4. Advocacy work ensures that policy makers have improved knowledge and commitment to reform laws and policies to protect migrant worker rights

5. Improved analytical understanding of risks and vulnerabilities in the migration process leads to improved intervention measures and evidence bases

underlying challenges to be addressed

1. Migration under duress as a result of agrarian crisis (described under background section 1.2)
[Lesson 17-22](#)

2. Abusive working and living conditions and asymmetrical power (described under background section 1.3)
[Lessons 11-16](#)

3. Recruitment that is perceived by migrant workers to be deceptive (described under background section 1.4)
[Lesson 7-10](#)

4. Legal gaps (harmful policies) and weak advocacy (described under background section 1.5)
[Lesson 1-6 and 12](#)

5. Limited evidence base for policy makers (described under background section 1.6)
[Lesson 24 and 25](#)

key related international labour standards

Addressing discrimination ([C111](#)) & [CEDAW](#)

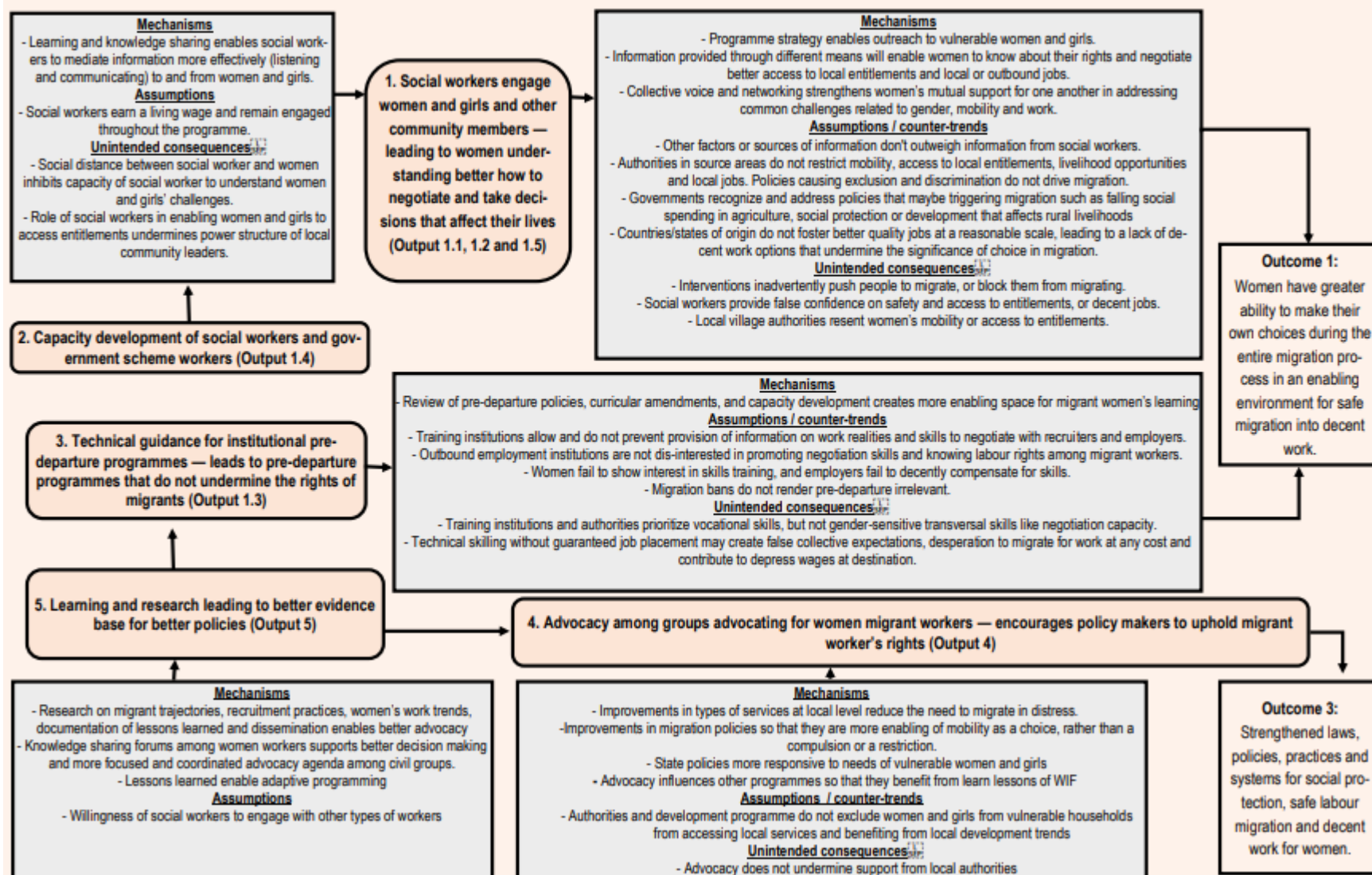
Freedom of association, right to organize and CB ([C87](#), [C98](#))

Forced labour ([C29](#), [C105](#) and [P29](#))

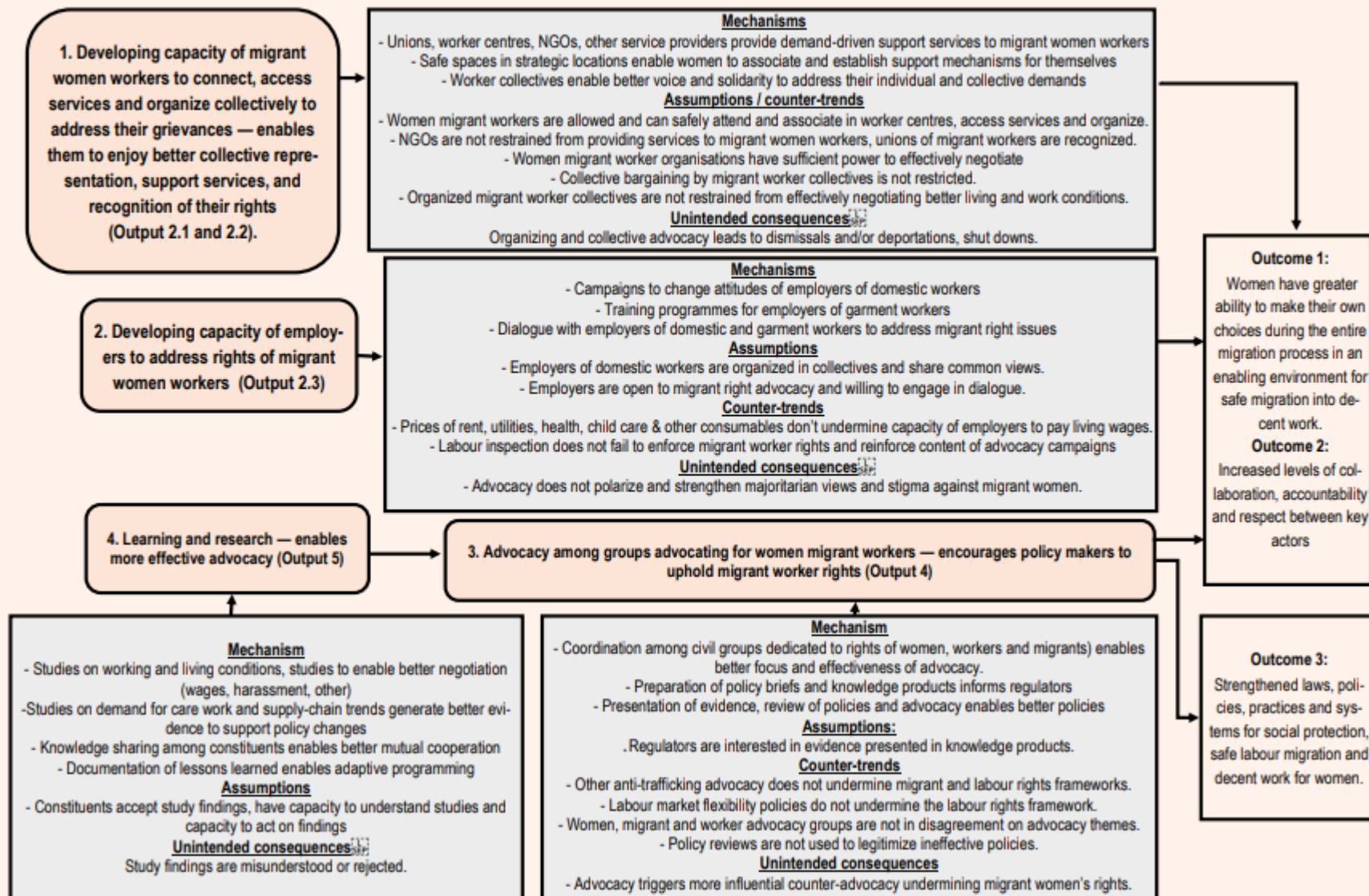
Migrant worker and recruitment standards ([C97](#), [C143](#), [C181](#)) and [CPRAMWF](#).

Decent work for domestic workers ([C189](#)), home based workers ([C177](#)), Child labour ([C182](#)), other.

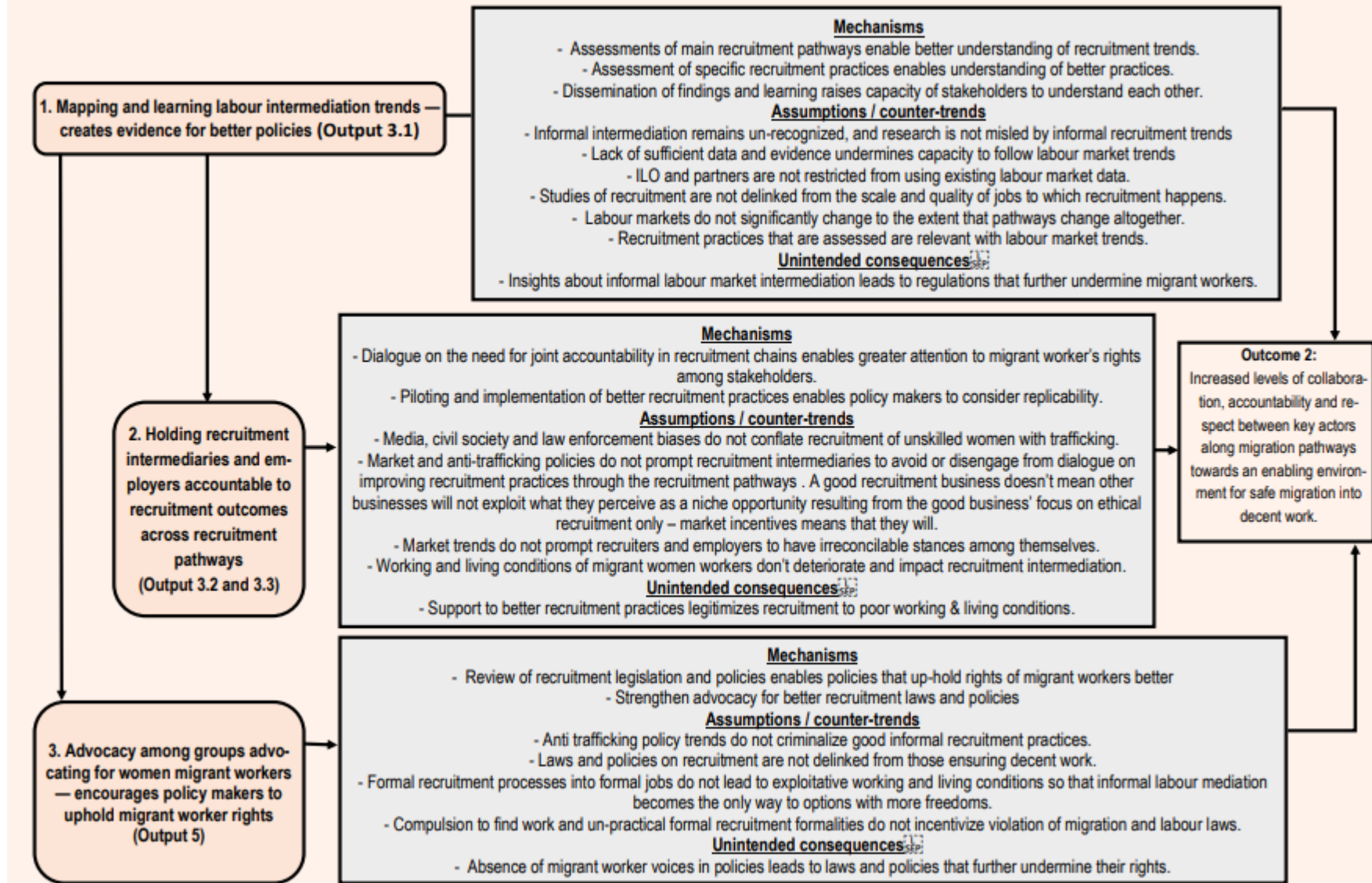
Theory of Change— in areas with high outflows of migrant women workers



Theory of Change — in areas with high inflows of migrant women workers



Theory of Change — labour intermediation for women's work



Programme trends and general counter-trends underpinning assumptions and programme goals

**Decent work not available at a sufficient scale in source or destination locations.
Increasing vulnerability to forced labour.**

General policy context sustaining this trend

- Labour market flexibility policies affecting labour rights and their enforcement.
- Policies introducing barriers and stigma to women's mobility and work (e.g. anti-trafficking premised on criminal justice approaches).

**More decent work jobs at scale in source and destination.
Less vulnerability to forced labour.**

Programme measures to support this trend

- Visibilize current trajectories of migrant women and policies underpinning them (Outcome 5 and 3).
- Increase marginalized women and migrant worker's voices in policies and institutions affecting work and mobility (Outcome 1 and 2).
- Support policies that create decent job options that ensure lives with dignity for women (Outcome 4).
- Strengthen enforcement of labour rights particularly related to women's work (Outcome 4).
- Decrease control and stigma associated with women's mobility and work (all).

Annex-II: All relevant ILO evaluation guidelines and standard templates

- ILO Policy Guidelines for results-based evaluation, 4th Edition, 2020
https://www.ilo.org/eval/Evaluationpolicy/WCMS_571339/lang--en/index.htm
- Code of conduct form (To be signed by the evaluator)
http://www.ilo.org/eval/Evaluationguidance/WCMS_206205/lang--en/index.htm
- Guidance Note 3.1. Integrating gender equality in monitoring and evaluation of projects, and UNEG documents
- Checklist No. 3 Writing the inception report
http://www.ilo.org/eval/Evaluationguidance/WCMS_165972/lang--en/index.htm
- Checklist 5 preparing the evaluation report
http://www.ilo.org/eval/Evaluationguidance/WCMS_165967/lang--en/index.htm
- Checklist 6 rating the quality of evaluation report
http://www.ilo.org/eval/Evaluationguidance/WCMS_165968/lang--en/index.htm
- Template for lessons learnt 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
- Guidance note 7 Stakeholders participation in the ILO evaluation
http://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm
- ILO EVAL [Guidance Note 3.1 on integrating gender equality and non-discrimination](#)
- ILO EVAL [Guidance Note 3.2 on Integrating social dialogue and ILS in monitoring and evaluation of projects](#)
- Template for evaluation title page
http://www.ilo.org/eval/Evaluationguidance/WCMS_166357/lang--en/index.htm
- Template for evaluation summary
<http://www.ilo.org/legacy/english/edmas/eval/template-summary-en.doc>

ANNEX 3: FCDO Evaluation Guiding Principles

All evaluations conducted by FCDO and its partners should strive toward the following guiding principles:

1. Useful

- Fills identified evidence gaps, responds to FCDO and Director General level plans and priorities.
- Provides clear opportunities to influence change, and findings are timed to inform internal or external decision making.
- Asks useful, well-defined questions that are feasible to answer.
- Considers use of evaluation findings throughout design, implementation and beyond finalisation of the evaluation, including recommendations which are actionable and have practical implications for adaptations.
- Engages internal and external stakeholders, provides opportunities for mutual learning, representation of different groups and recognition of context, and to inform decision making for other stakeholders, e.g. partners on delivery / funding / diplomacy, global communities
- Works with evaluation respondents, ensuring participation in processes as appropriate and strong mechanisms for feedback.

2. Credible

- Includes appropriate level of objectivity, through commissioning independent evaluators, and/or through involving independent figures in steering and peer reviewing both the design and outputs of the evaluation.
- Seeks to represent the diversity of people that FCDO's work is designed to benefit and involve them in evaluation work where feasible.
- Ensures processes and products are transparent to the extent possible, and teams are accountable for the findings and related follow-up actions.
- Aligns with partnership principles as relevant, for example commitments in the Paris Declaration, Accra and Busan Agreements and Sustainable Development Goal 17's aim to strengthen the means of implementation and revitalise the global partnership for sustainable development.

3. Robust

- Applies approach and methodology that are feasible and appropriate, reliable and replicable, and stand up to independent scrutiny from design stage.
- Engages right expertise in design, implementation, analysis and quality assurance.
- Aligns with best practice in evaluation quality standards, such as the Magenta book and relevant DAC criteria, quality standards and principles.

- Ensures design and implementation take into account contextual factors, including conflict and Gender Equality and Social Inclusion (GESI) dynamics.
- Has suitable management and governance structures in place.

4. Proportionate

- Aligns level of investment in evaluation to level of scrutiny required, type of learning needed and availability of resources.
- Applies approaches that meet the learning need, in terms of scope, budget, timeline, participation, context and questions to be answered
- Uses experimental and quasi-experimental evaluations only where it is feasible to apply this type of method, on a high priority intervention or topic, and where there is a clear evidence gap and need for new rigorous studies.
- Demonstrates value for money.

5. Safe and ethical

- Considers balance of benefits and risks and takes action to mitigate risk.
- Aligns to FCDO safeguarding rules.
- Contributes to strengthening availability of disaggregated data and evidence, in line with the Inclusive Data Charter
- Ensures respect and dignity of people affected by the subject of the evaluation, their equitable participation in the evaluation and the dissemination of findings to them; follows best practice in ethical research, as outlined in FCDO Ethical Research, Evaluation and Monitoring guidance.¹⁰
- Adheres to GDPR rules or equivalent in data management practices.