

## Call for expression of interest

Evaluation of the project “Protecting garment sector workers:  
occupational safety and health and income support in response to the COVID-19 pandemic”

<b>Total project budget (allocation)</b>	\$ 17,180,095.-
<b>Development Partners</b>	Germany’s Federal Ministry for Economic Cooperation and Development (BMZ)
<b>Project Locations</b>	Bangladesh, Cambodia, Ethiopia, Indonesia, Lao PDR, Madagascar and Viet Nam
<b>ILO Administrative Office</b>	CO-Dhaka (for Bangladesh) DWT/CO-Bangkok (for Cambodia and Lao PDR) CO-Addis Ababa (for Ethiopia) CO-Jakarta (for Indonesia) CO-Antananarivo (for Madagascar) CO-Hanoi (for Viet Nam) SOCPRO LABADMIN/OSH
<b>ILO Technical Office</b>	Social Protection Department (SOCPRO) and the Labour Administration, Labour Inspection and Occupational Safety and Health Branch (LABADMIN/OSH) of the Governance and Tripartism Department
<b>Type of evaluation</b>	Independent
<b>Timing of the evaluation</b>	Final
<b>Application deadlines</b>	Thursday, <b>9 December 2021</b> (18h00 CET)
<b>Type of contract</b>	External Collaboration Contract
<b>Post level</b>	One international evaluation specialist (Team leader) and national consultants based in any of the above-mentioned seven beneficiary countries (one for each country). Applications are welcome for the international/team leader post only, or for a team of international and national consultants, or for national consultant posts based in any of the seven countries.
<b>Languages required</b>	Proficiency in English is required for all the posts. Working knowledge of French is an advantage for the international post. For national consultants, proficiency in the main national language(s) is a prerequisite.
<b>Expected duration of the evaluation</b>	For the international evaluator (team leader), approx. 45 days from late December 2021 to late March 2022. For each national consultant based in the beneficiary countries, approx. 3-4 days at minimum, up to 7-8 days, between late January 2022 and mid-March 2022.

The International Labour Organization (ILO) is seeking expressions of interest from qualified individuals to conduct the final independent evaluation of a project titled “Protecting garment sector workers: occupational safety and health and income support in response to the COVID-19 pandemic”.

The evaluation will include the development of an inception report, a desk review, key informant interviews, up to seven country case studies<sup>1</sup>, a survey and a stakeholder workshop to present preliminary findings and recommendations, and the development of a draft and final evaluation report. This assignment will be conducted from the evaluator's home base. No international travel will be undertaken due to the ongoing COVID-19 pandemic. Travel within each country by national consultants will be subject to any national restrictions in force.

Further details about the evaluation will be made available in the Terms of Reference, which will be shared with the contracted evaluator.

The project: "Protecting garment sector workers: occupational safety and health and income support in response to the COVID-19 pandemic" started in September 2020 and will end on 31 March 2022. It supports constituents in the garment / textile supply chain in selected countries through public and private sector collaboration: (i) To strengthen occupational safety and health (OSH) protection measures to ensure that employers, workers and their families are protected from the direct and indirect health risks of COVID-19 and that workplaces are not negatively impacted by further outbreaks due a poor management of OSH hazards; and (ii) To cushion enterprises against immediate employment and income losses and compensate workers for the loss of income due to COVID 19 by providing wage subsidies and other cash transfers; and to facilitate "back to normality" by maintaining an employment relationship. This integrated strategy is aimed at assisting enterprises to regain normal economic activity and mitigate further interruptions in the supply chain. It also aims at supporting workers in the garment sector, by providing them with income support during the interruption of work, and maintaining an employment relationship with their employer, that will enable them to return to work rapidly. The assisted enterprises are expected to complement the public sector funds by providing in-kind contributions for example in terms of OSH adjustments, engagement in social dialogue, coordination, and leveraging other public funds/investments. The project also supports the practical implementation of the COVID-19: Action in the Global Garment Industry, which encourages organizations endorsing the Action to protect garment workers' income, health and employment and support employers to survive during the COVID-19 crisis, and to work together to establish sustainable systems of social protection for a more just and resilient garment industry.

The results expected of the project are linked to Policy Outcome 7: Adequate and effective protection at work for all, and to Policy Outcome 8: Comprehensive and sustainable social protection for all, in the framework of the [ILO's Programme and Budget for the 2020-21 biennium](#). The project also contributes to the achievement of SDGs 1, 3, 8, 10, 16 and 17.

### **Expected qualifications of prospective candidates**

For this assignment, it is essential that the evaluator has strong knowledge of the [United Nations Evaluation Group's \(UNEG\) Norms and Standards for evaluation](#), the [ILO Policy guidelines for evaluation](#), in addition to a solid understanding of the [ILO's mandate](#), tripartite structure, gender and I inclusion policies. Effective stakeholder engagement is a vital aspect for this evaluation.

The independent international evaluation Lead consultant/evaluator will demonstrate the following set of competencies and experience:

1. Master's degree from a reputable university in a relevant field (social sciences, development studies, economics, management);
2. A minimum of eight years of relevant experience conducting evaluations;
3. Knowledge of the ILO's role and mandate, tripartite structure, gender and inclusion policies;

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<sup>1</sup> The country coverage and depth/breadth of each case study will be determined at the inception stage of the evaluation process, taking into account of the availability of the national consultants, security situation, any mobility/connectivity issues, among other relevant parameters.

4. Strong experience in international development evaluation of social protection programmes, including humanitarian cash transfers. Understanding of garment supply chains, especially in terms of working conditions and OSH is desirable.
5. Experience in evaluating programmes focusing on the humanitarian development nexus is an asset;
6. Demonstrated experience, especially within the UN system, in project cycle management and logical framework approaches as well as on results-based management;
7. Experience in the evaluation function of national and international organizations and a full understanding of the UN evaluation norms and standards;
8. Technical background in social protection, cash transfers and OSH related matters is an asset;
9. Knowledge and experience of at least one of the countries and regions involved (Bangladesh, Cambodia, Ethiopia, Indonesia, Lao PDR, Madagascar, Viet Nam);
10. Capacity to produce user-friendly, pragmatic and prospective recommendations in both operational and managerial terms;
11. Full proficiency in English. Working knowledge of French would be an advantage. All reports, including drafts will be written in English;
12. No involvement in the project being evaluated, including its design and implementation; and
13. No conflict of interest that would interfere with the independence of the evaluation.

#### Required qualifications for national consultants

- First-level or higher degree from a reputable university in a relevant field (social sciences, development studies, economics, management), with a minimum of three years of relevant experience conducting evaluations
- Knowledge of the ILO's role and mandate, tripartite structure, gender and inclusion policies would be an advantage
- Good understanding of national policies on social protection and occupational safety and health context and familiarity with COVID 19 response measures of the national governments
- Prior experience of working on evaluation assignments
- Ability to speak local/national language and proficiency in English

#### Candidates intending to submit an expression of interest must supply the following information:

1. A statement specifying whether the application is: a) for the international/team leader post only; b) for a team of international and national consultants; or c) for national consultant posts based in any of the seven countries.
2. A description of how each candidate's skills, qualifications and experience are relevant to the required qualifications of this assignment;
3. A list of previous evaluations that are relevant to the context and subject matter of this assignment, indicating the role played by the consultant(s) applying;
4. A statement confirming the availability to conduct this assignment and the daily professional fee expressed in US dollars;
5. A copy of each candidate's curriculum vitae (which must include information about the qualifications held by the candidate);
6. A statement confirming that the candidates have no previous involvement in the implementation and delivery of the project being evaluated, in addition to having no personal relationship with any ILO Officials who are engaged in the project; and
7. The names of two referees (including phone and email) who can be contacted.

The deadline to submit an expression of interest for undertaking the evaluation is **Thursday, 9 December 2021, at 18h00 of Central European Time (CET)**. Please send an e-mail with the subject header "Final evaluation of GLO/20/20/MUL" to the Evaluation Manager, **Yoshie Ichinohe** ([ichinohe@ilo.org](mailto:ichinohe@ilo.org)).