Terms of Reference

Impact evaluation of the project Enhancing livelihood prospects for young people in Ethiopia

1. Background and rationale of the evaluation

The Stiftungsallianz für Afrika (SAfA; Foundations Alliance for Africa) is an initiative established by the foundations: Hanns R. Neumann Stiftung, Kühne-Stiftung, Max and Ingeburg Herz Stiftung, and Rossmann Stiftung. The overall vision of SAfA aims to contribute to poverty reduction and the mitigation of root causes of migration by creating attractive prospects for the rapidly growing young population in Sub-Sahara Africa, both in rural and in urban areas. The first project of the alliance will be implemented in the coffee growing regions Amhara and Oromia in Ethiopia by Elias Melake Foundation (EMF), Deutsche Stiftung Weltbevöllkerung (DSW) and Hanns R. Neumann Stiftung Ethiopia (hereinafter: implementers). Further projects may follow in the near future.

To support the implementation of the initiative's first project, SAfA is seeking for a partner organization to support on Monitoring, Evaluation and Learning through this assignment (hereinafter: contractor).

2. Summary of the intervention to be evaluated

The project will be implemented in Oromia and Amhara regions in Ethiopia and intends to directly reach over 70,000 youth aged 15-29 years. Indirectly, the project will benefit the community at large, including local government extension workers, health facility staff, teachers, parents, cooperatives and union leadership, etc.

The overall goal of the project is improved social and economic prospects for youth in rural and urban areas in the selected location in Ethiopia. The intervention consists of three integrated approaches:

- Group-based youth training in agronomy, husbandry as well as business and entrepreneurial skills within Youth Agricultural Innovation Groups (YAIGs) (implemented by HRNS Ethiopia),
- Training in sexual and reproductive health and rights (SRHR) and provision of youth friendly SRHR services through Youth Clubs and a cascading approach through peer educators (implemented by DSW),
- and trainings in logistics, transportation and supply chain management (implemented by EMF).

These interventions are expected to lead to better economic situation and health of participating youth. The logistics and supply chain management of the project is expected to positively affect the efficiency of the existing value chains in the project area. Furthermore, the project is aiming at the establishment of a replicable and scalable high-impact development approach through systematic testing of implementation variations and assessment of the synergy effects at the outcome level.

To allow for an assessment of the synergy effects at the outcome level, an overlap of the target groups is planned:

Group 1: Youth that participate in both Youth Clubs and YAIGs. These youth are expected to receive direct training by all implementers (approx. 1,000 beneficiaries),

Group 2: Youth that participate in YAIGs and that are reached by DSW ET through the cascading approach (approx. 9,000 beneficiaries),

Group 3: Youth that participate in Youth Clubs and hence attend peer education sessions on SRHR topics and have direct access to SRHR services s (approx. 4,000 beneficiaries),

Group 4: Youth that do not participate in any of the two structures but still benefit from the DSW ET cascading approach (approx. 55,000 beneficiaries).

3. Purpose of the evaluation

Through a SAfA level M&E framework, a Theory of Change and continuous support to the PCU

- project activities and outputs are monitored consistently and reliably by the implementers and feed into a high-quality reporting system,
- any overlap in activities is monitored and can be used to assess synergy effects,
- The PCU is empowered to coordinate the M&E work of the SAfA project.

Through a robust assessment of the projects impacts,

- evidence on whether and how the project has improved the livelihoods of participating youth is available at the end of the project,
- evidence on whether and how the complementary approaches of the different implementers have produced synergy effects on outcome and impact level is available at the end of the project,
- created evidence is suitable to develop and attractive and scalable SAfA approach for future projects.

Through the implementation of learning experiments and learning events

- support continuous, evidence-based optimization of the project,
- continuous organizational learning of all SAfA members and key stakeholders around a jointly developed agenda takes place based on facts and data.

4. Scope of the evaluation

The assignment will cover the whole project duration from May 2021 to April 2025. The project will be implemented in Bedele and Gechi districts (woredas) in Buno Bedele zone in Oromia region and Jabitehinan and Semen Mecha districts (woredas) in West Gojam zone in Amhara region. It is estimated that over 1 million people reside in these four project districts and that approximately 42% are aged 10-29 years (defined here as youth). The project intends to reach over 70,000 youth directly. The evaluation should cover all project components and target groups in both project regions.

5. Focus of the evaluation

The evaluation follows the OECD-DAC evaluation criteria. In particular, it will rigorously analyze the outcomes and impact of the project on its targeted beneficiaries. The contractor shall design an evaluation that is able to quantify changes in theses variables using quasi-experimental methods. The evaluation needs to report against all indicators as specified in the logframe and revised by the contractor and the PCU at the start of the assignment. Given the various areas of interventions, SAfA acknowledges that not all expected results can be analyzed with the same level of rigor. Therefore, SAfA has grouped the quality of evidence into three categories:

Table 1: Quality of evidence

Level of rigor	Explanation
Indicative	Observations of changes within the project community (e.g. case studies). They can serve as an indication of what might be the outcomes of an intervention. No causal relationship of the outcomes to the project can be made.
Plausible	Changes are systematically assessed using mixed methods approach. The plausibility of outcomes can be assessed, but not statistically tested. Causal relationship between the outcomes and the project can be plausibly indicated but not proven.
Probable	Most rigorous evaluation method. The changes over time can be assessed / quantified and statistically attributed to the project.

Source 1: Habicht JP, Victora CG, Vaughan JP. Evaluation designs for adequacy, plausibility and probability of public health programme performance and impact. Int J Epidemiol. 1999 Feb;28(1):10-8.

The following table specifies the impact and outcome indicators to be examined in the impact evaluation as well as the level of rigor expected in the analysis.

Table 2: Evaluation questions at outcome and impact level

Evaluation question	Related indicators	Level of rigor
What is the contribution of the project to increasing perceived quality of life among the target group?	70% of direct beneficiaries in all the 4 youth cohorts (youth club members, YAIG members, members in youth clubs and YAIGs, as well direct beneficiaries who are not members of any group) perceive that their quality of life[1] has improved by the end of the project.	probable
Does the project improve the economic situation of the target group?	70% of the youth enrolled in YAIGs report 30% increased income by the end of the project (disaggregated by gender and sector).	probable
	50% of youth enrolled in YAIGs that create meaningful income from the acquired skills (disaggregated by gender, sector and employment status)	
Is youth more valued as productive members of their communities?	Indicator to be defined in inception phase	plausible
Does the project improve intra-household gender equity among the target group?	50% of YAIG members have improved their perception of gender equity (disaggregated by gender) by the end of the project.	tbd
	Reduced time use gap in productive and reproductive sphere for married youth	
	50% of households of trained married youth making decisions on investments and household expenditures jointly.	
Have actors from different value chains as well as young people	Number of in-depth-qualified actors, including young people, in the areas for logistics, transportation, and supply chain management has increased by 1,020	plausible

[1] *The tool for assessing quality of life and to measure synergies will be developed as part of this assignment*

increased knowledge about logistics, transportation, and supply chain management?	actors, of which approx. 80% youth, 20% adults and 50% females, 50% males, by the end of the project.	
Does the project improve sexual and reproductive health and rights of the target group?	30 % increase of sexual and reproductive health status amongst target young people aged 15 to 29 years by the end of the project. (disaggregated by sex, marital status and region).	probable
Are youth equipped with technical, entrepreneurial and business skills to implement income generating activities?	80% of YAIG members that have improved their skills (entrepreneurial, technical and business) to be ready for employment the end of the project (disaggregated by gender and sector).	probable
	30% of the youth in the YAIGs have developed business plans (disaggregated by gender and sector).	
Has the project increased youth self-confidence and ability to cope with and adapt to social and economic changes?	70% of youth in the YAIGs that feel more confident about their skills to better shape their future (disaggregated by gender) by the end of the project.	tbd

The evaluation questions and indicators presented in Table 2 are based on the logframe developed during the planning phase of the project. They may be refined, and additional evaluation questions and indicators may be developed on the basis of the newly designed M&E framework. This process will take place in intensive consultations between the evaluator and the project teams in Ethiopia with the support of back offices in Germany. The baseline report shall include baseline values for all outcome and impact indicators from the logframe.

The evaluation shall specifically address synergy effects that may arise from combining project activities in different intervention areas. The Theory of Change will outline which synergy effects can be expected. The evaluator will propose a methodology to quantitatively assess the extent to which these effects have materialized. The analysis of synergy effects may include but is not limited to the following questions.

Table 3: Evaluation questions for synergy effects

Evaluation question	Level of rigor
Does the combined emphasis on SRHR and economic empowerment lead to better outcomes (e.g. improved intra-household decision making, skill development, improved income)?	probable
Does combined emphasis from HRNS and DSW on gender result in better outcomes (e.g. in terms of female employment, decision-making)?	probable
Does a more efficient supply chain (expected outcome of EMF activities) make farming more viable?	plausible
Does the combined approach lead to better outcomes than the single components? If yes, does their magnitude justify the investment/coordination effort?	plausible

A joint learning agenda shall be developed and tested in at least four learning experiments. These may center, inter alia, around the following areas of interest:

1. Improved economic activity
    - Does improved access to inputs result in increased economic activities?
2. Training attendance
    - What is the best way of increasing female attendance in project activities?
    - Does participatory monitoring motivate beneficiaries and lead to higher training attendance?
    - How can training methodology and implementation be improved?
3. Knowledge retention and application
    - Which training delivery modes are most effective in increasing knowledge application and retention?
    - Does participatory monitoring lead to higher knowledge adoption?

The contractor is encouraged to develop additional research questions that could be addressed through random and systematic testing within the scope of the learning agenda. The questions will be refined and discussed with the implementing organizations during the course of the project.

6. Intended users and stakeholders of the evaluation.

The primary users of the evaluation are the implementing partners and the founding members of the SAfA Initiative. The primary use of the evaluation is twofold:

- the findings, conclusions and recommendations will be used by the implementing partner to inform and to improve and/or adapt the project design and its implementation,
- the results of the study will inform the design of further projects, which might be developed by the SAfA Initiative.

The evaluation will also be shared with the Federal Ministry for Economic Cooperation and Development (*BMZ*), which is funding the project, to account for the development results of the project. The evaluation will also be availed to the relevant government bodies in Ethiopia.

Furthermore, the results of the evaluation will also be shared with the local authorities as well as the community members. As SAfA members are committed to contribute to the global evidence on the approaches to fight poverty, the evaluation will also be made publicly available to broad audience of any interested users. The publication should contribute to narrow existing research gaps in livelihood interventions.

7. Tasks of the contractor

The assignment can be grouped into three different work-streams with several activity packages

I. implementer support
II. impact evaluation
III. learning agenda

Activity packages in the workstream implementer support

I.a. Develop project Theory of Change (ToC)

The contractor shall organize meetings with implementing organizations including field teams, to construct a project theory of change. This document shall lay out a refined problem statement, project vision and impact pathways with specific emphasis on expected synergy effects.

Due to the complex nature of the project and potential limitations in travel, the evaluator shall suggest and implement suitable formats for including the views of the diverse range of stakeholders for refining the Theory of Change document. The theory of change will then form the basis for the M&E framework.

I.b Finalize the M&E framework

Based on the logical framework, the wider project concept and the theory of change, the contractor shall develop an M&E framework in cooperation with the PCU which refines and supplements the indicators and evaluation questions of each implementing partner The PCU provides the contractor with a draft M&E framework as a basis for the finalized document. As a general rule, implementing partners will be expected to monitor activities and outputs while the contractor is expected to assess the outcome and impact level. This includes the revision of all indicators and suggestions how data from different implementers can be integrated for analysis and reporting. The M&E framework should clearly define indicators, way of measurement, frequency and responsibilities of SAfA organizations, external evaluator and PCU. The document should also take into account any measurement needs arising from the joint learning agenda.

It is the responsibility of the implementing organizations to collect data on project activities and outputs. The contractor shall assess the suitability of the tools used by the implementers to generate valid and reliable data as needed in the M&E framework and propose improvements where necessary.

I.c Advice implementers and PCU on monitoring

The contractor shall provide continuous support to the M&E officer at PCU level. Through this support, the M&E officer shall be able to work with the implementing organizations to fulfill their respective monitoring needs. While the day-to-day work on M&E coordination in the SAfA project will fall on the M&E officer, the contractor shall assist with expertise and through concrete advise on how to improve specific tools and methods and progress reporting.

It is the responsibility of the implementing organizations to collect data on project activities and outputs. The contractor shall assess the suitability of the tools used by the implementers to generate valid and reliable data as needed in the M&E framework and propose improvements where necessary.

Tasks in the workstream impact evaluation

II.a Design Impact Evaluation

The contractor shall produce an inception report outlining the evaluation methods to be used in the impact evaluation. In the inception report, the contractor will also outline, how the OECD-DAC criteria are covered in the evaluation. This definition process shall take place in coordination with the implementers and be finalized in an inception workshop.

The use of sufficiently large samples to generate valid findings and the use of control groups is strongly encouraged. Due to the innovative nature of the intervention, it will, however, not be possible to fully randomize the intervention activities undertaken by the implementers. Smaller changes to the intervention design may be possible to increase the validity of the evaluation. Specific attention should be on the synergy effects between the different components. As there are (a) beneficiaries benefiting solely from HRNS activities, (b) beneficiaries benefiting solely from DSW activities as well as (c) beneficiaries benefiting from HRNS and DSW activities, the contractor should aim to quantify the added value of the combined approach using quasi-experimental methods (e.g. comparison of youth in YAIG and youth club vs. youth in YAIG but not in youth clubs or vice versa). The evaluation shall systematize potential sources of synergies and assess whether these effects materialize.

II.b Carry out Impact Evaluation

The contractor is expected to carry out all data collection activities needed for the impact evaluation as defined in the M&E framework. This includes:

- Preparatory field-work needed to obtain any needed permits, identification of control groups, exploratory data collection, field testing, etc.
- Representative surveys with sample sizes that yield sufficiently powered results. At a minimum, three rounds of data collection (baseline, mid-term, final) are expected.
- Any additional (qualitative) data collection needed to substantiate the findings of the evaluation.

The impact evaluation should also make use of the data on activities and outputs collected by the implementing organizations as defined in the M&E framework.

II.c Analysis and reporting

The contractor is responsible for data analysis, interpretation of findings and creation of reports. At a minimum, a baseline, mid-term and final report should be included. The contractor shall furthermore disseminate the findings and recommendations through a presentation of the report. In coordination with the project manager, findings of the respective report shall be summarized in an action plan for the implementing organization.

Tasks in the workstream Learning Agenda

III.a Facilitate creation of learning agenda

Additionally to having an evaluation of the project's impact, the implementing organizations strive to continuously improve their approaches through learning experiments. The contractor shall coordinate the creation of a learning agenda document through a suitable workshop format with the implementing organizations. The resulting learning agenda document contains a prioritized list of learning questions and ways to test for them in learning experiments.

III.b Design, carry out and analyze learning experiments

In coordination with the PCU and the implementing organizations, the contractor shall design and carry out at least four learning experiments. In these experiments, the implementers shall carry out activities in a randomized setting on limited scale while the contractor collects and analyzes the data necessary. The contractor shall also advise the implementers on the randomized implementation of project activities. Learning experiments shall be carried out throughout the project lifetime, i.e. not all planned learning experiments need to be developed at project inception.

The contractor shall analyze the data and present the findings in a suitable format to the implementing organizations. Each learning experiment needs to be documented in a separate report that is not part of the final evaluation report.

III.c Annual learning events

The contractor is expected to prepare, host and document an annual learning event at which the progress on the defined learning agenda shall be discussed. Any findings from the learning experiments and its implications for project implementation shall also be discussed in these meetings. Next to an exchange on findings, each meeting shall define an action plan on how to further improve the effectiveness or efficiency of project activities and which additional implementation variations can be tested.

8. Evaluation plan

8.1. Products/deliverables expected from the evaluation

Following deliverables are expected from the consultant:

Table 4: List of deliverables

Workstream	Deliverable	Indicative length (pages)	Details
Implementer Support	M&E framework		M&E Framework including indicator definition, data source, disaggregation, information about the data collection process, data management, analysis and respective responsibilities. The development of respective tools for data collection within the project monitoring is the responsibility of the implementing organisations. Intended for internal use only.
	Theory of Change	2-3	Narrative description and visualisation of how the project will lead to the desired change with emphasis on the definition and rationale of the synergetic effects. Intended for internal use only.
Project Evaluation	Inception report		Including an updated timeline, an evaluation matrix, detailed methodology, draft sampling methodology and size, brief justification of the proposed methodology, draft data collection tools, consent forms for data collection. Intended for internal use only.
	Draft baseline report		Report should include an executive summary, description of the intervention, evaluation purpose, methodology, final sample, findings, conclusions and recommendations section. It should cover all OECD-DAC criteria. Final data collection tools shall be included in an annex. Intended for internal use only.
	Final baseline report		Final data collection tools shall be included in an annex. Intended for internal use and the donor.
	Draft mid-term evaluation		Report should include an executive summary, description of the intervention, evaluation purpose,

			methodology, final sample, findings, conclusions and recommendations section. Final data collection tools shall be included in an annex. Intended for internal use only.
	Final mid-term evaluation		Final data collection tools shall be included in an annex. Intended for internal use and the donor.
	Draft end evaluation report		Report should include an executive summary, description of the intervention, evaluation purpose, methodology, final sample, findings, conclusions and recommendations section. Final data collection tools shall be included in an annex. Intended for internal use only.
	Final end evaluation report		Final data collection tools shall be included in an annex. Report will be made available to wider public.
	Draft data collection tools		For all planned data collection (baseline, mid-term, end evaluation and learning experiments).
	Syntax / do-files		Shall be submitted for all reports. For internal use only.
	Completed consent forms		Shall be submitted for all reports. For internal use only.
Learning Agenda	Draft learning agenda / concept	5	The first concept shall include first ideas for possible approaches to be tested, a process definition on how to embed learning as integral and iterative part of the project implementation, and roles and responsibilities. Intended for internal use only.
	Final learning agenda / concept	5	Intended for internal use only.
	Inception reports for each learning experiments (~4)	10-15	Including a description and purpose of the test, timeline, detailed methodology, draft sampling methodology and size, brief justification of the proposed methodology, draft data collection tools, consent forms for data collection. Intended for internal use only.
	Draft reports for each learning experiment (~4)	15-20	Report should include an executive summary, description of the experiment, evaluation purpose, methodology, final sample, findings, conclusions and recommendations section including suggestions for further research and implications for the project implementation. Final data collection tools shall be included in an annex. For internal use only.
	Final reports for learning experiments (~4)	15-20	Final data collection tools shall be included in an annex. For internal use only.
	Summary of annual learning workshops	5	

8.2. Time frame for the assignment

The assignment will cover the whole project duration from May 2021 to April 2025. An indicative timeline for different tasks is specified below. The consultant shall note that regular support to the Project Coordination Unit and participation in M&E working group meeting by the lead consultant are expected (approx. 1,5 days per month).

Table 5: Tentative timeline of deliverables

Activity	Tentative timeline
Theory of change development	August2021
M&E framework finalization	August 2021
Development of data collection tools for baseline	September 2021
Inception workshop	September 2021
Inception report	September 2021
Baseline study	October – December 2021
Development of learning agenda / concept	March 2022
Develop and conduct learning experiment	September - October 2022
	February - March 2023
	August - September 2023
Mid-term evaluation	November - December 2023
Develop and conduct learning experiment	March 2024
End evaluation	February – March 2025

9. Budget and payment schedule

The overall budget for this assignment is between 600 - 900 Thousand EUR. The consultant is responsible for the payment of VAT and other applicable taxes, travel and visa cost, insurance and any other costs associated with the assignment. Payment schedule and milestones will be negotiated prior to contract signing.

10. Management arrangements

The project will be centrally managed through a Project Coordination Unity (PCU), which will be set up in Addis Abeba. The consultant is accountable and will be reporting to the SAfA Project Manager at the PCU. The M&E expert at PCU will be the main contact person for the external evaluator at the working level. S/he will ensure the involvement of the representatives from each implementing and/or funding partner through a M&E working group as necessary.

11. Expected Qualifications

The consulting firm or organization required for this assignment should have at least five years of experience in conducting research and demonstrated experience in conducting impact evaluations with experimental and/or quasi-experimental designs. A track record of research studies or evaluation conducted in Ethiopia is expected.

The consulting firm or organization should propose an expert team consisting of a team leader and thematic experts (senior and/or associate researchers). Evaluation team members are expected to have the following qualifications and experience:

- PhD / Masters’ degree in development economics, econometrics, economics, agriculture, public health, social studies or related fields,
- Research experience in rural development,
- Experience in planning and managing quantitative surveys,

- Conducting research on sensitive issues such as SRHR, gender-based violence, obstetric fistula,
- Conducting research on agricultural innovation in rural setting,
- Strong understanding of Ethiopian policy environment, context and systems, especially in the context of agricultural extension and public health,
- Experience in working in rural setting,
- Ability to actively engage with M&E working group and to advise on creation of M&E system, which will feed the project with actionable data,Working experience in Ethiopia.
- Fluency in English, Amharic and Oromo

12. Applications

Technical and financial proposal shall be submitted in separate document per e-mail only. The technical proposal shall be submitted as a pdf file. For the submission of a financial proposal, the consultant shall use a template (in Excel), which will be provided upon request. If possible, please attach two sample evaluations from your work to the application.

The deadline for submissions is 30.6.2021. Upon receipt of proposal an acknowledgment of receipt confirming the date and time of receipt will be send out.

12.1. Structure of the technical proposal

Technical proposal shall include following sections. The consultant is encouraged to include sub-sections for different tasks.

Section	Short description
Table of Contents	
Introduction and background of the project	
Objective of the assignment	
Methodology	Evaluation design, sample size and sampling strategy, data and measurement of main outcomes. The section shall include following information: • an indicative sample size. • data collection process, quality assurance and data analysis methods
Timeline and deliverables	
Research team composition	
Potential risks and mitigation strategy	
Ethics and data protection strategy	
Annex	Organizational profile and capacity statement, CVs of proposed research team members, similar projects and experience in Ethiopia.

12.2. Financial proposal

Template for the financial proposal will be provided upon request and is obligatory to use. All offers shall be made in Euro.

12.3. Evaluation of proposals

Only offers, which meet criteria outlined under section 11. of this ToR and submitted via e-mail by 30.6.2021 (deadline) will be evaluated. The technical proposal will be evaluated according to following criteria:

No.	Criteria	Score Weight
1.	Expertise of the firm / organization	20%
2	Proposed methodology, approach and timeline	30%
3.	Research team structure and composition	50%

The evaluation of financial proposals will only be opened, if the technical proposal has reached minimum 70% of the total score.

13. Enquiries

Further information on the project (project log frame and proposal, etc.) and the template for financial report submission are available upon request.

Interested applicants may submit their questions regarding these terms of reference and the project per e-mail until 27.5.2021. An anonymized Q&A document will be compiled and send back to all interested parties by 1.6.2021.

Contact e-mail address: tender@hrnstiftung.org (mention SAfA in subject line)