Terms of Reference for Final Evaluation of the WNCB Programme

1.Introduction: Purpose and scope of the evaluation

Established in early 2019 by the Stop Child Labour Coalition (SCL), Save the Children Netherlands, and UNICEF Netherlands, the Work: No Child's Business (WNCB) Alliance is led by Hivos and unites 32 partner organizations across Côte d'Ivoire, India, Jordan, Mali, the Netherlands, Uganda, and Viet Nam. This Alliance harnesses each partner's strengths to address child labour through grassroots interventions and systemic advocacy. The programme is dedicated to tackling the root causes of child labour, aiming to ensure children and youth are free from labour and have access to quality education and future decent work opportunities.

The COVID-19 pandemic has significantly impacted the programme, presenting unprecedented challenges. The pandemic's global scale and its economic, social, and health ramifications have likely affected the Alliance's operations and the communities it serves. Issues such as increased economic hardship, school closures, and health crises have exacerbated the conditions that lead to child labour.

1.1 Purpose

The primary purpose of this evaluation is to assess the Theory of Change of the Work No Child Business programme by leveraging existing Monitoring, Evaluation, Accountability, and Learning (MEAL) data of our programme alongside two detailed studies conducted in two of our programme's operational settings. In doing so this evaluation aims to create a better understanding of combatting child labour within the complete supply chain, including the (informal) economic ecosystem that is influenced around supply chains.

1.2 Scope

The evaluation aims to examine key programme outcomes reported from 2020 to 2024 across the six WNCB countries utilizing a desk review and conducting a validation of data to support these outcomes. In addition, given our Alliance's valuable insights in addressing child labour within informal parts of supply chains, the evaluation is also expected to narrow its focus to child labour that exists and/or emerges within the complex (informal) economic ecosystem that exists around the lower tiers of (inter)national supply chains. To better evaluate the complexities involved in working within the lower tiers of the supply chain, we ask that the evaluation team to conduct a detailed analysis of two specific contexts: the natural stone sector in Rajasthan, India, and the cocoa sector in the Nawa Region, Ivory Coast[1].

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[1] These contexts have been selected through a scoring process that allowed us to identify the most relevant contexts to assess the selected main focus of this evaluation.

2. Programme background

Over the last five years, the Alliance has achieved significant progress through its collaborative framework, engaging in international forums, and forming strategic partnerships to influence policy and legislation. Despite challenges such as the COVID-19 pandemic, the Alliance adapted its strategies, employing alternative methods to continue its work and maintain momentum towards its goals. The WNCB programme emphasizes inclusive participation and gender equality, involving men and boys, to tackle specific discriminations and ensuring all programme activities foster safe and empowering environments for all genders and marginalized groups.

2.2 WNCBs Theory of Change (ToC)

The WNCB programme's impact statement envisions a future where children and youth are free from child labour, enjoying their rights to quality education and future decent work. It outlines four pathways of change targeting communities, governments, the private sector, and international stakeholders, each with specific strategies and interventions tailored to the unique contexts of the participating countries, thereby promoting sustainable change. These strategic pathways encompass the following:

- **Strategic Pathway 1:** Empowerment of children and improved access to formal education and youth employment within supportive environments.
- **Strategic Pathway 2:** Governments enforcing laws and implementing policies on child labour, education, and youth economic empowerment.
- **Strategic Pathway 3:** Private sector responsibility in preventing and addressing child labour.
- **Strategic Pathway 4:** International and Dutch government support for eliminating child labour through due diligence policies and laws.

By linking up a supply chain approach with an area-based approach along the identified strategic pathways, the programme aims to tackle **root causes of child labour** and realise sustainable change for all children and their families. The visualisation of our complete TOC (see Figure 1) includes the full comprehensive set of identified long-term and intermediate outcomes and assumptions of our programme.

Key assumptions and barriers of the TOC
The Alliance operates under key assumptions about the lack of awareness and opportunities, ineffective legislation, weak collaborative efforts, poor labour practices, and insufficient data on child labour. These assumptions and identified barriers have guided the strategic decisions and approaches throughout the programme and will be tested in this evaluation.

2.1 WNCB strategies

The WNCB programme has built upon four key strategies to combat child labour in a holistic manner:

1. **Supply chain approach**: Encourages due diligence by the private sector in industries to identify and mitigate child labour in both formal and informal sectors.
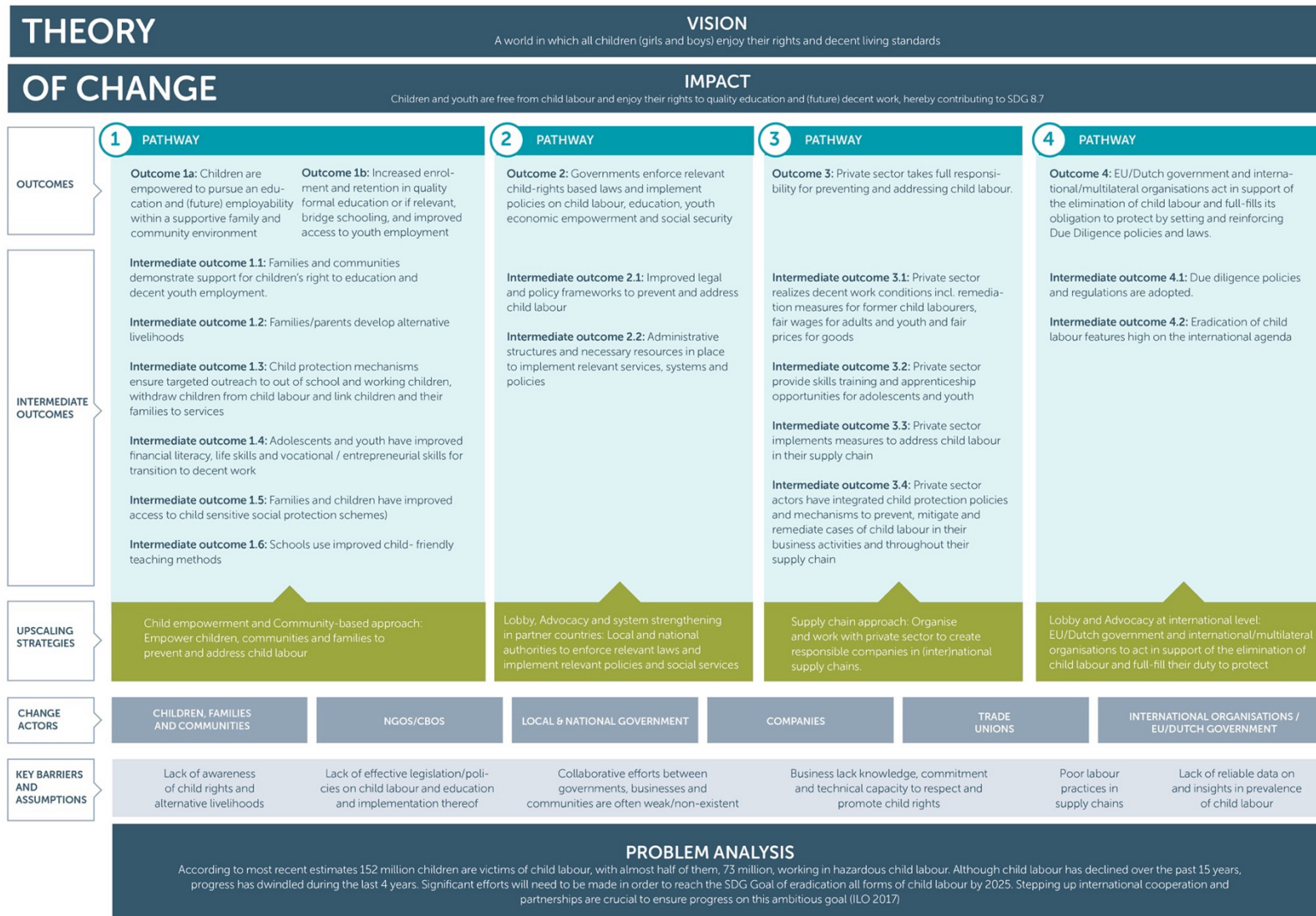
2. **Area-based approach**: Focuses on high-prevalence regions, aiming to address root causes through community engagement, socio-economic support, and improved access to education.
3. **Child protection systems**: Enhances child protection frameworks and mechanisms, linking at-risk families to support services and promoting the enforcement of child rights legislation.
4. **Lobby and Advocacy**: Influences policy and legislation at all levels to advocate for child rights and responsible practices, aiming to eradicate child labour.

2.3 Adaptive programme management

The bottom-up consensus-based management approach within our programme allowed for adaptive responses at various level. This meant that insights gained in relation to (participatory) MEAL work, the Theory of Change reflections and emerging programme risks led to contextually relevant programme adaptations that were reflected in contextualized annual plans of each country. Several interesting lessons about our ToC, including its assumption are listed below:

1. **Increased focus on the informal economy**: Recognizing the importance of addressing child labour within informal economies connected to formal supply chains to ensure comprehensive coverage instead of just focusing on 'the informal sector'.
2. **Evolving awareness and empowerment approaches:** Our strategy has evolved beyond the initial assumption that simply raising awareness of child labour's negative impacts and the significance of education is sufficient. Our annual plans demonstrate a deeper connection between awareness-raising efforts and enhancements in the knowledge, capabilities, and self-efficacy of communities, governmental entities, and the private sector in child protection.
3. **Addressing child labour risks from school closures**: Adapting strategies in response to COVID-19's impact, with a gender-focused approach to mitigate increased child labour risks due to prolonged school closures.
4. **Gender transformative approach**: Emphasizing the need for specialized support to address gender inequalities and foster sustainable changes the programme adopted a gender transformative approach.
5. **Strategic engagement with governments and private sector**: Focusing on influencing government policies for due diligence and Responsible Business Conduct (RBC) over direct pressure on the private sector.
6. **Broadening the approach beyond high incidence areas**: Integrating various strategies to strengthen child protection systems and encourage wider adoption and spillover effects, moving beyond initially targeted areas.
7. In working with an **integration of approaches and strategies,** the WNCB Alliance has learned that change can be realized and sustained if all stakeholders are convinced and work together around the norm that 'no child should work – every child must be in school'. This enables us to address all type of child labour in a community, and thus also those target children who are working in the lower tiers of supply chains, and beyond. Moreover, this prevents children to move from one sector to another and/or to enter more hidden or worst forms of child labour.

Figure 1: WNCB Theory of Change

THEORY
OF CHANGE

VISION
A world in which all children (girls and boys) enjoy their rights and decent living standards

IMPACT
Children and youth are free from child labour and enjoy their rights to quality education and (future) decent work, hereby contributing to SDG 8.7

1 PATHWAY

OUTCOMES

Outcome 1a: Children are empowered to pursue an education and (future) employability within a supportive family and community environment

Outcome 1b: Increased enrolment and retention in quality formal education or if relevant, bridge schooling, and improved access to youth employment

INTERMEDIATE OUTCOMES

Intermediate outcome 1.1: Families and communities demonstrate support for children's right to education and decent youth employment.

Intermediate outcome 1.2: Families/parents develop alternative livelihoods

Intermediate outcome 1.3: Child protection mechanisms ensure targeted outreach to out of school and working children, withdraw children from child labour and link children and their families to services

Intermediate outcome 1.4: Adolescents and youth have improved financial literacy, life skills and vocational / entrepreneurial skills for transition to decent work

Intermediate outcome 1.5: Families and children have improved access to child sensitive social protection schemes)

Intermediate outcome 1.6: Schools use improved child- friendly teaching methods

2 PATHWAY

Outcome 2: Governments enforce relevant child-rights based laws and implement policies on child labour, education, youth economic empowerment and social security

Intermediate outcome 2.1: Improved legal and policy frameworks to prevent and address child labour

Intermediate outcome 2.2: Administrative structures and necessary resources in place to implement relevant services, systems and policies

3 PATHWAY

Outcome 3: Private sector takes full responsibility for preventing and addressing child labour.

Intermediate outcome 3.1: Private sector realizes decent work conditions incl. remediation measures for former child labourers, fair wages for adults and youth and fair prices for goods

Intermediate outcome 3.2: Private sector provide skills training and apprenticeship opportunities for adolescents and youth

Intermediate outcome 3.3: Private sector implements measures to address child labour in their supply chain

Intermediate outcome 3.4: Private sector actors have integrated child protection policies and mechanisms to prevent, mitigate and remediate cases of child labour in their business activities and throughout their supply chain

4 PATHWAY

Outcome 4: EU/Dutch government and international/multilateral organisations act in support of the elimination of child labour and full-fills its obligation to protect by setting and reinforcing Due Diligence policies and laws.

Intermediate outcome 4.1: Due diligence policies and regulations are adopted.

Intermediate outcome 4.2: Eradication of child labour features high on the international agenda

UPSCALING STRATEGIES

Child empowerment and Community-based approach: Empower children, communities and families to prevent and address child labour

Lobby, Advocacy and system strengthening in partner countries: Local and national authorities to enforce relevant laws and implement relevant policies and social services

Supply chain approach: Organise and work with private sector to create responsible companies in (inter)national supply chains.

Lobby and Advocacy at international level: EU/Dutch government and international/multilateral organisations to act in support of the elimination of child labour and full-fill their duty to protect

CHANGE ACTORS

CHILDREN, FAMILIES AND COMMUNITIES	NGOS/CBOS	LOCAL & NATIONAL GOVERNMENT	COMPANIES	TRADE UNIONS	INTERNATIONAL ORGANISATIONS / EU/DUTCH GOVERNMENT

KEY BARRIERS AND ASSUMPTIONS

Lack of awareness of child rights and alternative livelihoods	Lack of effective legislation/policies on child labour and education and implementation thereof	Collaborative efforts between governments, businesses and communities are often weak/non-existent	Business lack knowledge, commitment and technical capacity to respect and promote child rights	Poor labour practices in supply chains	Lack of reliable data on and insights in prevalence of child labour

PROBLEM ANALYSIS
According to most recent estimates 152 million children are victims of child labour, with almost half of them, 73 million, working in hazardous child labour. Although child labour has declined over the past 15 years, progress has dwindled during the last 4 years. Significant efforts will need to be made in order to reach the SDG Goal of eradication all forms of child labour by 2025. Stepping up international cooperation and partnerships are crucial to ensure progress on this ambitious goal (ILO 2017)

3. Evaluation objective, criteria and questions

The primary objective of this evaluation is to assess the relevance of the area-based approach by zooming in on the premise that its adoption is crucial for any supply chain strategy aiming to tackle child labour effectively and sustainably. Specifically, the evaluation will delve deeper into the relationship between local informal economies and global supply chains, by analysing how the interventions of the WNCB programme have navigated these complex relational dynamics and what their impact is in the two selected contexts.

3.1 Specific evaluation objectives

To ensure that we will have a comprehensive evaluation that makes good use of existing MEAL data, we have broken down our primary evaluation objective into three specific evaluation objectives. This allows for the evaluation to not only assess and validate the Theory of Change but also contribute to a strategic roadmap for ongoing and future interventions against child labour. The specific objectives of the evaluation are:

1. **Enhance understanding of programme impact:** To deepen insights into the effectiveness, sustainability, and impact of the WNCB programme by analysing programme data including MEAL products, referring to (but not limited to) the external baseline, mid-term and end-line studies of our key performance indicators and SenseMaker, as well as the programme's outcome harvesting reports. This specific objective includes identifying key lessons and best practices that have emerged from the programme's implementation to understand its overall contribution towards preventing child labour.

2. **Identify scalable good practices at the intersection of the supply chain approach and the area-based approach:** To pinpoint and elaborate on specific interventions within the WNCB programme that demonstrate significant potential for combatting child labour across the complex economic ecosystems[2] linked to the lower tiers of supply chains. *This includes an assessment of the role of all key-stakeholders that have been engaged in the programme.* This will involve a detailed examination of the natural stone sector in Rajasthan, India, and the cocoa sector in the Nawa Region, Ivory Coast, to identify practices among various programme stakeholders that warrant further development and scaling.

3. **Strategic recommendations for programme partners and key stakeholders:** To garner external insights and recommendations on how Alliance partners can continue and effectively mobilize and sustain engagement among communities, the private sector, and international stakeholders towards the collective goal of eliminating child labour. This involves assessing current engagement strategies and proposing innovative approaches for enhanced future collaboration *between governments, the private sector, CSO's and communities with a high incidence in child labour.*

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[2] The economy as a whole and most of its constituent parts, like markets, government institutions, firms, or households, are inherently complex constructions and are affected by the dynamics of supply chains.

3.2 Evaluation criteria

This evaluation extends beyond simply evaluating the **relevance, effectiveness** of the interventions carried out within the WNCB programme. It aims to delve deeply into a critical aspect of our strategy that is often overlooked: the interconnection between (inter)national supply chains and complex (informal) economic systems. In doing so, the evaluation places a strong focus on examining the **coherence**, **sustainability and impact** of the WNCB approach that addresses child labour in a holistic way. It sheds light on the pathways to change, showing how interventions not only aim to eliminate child labour in specific communities but also how national and international stakeholders can drive systemic change within the complex networks of global supply chains including its lower tiers. Given the programme's complex nature, the evaluation will consider **cost-effectiveness** by exploring the potential for spill-over effects and the opportunities for **replication** and **scaling up** in future programmes and programmes of WNCB partners and the work of key stakeholders.

3.3 Evaluation questions

The first series of evaluation questions targets the first specific objective, aiming to explore the reported outcomes of the WNCB programme's strategy. The second series examines the interplay between the supply chain and area-based approaches; implemented through two specific contextual studies. The final series seeks to evaluate the wider consequences for future initiatives aimed at eradicating child labour in (inter)national supply chain settings, intending to provide a detailed insight into the programme's effects and identify avenues for expanding and replicating its successful strategies.

Specific Objective 1: Enhance understanding of programme impact:

1.1 How do the harvested outcomes align with planned outcomes of the WNCB Theory of Change? Are harvested outcomes adequately substantiated and validated by communities or external stakeholders? What potential blind spots exist?

1.2 What can be learned from the reports and other MEAL data about external programme risks in general and the impact of the Covid-19 pandemic specifically on communities, and the programme?

1.3 What insights can be derived from WNCB MEAL data regarding the extent to which we have successfully addressed the identified root causes of child labour in each context?

1.4 Has the prevalence of child labour decreased, and school enrolment and attendance rates improved? What evidence exists that WNCB interventions have affected child labour prevalence, and school attendance?

1.5 Has (inter)national legislation and regulation positively impacted child labour in sourcing and production areas?

1.6 What programme wide insights have been gained from WNCB's efforts to address child labour within complex economic systems associated with the lower tiers of (inter)national supply chains?

1.7 Which unexpected outcomes have been harvested and which of these unexpected outcomes deserve more attention and why?

Specific Objective 2: Identify scalable good practices at the intersection of the supply chain approach and the area-based approach.

2.1 To what extend is the programme's ToC valid in addressing child labour in informal settings?

2.2 Which interventions, in the Nawa region and Rajasthan have been used to address child labour in combating child labour within the **complex economic systems surrounding the lower tiers of supply chains**? In what way are these interventions related to the lower (informal) tiers relevant to the broader supply chain approach?

2.3 Which of these interventions have led to observable outcomes (harvested outcomes) that can be validated by external stakeholders and/or communities?

2.4 How has legislation and regulation affected the prevalence of child labour in the informal economy in in the Nawa region and Rajasthan?

2.5 How are communities, the private sector, and international actors engaged in interventions?

2.6 What insights can be gained from WNCB's efforts to address child labour within complex economic systems associated with the lower tiers of (inter)national supply chains in these two specific contextual settings?

2.7 What aspects contribute to the long-term sustainability of efforts that are aimed at addressing child labour in informal economic activities?

2.8 What are the challenges and opportunities in scaling up successful interventions related to the contextual studies to other areas or sectors?

Specific Objective 3: Outsider perspective on future efforts that build on WNCB experiences.

3.1 How can the identified good practices and lessons be scaled or adapted to enhance the fight against child labour in similar contexts of the selected areas and sectors of the WNCB programme by in-country partners?

3.2 What aspects of the WNCB programme approach can serve as a model for other initiatives aiming to tackle child labour in complex economic systems?

3.3 Which elements of the WNCB Alliance strategies could be enhanced to involve communities, the private sector, and international stakeholders more effectively in future initiatives targeting child labour?

3.4 What recommendations follow from the lessons learned on the impact of national legislation and regulation on child labour in sourcing and production areas?

3.5 Does legislation and regulation support greater involvement of international stakeholders in the supply chain aimed at eliminating child labour?

3.6 What recommendations can be made to improve collaboration and coordination between WNCB Alliance partners in the Netherlands, including the Dutch Ministry of Foreign Affairs, and community stakeholders, the private sector, and international organizations, to foster a unified and grassroots-driven international strategy for eliminating child labour? Which role should be taken by whom?

3 Methodological framework

4.1 Methodology

The evaluation team is expected to adopt a mixed-methods approach, integrating the analysis of existing MEAL data (i.e. KPI data, SenseMaker data and outcome harvesting) with qualitative

insights deducted from the suggested study approach in two specific contexts. This robust methodology is designed to offer a comprehensive view of the programme's impacts and the effectiveness of its strategies.

1. Desk research of MEAL data: This involves leveraging existing MEAL data to assess the programme's impact through a detailed examination of baseline, mid-line, and end-line studies according to our MEAL protocol, combined with reviewing annual plans and reports for each country context (incl. outcome harvesting reports). It includes:

- **SenseMaker studies:** Supported by our country teams an external consultant has conducted SenseMaker studies that allowed targeted communities and stakeholders to share critical insights about root causes to child labour and changes within the community. Respondents have been selected according to a purposive sampling strategy and are mostly engaged in our programme directly. We ask the evaluators to utilize SenseMaker's qualitative data findings in each country to explore what has changed regarding the root causes of child labour. In the end-line study several generic programme outcomes have been further validated by these SenseMaker studies

- **Key performance indicators**: In each country comprehensive and representative sets of data provide insight in our key performance indicators (KPIs) that have been measured during baseline, mid-term, and end-line through household surveys and tracer studies by external national consultants that have provided country teams with ample analyses in country specific reports. For household surveys, respondents have been selected randomly according a two-stage cluster sample, or according to Simple Random Samples among people that received specific services. For tracer studies, direct beneficiaries of the programme interventions are included. The data has been uploaded in the Indicator Performance Tracking Table for each country and will be made available to the consultant teams. *Note: due to challenges in data collection for the baseline studies (e.g. COVID-19), baseline data will be less useful for comparison. The focus will most likely be on mid-line and end-line data comparison.*

- **Country-specific evidence of harvested outcomes in reports**: As per the Outcome Harvesting methodology, reports explain the relevance of each outcome, and analyse programmes partners contributions to each achievement, contributions towards each achievement in conjunction with the activities of crucial stakeholders. Furthermore, outcomes are connected to country-specific evidence and, where feasible, relevant MEAL data. Each country has been asked in the final reporting period (d.d. May 2024) to pay extra attention to substantiate a set of (key) outcomes that have been further validated with stakeholders through qualitative methods. For several countries, this will have allowed country teams to engage with communities and stakeholders about perceived programme outcomes, thereby upholding accountability towards communities we aim to serve.

- **Other relevant WNCB programme data, (reports, knowledge) reports and guidelines**

- WNCB knowledge centre: papers and research by WNCB partners and others (e.g. on the Area-Based-Approach)
- Information and data referred to in our Outcome Harvesting Reports
- The participative Mid-Term Review report & its management response
- Gender analysis and country specific gender action plans
- 4 papers being developed by the Research working group on social norms, education, L&A, and the private sector capturing 'do's and don'ts' from the country teams
- ASM Gold mining studies in Uganda, Ivory Coast and Mali
- Advancing research in development partnerships - Localization as a way forward by Wageningen University & Research (WUR)
- Stories of change: multiple stories illustrating how the WNCB creates an impact.
- 6 annotated bibliographies (desk research reports on child labour in Vietnam, India, Jordan, Mali, Ivory Coast and Uganda)
- Other evidence for example on the intersections of child labour and awareness, social norms and education can be found on: Evidence Gap Map on Child Labour | Research to Action (rtaproject.org)

2. We invite evaluators to **propose a suitable methodology** for further assessing the **two selected specific contexts in India and Ivory Coast** where the WNCB programme has been active. These studies should explore the premise that an area-based approach is vital for a supply chain strategy to address child labour effectively and sustainably. The studies will specifically investigate the relationship between local informal economies and global supply chains, assessing how the WNCB Programme's interventions have navigated these complexities and what the role is of private sector players and government agencies. Possible methodologies used are the **case study approach, appreciative inquiry, contribution analysis or the realist evaluation**. Possible respondents to these approaches are community members, including children, (local) government representatives and private sector players. We strongly encourage to engage national in-country consultants for the implementation of these studies.

Context A: Cote d'Ivoire - cocoa sector in the Soubré department

The Soubré department in western Côte d'Ivoire is a major cocoa-producing area, also cultivating coffee, rubber, and palm oil. Many children endure tough conditions as their parents' pursuit of a living wage often compromises their right to education. International cocoa demand has fuelled exploitative practices. Children are involved in various stages of cocoa cultivation from very early ages. Farmers do arduous work in difficult conditions, while children are often tasked with – dangerous or harmful – tasks like cleaning plantations with machetes or carrying produce over long distances.

Partner reports highlight the collaboration between WNCB and various cocoa cooperatives in the Nawa region to promote labour rights and protect children. Through the collaboration with the Conseil du Café-Cacao child protection systems have been bolstered with greater respect for children's rights within the cocoa industry. WNCB initiatives have also provided children with medical, psychosocial, and nutritional support, along with help in securing legal identity documents, school supplies, and transport to access services. Additionally, special classes and

economic programmes like Village Savings and Loan Associations have been established in areas like Buyo, Guéyo, Grand-Zattry, and Soubré to aid children at risk of labour exploitation and improve family economics.

Context B: India - natural stone sector in Rajasthan

Rajasthan, India, is a significant exporter of natural stone, with Budhpura in Bundi district being a notable centre for high-quality sandstone and cobblestones – including export to the European markets. The cobble cutting, often done at home by women and children, complicates efforts to eliminate child labour. Many children attend school, but they also cut cobbles outside school hours. These children are at high risk of dropping out of school and engage in cobble-making full-time, especially in times of hardship, Families in Budhpura depend entirely on the sandstone industry, with no alternative livelihoods available. It is common for children aged 14+ to engage in labour if their families are poor and/or one or both parents is ill (often due to silicosis) or deceased. These families are often forced to allow their (teenage) children to work.

WNCB's intervention in Budhpura spans 2,422 households across 13 villages, aiming to eradicate child labour by enhancing child protection systems and promoting schooling as the norm. This area-based approach involves collaboration among teachers, local leaders, employers, parents, and children, and integrates a focus on improving adult working conditions through corporate social responsibility and engagement with local businesses. It has been reported that our ongoing dialogue and collaboration with stakeholders has led to initial improvements in working conditions with several broader community-level changes documented in our annual reports.

3. Online interviews and meetings with programme staff: To get access to country specific validation data of key outcomes, and to gain further insights into the potential future directions of the WNCB Alliance and its partners in combating child labour, we recommend conducting online interviews and workshops with programme staff in close collaboration with the L&L coordinator of the WNCB programme. This will enable a deeper understanding of the programme's strategies, outcomes, and potential areas for improvement. *Considering the timing of the evaluation around summer holiday period in the Netherlands, it is suggested that the consultancy team proposed dates for interviews and group meetings at the earliest possible occasion to ensure availability of respective staff.*

4.2 Evaluation framework

Evaluation Objective	Evaluation Question	Evaluation Result Area	Anticipated Methods (not excluding any suggestions)	Relevant Data (existing) Sources
1. Enhance Understanding of Programme Effectiveness	1.1 How do the harvested outcomes align with planned outcomes of the WNCB Theory of Change?	Insights into programme coherence and effectiveness	Desk Research: with a particular focus on harvested outcomes and the proof to which these outcomes are linked.	MEAL data, baseline, mid-line, end-line studies, SenseMaker studies, annual reports
	1.2 What can be learned from the reports and other MEAL data about external programme risks in general, and the impact of the Covid-19 pandemic specifically on communities, and the programme?	Insights into materialized programme risks	Desk Research: with a particular focus on annual reports - Online interviews to further understand data in relation to contextual changes.	
	1.3 What insights can be derived from WNCB MEAL data regarding the extent to which we have successfully addressed the identified root causes of child labour in each context?	Understanding of root causes and intervention effectiveness	Desk Research: with a specific focus on SenseMaker and indicators that focus on specific outcomes that relate to root causes.	Key Performance Indicators (KPIs), country-specific evidence, stakeholder interviews
	1.4 Has the prevalence of child labour decreased, and school enrolment and attendance rates improved?	Effectiveness and cost-effectiveness on child labour prevalence and education	Desk Research:	Household surveys, tracer studies, stakeholder validations, stories of change

Evaluation Objective	Evaluation Question	Evaluation Result Area	Anticipated Methods (not excluding any suggestions)	Relevant Data (existing) Sources
			- a specific focus on the KPI's that focus on impact (for indirect strategies) - SenseMaker for people directly targeted and understanding impact qualitatively - Online interviews to further understand data in relation to contextual changes.	
	1.5 Has (inter)national legislation and regulation positively impacted child labour in sourcing and production areas?	Insights into sustainability through the assessment of the intersection of informal complex economic systems and supply chains from existing data	Desk Research: with a particular focus on harvested outcomes and SenseMaker findings	
	1.6 What programme wide insights have been gained from WNCB's efforts to address child labour within complex economic systems associated with the lower tiers of (inter)national supply chains?			Programme data, supply chain analysis, stakeholder interviews

Evaluation Objective	Evaluation Question	Evaluation Result Area	Anticipated Methods (not excluding any suggestions)	Relevant Data (existing) Sources
	1.7 Which unexpected outcomes have been harvested and which of these unexpected outcomes deserve more attention and why?	Identification and analysis of unexpected outcomes	Online interviews, Focus groups	Stakeholder feedback, programme reports, community surveys
2. Identify Scalable Good Practices	2.1 To what extend is the programme's ToC valid in addressing child labour in informal settings?	Relevance of the WNCB supply chain approach that also has a focus on the informal economy around the lower tiers of supply chains	Evaluators invited to suggest a suitable method. Possible methods used are the case study approach, appreciative inquiry, contribution analysis or the realist evaluation.	Theory of Change documents, expert feedback
	2.2-2.8 Detailed evaluation questions of specific interventions, stakeholder engagement, and the challenges and opportunities in scaling up successful interventions. Complete list of questions can be found above.;	Effectiveness, sustainability, and scalability of the area-based approach for supply chain approaches		Programme data, evaluation area reports, community, and stakeholder interviews
3. Strategic Recommendations for Future Efforts	3.1-3.6 Detailed list questions for future strategy suggestions, collaboration improvements, and Alliance strategies.	Recommendations for enhancing strategies and collaborations	Desk Research, (Online) Interviews with Programme Staff	WNCB Alliance strategies, international legislation and regulation insights, online interviews

5. Roles and Responsibilities

The assignment will be conducted by an evaluation team. This assignment is commissioned by the WNCB programme manager and will be managed by the WNCB MEAL expert who is supported by a WNCB evaluation committee to oversee the implementation of the evaluation. The WNCB evaluation team and committee will be advised by an external reference group at key moments in the evaluation. Beside these evaluation entities, there are several groups that also hold a stake in this evaluation and have a role to play. The roles and responsibilities of the various parties involved are outline in the table below.

Evaluation Stakeholder	Function in Evaluation	Role/Tasks	Contributing Members
Evaluation Team	Conduct evaluation	Conduct evaluation as outlined in this Terms of Reference (ToR)	Team of external consultants with no prior involvement in the WNCB programme
Evaluation Committee	Coordinate evaluation & quality control	Facilitate programme-wide discussions about scope, draft ToR, and Inception Report. Report to ACT, MEAL Working Group (WG), and Evaluation Reference Group	WNCB MEAL expert, MEAL Focal Points, DDE programme manager and Country Leads
External Reference Group	Advise & quality control	Check feasibility and overall quality management. Act as a critical outsider to the evaluation	WNCB MEAL expert, independent expert(s), Learning & Linking (L&L) Coordinator, & IOB evaluation expert
Country Teams	Ensure relevance and feasibility	Provide input on scope, objectives, and evaluation questions. Discuss feasibility of the evaluation plans	Country Leads, MEAL Focal Points, and the Lobbying & Advocacy (L&A) working group in the Netherlands
MEAL WG	Quality control & ensure coherence	Inform various programme entities such as the ACT, country leads, & DDE. Ensure complementary approach between the evaluation and MEAL Protocol	Alliance Partner MEAL specialists & WNCB MEAL WG
MoFA/DDE	Ensure policy coherence	Provide input on scope, purpose, objectives, and evaluation questions in line with MoFA policy and ministry evaluation criteria	DDE Policy Specialist & DDE MEAL expert
Alliance Coordination Team	Communication & advisement	Communicate and inform working groups on the general feasibility and purpose of the approach	Programme Management Unit (PMU) & programme managers of the Alliance partners
Children, Parents, and Communities	Respondents in the two selected evaluation countries	Where possible, contribute to building upon good practices and lessons	Children, parents/caretakers, and key stakeholders from community structures

Evaluation Stakeholder	Function in Evaluation	Role/Tasks	Contributing Members
	Change agents, and people serviced that need to be informed about evaluation outcomes		
Government Stakeholders	Respondents in the two selected evaluation contexts	Where possible, contribute to building upon good practices and lessons	Policymakers and implementers in child protection, education, and private sector regulation
	Change agents that need to be informed about evaluation outcomes		
Private Sector Players	Respondents in the two selected evaluation contexts	Where possible, contribute to building upon good practices and lessons	Parents/Micro, Small, and Medium Enterprises (MSMEs), national and international companies, Chambers of Commerce
	Change agents that need to be informed about evaluation outcomes		

5.2 Evaluation team composition

The Alliance is seeking for a consultancy agency/network with strong mixed method qualifications, and an international network to form an **international team of consultants**. The teams should have sufficient capacity to deliver the desired deliverables within the period of **14 to 16 weeks** (including the inception phase).

It is asked that the lead applicants will present their suggested team, and comparative advantages of each team member in relation to their suggested task. **Consultants** who will conduct work for the case studies should, to a large extent, be based in the region to limit the number of flying hours for country visits.

5.3 Evaluators Profile

Lead evaluator profile for WNCB programme evaluation

Educational Background:

- Higher university degree (Master's or Doctorate) in a relevant field such as social sciences, development studies, international relations, economics, or a field specifically related to child labour and supply chain management.

Professional Experience:

- Extensive proven experience in conducting evaluations of multi-country and multi-partner programmes, with a focus on assessing complex, theory-based initiatives.

- Demonstrable track record of leading evaluations that require a deep dive into both qualitative and quantitative aspects of programme data, showcasing the ability to draw meaningful insights from the interplay of diverse data types.

- Experience in leading consultancy teams for similar evaluations, including the coordination of local consultants/researchers in the regions of the two selected countries of implementation, ensuring a cohesive and comprehensive evaluation approach.

- No prior involvement in the WNCB Alliance work to maintain objectivity and impartiality in the evaluation process.

Skills and Competencies:

- Excellent English speaking and writing skills, capable of producing clear, concise, and actionable evaluation reports and presentations.

- Demonstrated leadership skills in managing diverse teams and coordinating the work of local consultants/researchers across different countries and cultural contexts.

- Strong analytical skills, with a proficiency in both qualitative and quantitative research methodologies and tools, ensuring a holistic and in-depth evaluation approach.

- Ability to work collaboratively with a range of stakeholders, including programme staff, donors, and local communities, to gather comprehensive evaluation data and insights.

Desirable Attributes

- Knowledge of and experience in issues related to child labour, including familiarity with international frameworks, legislation, and best practices in child labour elimination efforts.

- Knowledge of and experience with Outcome Harvesting methodology, contributing to a nuanced understanding of programme impacts and effectiveness.

- French speaking and writing skills to facilitate direct communication and data collection in Francophone regions, enhancing the team's capability to conduct a thorough and nuanced evaluation.

Requirements of other team members of the Evaluation Team

The team should cover a spectrum of expertises, including:

- **Quantitative analysis:** Expert in statistical analysis, such as interpretation of Household Surveys and Tracer Studies making use of statistical analysis tools (R, SPSS, other)

- **Regional qualitative researchers:** Experienced in fieldwork for evaluations in the proposed method that will be implemented during the evaluation

- Experience in and knowledge of contexts of **the 6 countries** covered by the WNCB programme (India, Ivory Coast, Jordan, Mali, Uganda, the Netherlands/Europe, Vietnam)

- **Child labour expertise:** Knowledgeable about child labour laws and initiatives.

- **Outcome Harvesting expertise:** Experienced in outcome-based evaluation methods.

6. Deliverables and Reporting

- **Evaluation Kick off meeting** at various programme levels, as suggested by the evaluation team.
- **A monitoring and evaluation quality criteria framework** through which the team assesses data quality criteria in relation to the evaluation approach. Annex 1 includes an example that can be further developed.
- **Inception report** in English of maximum 20 pages**,** which should highlight: objectives and adaptation of suggested key questions (including additional issues arising from a preliminary desk review), methodology, data collection methods and approaches, timeline and logistics. The data collection tools should be part of the inception report as annexes.
- **Validation workshops** at various programme team levels, as suggested by the evaluation team. In the Netherlands participation in the WNCB Multi-stakeholder on Thursday 10 October 2024 is expected to present and/or validate results.
- **Intermediate analysis report** in English, to discuss and review with the coordinating team on how findings will be analysed and presented in the eventual report. Format to be discussed with evaluation team in inception phase.
- **Draft Report** in English
- **Final Report** in English and French**,** of maximum 60 pages (annexes excluded) which should include:
  - Table of content
  - List of acronyms
  - List of tables
  - Executive summary
  - Background
  - Scope of the evaluation
  - Methodology and evaluation matrix
  - Main findings (including reflection of findings per Strategic Pathway of the ToC) *(level of analysis t.b.d during the inception phase)*
  - Case studies
  - Conclusions and recommendations as per our evaluation Objectives and Questions
  - Annexes
    - ToR
    - Evaluation schedule
    - List of people involved.

# 7. Work plan and timeline

7.1 Work plan

Consultants are asked to **propose an approach** in their application in which they take note of the following guiding principles/suggestions:

- The suggested methodology is asked to leverage the comprehensive MEAL protocol ready in place.
- A specific evaluation approach to further investigate two specific contexts in which supply chains and the informal economy in which children work are closely interwoven.
- Limit collecting additional data within the communities to the scope of the evaluation.

7.2 Timeline

Overview to be further developed in the coming weeks. Tender procedure to start in **April.** Recruitment to start in **May,** with the goal to finalize the contracting in **June.** Meaning that the consultants can kick-off and start the evaluation in **July.** Evaluators to finalize desk research in **September,** with field visits in selected countries for contextual studies in **October** and participation in the WNCB multi-stakeholder session in the Netherlands on **10 October 2024 Evaluation** to Finalise in November.

Generic timeline
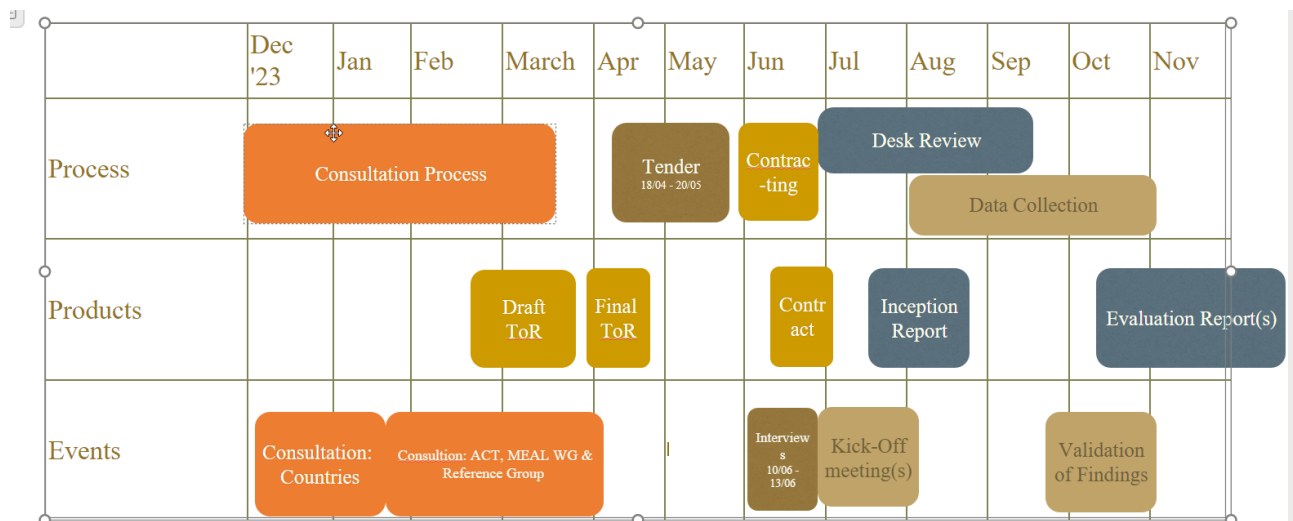
8. Application requirements

Interested candidates of the assignment are expected to provide the following documentation before 20 **May, 17:00 Central European Summer Time (CEST) to:** Sofie Ovaa, sovaa@hivos.org and Akky de Kort, akort@hivos.org

- Proposal of max 12 pages.
- Three samples of previous (similar) evaluations.
- Initial timeline based on methodology outlined, and indication of availability.
- A detailed total budget, referencing work packages and activities, the associated consultancy days and specifying the daily rates (incl. VAT).
- Description of the Team members, roles and responsibilities and complementarity.
- Company profile and CV(s) of consultant(s).
- Minimum of two traceable, recent, and relevant references.

For **questions**, please reach out to the programme manager, Sofie Ovaa
sovaa@hivos.org

9. Budget

Overall Budget for this assignment is 100.000 Euro, including VAT.

Annex 1: Monitoring and Evaluation Quality Criteria

This matrix suggests a structured approach that can be further developed by the evaluators, to not only evaluating the substantiation of reported outcomes but also ensuring the overarching quality and integrity of the data and analysis processes involved.
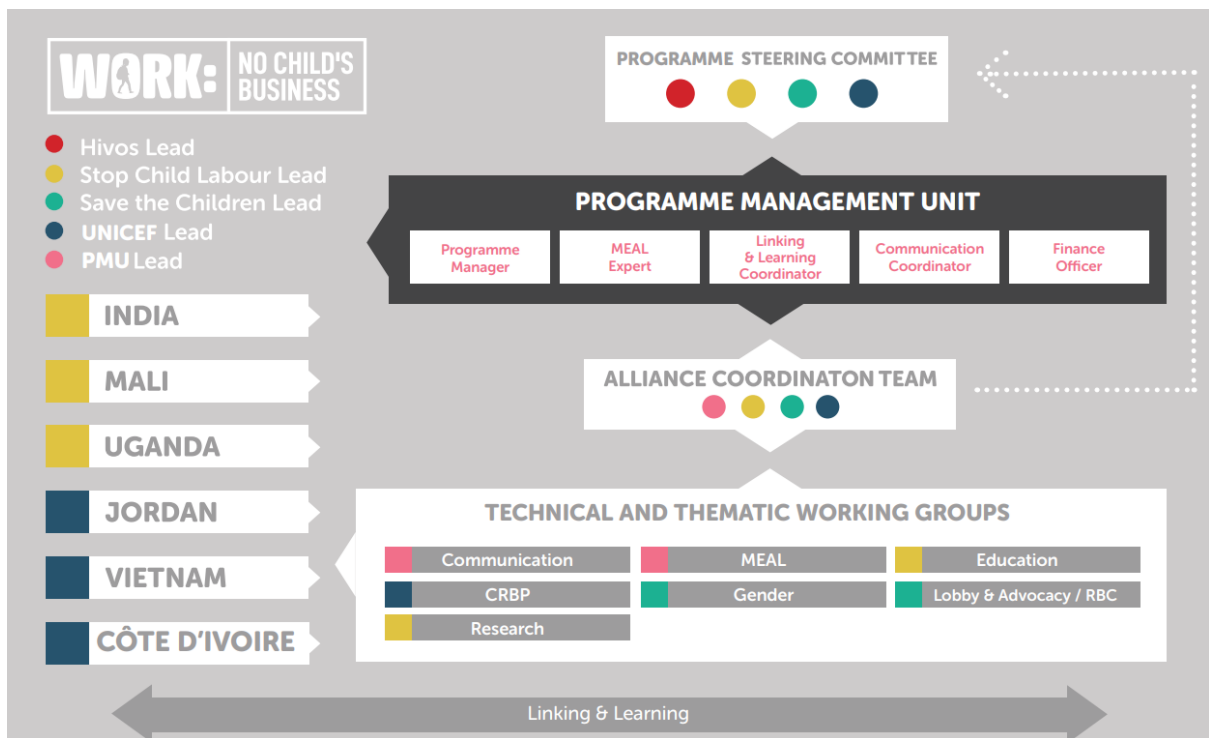
Criteria	Considerations	WNCB MEAL products
Community engagement and accountability	Examination of the extent to which partners have intended to make sense and validate data and findings with communities and stakeholders	- Outcome Harvesting SenseMaker Studies Community based lessons, and stakeholder needs integrated in annual plans?
Data profiling and quality rules	Examination of data to collect statistics or summaries. Predefined rules for accuracy, consistency, and completeness.	KPI studies for MTR and End-Line (Baseline data often skewed due to the pandemic) SenseMaker Studies during the Baseline, MTR and End-line Annual reports and any proof provided for outcomes reported in these reports
Data cleaning and correction	Detecting and correcting erroneous records. Ensures cleaned data meets quality standards.	KPI studies for MTR and End-Line (Baseline data often skewed due to the pandemic) SenseMaker Studies during the Baseline, MTR and End-line
Source value and credibility	Assessment of source relevance, authority, and timeliness in relation to the evaluation question or outcome.	KPI studies for MTR and End-Line (Baseline data often skewed due to the pandemic) SenseMaker Studies during the Baseline, MTR and End-line Any proof provided for outcomes reported
Risk of sampling and non-sampling error	Evaluation of sample size, method, and frame for adequacy and representation. Consideration of potential inaccuracies and biases.	KPI studies for MTR and End-Line (Baseline data often skewed due to the pandemic) SenseMaker Studies during the Baseline, MTR and End-line
Quality of analysis by consultants	Expertise in statistical analysis and understanding of local context. Transparency and reproducibility of findings.	KPI studies for MTR and End-Line (Baseline data often skewed due to the pandemic) SenseMaker Studies during the Baseline, MTR and End-line

Annex 2: Programme Partners & Governance Structure

Indicator number	Indicator	Explanation
I.1	Number and percentage of children aged 5-17 engaged in child labour within geographical unit.	This indicator identifies children who are working under conditions defined by international labour laws as child labour, aiming to monitor and reduce their number within the project's targeted areas.
I.2	Number and percentage of children aged 5-17 in target areas enrolled and attending school.	This indicator measures educational engagement among children, which is crucial for preventing child labour and promoting rights to education.
I.3	Number and percentage of young adults aged 18-24 who are in decent employment.	Focuses on the transition of youths into the workforce, ensuring they find decent employment opportunities, which are stable and fair.
O.1.1	Number of children that face a high risk of child labour within the geographical unit of the project.	Identifies children at risk of entering into child labour due to various socioeconomic factors, helping to target interventions more effectively.
O.1.2	Percentage of former working children attending school in target areas.	Tracks the success of programmes in reintegrating child labourers into educational systems, a key goal for sustainable development.
O.1.3	Drop-out rate in the final year of primary school.	Measures the rate at which students leave school before completing the final year of primary education, an indicator of educational system efficacy and child labour risk.
O.1.4	Number of families that developed new self-consumption and/or income-generating activities that do not include child labour.	Monitors economic activities initiated by families that are designed to be sustainable and not reliant on child labour, contributing to community development.
O.2.1	Descriptions of changes in child labour related policies, laws, and regulations.	Assesses the effectiveness of advocacy efforts aimed at changing legal frameworks to better protect children from labour exploitation. This has been done through Outcome Harvesting
O.3.1	Number of (inter)national market players that have improved practices by	Evaluates the impact of the programme on private sector practices, encouraging businesses to adopt child labour-free operations.

Indicator number	Indicator	Explanation
	implementing activities towards the elimination of child labour.	
O.3.2	Number of land- and factory workers with improved labour conditions.	Measures improvements in labour conditions in critical sectors, ensuring they meet international labour standards, which indirectly protects children.
O.C. 4.1	Number of adequate due diligence policies and regulations adopted by EU governments.	This indicator serves to show progress made in terms of influencing European policy-makers to adopt due diligence policies.
OP.1	Number of Research Studies carried out.	Evaluates the extent of research activities funded by the programme to support its goals, excluding routine monitoring and evaluation studies.

Annex 2: Programme Partners & Governance Structure

WORK: NO CHILD'S BUSINESS

- Hivos Lead
- Stop Child Labour Lead
- Save the Children Lead
- UNICEF Lead
- PMU Lead

INDIA
MALI
UGANDA
JORDAN
VIETNAM
CÔTE D'IVOIRE

PROGRAMME STEERING COMMITTEE

PROGRAMME MANAGEMENT UNIT

| Programme Manager | MEAL Expert | Linking & Learning Coordinator | Communication Coordinator | Finance Officer |

ALLIANCE COORDINATON TEAM

TECHNICAL AND THEMATIC WORKING GROUPS

Communication	MEAL	Education
CRBP	Gender	Lobby & Advocacy / RBC
Research		

Linking & Learning

Annex 3: Evaluation governance structure

Evaluation Governance Structure

Evaluation TEAM

Seven Partner Countries

Evaluation Committee

Reference Group

WNCB Alliance Coordination Team

MEAL WG

MoFA DDE
Policy advisor & DMEAL expert