

Call for Expression of Interest

Independent Final Evaluation of the project “Elimination of Child Labour in Seasonal Agriculture”

The ILO Evaluation Office (EVAL) is seeking expressions of interest from individual consultants or teams of consultants for: (1) a Leader with international experience, and (2) a team member consultant based in Ankara, to conduct an independent Final Evaluation of project “Elimination of Child Labour in Seasonal Agriculture”.

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

1. A description of how the candidate’s skills, qualifications and experience are relevant to the required qualifications of this assignment.
2. A list of previous evaluations/work that are relevant concerning the context and subject matter of this assignment.
3. A statement confirming the availability of the candidates to conduct this assignment and the daily professional fees expressed in US dollars.
4. A copy of the candidates’ CVs
5. Two recent evaluation reports authored as team leader or team member as per the application.
6. A statement confirming that the candidates had no previous involvement in the delivery of the project to be evaluated or have a personal relationship with any of the ILO Officials who are engaged in the project.
7. The names of two referees (email address) who managed the evaluations mentioned in # 2 above.

The deadline to apply is by COB (Geneva time) on 10 November 2024. Please send an e-mail with the subject line “**Elimination of Child Labour in Seasonal Agriculture**” to the **Evaluation Manager, Ms. Perihan Tawfik (tawfik@ilo.org)**, copying **Mr. Houtan Homayounpour (homayounpour@ilo.org)** and **Mr. Ricardo Furman (furman@ilo.org)**.

For further details about the evaluation, please see the **Terms of Reference** below.

TERMS OF REFERENCE

Final independent evaluation of the Project “project “Elimination of Child Labour in Seasonal Agriculture”.

1. Key facts

Title of project being evaluated	“Elimination of Child Labour in Seasonal Agriculture”
Project DC Code	TUR/20/01/EUR
Project start and end date	October 2020 - January 2025
Type of evaluation (e.g. independent, internal)	Independent
Timing of evaluation (e.g. midterm, final)	Final
Donor	European Union and Government of Turkey
Administrative Unit in the ILO responsible for administrating the project	ILO CO Ankara, Türkiye
Technical Unit(s) in the ILO responsible for backstopping the project	Fundamentals
P&B outcome (s) under evaluation	Outcome 7: Adequate and effective protection at work for all” of ILO’s Programme and Budget (2020-2021) and United Nations Sustainable Development Cooperation Framework (2021-2025) in Türkiye.
SDG(s) under evaluation	SDG 08: Decent work and economic growth 8.7 calling for immediate measures to secure the prohibition and elimination of the Worst Forms of Child Labour
Budget	European Union 29,726,740.90 EUR
Project Locations	Adana, Ordu, Düzce, Malatya, Mersin, Hatay, Isparta, İzmir, Ankara, Eskişehir, Konya, Manisa, Bursa, Adıyaman, Şanlıurfa, Diyarbakır and Mardin

LIST OF ACRONYMS

CA	Contracting Authority
CLU	Unit of Combating Child Labour (Labour Unit)
DGMM	Directorate General of Migration Management
EESP SOP	Employment, Education and Social Policies Sectoral Operational Programme
EU	European Union
EUD	European Union Delegation to Türkiye
EVAL	ILO Evaluation Office
DGL	Directorate General of Labour
DG LLL	Directorate General of Lifelong Learning
DG VTE	Directorate General of Vocational and Technical Education
GIS	Geographical Information System
ILO	International Labour Organization
ITC ILO	International Training Centre of ILO
İŞKUR	Turkish Employment Agency
METIP	Seasonal Agricultural Workers Project
MoAF	Ministry of Agriculture and Forestry
MoLSS	Ministry of Labour and Social Security
MoH	Ministry of Health
Mol	Ministry of Interior
MoNE	Ministry of National Education
OSH	Occupational Safety and Health
PMT	Project Management Team
SBB	Presidency of Türkiye, Presidency of Strategy and Budget
SC	Steering Committee
SSI	Social Security Institution
SuTP	Syrians Under Temporary Protection
TVET	Technical Vocational Education and Training
TURKSTAT	Turkish Statistical Institute
TZOB	Union of Turkish Chambers of Agriculture
UN	United Nations
VQA	Vocational Qualifications Authority
WFCL	Worst Forms of Child Labour

2. Background information

Child labour is a problem that developed countries still cannot fully solve, although they are more intensive in developing countries. According to the latest global estimates around 160 million children worldwide were engaged in child labour at the start of 2020. While the percentage of child labour remained constant, the total number increased by more than 8 million. Similarly, the proportion of children engage in hazardous work remained nearly unchanged, but the total number increased by 6.5 million.

Considering agriculture sector, working in mobile and temporary agricultural labour except for family business is identified as one of the worst forms of child labour by the National Programme on the Elimination of Child Labour (2017-2023) due to the nature of seasonal agricultural work which exposes families to all types of risks to which children are most vulnerable. As also indicated in EESP SOP, for economic and social reasons, children of adult seasonal workers usually accompany their parents from place to place. As a result, children alongside with parents and other adults are found in work that is not suitable for their age in order to secure subsistence of their household income. During peak work periods, children are not able to regularly attend school and fall behind in their classes. Thus, seasonal agricultural work poses serious hazards to children's physical, psychosocial and educational development.

Background of the Project

Since the 1990s, the ILO Office has been supporting Türkiye in its efforts to eliminate child labour, including providing technical assistance for the development and implementation of national policies. The ILO plays a significant catalytic role in creating interest, collaboration and coordination among the strategic institutions acting on child labour, developing replicable models of direct action, and contributing to the national strategy for the elimination of child labour. In this regard, the project aims to contribute to the elimination of the worst forms of child labour (WFCL) in seasonal agriculture. More specifically, it aims to enhance national and local capacity for the elimination of WFCL in seasonal agriculture.

The issue of child labour remains as an important problem in almost all developed and developing countries as well as Türkiye. TURKSTAT has conducted Child Labour Force Surveys in 1994, 1999, 2006 and 2012 in order to obtain disaggregated data such as by sector including social, economic and demographic characteristics, educational status, age groups and sex. According to the results of 2012 Child Labour Force Survey, 4.4% of children in the age group of 6-17 are working. Of 720 thousand working children, 146 thousand are in the age group of 6-14 and 574 thousand are in the age group of 15-17. 70.6% (508 thousand people) of working children are boys and 29.4% (212 thousand people) are girls. The number of children in the age group of 6-17 in Türkiye is 16 million 457 thousand. With respect to the branch of economic activity, working children mainly engage in service (45.5% - 328 thousand followed by agriculture (30.8% - 221 thousand) and industry (23.7% - 171 thousand).

The problem of child labour is multi-dimensional and multifactorial. All the factors that cause child labour are closely related. Poverty and unemployment come at the top of these factors. Parents' unemployment and insufficient household income cause children to work. As a result of child labour, children's health is continuously affected, and children's well-being and human capital accumulation become negative. This situation leads to the development of individuals with skill gap in the long term and thus the transfer of poverty from generation to generation. The Project adopt a multi-sectoral approach in order to tackle a multifaceted problem, recognizing that child labour in seasonal agriculture is a complex issue with social, educational, legal and economic dimensions. The project covers geographically a large number of cities namely Şanlıurfa, Mardin, Adıyaman, Diyarbakır, Adana, Mersin, Hatay, Isparta, İzmir, Manisa, Ankara, Eskişehir, Konya, Malatya, Ordu, Bursa and Düzce hosting and receiving seasonal migrant workers.

The project is based on five outcomes with a specific expected output as follows:

Outcome 1: Working/at-risk children are withdrawn or prevented from work in seasonal agriculture; families, employers, agriculture intermediaries and village heads abstain from or take action to combat child labour.

Outcome 2: MoFLSS, workers' and employers' organizations, gendarmerie, NGOs take coordinated action for policy development and implementation to eliminate the WFCL.

Outcome 3: Illingness among general public and target groups to eliminate child labour in seasonal agriculture is enhanced.

Outcome 4: Advocacy for, formulation, planning and implementation of policies to eliminate child labour in seasonal agriculture is enhanced.

Outcome 5: Coordination and cooperation between stakeholders in areas of implementation and management of child labour interventions at national and local level is strengthened.

Due to the COVID-19 pandemic there were some minor changes in the implementation of some activities, the intervention logic has been maintained to its original as mentioned above and the Project team made necessary arrangements to meet the project plan. In addition to Covid-19 adaptation, project management team proposed changes after devastating earthquakes some minor adaptation reflected to provide support for disaster affected people.

Project Strategies

Based on the situation analysis and the feedback collected from the field during the recent child labour interventions since 1990, the ILO child labour programme strategy is based on three integrated programme outcomes with a particular focus and objective on enhancing national and local capacity for the elimination of worst form of child labour (WFCL) in seasonal agriculture as well as providing services to children at risk and their families.

1. Increasing access to free and quality public education.
2. Providing support for strengthening current child labour governance institutions and coordination/cooperation mechanisms.
3. Increasing and strengthening advocacy on child labour.

At the international level, Projects will contribute to the better implementation of the relevant International Standards which are leading and guiding the world of work where ILO is a normative UN organization. In this respect, the Action will support implementation of ILO Conventions No.138 Minimum Age and No.182 Worst Forms of Child Labour to which Türkiye is one of signatories; and contribute to reach Sustainable Development Goal (SDG) 8 of the 2030 Agenda on decent work and economic growth, and specifically to target 8.7 calling for immediate measures to secure the prohibition and elimination of the WFCL, and by 2025 end child labour in all its forms. Linking with SDG 8.7, Projects will also contribute to "Outcome 7: Adequate and effective protection at work for all" of ILO's Programme and Budget (2021-2022) and United Nations Sustainable Development Cooperation Framework (2021-2025) in Türkiye.

The intervention of the Project is in line with the Government's Employment, Education and Social Policies Sectoral Operational Programme Activity I.I, fighting child labour with its specific focus on the elimination of child labour in seasonal agriculture. It will also ensure the sustainability of the interventions through capacity building at national and local level, policy advocacy and awareness raising in line with the objectives of EESP SOP under the Activity 1.1 Promoting Decent Work. The intervention will also contribute to the National Program on the Elimination of Child Labour (2017-2023) which includes comprehensive measures such as eradicating poverty, increasing the quality and accessibility of education, and improving public awareness and sensitivity.

There have been changes in the PMT members as detailed in the Project Management Team part of the Project Synopsis section. The implementation of the project has continued in close coordination and communication with the Beneficiary Institution in line with planned work plan. There have been major and minor challenging developments throughout the reporting period which prolonged delivery of all project targets and activities. These challenges included the changes in the senior management of the project main beneficiary and related changes in the priorities, devastating Earthquakes on February 6, 2023 and general elections. Specially devastating earthquakes on February 6, 2023, Earthquakes necessitated revisiting of the project activities in the affected project provinces and interventions as response to cover the basic needs of the project beneficiaries.

Project alignment with the DWCP, P&B, CPO & SDG

A Combating child labour has always been a priority for ILO since its foundation in 1919. The ILO Office for Türkiye formulated an updated programme covering 2021-2025 to advance its work in and experience derived from combating child labour since 1992 in cooperation with national stakeholders. The ILO's Programme on the Elimination of Child Labour in Türkiye, prepared in line with the priorities of the National Employment Strategy (2014-2023) and National Programme on the Elimination of Child Labour (2017-2023), plans to engage in comprehensive work to eliminate child labour in Türkiye. It is not possible to achieve the future of work with decent work and sustainable income for all without eliminating child labour. Through the Programme of 2021-2025, the ILO Office for Türkiye will focus on quality education as the key strategy to eliminate child labour including primarily the worst forms in Türkiye and continue to support the national partners by effective enforcement of legislation, expanding social protection and social dialogue support.

The United Nations 2030 Agenda for Sustainable Development including particularly Sustainable Development Goal SDG 8 on decent work and economic growth, and specifically Target 8.7, calls for immediate measures to secure the elimination of child labour in all its forms by 2025. Emphasizing that the goal could be reached through leaving no one behind, the United Nations declared the year 2021 as the "International Year for the Elimination of Child Labour" and initiated global action. The programme developed by the ILO Office for Türkiye aims to support the said global action at local level and ensure that the national work would set a model internationally.

Project Management

ILO established a PMT for the overall management of the Action in Ankara. Local staff will be composed of 16 people: Project Coordinator, Communications Officer, Training and Education Officer, Child Labour Officer, Governance and Compliance Officer, Field Support Officer, Social Support Officer, Monitoring and Evaluation Officer, Finance and Procurement Officer, IT Officer, Finance Assistant, a Procurement Assistant, Administrative Assistant, Social Support Assistant and a Field Support Assistant. Furthermore, there is one international staff as Technical Specialist. The PMT (except Finance Officer, Procurement Assistant and Administrative and Finance Assistant are based in the ILO premises) are based in the project office to be rented under the Action. ILO ensured compliance with ILO's rules and regulations during all recruitment processes.

The Director of ILO Office for Türkiye acts as ILO Responsible Official for this Action. As the manager of the PMT, the Project Coordinator reports to the Director and facilitates the regular interaction on project activities and project progress with the MoLSS, the EU Delegation and other relevant project stakeholders. The coordination is provided through quarterly project coordination meetings and quarterly briefing notes, e-mail correspondences, etc. The members of the PMT provides up-to-date information and data on the project implementation and project activities when requested by the MoLSS, as well as the EU Delegation.

Main Recommendations and Follow Up Actions of Mid-Term Evaluation¹

1. For the remaining time of the project, focus on critical needs in terms of the institutional capacity of MoLSS and ISKUR CLU employees as well as other public institutions partners and start up the exit strategy with a gradual transition of project responsibilities to active local partners/governors and promote the use of E-METIP: The implementing partners play a critical role in referring children to social support centres and mobilizing public resources for project activities. Main capacity-building activities (in form of training) were about to be started at the end of the evaluation. CLU structure and eventually their employees are given important roles in the existing policy framework, however not always interpreted in the same way. In this context, the project should ideally dedicate its focus to capacity-building activities, and also piloting in the remaining time. It is worth noting that both implementing partners have extensive past experience working with seasonal migrant workers. Such expertise may take time to build among public authorities. Yet, the ownership in certain provinces is reassuring and the interest level of the local authorities to carry out the intervention is promising. To ensure a smooth exit, it is advised to plan a gradual transition of project activities to active local partners/governors before the project comes to an end. This may be done by selecting one pilot region and providing direct access to human and financial resources for public authorities/local governance (e.g., in the form of grant management based on TOR and/or direct contracting). In this context, the efficient use of the E-METIP system may significantly decrease the resources needed to identify children.

2. Enhance cooperation and communication among different provinces and regions and disseminate knowledge by encouraging peer learning among ISKUR-CLU employees, and public institutions and systematically share good examples and guidance: The project has a large geographical scope, and there exist differences in terms of capacities and interpretation of the existing policy framework among different ISKUR CLU employees and directors. Over the remaining time of the project, the project may consider enhancing communication and cooperation among different provinces as well as between central and local governance by facilitating the organization of country-wide meetings, and workshops. Peer learning can be also encouraged by matching active ISKUR CLU employees with other provinces in Türkiye. Good examples and active participation from selected ISKUR CLU's can be documented and shared country-wide in the form of case studies and short guidance. Given the changing location of the local governors and civil servants, such peer learning exercises, and documentation of case studies may provide a considerable opportunity for the replication of the project in other regions and promote consistent understanding and interpretation of the existing policy framework.

3. Continue promoting and supporting the implementation of a direct intervention model for seasonal migrant workers' children through public authorities and identify windows of opportunity for tailoring approaches for the withdrawal of children in high-risk age groups: Many stakeholders recognized the project's success in terms of providing a safe space for children during the harvest season. The project nearly reached its target numbers and was successful in identifying and referring children. Yet the seasonal migrant workers children also have diverse profiles and the needs of children in terms of social inclusion, language skills and social development may vary. In this frame, the project may consider adapting the training program or adding additional modules for certain provinces. In addition, stakeholders also noted limitations of the intervention model keeping children between the ages of 14 to 18 at social support centres. Factors such as monetary and multidimensional poverty highly influence the prevalence of child labour in this age group, as it is one way for families to manage poverty and deprivation risk. School feeding and in-kind programmes may have limited effect in reducing children's engagement in work.

4. Facilitate involvement of municipalities and other public authorities in the improvement of temporary settlement areas and accommodation facilities and continue supporting renovation activities: The conditions of the temporary settlement areas and accommodation facilities are one of the subjects that

¹ <https://webapps.ilo.org/ievaldiscovery/#b5r2q12>

was highlighted as critical by both direct beneficiaries and other informants. In this context, challenges are manifold (e.g., lack of officially recognized areas, changing times of the harvest, lack of resources). Given the importance of the subject, and based on the feedback from the stakeholders, the following points may be taken into consideration: sustainability of the material used, energy efficiency, safety measures for emergencies and disasters, and promoting engagement with users/beneficiaries. Mapping unused buildings and areas can be also considered to provide more stable conditions for workers.

5.Promote cross-ministerial cooperation and data sharing on seasonal migrant workers and children: The project is considered as unique for Türkiye's context in terms of bringing many stakeholders together and targeting WFCL in seasonal agriculture from various angles (promoting education, enforcing policy framework, building capacity among public authorities and supporting livelihood of workers). Child labour is a complex issue and indirectly, other issues such as child protection, safety, poverty alleviation and promoting education, fall under the responsibility of various ministries. In addition, all relevant ministries have their own data collection mechanisms in place. In this context, the project success is evident in terms of ensuring involvement of relevant ministries. It has also great potential to encourage collaboration in terms of data sharing and action planning.

6.Continue strengthening child monitoring activities in the city of origin and enhancing cooperation with district commissions of MoNE: The project is successful in keeping and monitoring the data of children who directly benefit from the intervention; the long-term impact of the project is highly dependent on how children will be kept in education through monitoring activities at the city of their origin. The project's monitoring activities are often done through telephone calls, the household, and school visits. The Ministry of National Education has also district commissions in place to monitor seasonal agriculture workers' children. In this context, child monitoring efforts could be strengthened and cooperation between different public authorities can be enhanced.

7.Create a knowledge and data management model, document lessons learned and good practices addressing different groups' needs and disseminate knowledge among public institutions, private sectors and other civil society organizations in the process: Although the project has only completed its first two years, the evaluators noted that field staff, teachers, school principals and local authorities (who have more experience on implementing such measures/interventions) have valuable knowledge about their regions/intervention areas. These field experiences may be of great value to new implementers (including other civil society organizations and private sector). Furthermore, the project has also strong data and research component with baselines, therefore development of a knowledge and data management model and documenting lessons learned will increase the sustainability of the project and its potential to be replicated in other regions of Türkiye.

8.Continue promoting decent work conditions for seasonal migrant workers through awareness-raising, capacity-building, and policy development support: Working conditions of the seasonal migrant workers indirectly affect their decision about their children working. In particular, measures on compensation, working hours and occupational health and safety are crucial. In this context, the project has already been successful in raising awareness about the elimination of child labour, therefore this momentum can be also used to bring attention to the connection between workers' working conditions, decent work and legal gaps in the existing national framework.

9.Consider cooperating with other initiatives on livelihood solutions and poverty alleviation solutions for seasonal migrant workers: Livelihood solutions including vocational trainings address the root causes of the problem. Yet given the limited time of the project, its focus on elimination of child labour and further synergies can be explored with existing and/or long-term livelihood initiatives/programmes targeting vulnerable groups in skills development and employment.

10.Consider no-cost extension: The capacity building the activities were heavily impacted by the high number of beneficiaries, public staff, and long bureaucratic processes. Required ownership and capacity building for public authorities may necessitate longer intervention. A no-cost extension for one year might

be a logical option allowing the project to duly complete the remaining activities and fully utilize the project's resources.

3. Purpose, objectives, and scope of the evaluation

ILO considers evaluation as an integral part of the implementation of development cooperation projects. Therefore, the evaluation will be planned and implemented in accordance with the ILO Evaluation Policy² and the ILO Results Based Evaluation Strategy³, using the ILO policy guidelines for evaluation⁴: Principles, rationale, planning and managing for evaluations. The evaluation will also comply with the evaluation criteria established by the OECD / DAC Quality Standards for Development Evaluation and the UNEG Code of Conduct for Evaluation in the UN System.

The Purpose and Objectives of the Evaluation

The evaluation in the ILO is for accountability, learning, planning, implementation improvement, and building knowledge. Therefore, this independent final evaluation will indicate to the ILO, the EU, and its partners the extent to which the project has achieved its aims and objectives. The evaluation will ensure accountability to the beneficiary, donor, and key stakeholders, and promote organizational learning within ILO and among key stakeholders.

The evaluation will also identify strengths and weaknesses in the project design, strategy, and implementation as well as lessons learned, good practices, and recommendations. It will also touch upon cross-cutting issues such as gender equality, disability, social dialogue, environmental sustainability, and international standards, in terms of challenges and opportunities for tackling the most vulnerable segments in line with guidelines and protocols set by EVAL/ILO⁵.

The learning and recommendations generated by the evaluation will be shared to project stakeholders. It will also provide the basis for the design of future intervention models in the country and contribute to documenting management and delivery approaches.

The evaluation will consider the project's relevance, coherence, effectiveness, efficiency sustainability , and contributions to broader developmental impacts. The objectives of this independent evaluation are therefore to:

- i. Assess the relevance and coherence of the project to address constituents and target groups' needs.
- ii. Assess the extent to which the project has achieved its stated objective and expected results regarding the different target groups, while identifying the supporting factors and constraints that have led to them, including implementation modalities chosen.
- iii. Assess the extent to which the project partnership arrangements (Public Private Development Partnerships) and ILO management contributed to the achievement of the stated objective and expected results.
- iv. Identify unexpected positive and negative results of the project.
- v. Assess the extent to which the project outcomes will be sustainable.
- vi. . Assess the integration of ILO cross cutting themes (i.e., gender equality and non-discrimination, international labour standards, social dialogue and just environmental transition) in the project strategies and results
- vii. Identify lessons learned and good practices to inform the key stakeholders (i.e., the tripartite constituents, national stakeholders, the donor and ILO) for future similar interventions.

² <https://www.ilo.org/evaluation-office/evaluation-policy>

³ <https://www.ilo.org/resource/conference-paper/gb/332/ilo-results-based-evaluation-strategy-2018-21>

⁴ <https://www.ilo.org/publications/ilo-policy-guidelines-results-based-evaluation-principles-rationale>

⁵ <https://www.ilo.org/publications/ilo-policy-guidelines-results-based-evaluation-principles-rationale>

- viii. Provide recommendations to project stakeholders to promote sustainability and support further development of the project outcomes; and
- ix. Provide recommendations to contribute to further project development to contribute to the elimination of Child Labour in Türkiye.

Scope of Evaluation

The evaluation will cover the entire duration of the programme since its inception i.e. October 2020 – January 2025. It will consider all the documents linked to the project. This includes the project document, periodic reports, results of mid-term evaluation and implementation of its recommendations as well as documents produced as outputs of the project (e.g. knowledge products, policy strategies/briefs, IEC materials, etc)

The evaluation will cover project office in Ankara in addition to a large number of cities namely Şanlıurfa, Mardin, Adıyaman, Diyarbakır, Adana, Mersin, Hatay, Isparta, İzmir, Manisa, Eskişehir, Konya, Malatya, Ordu, Bursa and Düzce hosting and receiving seasonal migrant workers. The evaluation will integrate gender equality, inclusion of people with disabilities, environmental sustainability, ILS, and social dialogue, as crosscutting concerns throughout its methodology and deliverables, including the final report. This is based on EVAL's protocols on cross-cutting issues to ensure stakeholder participation in the evaluation process.

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

The evaluation will apply the key criteria of relevance, coherence, effectiveness, efficiency, sustainability, and impact potential and apply international approaches for international development assistance established by OECD/DAC Evaluation Quality Standard and in line with the United Nations Evaluation Group (UNEG). In particular,

- The evaluation should address the evaluation criteria related to relevance, coherence, project progress/ achievements and effectiveness, efficiency in the use of resources, impact, and sustainability of the project interventions as defined in the [4th edition of the ILO Policy Guidelines](#) for results-based evaluation (2020).
- The evaluation adheres to confidentiality and other ethical considerations throughout, following the [United Nations Evaluation Group \(UNEG\) Ethical Guidelines and Norms and Standards in the UN System](#). The evaluation process will observe confidentiality related to sensitive information and feedback elicited during the individual and group interviews. To mitigate bias during the data collection process and ensure maximum freedom of expression of the implementing partners, beneficiaries and other stakeholders, project staff will not be present during interviews.
- The core ILO cross-cutting priorities, such as gender equality and non-discrimination, promotion of international labour standards, tripartism, and constituent capacity development and just transition on environment should be considered in this evaluation, throughout the methodology, deliverables, and final report of the evaluation. It should be noted that gender is the core dimension of the project. Therefore, evaluation should also include how the activities and budget contributed to promoting gender equality whether they were “Specific” or “Supportive” or “Neutral” or “Transformative”.
- The evaluation will also focus on the effects of and the earthquake unexpected factors such as COVID 19 and the earthquake affected project implementation and whether the project effectively addressed them.
- It is expected that the evaluation will address all of the questions detailed below to the extent possible. The evaluator may adapt the suggested evaluation criteria and questions, but any

fundamental changes should be agreed upon between the ILO Evaluation Manager and the evaluator. The evaluation instrument (as part of inception report) to be prepared by the evaluators will indicate and/or modify (in consultation with the Evaluation Manager), upon completion of the desk review, the selected specific aspects to be addressed in this evaluation.

The suggested evaluation criteria and indicative questions are given below:

Relevance

- Were the project approach and activities relevant to the needs of the constituents (Government of Turkey, employers' and workers' organizations) and the stated objectives?
- Was there a fit between the project design and the direct beneficiaries' needs?
- To what extent did the project address key relevant components of and contribute to UN Country programme frameworks (UNSDCF), strategic country development documents, and Sustainable Development Goals – especially SDG 8 as well as ILO's strategic and national policy frameworks??
- Has the project reflection on general policies? Does the project relate to ILO results framework (including P&B 2022-23), the ILO mandate and relevant policies, including gender equality and non-discrimination, disability inclusion, international labour standards, social dialogue, just transition on environment?

Coherence

- How well did the interventions of the project fit with other interventions of the ILO Office for Türkiye? What synergies were created? How well did the interventions of the project fit with other interventions of the relevant partners?
- How well did the design and implementations of Projects take into account the national institutions work in child labour elimination that goes with Türkiye have national efforts on elimination of child labour s?
- Has the project established partnerships with relevant organizations/institutions at the global and country-level throughout its implementation? What were their roles? And what were their expectations? To what extent have these partnerships been useful in the achievement of the intended results?
- What was the added value of the ILO work in terms of comparative advantage?

Effectiveness

- To what extent were the project objectives achieved? Were there any notable successes or innovations? Which were the positive factors and obstacles or barriers to achieve the project results?
- Were there any unintended results (positive or negative)?
- How effective have been the capacity building of national stakeholders' activities, especially those started in the second part of the project (after the mid-term evaluation)
- To what extent did the project adapt its approach to respond to the COVID-19 and the earthquake crisis and what were the implications on the nature and degree of achievement of the project and project targets after those? Did the project foster ILO constituents' active involvement through social dialogue through the project in articulating a response to the immediate effects of the crisis? How gender considerations were mainstreamed throughout the project cycle (, planning, implementation, M&E), including that of implementation partners?
- Was the quality of outputs satisfactory?

- How effective was the monitoring mechanism set up, including the regular/periodic meetings among project staff and with the beneficiary, donor and key partners? Was there a suitable monitoring and evaluation framework for accountability, management and learning developed at the outset of the project and updated regularly?
- What mechanisms were in place to ensure the inclusion of beneficiary feedback in the design and implementation process?
- Assess the level of government involvement in the project and how their involvement with the project has built their capacity to continue further work on future programmes.
- How has the capacity of the implementing agencies and other relevant partners (at national and local levels) to develop effective action against address child labour been enhanced as a result of programme activities?
- How important was the capacity development activities especially the activities undertaken after the mid-term evaluation?

Efficiency

- How efficiently were the resources of the project (time, expertise, funds, knowledge and know-how) used to produce outputs and results? Were resources (funds, human resources, time, expertise etc.) allocated strategically to achieve the project objectives? Did the project benefit from complementary resources at the global and country levels that supported the achievement of its intended objectives?
- Given the size of the project, its complexity and challenges, were the existing management structure and technical capacity sufficient and adequate?
- Did the project receive adequate political, technical and administrative support from the ILO HQ and Regional Office and its national partners? If not, why?
- To what extent did the project leverage resources (financial, partnerships, expertise) to promote international labour standards, social dialogue and disability inclusion Gender equality and non-discrimination and just transition on the environment?

How effective was the communication strategy? Did the project receive adequate technical and administrative support/response from the ILO backstopping units?

Sustainability and emergent impact

- Are the results achieved by the project so far likely to be sustainable and last beyond the project (including the e-METIP system as a collaboration and monitoring mechanism? How will the implemented work be institutionalized and used by government institutions to enhance future work on the intended objectives of the project?
- To what extent have results contributed to advance sustainable development objectives (as per UNSDCFs, similar UN programming frameworks, national sustainable development plans, and SDGs)?
- To what extent did the project contribute to advancing the ILO's core principles (ILS, tripartism and social dialogue, gender equality and non-discrimination -i.e. Gender and people with disabilities and other groups as relevant- and just transition)?
- What was the level of ownership of the project outcomes by partners and beneficiaries?
- Assess what contributions the programme has made in strengthening the capacity and knowledge of national stakeholders and to encourage ownership of the programme to partners. How far the Projects interacted and possibly influenced national level policies, debates and institutions working on child labour.

- To what extent knowledge developed throughout the project (research papers, progress reports, manuals, and other tools) can still be utilized after the end of the project to inform policies and practitioners?

General

- To what extent the project addressed the mid-term evaluation recommendations? Identify lessons learnt and potential good practices of intervention that could inform future projects and partners and stakeholders could incorporate into policy and practice.

The list of questions can be adjusted by the evaluator in coordination with the ILO Evaluation Manager. Based on the analysis of the findings the evaluation will provide practical recommendations that could be incorporated into the design of potential future initiatives.

5. Methodology

The evaluation will comply with UNEG evaluation norms, standards and follow ethical safeguards, as specified in the ILO's evaluation guidelines and procedures. The evaluation will be conducted in a participatory manner by engaging the stakeholders at different levels and ensuring that they have a say about the implementation of the project, can share their views and contribute to the evaluation, and participate in dissemination processes.

The methodology will include examining the project's **Theory of Change** in the light of logical connect between the levels of results, their alignment with the ILO's strategic objectives and external factors/assumptions. Particular attention will be given to the logical connection between levels of results and their alignment with ILO's strategic objectives and outcomes at the global and national levels, as well as national strategic frameworks with the relevant SDGs and related targets, and other relevant external factor .

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

The evaluation would apply a mixed-method approach. Both qualitative and quantitative evaluation approaches should be considered for this evaluation. First of all, the evaluator(s) will make a **desk review** of appropriate materials, including the project document, Logical Framework, progress reports, mission reports, project briefs, news/articles and other outputs of the project and relevant materials from secondary sources (e.g., national research and publications). Secondly, the Evaluator(s) will collect relevant data for the evaluation. Individual or group interviews will be conducted with the main stakeholders defined in the TOR.

Evaluator(s) would be given a list of recommended/potential persons/institutions to interview that will be prepared by the Project Team in consultation with the Evaluation Manager. Thirdly, the Evaluator may use **surveys, interviews and/or focus group discussions** to collect data for the evaluation from the target groups, if applicable.

Opinions revealed by the stakeholders will improve and clarify the quantitative data obtained from project documents. The participatory nature of the evaluation will contribute to the sense of ownership among stakeholders. Quantitative data will be drawn from project documents including the Progress Reports.

Sound and appropriate data analysis methods should be developed. Different evaluation questions may be combined in one tool/method for specific targeted groups as appropriate. Attempts should be made to collect data from different sources by different methods for each evaluation question and findings be triangulated to draw valid and reliable conclusions. Data shall be disaggregated by gender and other relevant categories, during the collection, presentation and analysis of data.

The evaluator will be expected to follow EVAL's Guidance material on appropriate methodologies to measure key cross-cutting issues, namely the ILO EVAL [Guidance Note 3.1 on integrating gender equality](#)

[and non-discrimination](#); and the ILO EVAL [Guidance Note 3.2 on Integrating social dialogue and ILS in monitoring and evaluation of projects](#).

More specifically, in accordance with ILO Guidance note 3.1: “Considering gender in the monitoring and evaluation of projects”, the gender dimension should be considered throughout the methodology, deliverables and final report of the evaluation. The evaluator(s) should assess the relevance and effectiveness of gender-related strategies and outcomes to improve the lives of women and men. Data shall be disaggregated by sex where possible and appropriate during the collection, presentation and analysis of data. To the extent possible, data should be responsive to and include issues relating to diversity and non-discrimination.

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

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

Planning Consultations: The evaluator(s) will have a consultation meeting (online) with the Evaluation Manager and Project Team. The objective of the meeting is to reach a common understanding regarding the status of the project, the priority assessment questions, the available data sources and data collection instruments, and an outline of the final assessment report. The following topics will be covered: project background and materials, key evaluation questions and priorities, data sources and data collection methods, roles and responsibilities of the assessment team, outline of the final report. A meeting with the donor will also take place to understand their expectations of the evaluation.

Field Visits: The evaluator(s) is proposed to visit Ankara and at least five cities. Meetings will be scheduled in advance of the field visits by the ILO project staff, in accordance with the evaluator’s requests and consistent with these terms of reference. The meetings should cover all the different groups including at local and national level authorities, social partners, implementation agencies and beneficiaries (men, women, children, people with disabilities, and other relevant actors). The data collection should be inclusive.

Stakeholders’ Workshop to present preliminary results and developing of the evaluation report: Upon completion of the data collection and analysis, the evaluator(s) will conduct a stakeholders’ workshop to share the preliminary findings, conclusions, and recommendations. After incorporating inputs from the stakeholders’ workshop, the evaluator(s) will share the draft report with the Evaluation Manager who, after a methodological review, will circulate it to the stakeholders for their comments and inputs and the evaluator(s) will be responsible for considering the feedback provided and reflecting relevant inputs to the final report and his comments log.

Debriefing/Presentation: Upon completing the report, the evaluator will provide a debriefing to the ILO Team on the evaluation findings, conclusions and recommendations. The final draft of the report will be shared by the evaluator with the Evaluation Manager, who will approve the report at her level and then will share it with the Regional Evaluation Officer, upon his approval it will be shared the report with EVAL for their comments, inputs and final approval. The evaluator will be responsible for considering the feedback provided and reflecting relevant inputs to the final report.

6. Main deliverables

Inception Report: To be submitted to the Evaluation Manager within **7 days** of the receiving of all programme documents and may be circulated among key stakeholders.

This report will propose the methods, sources and procedures to be used for data collection and analysis. It will also include a proposed timeline of activities and submission of deliverables. The Evaluator will also

share the initial draft inception report with the Project Team and Evaluation Manager to seek their comments and suggestions. The inception report should be in line with [ILO EVAL Office Checklist](#).⁶

Workshop: To present the preliminary results to the stakeholders for their feedback

Draft Report: To be submitted to the Evaluation Manager within **10 working days** of completion of the data collection and after the stakeholders' workshop.

The draft report will be approx. 30 pages plus executive summary and appendices. The draft report will be disseminated to all key project stakeholders to seek their comments and suggestions.

Final Evaluation Report: To be submitted to the Evaluation Manager within **2 days** of receipt of the draft final report with comments. The Final Report should be submitted along with all relevant Annexes as indicated in ILO Guidance Note on the evaluation report (including executive summary, good practices, lessons learned etc.)

Once the final report is completed and reviewed by the Evaluation Manager, it will be shared with the Regional Evaluation Office (REO), and finally with EVAL for final approval and requests the management response to the ILO responsible officer. Then the report will be available for wider dissemination to all stakeholders.

An evaluation summary: using the ILO Summary template.⁷

Suggested Report Format: The final version of the report shall follow the below format in accordance with the ILO Evaluation Office guidelines (see Checklist 6 on Rating the quality of evaluation reports⁸ and be no more than 30 pages in length, excluding the executive summary and annexes:

1. Title page
2. Table of Contents
3. Acronyms
4. Executive Summary
5. Project Background
6. Evaluation Background
7. Evaluation criteria and questions
8. Evaluation Methodology, (including limitations and mitigation)
9. Main Findings
10. Conclusions
11. Lessons learned and Emerging Good Practices
12. Recommendations
13. Annexes (TOR, inception report, lessons learned template, list of interviews, meeting notes, relevant country information and documents)

All deliverables must be written in English. All deliverables will be submitted in electronic format in Word.

The process of the finalization of the Evaluation reports:

- The Evaluation Manager will provide methodological comments to the draft final report, which will be also shared with all the stakeholders to receive their comments.
- After consideration of the comments of stakeholders on the report, the draft final report will be subject to approval by the evaluation manager and regional evaluation officer for review and then for submission to the ILO Evaluation Office for final approval. The final report shall be delivered no later than **7 days** after receiving the comments on the draft report.

⁶ https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_165972.pdf

⁷ Writing Evaluation Summary Checklist:
https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_mas/@eval/documents/publication/wcms_746811.pdf

⁸ <https://www.ilo.org/publications/checklist-6-rating-quality-evaluation-reports>

7. Management arrangements and work plan (including timeframe)

The evaluation team will be composed of a team leader and team member, independent consultant(s), working under the supervision of the ILO Evaluation Manager. The evaluation will be managed by Ms Perihan Tawfik, ILO officer based in Cairo and with no relationship with the project.

- **Evaluation Manager:** The Evaluation Manager will supervise, coordinate, and guide the assignment. He will give the final decision and feedbacks on all the outcomes of the assignment.

The responsibilities of the lead evaluator are as follows:

- Responsible for supervising the team member in Türkiye.
- Ensure quality control and adherence to ethical guidelines.
- Defining the methodological approach and drafting the inception report (including all data collection tools), producing the preliminary findings presentation, drafting reports and drafting and presenting a final report
- Ensuring the evaluation is conducted per TORs and timeline, including following ILO and UNEG guidelines, methodology, and formatting requirements and adhering to evaluation report quality standards as referred to above
- Liaising with the evaluation manager
- Conduct face-to-face and virtual meetings with stakeholders (scheduling, debriefing and stakeholders' workshop)
- Contributing to the report dissemination and communication (if any) by participating in webinars and supporting or providing inputs to evaluation communication products

The responsibilities of the evaluation team member are as follows:

- Provide context-specific and technical and methodological advice necessary to the lead evaluator.
- Support the lead evaluator throughout the evaluation process (inception, data collection, data analysis, and report writing)
- Represent the evaluation team in meetings/interviews/focus group discussions with stakeholders upon request of the lead evaluator.
- Taking note and interpreting between English-local languages for the lead evaluator, when needed
- Contribute to the report drafting, dissemination and communication by participating in webinars and supporting or providing inputs to evaluation communication products.

ILO Project Team who will support the final evaluation and their responsibilities in this context are stated below.

- **Project Coordinator and Project Team:** Coordinator (Senior Programme Officer), will lead the project support to the process and will ensure that the planned activities are realized in a timely manner to deliver the expected results. The team will ensure that all relevant documentation is up to date and easily accessible in electronic form by the evaluator from the first day of the contract. It includes the necessary documentation, information, and lists of contacts/stakeholders/constituents/ beneficiaries and provides technical support to the consultant within the scope of the assignment when necessary.

Place of Work

This is a home-based assignment for the desk review and the preparation of all reports. However, External Collaborators are expected to travel to Ankara and other project provinces in order to successfully complete the assignment. The travel related costs (including inter-city travel, accommodation and meals)

associated with the field study as part of this assignment will be paid to the External Collaborators upon submission of travel documents.

Timeframe workday requirements

Expected contract start date: 25 November 2024 -

Contract end date: 31 January 2025

The Team External Collaborators are expected to work below indicated number of days to successfully deliver respective tasks and deliverables and successfully complete this assignment.

Tasks	Team Leader - Number of working days	Evaluation Team member -Number of working days	Deliverables and Deadlines
i. Desk review of project related documents; Online briefing with Evaluation Manager and project team. ii. Prepare inception report including interview questions and questionnaires for project stakeholders	10.5 workdays	9.5	Submission of Inception Report (5 December 2024)
i. Conduct interviews, and surveys with relevant project staff, stakeholders, and beneficiaries ii. Presentation of preliminary results to the stakeholders in a workshop.	14 workdays	10.5	9 December –23 December 2024
Analysis of data based on desk review, field research, interviews /questionnaires with stakeholders; draft report	10 workdays	3	Submission of Draft Evaluation Report (2 January 2025)
Revise and finalize the report	2 workdays	0	Submission of Final Evaluation Report (31 January 2025)
Total	36.5 workdays	21workdays	

8. Profile of the evaluation team

The independent final evaluation will be conducted by a lead I evaluator with international experience, who will work with an evaluation team member based in Türkiye.

The independent lead evaluator will have the following profile:

- University degree in social development, economics, or a related subject at the master's level or equivalent.
- Seven years of international experience in project/program evaluation, including a theory of change-based approaches, and desirable in Labour Market and Employment and Child labour
- Knowledge of the ILO's mandate and Decent Work agenda
- Substantial knowledge of gender issues and familiarity with the issues of women and labour market in Türkiye or similar contexts.
- Good knowledge of the political situation, labour market and employment issues in Türkiye is an asset.
- Adherence to high professional standards and principles of integrity in accordance with the guiding principles of evaluation professional associations, UNEG, and ILO/EVAL
- Excellent analytical and report-writing skills in English

- Qualitative and quantitative research skills
- Demonstrated excellence in facilitating workshops.
- Full command of English is mandatory. Turkish spoken and written would be an asset.
- Certificate indicating completion of the ILO EVAL's online Self-induction programme⁹ (*Desirable*).

The team member consultant will have the following profile:

- Education: University degree in social science, development studies/public administration/Statistics or another related field
- Five years experience in the evaluation of local development projects. Knowledge of research methodologies and data analysis would be preferred.
- Experience and exposure to engagement in child labour, labour market and employment related projects and programme will be an asset.
- Experience in the targeted localities is an asset.
- Experience in facilitating workshops for evaluation findings and participating in field questionnaires.
- Extensive knowledge of and experience in applying qualitative and quantitative research methodologies
- Hands-on experience in using participatory tools and methods for data collection and analysis.
- Fluency in spoken and written Türkiye and relevant local languages, and English
- Experience in the UN system or similar international development experience is desirable.

The final selection of the evaluator(s) will be done by the EVAL/ILO.

9. Legal and ethical matters

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

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

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

The ILO owns the copyright and will decide on the possible dissemination of the findings and any other information produced under this assignment. For detailed information, please follow this page: <https://www.ilo.org/publications/ilo-evaluation-guidance>

All deliverables will be paid for on satisfactory completion and certification by the ILO evaluation manager and in line with the ILO Evaluation report checklist.

⁹ https://training.itcilo.org/delta/ILO-EVAL/ILO_Self-induction_Module_for_Evaluation_Consultants-Part-I/story_html5.html