

S
E
C
C
O
U
R
S
C
A
T
H
O
L
I
Q
U
E

]]

l

€

t

€

r

r

S

C

f

r

€
f
€
r
€
r
C
€
(
«
]
(
I

»
)
t
C
F
€
r

f
c
r
r
t
k
e
e
v
a
l
u
a
t
i
o
n
c
r
c
f
t
k
e

F
r
c
j
e
c
t
e
n
c
v
a
r
c
s
e
r
f
c
v
e
r

r
€
r
t
:
v
c
r
k
i
r
€
v
i
t
k
r
u
r
a
l
a

r
C
i
r
C
i
ε
ε
r
C
U
S
V
C
r
ε
r
a
r
C
ε
i

r
l
s
c
r
r
i
ε
t
t
s
t
c
r
c
t
i
l
l
i
t
y
,

v
c
r
k
,
€
c
u
c
a
t
i
c
r
a
r
c
k
€
a
l
t

1

2

P

I

Summary executive

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

30

31

32

33

34

35

36

37

38

39

40

41

42

43

44

45

46

47

48

49

50

Organization's order: Secours Catholique Caritas France

Subject: Evaluation of Project PI190019

Observation period of the evaluation: 01/01/2019 - 31/10/2021

Proposal deadline: 28/11/2021

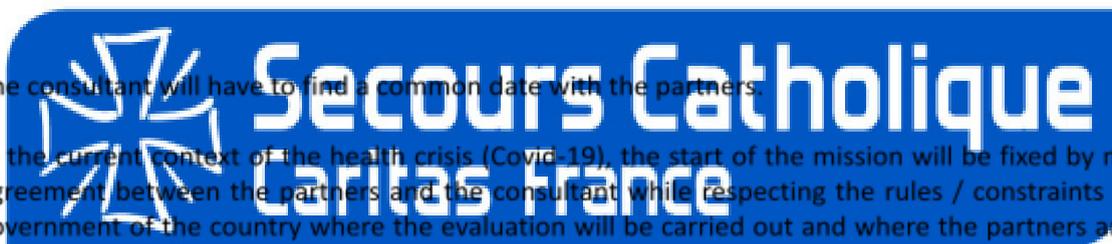
Location of the mission: Bhubaneswar (India)

Estimated field missions date: 01/11/2021 – 14/11/2021
(1st week with AAINA, 2nd week with ISD
and online meetings with the 3 partners and GAATW)

The consultant will have to find a common date with the partners.

In the current context of the health crisis (Covid-19), the start of the mission will be fixed by mutual agreement between the partners and the consultant while respecting the rules / constraints of the government of the country where the evaluation will be carried out and where the partners and the consultant are based.

Consequently, SCCF may grant a deadline agreed between the parties in order to carry out the evaluation mission.



1. Introduction

Secours Catholique - Caritas France (SCCF) is a French association governed by 1901 Law, registered at the Paris Police Prefecture under No. 9092 on October 1, 1946 (published in the Official Journal on October 29, 1946), whose public usefulness was acknowledged by a September 25, 1962 decree (published in the Official Journal on September 29, 1962), company I.D. (SIREN) No. 775 666 696, with headquarters at 106 rue du Bac, Paris, 75007, France.

It supports Global Alliance Against Traffic in Women (GAATW) in the frame of the above-mentioned project. An external final evaluation is to be done before the end of the project.

Global Alliance Against Traffic in Women Foundation is an organisation formally registered as a foundation having its headquarters N° 191/41, Sivalai Condominium, 33 Itsaraphap Road, Bangkok Yai District, Bangkok10600, Thailand.

GAATW is an Alliance of more than 80 non-governmental organisations from Africa, Asia, Europe, Latin America and Caribbean and North America. It sees the phenomenon of human trafficking intrinsically embedded in the context of migration for the purpose of labour.

The GAATW International Secretariat is based in Bangkok, Thailand and co-ordinates the activities of the Alliance, collects and disseminates information, and advocates on behalf of the Alliance at regional and international levels. Member organisations include migrant rights organisations; anti-trafficking organisations; self-organised groups of migrant workers, domestic workers, survivors of trafficking and sex workers; human rights and women's rights organisations; and direct service providers.

GAATW sees the phenomenon of human trafficking intrinsically embedded in the context of migration for the purpose of labour. GAATW therefore promotes and defends the human rights of all migrants and their families against the threat of an increasingly globalised labour market and calls for safety standards for migrant workers in the process of migration and in the formal and informal work sectors -garment and food processing, agriculture and farming, domestic work, sex work- where slavery-like conditions and practices exist

GAATW vision is to work for changes in the political, economic, social and legal systems and structures which contribute to the persistence of trafficking in persons and other human rights violations in the context of migratory movements for diverse purposes, including security of labour and livelihood.

GAATW mission is to ensure that the human rights of all migrating women are respected and protected by authorities and agencies.

2. Presentation of the project

Project title	Towards empowerment: working with rural and indigenous women and girls on rights to mobility, work, education and health
Project's fields of work	Human Rights
Program Participants	<p>Direct beneficiaries: 3 800 women and adolescent girls (2 000 women and 1 800 adolescent girls) Criteria: Young girls educated in 15 establishments for young people mainly from indigenous populations, women from 50 villages of the Surada block in the district of Ganjam, their entourage and family</p> <p>Indirect beneficiaries: 5 500 people</p> <p>Other participants: civil society organisations of Odisha, local authorities, masters of schools, teachers and matrons of ashram schools, District Welfare officer</p> <p>Extension periods: 60 unions leaders, 500 unions members in 10 model villages and 5 migrant families Approximately 730 boys and girls</p>
Project Location	<p>50 villages (reduced to 10 in 2019) from Surada block in the Ganjam district of Odisha, India : AAINA partner. From July 2019, AAINA started working in tribal girls hostels.</p> <p>15 ashram schools for girls in Khordha district of Odisha (Bhubaneswar), India : ISD partner. In 2020, ISD extended its work with boys.</p>
Timeframe	<p>2 years from January 1st, 2019 to December 31st, 2020. Extended with no-cost extension to December 31, 2021.</p>
Project Holder	<p>The International Secretariat of the Global Alliance Against Traffic in Women (GAATW-IS) is the project holder and coordinator of the project. The local level implementing organizations in India are:</p> <ul style="list-style-type: none"> - AAINA - Institute for Social Development (ISD) <p>They are both members of the GAATW network and based in Odisha. The local partners work together, when adolescent girls attending ashram schools are concerned so that ISD shares her experience with girls to Aaina. GAATW also implements some of the activities directly.</p>
Budget	Total budget contracted: 120 721 €

Odisha is one of the poorest States in India, so that rural migrations to urban and economic centres in and out of the State are important. Globally, various studies estimate the number of migrants between 200 to 300 million comprising of inter-state and intra-state. With the coronavirus pandemic and the general lockdown, most of the migrants decided to return to their native places and millions of people working in the informal economy have been at risk of falling deeper into poverty. On the other hand, schools have been closed since March 2020, and children sent back to their home villages, barring girls from education and life skills.

Project key objective is to work with rural and indigenous women and girls in a holistic manner so that they will be empowered to exercise their rights to mobility, work, education and health in their homes, villages, educational centres and work places away from the home state.

Following are the **Specific Objectives (SO)** of the project:

- To ensure that steps are taken by communities and Government to address distress migration (withdrawn during the second extension),
- To ensure that steps are taken to protect rights of women migrant workers (withdrawn during the two extension periods),
- Second extension: To enhance local livelihoods for the potential migrant workers as means of preventing distress migration through promotion of organic farming and different livelihood initiatives
- Second extension: To facilitate marketing of different products and to establish linkages
- Second extension: To raise awareness on safe migration
- To enable women to advocate for their rights as workers and citizens,
- Second extension: To strengthen Unions through different capacity building training programs of the leaders
- To create opportunities for holistic education, reading for pleasure, thematic discussions, for girls in rural schools (2 extension periods: for boys and girls in the communities around the project schools) so that they get the best out of their time at schools (2 extension periods: so that they get some input during the pandemic).
- To create adequate understanding and behavioural change among the girls regarding personal healthcare, environment, labour and work and other social issues (2 extension periods: replaced by Create community awareness among children on Covid 19)
- Second extension: To involve the union leaders to prevent COVID 19 by raising awareness in the communities
- To bring about attitudinal change among teachers and matrons with regard to the 'culture' of their students (withdrawn during the 2 extension periods)
- To gain an understanding of the aptitude and interest of the girls so that they can be guided in their future career choices (withdrawn during the 2 extension periods)

The project, which has been supported by SCCF since 2017 has two components that are interlinked but carried out by two partners:

- capacity building of tribal adolescent girls who are most likely to join the informal sector work within or outside the state in future (ISD partner).
- rural to urban inter-state migration and migration focused skills building efforts (AAINA partner).

Following are the **Expected results** of the project:

- Women from the project villages have got relevant trainings and entitlements under various government schemes and are not forced to make migration decisions
- Women migrate with adequate information and skills
- Women are unionized as workers and engage in collective bargaining
- Girls from indigenous/rural schools (extensions: boys and girls in the communities) have acquired better skills at knowledge seeking behaviour
- Project hostels become role models for other similar hostels for their clean and healthy practices
- 2 extension periods: Healthy and clean habits in girls and boys
- Teachers and matrons are better able to understand the 'culture' of the girls
- Students and teachers are better aware of the aptitude and interest of the girls

Project activities are conducted in two districts of Odisha, Khorda and Ganjam (a district which has always had a high incidence of out-migration) with the aim to:

- equip the adolescent girls who are a big part of the migrants and of the local low-wage workers with any life skills; the target is 1 800 girls.
- address problems of distress migration by creating income opportunities, by linking women to the services of the State, providing safe migration information and facilitating unionisation of women workers. Before the pandemic, inter-state migration of young girls and women had been increasing significantly. In the villages of Surada Block (Ganjam district) the target is around 3 800 women.

3. Reference documents

- Project and amendment proposals
- Project contract and any amendments signed by SCCF, the partner GAATW and the other organizations participating in the project
- Progress reports
- Project monitoring and evaluation frameworks, plans and tools
- Any useful supporting documents and materials used for the implementation of the project (budgets, documentation on indicators, studies, IEC material, etc.)

4. Overall Objectives of the Evaluation

Final external evaluation of the project is foreseen in the project contract. It takes place ahead of the end of the project to **assess the implementation of planned activities and achievements of results until now, taking into account the Covid 19 crisis ; find out the strengths and weaknesses of the project and of the partnerships ; review the project methodologies ; assess the impact of the project; in order to highlight gaps, best practices and lessons learnt and to make realistic recommendations regarding the different components of the project, its management, its sustainability and the partnerships.**

Provide GAATW and SCCF with an independent, evidence-based assessment of how the strategies adopted in the project address the relevant issues and how they contributed

to the goals of the project. Assessment is to be based on the indicators outlined in the project monitoring and evaluation plan and on DAC framework (Relevance, Effectiveness, Efficiency, Impacts, Sustainability).

To assess improvements in the realisation of rights to mobility, work, education and health of the rural and indigenous women and girls who are part of the project, to note the changes in their attitudes, behaviours and practices, to give specific recommendations if needed.

Assess the systems, process and programmatic approach of GAATW, AAINA and ISD and give recommendations for improvement and development of further strategies.

Review the capacity and effectiveness of the partnerships (SCCF, GAATW, AAINA, ISD, local public bodies, local NGOs, Unions, etc).

Provide recommendations by capturing the learnings and best practices in order to replicate them if relevant.

5. Areas for Assessment

This section is broadly organized as per DAC criteria (Relevance, Effectiveness, Efficiency, Impacts, Sustainability).

The specific objectives of this evaluation are:

A) To assess the relevance of the project (relevance)

Example of questions:

- How relevant is the project to the targeted beneficiaries, specifically indigenous people and women, needs and constraints and other stakeholders it sought to support?
- How appropriate are the project's intended results for the context within which it operates, as well as meeting the needs of the target groups?
- To what extent the community involvement and participation was ensured, planned and implemented?
- Is the project approach appropriate? Are the activities and outputs of the project consistent with the intended results, impacts and effects? Same question for the two extension periods activities, outputs and approach.
- Is the intervention in line with government priorities and policies and to what extent do the project's outputs suit with the priorities and policies of the Government, Partners and donors?
- How did internal or external factors and constraints affect the project (technical, managerial, organizational, socio-economic policy issues, crisis such as Covid 19, etc)? To what extent the project has been able to adapt and/or mitigate the effects of such factors?

B) To assess the results of the project (effectiveness)

Example of questions:

- Did the interventions meet the immediate and intended results?
- To what degree the project's organization and approaches contributed to reach the results?
- What are the unintended results / initiatives that have been achieved, if any?

- To what degree were the set objectives achieved, in terms of qualitative and quantitative results? How?
- a) Women: leadership and participation, links to available schemes, empowerment to claim their rights, training on livelihood programmes, development of migration resources centres at GP level, pre-departure and pre-decision information sessions, involvement in unions and cooperatives, etc.
- b) Rural and indigenous schools: (i) with girls and boys: holistic development, awareness on sexual harassment, ability to stand up against injustice, healthy and environment friendly habits, clear understanding of the world of work, etc. (ii) with teachers and matrons: motivation, mutual learning, change in attitudes towards the indigenous children, etc.
- c) Local NGOs: knowledge and networking on human trafficking and labour migration
- d) Gram Panchayats and local public bodies: advocacy.
 - What were the major factors influencing the achievement or non-achievement of the objectives?
 - How GAATW, AAINA, ISD benefited of the project regarding visibility, local recognition, collaboration with government stakeholders, local authorities, women and girls' institutions?

C) To assess the activities, methodology and means of the project (efficiency)

Example of questions:

- How appropriate was the project planning, design and implementation to achieve the objectives in the context in which it operates? How appropriate were the revisions on the project design and implementation (two extension periods)?
- Were the activities implemented in compliance with the standards previously established in the project documents?
- To what extent were the opportunities for synergies with other stakeholders taken into account in the project design and implementation?
- Were the collaborations and coordination mechanisms between the partners (SCCF, GAATW, ISD, AAINA) efficient?
- Were the project activities cost-efficient?
- Were all possible resources (public schemes, experts, financial contribution, in-kind contribution, etc.) utilized and managed in an efficient way?
- Was the monitoring (including post distribution monitoring in the frame of the Covid 19 reponse activities) and evaluation system and procedures efficient?

D) To assess the effect and sustainability of the project (impacts and sustainability)

Example of questions:

- Has the project reached out directly or indirectly to the most marginalized?
- What are the noticeable changes in the life of the beneficiaries attributable to the project, including in the field of advocacy?
- What were the main impacts (positive/negative, expected/unexpected) as perceived by the different actors and beneficiaries of the project?
- To what extent has the project changed the stakeholders' knowledge, attitudes and practices: Are the girls and the women able to use the knowledge learnt through the project? To what extent appropriation of this knowledge has been achieved? ; Are the groups (collectives, cooperatives, unions) well organized in the villages and have they demonstrated their capability to lead future actions?; What does unionization mean for the women who stayed in the villages/ who migrated?; According to the women who migrated for work and came back to their villages,

how were their rights protected? ; How have the girls who left the schools (to work, to marry) been able to apply their new skills?; What is the impact of the involvement of the heads of schools, teachers and matrons in the project? What is the evolution in their understanding and attitude towards the girls? ; etc.

- Has the project been accountable to the beneficiaries? Were there complaint mechanisms in place? Were AAINA and ISD easy to access and responsive?
- To what degree did the project consider any existing structures or resources to enhance the sustainability after the end of the interventions?

E) Highlight the best practices and lessons learnt in the frame of the project

This section may concern every aspect of the project: activities, strategies and methodologies, project management, partnerships, etc.

6. Expected results of the evaluation

The evaluator is expected to define/design conclusions and recommendations on project's implementation, strategy, partnerships and lessons learnt:

- To examine project management, work plan and project outputs results;
- To draw a stakeholder analysis and variation from plan analysis;
- To determine the perception of stakeholders and beneficiaries of project outcomes;
- To present information concerning relevance, efficiency, effectiveness, impact and sustainability of the project and partnerships;
- To focus on suggestions on how SCCF, GAATW, ISD and AAINA can develop future projects and activities if relevant, including expanding the scope of its activities if relevant.

7. Proposed Methodology to conduct the Evaluation

The exact methodology is to be determined by the consultant. However, the following are suggested for consideration :

- Preparation work based on background project documents and reports.
- Briefing session with GAATW international coordinator (online meeting) and with SCCF if relevant.
- Field visits and analysis in each project's "zone" : in and near Bhubaneswar in Khordha District (ISD) and Surada Block of Ganjam District (AAINA), meetings with the project staff and management in local offices and headquarters, online meetings with Mrs Bandana Pattanaik, international Coordinator of GAATW, based in Bangkok. A participative methodology is highly recommended in order to take into account the opinion of all partners and stakeholders, as well as mixed methods approach by using both qualitative and quantitative instruments. The selection and evaluation methods will be shared with SCCF, GAATW, AAINA and ISD partners (Review of training materials and techniques; Observations of implemented activities; Focus groups discussions and individual interviews with beneficiaries; Meetings with groups / committees, State level authorities, local government officials, women and child rights institutions representatives; Interaction with partners' staff, Meetings with any other relevant stakeholders and discussions with key informants, etc).
- Debriefing with GAATW, AAINA and ISD to share the key findings, the first conclusions (online meeting).
- Draft report sent to SCCF and GAATW.

- Questions and answers with SCCF and GAATW. Online meeting could be organized if necessary.
- Final report sent to SCCF, GAATW, ISD and AAINA.

8. Output

The consultant(s) will prepare a comprehensive report in English containing all detailed information and recommendations, as well as an executive summary to be submitted to GAATW and SCCF. The evaluation report shall include the following :

- Executive summary
- Introduction with reference to the background, the objectives and the methodology
- Analysis and key findings
- Best practices and lessons learned
- Recommendations
- Conclusion
- Annexes (tools used, collected data, list of stakeholders consulted/interviewed, case studies, etc)

9. Assessment requirements

Requested profile of the consultant(s)

It is possible to send the application of a team of 2 consultants, if justified and relevant.

Ideally, the consultant fulfils the following requirements:

- Postgraduate degree in social work, human rights and agricultural studies
- Strong expertise on migration, rural livelihood and indigenous issues
- Understanding of the local context (ideally with a previous experience of work in India)
- Evidence of substantial work on social, mobilization and advocacy projects
- Significant experience in project management, coordination, design, and evaluation
- Excellent communication and interpersonal skills
- Ability to write clear and relevant reports
- Impartial and independent of the parties
- Proficiency in English

Provisional Timetable of the Assessment

This evaluation will be completed within a period of **21 working days**, including preparatory work, field visits with briefing sessions, field analysis, debriefing sessions, reporting work. The evaluation is to be carried preferably in the month of **November 2021**.

The consultant(s) is expected to submit the expected outcomes **1 week** after the evaluation ended.

Criteria of selection

The selection will be based on the following criteria:

- The presentation of the issue and understanding of the assignment/outlines of the evaluation
- The methodological approach proposed
- Qualifications, experiences and skills of the candidate
- Experiences in the region and regarding the project's specific issues
- Budget proposal with detailed breakdown
- Timetable for the implementation

How to Apply

The candidate is invited, knowing the present terms of reference, to make a methodological and technical proposal for the assessment, including:

- Methodology used to carry out the evaluation mission.
- Experiences and references relating to project evaluation implemented by NGOs (5 pages maximum)
- CV of any persons concerned by the mission
- A provisional mission timeline and work plan with an estimated ratio man/hour.

The candidate is also invited, knowing the present terms of reference, to make a financial proposal for the assessment. The proposed budget should only include the consultant's fees. Travel and mission expenses will be reimbursed on the actual costs (with proofs of payment) by SCCF at the scale established and which will be transmitted to the chosen candidate(s). The terms of payment will be indicated in a schedule. AAINA, ISD and GAATW will support the consultant for the logistics of the field work (accommodation and food, local transportation, and support to organise meetings, interviews and focus groups, etc.)

The methodological, technical and financial propositions (answering to the present Terms of Reference), should be sent, with the candidate's resume, to SCCF, **before the October 24, 2021** by email at:

missioncourteduree@secours-catholique.org and alexandre.daval@secours-catholique.org