

Call for Expressions of Interest Monitoring and Evaluation Specialist

Summary

Verité is seeking qualified applicants to conduct monitoring and evaluation for its project, *Promoting Worker Rights in the India-Gulf Migration Corridor*, to be implemented in partnership with the Association for Stimulating Know How (ASK India) between July 2017 and May 2019.

Verité Overview

Verité is an international non-profit consulting, training and research organization that has been a leader in supply chain social responsibility since 1996. Verité's mission is to ensure that people worldwide work under safe, fair, and legal working conditions.

Verité's work is funded by public agencies, international organisations, private foundations and fee-for-service corporate clients. The organisation implements international programs through its headquarters in Massachusetts, United States, offices in the Philippines and southern China, and an international network of civil society partners across South Asia and Latin America.

Verité is a thought leader on fair migration, responsible recruitment and migrants' rights in the global economy. Verité has implemented projects in this field for over ten years, most recently with a focus on vulnerabilities to human trafficking in supply chains across economic sectors intersecting with the Gulf States. Verité's work leverages the unique and interconnected influence of multiple stakeholders – from business and government to civil society and international organisations – to ensure respect for the rights of migrant workers in migration and employment.

Verité has partnered with the Association for Stimulating Know How in India for more than 15 years. ASK India is a capacity building organisation working with grassroots communities, NGOs as well as the public and private sectors towards achieving equitable development and social justice.

Project Background

Globally, there are an estimated 232 million international migrants in the world today. Of these migrants, 150 million are labor migrants, with over 17 million working in the Gulf States. In South Asia, an estimated 2.8 million migrants leave the region annually. India formally exports the largest number of these workers, estimated at 805,000 annually, followed in descending order by Pakistan, Nepal, Bangladesh and Sri Lanka. The main outflow of migrants from South Asia is to the member states of the Gulf Cooperation Council (GCC), with an estimated 96 percent of Indian migrants taking jobs in the region. Uttar Pradesh, India's most populous state, sends the largest number of migrants from India to the GCC, estimated at 190,000 annually in 2012. Kerala ranks second, sending 98,000 Indian workers to the GCC annually. The UAE and Qatar are among the top ranked destination countries for Indian migrants. In 2014, there were an estimated 2.6 million Indian nationals in the UAE and over 500,000 in Qatar. The annual outflow of Indian migrants totaled 141,138 to the UAE and 63,096 to Qatar at, based

on 2012 estimates.

The abuse of migrant workers in the Gulf States, including Qatar, the UAE and Saudi Arabia, has been well documented by civil society, academics and media reports. In many Gulf countries, foreign workers make up well over 90 percent of the private sector workforce. The forced labor of migrant workers in Gulf countries has garnered a great deal of international attention, especially in construction and domestic work. Reports have documented physical and sexual harassment, withholding of passports, restrictions on freedom of movement, withholding and non-payment of wages, contract substitution, deplorable living conditions, poor access to grievance mechanisms and remedy, and high workplace injury and fatality rates. Exorbitant recruitment fees and high interest loans, generally originating in workers' home countries, make migrants highly vulnerable to debt bondage. Legal and regulatory restrictions also exacerbate the vulnerability of migrant workers to labor abuses. In Gulf States, the kafala sponsorship system, which has been widely criticized as a contributing factor in forced labor, legally binds workers to their employers and severely restricts their labor mobility. While governments have attempted to reform the kafala system (including, for example, the current round of proposed changes in the UAE), legal reforms often continue to contain measures that prevent workers from leaving their jobs. Furthermore, labor law in some countries does not apply to domestic workers or the agricultural or construction sectors, in which many migrants in the Gulf States are employed.

Migrants from UP and Kerala going to the Gulf are often semi-skilled or unskilled workers, mostly men between the ages of 20 and 30, often with a high school diploma (Kerala) or without one (UP). Levels of awareness and understanding about international migration, recruitment systems, and employment conditions in destination countries are low. Many migrants are drawn from rural communities, small landholders, artisans or the urban poor, who leave their homes for the first time with limited exposure to foreign cultures, languages and customs. Their common condition is often poverty or limited livelihood opportunities, which are key drivers in their search for work overseas. It is estimated that Indian migrants can earn up to four times as much working in the Gulf as they can if they remain in India.

Project Overview:

This project is funded by the US Department of State's Bureau of Democracy, Human Rights and Labour (DRL). In India, the project will be anchored in Delhi, Uttar Pradesh and Kerala, while in the Gulf, it will center on collaboration between Verité, the private-sector and multilateral partners in Qatar and UAE.

The goal of this project is to promote safe and fair migration and migrants' rights in the South Asia-Gulf migration corridor using a three-pronged strategy of (1) strengthening the capacity and coordination of civil society initiatives in both sending and receiving communities; (2) direct outreach, campaigning and awareness raising among migrants, migrant families and returnee migrants; and (3) enhancing and facilitating access to services and remedy for migrants through existing and new technology, web-based and social media platforms.

This project will be structured around four mutually reinforcing objectives.

Objective 1 focuses on institution- and capacity-building for partner groups in all locations with

the goal of strengthening civil society, enhancing knowledge and expertise on migration, and ensuring greater influence and sustained impact across a range of interventions.

Objective 2 builds on Objective 1 to strengthen relationships, cooperation and coordinated civil society programming to promote stronger networks in the service of migrants' rights. This includes consolidation and strengthening of partnerships in and between sending and receiving communities.

Objective 3 focuses on raising awareness about migrants' rights and safe and fair migration among prospective and returned migrants in Uttar Pradesh and Kerala, spreading the word about the importance of recruiter selection, labor and employment rights, available pre- and post-departure resources, migrant help services, and support for returnee migrants.

Objective 4 focuses on facilitating the use of established and new information and communications technologies (ICT) available via mobile, social media and web-based platforms to enhance migrants' access to support services and remedy.

To meet Objective 1, the project will implement training workshops to build organizational capacity, strengthen sustainability, develop civil society organizations (CSOs) as leaders in migrant advocacy, and enable strong partnerships with other organizations in sending and receiving communities. Where cooperation is limited and networks are weak, the project will implement bilateral meetings and workshops to strengthen CSO networks, diversify their strategies and recruit new members in priority locations (Objective 2). This work will be codified in network-wide policies and advocacy material. The project will also organize an inter-regional conference to link strategic cooperation at local levels with activities at regional and international levels. Under Objective 3, the project will implement a public awareness campaign in sending communities, including street theatre, posters, songs, graphic novels, radio spots, print-media and other means of communication. The project will implement pre-decision and pre-departure training in India, complemented by post-arrival outreach in the Gulf. Finally, under Objective 4, the project will support existing technology tools such as MigCall, a mobile phone app designed to connect migrants in distress to public authorities and civil society groups. Project partners will develop instructional material, expand the information, guidance and resources it provides and engage the service providers MigCall uses to strengthen their capacity to meet migrants' needs. The project will also develop and maintain a website, create tools, guidance material and information and launch a social media page to reinforce direct outreach and support to migrants. Lastly, the project will prepare a report on civil society strategies to hold the recruitment industry in the corridor to account, drawing on lessons learned from global networks.

Evaluation Overview

Monitoring and evaluation will be integral to this project throughout its duration. Assessing the impact of the planned activities will be critical to ensure the effectiveness of the program design. In addition to internal monitoring, Verité is seeking to hire a third-party evaluator to conduct a baseline survey at the project outset, an evaluation of progress in project implementation at the midpoint, and an evaluation of project implementation and impact at the conclusion of the project. The objectives of the external evaluation are to: (1) Assess the effectiveness of the project in reaching its stated objectives; and (2) Identify lessons learned and best practices in order to make recommendations for improving future

project implementation.

The evaluator will be responsible for designing an evaluation method consistent with international best practice and the requirements of the project. The methods proposed by the evaluator will be reviewed and approved by the Verité project leads.

The evaluation design should include a process evaluation aimed at understanding the strengths and weaknesses of project implementation, as well as performance evaluation measuring progress reached on short and long term goals of the project. Methodology should include qualitative and quantitative data collection, measuring impact of awareness-raising activities as well as any behavior and/or institutional changes as a result of participation in workshops and other project activities. A sampling methodology to assess impact of public awareness-raising campaigns on communities in Uttar Pradesh and Kerala most vulnerable to labor trafficking would also be required.

Evaluation Implementation

The evaluator will be responsible for overseeing design and implementation of the evaluation plan throughout the project, beginning July 2017 and ending May 2019. The baseline assessment will take place as soon as possible, while the mid-term evaluation will take place halfway through the project, between March and May 2018. The final evaluation will take place at the end of the project in March and April 2019. Final deliverables per the contract will be due no later than May 31st, 2019.

The evaluator will be responsible for planning and implementation, including:

- Evaluation preparation, including evaluation design and work-planning, desk review of project materials, etc.
- Data collection, including partner and stakeholder communications, travel within India, as necessary, etc.
- Data analysis and synthesis, including for mid-term and final evaluations, report drafting and incorporation of feedback, as relevant.

Verité and ASK India staff will provide technical support throughout the evaluation process.

Deliverables

The evaluator will be expected to produce the following deliverables:

1. Evaluation Design and Work-plan (minimum 10 pages)
(Please note that a logic model and preliminary monitoring and evaluation plan for the project will ultimately be supplied to the successful candidate, to be references for crafting the final monitoring and evaluation work-plan.)
2. Draft and Revised survey and data collection instruments
3. Draft and Revised Baseline Report (no more than 20 pages, not including annexes)
4. Draft and Revised Mid-term Report (no more than 20 pages, not including annexes)
5. Draft and Revised Final Report (no more than 40 pages, not including annexes)

Budget and Payment Schedule

The projected budget for this evaluation is \$30,000 USD. This includes all costs relevant to the external

evaluation, including professional fees, travel, per diem, etc. Payment will be disbursed according to the following schedule:

- Final Evaluation work-plan: 30%
- Final survey and data collection instruments 10%
- Midterm evaluation final draft: 30%
- Final evaluation final draft: 30%

Applicant Profile

The selected consultant should have demonstrated expertise in results-based project evaluation, familiarity with the intersection of migration and labor rights, and previous regional experience in Uttar Pradesh, Kerala and ideally Qatar and UAE as well. Additional qualifications will include:

- Minimum 5 years of experience in designing, overseeing, implementing and evaluating international programs;
- Experience with qualitative and quantitative M&E data collection and analysis;
- Strong communication and facilitation skills;
- Strong ability to communicate effectively in English; and
- Strong collaboration skills and ability to work closely with Verité, local partners and other stakeholders, as relevant.

Contact Information

Interested applicants are encouraged to submit a CV and brief 1-2 page Expression of Interest to Sarah Lince (sline@Verité.org) by May 21, 2017. The Expression of Interest should describe relevant experience and include a brief overview of the methodological approach proposed for this project. Candidates selected for further consideration will be invited to submit a full proposal by June 15, 2017.