

TERMS OF REFERENCE

For Consultant

Evaluation of the “Project Preventing the Exploitation of Women Migrant Workers in ASEAN”

Duty Station:	Home-based but required to travel to Bangkok, Thailand and Myanmar
Type of Contract:	Contract for Individual Consultant (SSA)
Languages Required:	English
Contract Duration:	11 December 2017 to 17 February 2018
Supervision:	National Project Officer – Migration UN Women Regional Office for Asia and the Pacific

1. Context:

Over the past two decades, South East Asia has experienced rapid economic growth that is not generating sufficient decent and productive employment¹. About 59 per cent of the workers in Southeast Asia are in vulnerable employment, and the rate is even higher for women (63.1 per cent) compared to men (56 per cent).² This economic growth has also been unevenly experienced, leading to rising inequalities within and across countries, specifically affecting women because a high proportion of women in agriculture are unpaid family workers, and women are more likely than men to be employed at a low productivity, subsistence level. But women tend to be in vulnerable employment even outside agriculture.³ These differentials in economic growth between states, and the consequential limited state capacity in some countries to accelerate universal access to decent work and social services, provide both the push and pull factors of labour migration within the ASEAN region and contribute to growing internal, regional and global labour migration flows.⁴

The feminization of migration in the region is most visible and usually associated with out-going flows of women migrants particularly from Indonesia and the Philippines, where women made up 62-75 per cent of workers who are deployed legally on an annual basis.⁵ In Southeast Asia, the Philippines, Cambodia, Myanmar, Lao PDR, Viet Nam and Indonesia are broadly categorized as origin countries while Singapore, Brunei, Malaysia and Thailand are destination countries. Indicative of the impact and importance of migration at a country level is, for instance, in the context of Cambodia, where 29 per cent of the population (about 4.2 million people) were migrants in 2013 and women accounted for 50 per cent of migrants nationally.⁶ Furthermore, changes of socio-political situation in some countries provide the opportunity for women from countries that had not previously been sources of migrant labour, such as Vietnamese and Thai in Taiwan or Cambodians in Malaysia. In this regard, there has been an increased

¹ ADB, UNESCAP and UNDP (2013) *Asia-Pacific Aspiration: Perspective for a Post-2015 Development Agenda – Asia-Pacific Regional MDGs Report 2012/13*. Bangkok: ADB, UNESCAP and UNDP.

² ILO (2014) *Global Employment Trends 2014: Risk of a Jobless Recovery*. Geneva: ILO.

³ ADB, UNESCAP and UNDP (2013)

⁴ Even though the increased involvement of women in migration both internal and international is significant in ASEAN, the regional project only focuses on addressing issues related to international migration due to its cross-border externalities and spill-over impact that are best addressed collaboratively on an inter-country or regional basis.

⁵ UN Women (2011) *Gender, Migration and Development – Emerging Trends and Issues in East and Southeast Asia*. Bangkok: UN Women.

⁶ Royal Government of Cambodia, National Institute of Statistics and Ministry of Planning (2013) *Cambodia Inter-Censal Population Survey 2013*. Phnom Penh: Royal Government of Cambodia

volume of female migrants as well as diversification of migrant women in search for overseas employment in response to the demands.⁷

2. Background Information

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

UN Women has responded to the continuing need to promote and protect the rights of women migrant workers through its Regional Project, 'Preventing the Exploitation of Women Migrant Workers in the ASEAN region' supported by the Australian Government Department of Foreign Affairs and Trade. Through this project, UN Women builds on its existing work within ASEAN which covers safe migration, ending all forms of violence against women, social protection and increasing women's voice and participation in decision-making by working in partnership, at both the regional and national levels, towards strengthening protections to counter and prevent the abuse, violence, trafficking and exploitation of women migrant workers in ASEAN.

UN Women has been implementing the Project on Preventing the Exploitation of Women Migrant Workers in ASEAN during July 2014 to December 2017. The overall goal of the project is to prevent the exploitation of women migrant workers in the Association of Southeast Asian Nations (ASEAN) member states through better access to evidence and knowledge, policy advocacy and capacity-development of ASEAN institutions and migrant workers' institutions. Three key strategies that have been adopted to achieve the results of the project including:

1. Generation of evidence and knowledge about the gender dimensions of extreme labour exploitation and unsafe migration and strategies for prevention;
2. Policy advocacy based on evidence and international norms and standards to enhance cross-border collaboration and accountabilities of regional and state actors in ASEAN (in particular national government, ACWC, ACW, AICHR and ACMW) to prevent exploitation of women migrant workers;
3. Social mobilisation and campaigning to prevent violence, exploitation and abuse of migrant women workers, using two-pronged approaches that would include both strengthening the leadership, life skills and peer support young women in sending countries as well as using public awareness campaigns and messaging to reduce acceptance of abuse and exploitation of women migrant workers, especially targeting young people in receiving areas.

This regional project supports work at the regional level in Cambodia, the Lao People's Democratic Republic, Myanmar and Viet Nam (origin countries), and Malaysia and Thailand (destination countries). Please refer to project outcome and output in **Annex-1**.

Following this project implementation (June 2014 – December 2017), UN Women will share the findings of this evaluation (December 2017 – mid-February 2018) with the Australian Government Department of Foreign Affairs and Trade in March 2018.

⁷ Ibid.

3. Purpose of the evaluation

This evaluation will serve the following purpose:

- The Evaluation intends to assess the relevance, performance, management arrangements and success of the project. It looks at signs of potential impact of project activities on preventing the exploitation to the women migrant workers and other beneficiaries and sustainability of results, including the contribution to women migrant workers in ASEAN region.
- The evaluation findings and recommendations shared in the consultants' final report will be used by stakeholders for making decisions on the future direction and design of the Project; and
- The evaluation findings and recommendations will also be used as guidance for future projects
- The Evaluation also identifies/documents lessons learned and makes recommendations that project partners and stakeholders might use to improve the design and implementation of other related projects and programs.

4. Scope of the Evaluation

The Project's activities have been implemented from June 2014 – December 2017. After that, the Project aims to conduct Project's Evaluation in December 2017 – mid-February 2018 and expects to share the findings of evaluation to Australian Government Department of Foreign Affairs and Trade in March 2018. The evaluation is in accordance with UN Women Evaluation Policy.

- *Evaluation scope:* The evaluation will focus both on the Project as a whole, to make recommendations about its future.
- *Geographical coverage:* The evaluation will focus on South East Asia region: Cambodia, Lao People's Democratic Republic, Myanmar, Malaysia and Thailand.
- *Substantive scope:* The evaluation will analyze the relevance, effectiveness, efficiency, sustainability and impact of the programme objectives in terms of results achieved against objectives, change on human rights and gender equality, ownership of stakeholders, sustainability of the action, both financial and organizational. It should consider the nature of the joint programme, exploring the extent to which it has allowed the UN to work in more coordinated manner with partners, and how Project's achievement can be up-scaled to bring even bigger impact at the regional level.

5. Approach and Methodology

The suggested methods for the evaluation include analyses of various sources of information, including in-depth desk review and documentation analysis (Project progress and completion reports, workshop and mission reports, knowledge and advocacy products, and other appropriate documentation produced by the Project. A country visit to Myanmar for 1- 2 days is required for interviews with stakeholders. In - person interviews will be arranged with stakeholders based in Thailand. Skype interviews will be arranged with stakeholders in other countries.

Following information will be provided by Project:

- Outcome and output indicators that have been used to measure performance, along with an associated baseline and target data
- Other relevant data available, such as existing local, regional, or national data, or data from similar projects
- Reports of meetings, consultations or other interactions expected with particular stakeholder

groups

- Reports from research/studies including verification process on findings with key stakeholders
- A list of stakeholders and their contacts for interviews. UN Women will make arrangement for interviews.

6. Schedule and Deliverables

6.1. Duration of the assignment

The total duration of the contract assignment will be beginning on 11 December 2017 to 31 January 2018.

The consultant may be required to travel in the region in which UN Women will be responsible for the accommodation and travel expenses if any cost incurred during assignment period.

6.2. Expected Deliverables and Timeframe

Expected key deliverable will include:

Expected key activities and deliverables	Indicative Timeframe
<ul style="list-style-type: none"> • An inception meeting with focus group discussions with selected stakeholders. 	13 December 2017
<ul style="list-style-type: none"> • A draft work plan, proposed method for data collection and list of questions 	15 December 2017
<ul style="list-style-type: none"> • A country visit and stakeholder interviews 	15 December-29 December 2017
<ul style="list-style-type: none"> • 1st draft report - A draft comprehensive report to be submitted to UN Women for review 	30 December 2017
<ul style="list-style-type: none"> • Review of the first draft by UN Women 	31 December 2017 – 7 January 2017
<ul style="list-style-type: none"> • 2nd draft report- a revised comprehensive report to be submitted to UN Women for review 	12 January 2017
<ul style="list-style-type: none"> • A presentation at a workshop - to share the findings with representatives of UN WOMEN Regional Office and Country Offices, DFAT representatives and other key stakeholders And draw lessons learnt and discuss future programming. The workshop will be organized by UN Women. (If the consultant is based far away from Bangkok, a presentation by skype can be considered). 	17 January 2018
<ul style="list-style-type: none"> • Final report - An analytical and comprehensive final evaluation in hard and soft copy, and written according to UN guidelines, to be submitted to UN Women (as per the timeline discussed in the teleconference). 	22 January 2018
<ul style="list-style-type: none"> • Proof-read the designed version of the report to be posted on UN Women's web site 	2 days around 10 February 2017

7. Professional Qualifications

Following are the required skills and competencies expected from the selected applicant for conducting this evaluation. In the case of an evaluation team, it is expected that the team leader should fulfill all required skills and competencies.

- Education:
 - Master's degree in relevant discipline (e.g. gender, development and social studies, sociology, political science, etc.)
 - Master's degree in evaluation is an asset.
- Professional experience:
 - At least 10 years of experience in programme evaluation in a development context and proven accomplishment in undertaking evaluations, including leading evaluations of multi-stakeholder programmes for multilateral organizations.
 - Experience in evaluating gender equality and human rights – related programmes/project.
 - Experience in working in ASEAN region will be an advantage.
- Knowledge and skills:
 - Knowledge of evaluation.
 - Knowledge in results-based programming.
 - Proven expertise in evaluating programmes focusing on human rights and/or gender equality.
 - Extensive knowledge of qualitative and quantitative evaluation methods.
 - Excellent written and spoken English and presentational capacities.
 - Knowledge of the UN system would be an asset.

Important: The evaluator/s has to explicitly declare his/her independence from any organizations that have been involved in designing, executing or advising any aspect of the particular programme of UN Women Regional Office for Asia and Pacific that is the subject of evaluation. Selection process will ensure that the evaluator/s does not have any relationship with this particular UN Women office's programmes in the past, present or foreseen in the near future.

8. Evaluation ethics

Evaluations in the UN will be conducted in accordance with the principles outlined in both UNEG Norms and Standards for Evaluation in the UN System and by the UNEG 'Ethical Guidelines for Evaluation'. These documents will be attached to the contract. Evaluators are required to read the Norms and Standards and the guidelines and ensure a strict adherence to it, including establishing protocols to safeguard confidentiality of information obtained during the evaluation.

9. Submission of application and deadline

Interested candidates are requested to submit electronic application with technical and financial proposals in separated envelopes to hr.bangkok@unwomen.org not later than **29 November 2017**. Daily rate should be identified in application letter and/or email.

- Submission package
 - Application Letter
 - Curriculum Vitae
 - Personal History Form (P11)
 - Proposed professional fee based on each deliverable and breaking down into a daily fee
 - Sample Evaluation Report

Annex-1

The overall goal of the programme is to prevent the exploitation of women migrant workers in the Association of Southeast Asian Nations (ASEAN) Member States through better access to evidence and knowledge, policy advocacy and capacity-development of ASEAN institutions and migrant workers' institutions.

Outcome 1: ASEAN Member countries have benefited from the improved access to gender-sensitive evidence and knowledge to prevent exploitation of women migrant workers and promote their rights

Output 1.1: New knowledge and evidence on gender-responsive and rights-based practices to prevent exploitation of women migrant workers are generated to influence policies and regulatory frameworks

Output 1.2: Recruitment agencies have increased access to knowledge, resources and skills to prevent the exploitation of women migrant workers

Outcome 2: ASEAN Mechanisms advocate for preventing exploitation of women migrant workers at the regional and national levels

Output 2.1: ASEAN mechanisms have increased understanding of policies and processes that address exploitation of women migrant workers

Output 2.2 Civil society organizations working with and for women migrant workers are able to effectively advocate with ASEAN Member States and ASEAN institutions, to promote and protect the rights of women migrant workers

Outcome 3: Enhanced social mobilization to improve actions to prevent exploitation of women migrant workers

Output 3.1: Youth, women's organizations and migrant worker networks have increased capacity to conduct campaigns and advocacy for prevention of exploitation of women migrant workers.