
Terms of Reference for national consultancy to support in the final evaluation of the EIIP & Decent Employment for Women project in Yemen

1. Introduction

Project Context

Since the conflict began in 2015, Yemen's economy has contracted by more than 40 per cent. Conflict and related factors have led to an overall increase in poverty, estimated at between 71 to 78 per cent, with women more severely affected than men.¹ The continued impact on economic activities has left 40 per cent of Yemeni households without a regular source of income. Severe food and fuel shortages combined with high commodity prices further hurt the poor and left many unprotected.

According to the UN HRP 2023, 21.6¹ million people are in need of humanitarian assistance and protection, as two-thirds of the population, *as a result of protracted conflict, displacement and economic deterioration, compounded by recurrent natural disasters* –. Poor and disadvantaged women are more vulnerable to crisis than men due to the conditions that predispose them to severe disaster impacts. Difficulties in finding adequate shelter, food, safe water, and fuel for cooking, as well as problems in maintaining personal hygiene and sanitation, prevent women from performing their usual roles at home. All of these are problems related to women's gender identity and social roles. Many poor and destitute women remain unemployed during and after crisis.

The crisis in Yemen has serious and far-reaching economic consequences for women and girls, and these impacts should be recognized, prevented, and mitigated. Yemeni women face greater economic vulnerability as their labour participation is often highly informal, without social protection. These vulnerabilities have been compounded by the pandemic. Women's engagement in economic activities, especially in informal sectors, can increase gender gaps in livelihoods.

UN agencies, NGOs and local institutions are responding to this grave situation providing humanitarian assistance. In 2021 total humanitarian expenditure is estimated to reach 1.9 Bn. US\$. Cash for Work³ (CFW) through which temporary employment and incomes are created for vulnerable households is a significant component of the humanitarian response with an expenditure of an estimated at 400MUS\$ per annum, creating and targeting 16m⁴ individuals.

The current mediation and de-escalation of the conflict since early 2021 is broadening the space and may provide the conditions and space in which more long-term sustainable employment and decent work can be created. It may also provide the opportunity to address issues such as sustainability, standards, productivity, health and safety, capacity building in a more systemic way. *The six-month truce between the Internationally Recognized Government of Yemen (IRG) and the de-facto authority (DFA) in the north of Yemen (also known as the Houthis) ended on 2 October 2022. From October–December, conflict incidents did not re-escalate, and international stakeholders continued to lead diplomatic efforts towards renewing the truce. A data review reveals that social control, regional and global economic conditions, deteriorating access to healthcare, and reduced purchasing power were key drivers of humanitarian needs in Yemen throughout the reporting period. These factors are not new, and*

¹ [Yemen Humanitarian Response Plan 2023 \(January 2023\) \[EN/AR\] - Yemen | ReliefWeb](#)

although they affected all Yemenis to a degree, groups such as women, children, people with chronic illnesses, and Yemeni and non-Yemeni migrant workers felt them more acutely.

Since the conflict began in 2015, Yemen has witnessed severe infrastructure damage and the economy has contracted by more than 40 per cent. Conflict and related factors have led to an overall increase in poverty, estimated at between 71 to 78 per cent, , 40 per cent of Yemeni households live without a regular source of income, and with women being more severely affected than men. The COVID-19 outbreak has profoundly affected Yemenis' and women's ability to maintain their livelihoods, forcing them to earn less, save less and live with poor resources.

In order to address this problem, through RBSA funded intervention, the ILO is adapting and applying experiences from the Employment Intensive Investment Programmes (EIIP) in other countries affected by crisis situations to provide innovative social protection and decent work solutions and contribute to the humanitarian development peace nexus, targeting women and the most vulnerable groups.

The overall outcome of the EIIP & Decent Work for Women (2021-2023) in Yemen is to contribute to increasing the capacity of ILO's constituents to promote peaceful, stable and resilient societies through decent work.

The utilization of EIIP approaches builds the capacity of national institutions, such as Public Works Project (PWP) and the Social Fund for Development (SFD) to restore local infrastructure and results in the creation of short-term and long terms sustainable employment with the potential to introduce and support social protection, improved productivity and Health and safety. It also provides a platform to address the needs of targeted vulnerable groups who benefits from improved literacy, skill development opportunities, and hence enhance their potential to access longer-term, sustainable employment and livelihood opportunities and support local community needs. Moreover, the integration of the EIIP approaches at existing Cash-for-Work interventions facilitates the shifting towards sustainable employment, engagement of private-sector contractors and application of Decent Work provisions.

The project incorporates decent employment dimensions in infrastructure development with emphasis on enabling a construction environment for local small-scale contractors, sustainable procurement management, and governance for the inclusion of decent working conditions. The EIIP approach to infrastructure development makes optimal use of local resources (workforce, material, technology, among others) as a major input to perform the work.

The project identifies a number of strategies and actions to better involve small-scale contractors in labour-based works to develop the construction industry and provide capacity development of small-scale and emerging local contractors mainly women and youth.

Objectives:

The Specific Objectives of the project are:

1. Mainstreaming employment intensive investment approach, decent work, Occupational Safety and Health, and environmental and social safety guards in all existing implementing partner's guidelines, tools, and projects on cash-for-work, according to ILO most updated tools and methodologies; and

2. Reviewing, updating, and piloting the community contractors' guidelines for a sensitive approach on gender inclusion.

Major outputs

OUTPUT A-1:	Existing Cash for Work documents reviewed and shifted to EIIP.
OUTPUT A-2:	SOPs on Occupational Safety and Health and ESS reviewed and enhanced.
OUTPUT A-3:	SOPs/manuals on community contracting are reviewed and enhanced with a particular focus on women community contracting.
OUTPUT A-4:	Capacity building for 50 women community contractors delivered.
OUTPUT A-5:	Financial support for 20 women community contractors is provided.
OUTPUT A-6:	Capacity building for 100 local contractors is delivered.
OUTPUT A-7:	EIIP pilot project is implemented by trained women community contractors.
OUTPUT A-8:	Capacity building and training for PWP & SFD staff on EIIP is delivered
OUTPUT A-9:	Capacity building and training for PWP,SFD & MOSAL staff on OSH is delivered

2. Evaluation Background

ILO considers evaluation as an integral part of the implementation of development cooperation activities. Provisions are made in all projects in accordance with ILO evaluation policy and based on the nature of the project and the specific requirements agreed upon at the time of the project design and during the project as per established procedures.

The project document states that a final internal evaluation will be conducted, which will be used to assess the achievements of results, identify the main difficulties/constraints, assess the impact of the programme for the targeted stakeholders, and formulate lessons learned and practical recommendations to improve future similar programs.

Purpose

The purpose of the internal final evaluation is to assess the overall achievements of the project against its planned outcomes and outputs to generate lessons learned and best practices.

It will provide analysis and will examine the efficiency, effectiveness, relevance, potential impact and sustainability of the projects. The evaluation report shall reflect findings from this evaluation on the extent to which the different phases have achieved their stated objectives, produced the desired outputs, and realized the proposed outcomes. This evaluation will also identify strengths and weaknesses in the project design, strategy, and implementation as well as lessons learned with recommendations. Furthermore, it will touch upon cross cutting issues such as gender equality and disability.

The evaluation will comply with the ILO evaluation policy, which is based on the United Nations Evaluation Norms and Standards and the UNEG ethical guidelines.

Scope of the evaluation

The evaluation will cover the whole project and look at the project activities, outputs and outcomes in Yemen. The evaluation will take into consideration the project duration, existing resources and political, security and environmental constraints.

Geographical scope: Sana'a & Aden will need to be covered by this evaluation.

The evaluation will take place from 20/04/2023 until 31/05/2023 through online field work to collect information from different stakeholders. The consultancy shall start with initial briefing with the project team, Yemen Office and the Regional Office for Arab States (ROAS). The International Consultant will be working online and supported by a local consultant who will do the field work; conducting FGDs, interviewing stakeholders, etc.

The evaluation will integrate gender equality and inclusion of people with disabilities as a cross-cutting concern throughout its methodology and all deliverables, including the final report.

Clients of Evaluation

The primary clients of this evaluation are ILO ROAS and Yemen team, the ILO constituents, Implementing Partner; Public Works Project (PWP), Social Fund for Development (SFD) and Ministry of Social Affairs & Labor (MOSAL). Secondary users include other project stakeholders and units that may indirectly benefit from the knowledge generated by the evaluation.

3. Specific Tasks

- Support the evaluator in the planning and execution of data collection exercises
- Coordinate all the data collection logistics with the different stakeholders across the different governorates
- Translate the data collection tools into Arabic
- Conduct data collection exercises (approximately 6 successful interviews and/or FGDs) as guided by the evaluator in the intervention governorates (Sanaa & Aden)
- Prepare all necessary documents in English as requested by the evaluator
- Translate the data collected from Arabic to English.
- Share experiences and observations with the evaluator
- Prepare a summative content from the evaluation report that can feed into a knowledge product for the ILO (factsheet)

4. Deliverables and time frame

Specific deliverables:

- About 6 completed interview transcripts in English
- A brief report on experiences and observations from all the interviews
- Content for the knowledge product
- Translation of PowerPoint Presentations, etc.

- Any other related task requested by the International evaluator.

To achieve the above tasks, the consultant will require 10 working days extended over the period **Apr 20 – May 31, 2023**.

5. Management arrangements

The consultant will report directly to the evaluator on all aspects of the deliverables and day-to-day work schedules. Yemen project team will provide access to key internal documents and will provide the list of stakeholders including their contacts and will provide official letter to facilitate the entire mission with relevant authorities. The evaluation manager in Sana'a will act as review manager with weekly exchanges of progress.

6. Qualifications

Education

- University degree in statistics, economics, social sciences, international studies or other relevant field.
- Master's Degree in one of these fields is an asset.

Experience

- At least three years of professional experience in data collection and reporting
- Demonstrated experience in qualitative research
- Previous experience with the UN
- Relevant translation experience between Arabic and English.

Languages

- Excellent command of English and Arabic (written and spoken).

Competencies

Job specific competencies include the following:

- Extensive knowledge of Yemeni context
- Profound knowledge of ILO's EIIP & community contracting.
- Professional facilitation skills
- Demonstrate good understanding of project evaluations
- Ability to interpret project background history and to identify and analyse problems with project implementation
- Excellent drafting skills
- Ability to communicate effectively both orally and in writing in both Arabic and English
- Ability to work on own initiative as well as a member of a team and ability to deal with people with diplomacy

7. Application

Interested candidates are asked to send the below documents to Al-Tairi, Yousef: al-tairi@ilo.org.

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- An updated CV
 - One similar report prepared by the consultant in the past
 - A financial proposal including the total required to cover the consultancy period with detailed breakdown (include daily rate, transportation, communication, ...).

Deadline for applications is Apr 22, 2023.