

- The selection of the consultant (or team of consultants) will be based on the qualifications and experience of potential candidates as described in their expression of interest (EoI) for the assignment.

Interested candidates should include in their EoI:

- Detailed description of their knowledge of the specific subject area (i.e. Skills and employability, skills policies and systems);
- Detailed description of previous programme, organizational and thematic experience relevant to this assignment; CVs;
- Financial proposal, with details of the daily rate for the evaluation work as well as any other potential cost and a breakdown of working days according the expected deliverables (see list above) and a preliminary timeline;
- Statement of availability for the assignment (specifying available starting dates in 1st Mar 2025.
- If applicable, information on their network and ability to identify national consultants in the areas targeted by the project.

The lead evaluator should have:

- Master's Degree in social sciences, economics, development studies, evaluation or related fields, with demonstrated strong research experience;
- A minimum of 10 years experience in conducting projects and programme evaluations, with demonstrated experience in evaluating skills development-related programmes.
- Proven experience with program evaluation, logical framework approaches and other strategic planning approaches, M&E methods and approaches (including quantitative, qualitative and participatory), information analysis, and report writing;
- Full proficiency in English.
- Knowledge of the IRW, Iraq mandate, tripartite structure and technical cooperation activities, as well as experience with the UN System;
- Excellent communication, interview and report writing skills;
- Demonstrated ability to deliver quality results within strict deadlines.
- Good interpersonal and cross-cultural communication skills; and
- Facilitation skills and ability to manage diversity of views in different cultural contexts.

The deadline to submit EoI for this Final Evaluation is by close of business 20 Feb. 2025. Please send your EoI via email.



- Liaise with Skills that work for project staff whenever their engagement is needed to fulfill the requirements above.

The project team will have the following responsibilities:

- Provide all necessary information, documents, and contact lists available to support the evaluation process.
- Facilitate the scheduling of meetings with key stakeholders when necessary.

9. Completion Criteria

The completion and acceptance of deliverables will be based on the following criteria:

- Deliverables will be acknowledged when they meet the requirements set out in the contract reflect the agreements reached during the contract process, and incorporate amendments proposed by IRW, Iraq.
- Completion and acceptance of the final report will be based on the criteria set out by the IRW, Iraq Evaluation team.
- Deliverables will be regarded as delivered when they have been received electronically by the Evaluation Manager and confirmed acceptance of them.

10. Special Terms and Conditions

- All draft and final outputs, including supporting documents, analytical reports and raw data should be submitted in electronic version.
- All data and information received from the IRW, Iraq for the purpose of this evaluation must be treated confidentially and are only to be used in connection with the execution of these Terms of Reference.
- All intellectual property rights arising from the execution of these Terms of Reference will be assigned to the IRW, Iraq. The use of the data and findings for publication and other presentations can only be made with the agreement of IRW, Iraq.
- Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

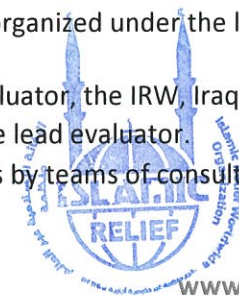
11. Timeline

The evaluation will take place in March 1, 2025. The agreed final report inclusive of all feedback to be completed no later than March 20, 2025.

12. Evaluation Arrangements and Professional Requirements

The final evaluation will be conducted by an independent lead evaluatorsupported by a team of consultants. This call for expression of interest is open to:

- Consultants interested in the role of the lead evaluator;
- Evaluation consultancy firms or teams of consultants who are already organized under the leadership of an evaluator.
- In case a candidate from an individual submission is chosen as lead evaluator, the IRW, Iraq will select additional consultants to perform specific tasks in consultation with the lead evaluator.
- Women's participation in team composition is required for submissions by teams of consultants.



A first draft of the Evaluation report, including an executive summary and clear recommendations, will be submitted for feedback to IRW, Iraq within one week after the conclusion of interviews. The report will be submitted in the format prescribed by IRW, Iraq. This draft should be complete with the appendices.

Deliverable 3: Presentations of the draft report

The evaluator will prepare a presentation summarizing the draft evaluation report to be used during the debriefing session with IRW-Iraq. The presentation will provide key insights, recommendations, and a high-level overview of the findings.

Deliverable 4: A full final draft of the Evaluation report will be submitted, incorporating the feedback received within one week of receiving consolidated feedback on the draft report.

The report, in English, should be a maximum 20 pages long without appendices and should be submitted in electronic format (Word or PDF) to the IRW, Iraq Evaluation manager, and include the following sections:

- Executive Summary (maximum 2 pages) summarizing the key findings, conclusions, and recommendations.
- Brief context and description of the intervention
- A brief overview of the assessment purpose, program background, methods, findings, and recommendations for adaptations to program activities as well as lessons learned
- Presentation of evaluation methodology and any limitations encountered during the evaluation process.
- Presentation of main findings, conclusions, and recommendations using graphs, charts, and tables as appropriate to support the presentation of data.
- Cleaned and as often (as possible visualized) disaggregated data (both quantitative and qualitative).
- Recommendations with a strong focus on the wider lessons learned for IRW, Iraq to improve future similar programme planning and implementation.
- The contractor will be responsible for scheduling all meetings with stakeholders
- A scoring or assessment of the program against the extended evaluation criteria.
- Annexes: including ToR, list of people/groups consulted, methodologies, interview frameworks/questionnaires and tools
- A complete list of sources of information (key informants, documents reviewed, other data sources)

8. IRW, Iraq Responsibilities

The IRW, Iraq evaluation manager will have the following responsibilities:

- Approval of the final evaluation plan, tools, and methodology
- Review the evaluation questions with the evaluation team and liaise with concerned stakeholders as necessary.
- Providing relevant documentation to the internal evaluator on the programme activities and an initial briefing on the response as well as expectations of this evaluation
- Monitor the implementation of the evaluation methodology to ensure adherence to the plan and minimize any bias in the evaluation findings.
- Review the evaluation report and provide initial comments for refinement.
- Collect comments on the draft from all stakeholders and forward them to the evaluator for consideration.
- Circulate the evaluation report to all concerned stakeholders;



- Report writing including finalization according to feedback provided, ensuring that all relevant points are addressed and clarified.
- Presentation of draft findings to senior IRW, Iraq staff, CD, Head of Programme, and Managers, this will allow for feedback and any necessary adjustments to be made before finalizing the report.
- Drafting a report on lessons learned and good practices from the desk review, with valuable insights to enhance future programming and operations.
- Consulting and liaising, as required, with IRW, Iraq and partners to ensure satisfactory delivery of all evaluation deliverables;
- Be available, to take part in briefings and discussions, either online or, or in person, at the IRW, Iraq Office in Erbil, as required, in alignment with the work outlined in the ToRs.
- If applicable, supervise other team members who will be contracted individually by the IRW, Iraq ensuring quality assurance for their deliverables, providing guidance, and ensuring that all evaluation tasks meet the required standards of quality and consistency.

7. Expected Outputs and Deliverables:

Deliverable 1: An abbreviated inception report (not more than 20 pages excluding the annexes), which will be developed after reviewing available documents and having an initial discussion with the project management team detailing methodology, workplan, and timelines for submission and review.

The inception report will:

- Detail the evaluators' understanding of what is being evaluated and why, showing how each evaluation question will be answered by way of: data collection methods, sampling techniques, analysis approaches, and any tools or instruments to be used.
- Elaborate the methodology proposed in the TOR with changes as required;
- Set out in some detail the data required to answer the evaluation questions, data sources by specific evaluation questions, (emphasizing triangulation as much as possible) data collection methods, and sampling
- Define the selection criteria for individuals to be interviewed ensuring gender balance (including both men and women) and representation across various stakeholder groups
- Detailed work plan for completing the evaluation, indicating the key milestones, activities, and deliverables;
- Present a detailed plan for collecting data, including information about the sources of data, sampling strategies, data collection tools, set out the list of key stakeholders to be interviewed, and proposed data collection techniques (e.g., surveys, interviews, document review)
- Data analysis plan, clearly describes how the collected data will be analyzed to address the evaluation objectives including methods, techniques, and procedures that will be used.
- Include and agenda for the stakeholders workshop', which will outline key topics for discussion and feedback.;
- Provide an outline for the final evaluation report, which will include key sections, data presentation strategies, and expected content.
- Address ethical considerations related to the evaluation, including informed consent, confidentiality, anonymity, and data protection protocols.
- Outline how the evaluation findings, conclusions, and recommendations will be documented and disseminated.

Deliverable 2:

Terms of Reference

External Evaluation of IRW, Enhancing Education and Income Generation Opportunities for Sustainable Livelihoods

Terms of Reference for an International Consultant

1. PURPOSE OF THE EVALUATION

The external evaluation's purpose is for learning and accountability, specifically the evaluation will assess the degree to which the programme has achieved its intended outcomes at the end of the 18 months of implementation. This will be assessed by looking at the detailed IRUSA evaluation criteria including programme relevance, effectiveness, efficiency, impact, and sustainability. This evaluation will provide valuable insights and lessons learned to inform future programming and strategy development for similar interventions.

Intended use of results: The results of the evaluation will be applicable for general program planning, design and implementation in Iraq. Moreover, the findings will also contribute to informed decision-making, foster an environment of learning, and promote greater understanding of humanitarian principled approaches in the project areas while contributing towards the development of more efficient and effective project development in the mission

2. Project Background and Context:

The humanitarian situation in Iraq is a result of the 2013-2017 conflict, which displaced over 6 million people. While efforts to rebuild and stabilize affected areas have been made, many challenges remain, particularly for returnees in remote or disputed areas with limited government resources. As of September 2022, 1.2 million people were still displaced, while 4.9 million had returned to around 2,200 locations in eight governorates. Ongoing humanitarian assistance is vital for 3 million people, including 1.3 million children, with nearly 1 million in acute need.

The agricultural sector faces financial challenges, with many small businesses unable to access credit. Conventional bank loans are difficult to obtain, and alternative lending options come with high interest rates and short repayment terms. Despite this, farmers often resort to these loans to restart their agricultural activities.

In Diyala, displacement remains high, with over 50,000 people still displaced. The conflict has led to severe economic challenges, including high unemployment, especially among women (32.8%) and youth (27%). The region struggles with gender-based violence, early marriage, and limited women's economic participation.

Islamic Relief Iraq has been active in Diyala since 2021, working on rehabilitating WASH facilities and community assets. Their team found that 80% of schools lacked proper WASH facilities, and many had broken furniture. Schools, particularly those for girls, require extensive repairs, including boundary walls, windows, doors, and teaching materials.



Specific Programme Objectives

To empower young returnees, and local communities through enhanced capacities and sustainable livelihoods and access to quality education in Diyala and Dohuk governorates in Iraq.

The Proposed project aims at creating context-based livelihood opportunities by building the capacities of individuals and increasing their income through the provision of start-up kits. The overall objective of the project is to promote inclusive, gender-sensitive and diversified economic growth, increase income and more opportunities for decent work for women, youth, and vulnerable populations and improve access to a conducive and child-friendly learning environment for school-age children affected by ISIS crises in Diyala governorate.

3. Objectives of the Evaluation

The sub-objectives of the evaluation contributing to the learning and accountability are as follows:

- Assess, in an evidence-based manner, the effectiveness and efficiency of the programme's components and implementation strategies against programmes objectives and assess impact.
- Provide understanding of the relevance of the project.
- Analyze the long-term sustainability of the programme Project outcomes, considering the local ownership, the durability of intervention, and their potential replication.

Identify key successes, challenges, and areas for improvement, providing actionable recommendations to inform future programming, particularly around best practices in education and livelihoods interventions for vulnerable populations.

4. METHODOLOGY

Workplan Development:

The external evaluators will develop a comprehensive work plan outlining the scope of the evaluation and sampling approach, which will focus on Diyala governorate, where IRW, Iraq is implementing response interventions. This plan will guide the evaluation process and outline the methodology, including:

- **Data Sources:** A thorough review and analysis of programme documents, reports, and monitoring data to assess the effectiveness and performance of the project.
- **Stakeholder Engagement:** Consultations with programme beneficiaries, external stakeholders, and IRW, Iraq programme staff to gather diverse perspectives and ensure a holistic evaluation.
- **Data Triangulation:** The evaluators will integrate both quantitative and qualitative data from variety of sources, including stakeholder consultations and programme documents, to enrich findings and inform actionable recommendations.

Methodology Proposal:

The evaluator will propose a methodology, including a comprehensive sampling design based on a review of program documents and in alignment with the project's goals and objectives. This will include:

- **Inception Report:** The workplan and methodology, including timelines for reporting, will be submitted as an abbreviated inception report for approval before data collection begins.

2 Adaptation for Contextual Changes:

If there are changes in the context (e.g., security concerns), the evaluator will adapt the evaluation approach, potentially shifting to a desk review with remote key informant interviews (KII) as necessary.

- **Team Composition:** The evaluation team will include both a local and international experts to assist with data collection, focus group discussions (FGD), or key informant interviews (KII) ensuring both contextual understanding and technical expertise..

2 Participant Consent and Confidentiality:

The evaluation team will adhere to ethical standards ensuring:

- **Voluntary Participation:** All participants will be informed that involvement is voluntary, and there will be no negative consequences for non-participation.
- **Informed Consent:** The evaluation team will obtain informed consent from all participants ensuring they understand the purpose and procedures of their participation.
- **Anonymity and Confidentiality:** The team will maintain participants' anonymity and ensure strict confidentiality of all collected data. Robust security measures will be put in place to safeguard sensitive information.

2 Evaluation Criteria:

The evaluation will assess the programme based on IRUSA's extended criteria: relevance, effectiveness, efficiency, impact, and sustainability. Key areas of interest include:

- **Evidence-Based Answers:** The evaluation will provide evidence-based answers to the questions under each criterion, using both qualitative and quantitative methods to ensure comprehensive insights.
- **Comparative Analysis:** Differences between implementation strategies and programme components will be noted to assess overall effectiveness and relevance identifying the most impactful approaches.
- **Cross-cutting themes:** Protection, conflict sensitivity, and participant protection will be considered throughout the evaluation.

2 Learning and Decision-Making:

The evaluation will explore the reasons behind successes or challenges to draw lessons, identify good practices, and provide actionable insights for future programming. Findings will:

- **Inform Operational and Strategic Decisions:** The evaluation will provide actionable insights that inform both operational adjustments and strategy decision-making, helping to guide future projects in similar contexts.
- **Lesson Dissemination:** Key findings and lessons learned will be shared with stakeholders, and best practices will be incorporated into ongoing and future programme designs to improve effectiveness and sustainability..



Data Collection Tools:

The evaluator will propose a detailed methodology and data collection tools , ensuring that the voices and perspectives of all relevant stakeholders are accurately reflected.

- **Disaggregation of Data:** All data collected will be disaggregated by gender, age, and any other relevant criteria, to ensure that the needs and experiences of different groups within the target population are effectively captured.

Key Evaluation Questions:

1. How well did the project objectives align with the needs of vulnerable young returnees, and local communities, particularly in terms of enhancing capacities and promoting sustainable livelihoods, as well as ensuring access to quality education in Diyala and Dohuk governorates / Iraq.?
2. To what extent were the project's activities tailored to meet the specific needs of women and youth in the target communities?
3. To what extent were the project's outcomes achieved, particularly in improving access to a conducive and child-friendly learning environment for school-age children in 10 target schools in Diyala and Dohuk governorates in Iraq, and economic well-being of vulnerable young males and females with a special focus on returnees through skill development and provision of startup toolkits for the target communities and schools?
4. How effective were the capacity-building initiatives in strengthening the technical and institutional capacities of vocational training beneficiaries, and Department of Education (DoE) officials?
5. How efficiently were project resources (financial, human, and material) utilized to achieve the desired outcomes, and were they allocated appropriately throughout the implementation?
6. Were the project activities implemented within the planned timeline and budget? If there were discrepancies, what factors contributed to delays or budget overruns?
7. What impact did the project have on the food security, labor market access and education outcomes within the target sectors?
8. How has the project impacted education and vocational opportunities diversification in the target communities?
9. What were the impacts of the project's gender transformative approach on women's skills development and livelihoods?
10. To what extent are the project outcomes likely to be sustained beyond the project duration? and what strategies should be implemented to enhance long-term sustainability.
11. What factors contributed to or hindered the sustainability of the project's interventions, and how can these lessons be used to strengthen the long-term impact of similar initiatives?

5. Evaluation Criteria

The final evaluation will be guided by the IRUSA evaluation criteria. The evaluation will assess the project based on the following criteria:

Relevance:

- Assess the extent to which the project's objectives and design align with the needs and priorities of the target communities, particularly focusing on vulnerable young returnees and local communities in Diyala


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and Dohuk governorates, evaluating how well the project addresses their needs for enhanced capacities and sustainable livelihoods and access to quality education. Evaluate the alignment of the project with local and national development strategies and priorities, as well as with the needs of women and youth ensuring that the activities were designed with an understanding of their specific needs.

Effectiveness:

- Measure the extent to which the project has achieved its intended outcomes, including the increased practice of Improved economic well-being of vulnerable young males and females and a conducive and child-friendly learning environment for school-age children in 10 target schools in Diyala and Dohuk.
- Evaluate the effectiveness of specific project activities, such as vocational training, start-up/scale-up toolkits distribution, and the implementation of PSS training, WASH facilities rehabilitation, learning kits provisions. The evaluation will assess how effectively these activities were executed and their contributions to the overall project outcomes.

Efficiency:

- Analyze the efficiency with which project resources (financial, human, and material) were utilized to achieve the project objectives. The focus will be on identifying any areas where resources were over or under-utilized and examining the reasons behind such disparities.
- Assess whether the project was implemented within the planned timeline and budget. Any deviations from the original plan will be thoroughly reviewed with particular attention given to the factors contributing to delays or budget overruns.

Impact:

- Determine the broader and long-term effects of the project on the target communities, including any changes in food security, income levels, and education, as well as how these changes have affected the well-being of the community members.
- Identify any unintended positive or negative consequences resulting from the project interventions, including any unforeseen social, economic, or environmental effects that have emerged as a result of the project.

Sustainability:

- Assess the likelihood of sustaining the project outcomes beyond the project duration, considering the capacities built among community and government departments, and the extent to which these capacities will support continued progress in the target areas.

6. The contractor will be responsible for:

- The design, planning, and implementation of the evaluation and prepare the evaluation report in accordance with the approach and timeline agreed upon with IRW, Iraq, this includes ensuring that the evaluation methodology and objectives are clearly defined, and that the evaluation is executed according to the project's specific needs.
- Conducting interviews with beneficiaries, relevant stakeholders, and IRW, Iraq staff, ensuring that diverse perspectives are incorporated into the evaluation process.
- Data compilation and analysis ensuring that the data is organized, accurate, and analyzed using appropriate methodologies to draw actionable conclusions.

