**TERMS OF REFERENCE**

**FINAL EXTERNAL EVALUATION OF THE PROJECT**

**"​STRENGTHENING DIRECT ASSISTANCE FOR VICTIMS OF TRAFFICKING (VOTs) IN NIGERIA THROUGH A VICTIM CENTRED APPROACH"**

Commissioned by: International Organization for Migration, Nigeria Country Office

1. **Evaluation context**

The Federal Government of Nigeria (FGoN) has made significant efforts to address Trafficking in Persons (TiP) and Smuggling of Migrants (SoM). Nigeria is a signatory of several international instruments and has ratified the Transnational Organized Crime Convention and its Trafficking in Persons Protocol, amongst others, which led to the establishment of the National Agency for the Prohibition of Trafficking in Persons (NAPTIP) in 2003. NAPTIP, in collaboration with IOM and other government actors, has facilitated the safe and dignified return of more than 21,000 migrants since 2017, of which more than 2000 are VoTs. In 2019, NAPTIP unveiled its plan to establish taskforces which serve as the umbrella coordination platforms for counter trafficking initiatives in all states, resulting in the establishment of 12 Task Forces, with support of IOM and the UK. NAPTIP continued implementing the 2019 anti-trafficking national action plan and drafting a five-year national action plan. Targeted prevention efforts were held at schools and churches. Three legal hubs in Edo, Delta and Lagos state were launched, in collaboration with key legal stakeholders, and specialized agencies such as the Nigerian Bar Association, International Federation of Women Lawyers, Ministry of Justice, Universities, amongst others.  Despite these efforts, Nigeria remains a country of transit, origin and destination for TIP. This crime remains a great concern not only for the country, but also for transit and destination countries in Africa, the Middle East and Europe.

Stranded migrants returning to Nigeria often have limited access to income-generating activities and opportunities to integrate back into their communities and may opt for remigration or other negative coping mechanisms in order not to burden their families or communities. Reintegration prospects are further constrained by high levels of distress experienced in transit due to exposure to extreme violence, gender-based violence (GBV), torture, imprisonment in inhumane conditions,armed attacks, and lack of access to basic needs. Many continue to experience distress upon return due to feelings of shame or failure and stigmatization by the community. These factors have been exacerbated since the COVID-19 pandemic.

 Recent evidence from a COVID-19 needs assessment amongst 105 returnees (IOM Nigeria, 2020), indicate that 96% are worse-off financially compared to before the COVID-19 outbreak, with half saying they are significantly worse-off. As well as receiving less income, beneficiaries’ purchasing power has also taken a hit. Three-quarters of Nigerian respondents reported that food and basic items are now much more expensive than previously. Fake news, including misinformation and the politicization of the COVID-19 issues reinforce general sentiment of uncertainty and anxiety. Data suggests that the COVID 19 crisis has exacerbated returnees’ existing psychosocial vulnerabilities. More than 90% of respondents in Nigeria reported that their emotional wellbeing had deteriorated since the crisis began. Migrants, including those returned, are further vulnerable to stigmatization and exclusion from the community, increasing the risk of contamination, subsequently impacting reintegration, and social cohesion in the mid to long-term.

The impact of global lock-down measures further accentuated vulnerabilities of migrants' particularly children and women from vulnerable households, irregular migrants, returned migrants, victims of human trafficking including those who have been exposed to violence, exploitation, and abuse. There was a significant increase in reported cases of trafficking victims in the Middle East, who were already in exploitative conditions but lost their jobs due to the pandemic, faced unequal access to health and other services, shelter conditions, increased worries, and sense of guilt towards those left behind, and came back with mental health and psychosocial issues. Coupled with the Beirut explosion, 90% of migrant workers were left destitute and in dire need of assistance. NAPTIP has highlighted that they continue to receive distress calls and referrals of young women working in highly exploitative conditions in other parts of the Middle East such as the United Arab Emirates, Oman and Lebanon. Aside from these trends, it is estimated there are still thousands of migrants stranded in other regions in West Africa and along the central and west Mediterranean routes.

Furthermore, the respective movement restrictions and lockdown measures, including school closures in Nigeria, led to a significant loss of income across the education sector and other informal sectors that are key drivers for the Nigerian economy. A 2020 IOM assessment found that the economic downturn also affected the small-scale businesses of returned migrants, placing them in a similar predicament. COVID-19 related measures have taken a disproportional role on the people at risk of exploitation, including vulnerable groups such as women and children. Between 2017 and 2020, approximately 42% of Nigerian migrants assisted by IOM were female. Compared to the regional average of 15%, this percentage is significant. Furthermore, the UNODC TIP (Trafficking in Persons) 5th Global Report highlighted linkages between the rapid loss of income and increased household vulnerability, where households that experienced significant income loss were more vulnerable to trafficking, particularly those with children. Data from UNFPA’s (UN Fund for Population Activities) rapid response team in Lagos indicated that there was a 149% increase in sexual violence crimes between March and April 2020, further validating a trend noted in the UNODC crime survey, also indicating a steady increase in domestic assault cases in the Southwest region of Nigeria over the last four years. Anecdotal evidence shows that domestic servitude is a major concern in this region, and violations are harder to detect since the victims, who are often children, live with their perpetrators and may not know where to seek help. The data and anecdotal information point to an increase in the cases of sexual exploitation and abuse. Between May and July 2020, more than 250 Nigerian potential VOT were returned through the support of the Nigerian and Lebanese governments in close collaboration with IOM. Although the FGoN has made significant efforts to respond to the impact of COVID-19, trafficked persons and other vulnerable migrants in exploitative situations faced heightened risks of disruption of their assistance due to limited access to service providers.  

**The project**

 Building on existing UK government funded projects and the multi-year EUTF-IOM Joint Initiative focusing on strengthening the governance and management of migration, and supporting the delivery of sustainable reintegration support, the action seeks to provide tailored needs based complimentary and/or standalone assistance to victims of trafficking and other vulnerable returnees (UMCs, Persons with Disabilities, victims of SGBV) referred by NAPTIP, Government partners, Middle East and Mali. In line with IOM’s holistic integrated approach to reintegration, the project aims to strengthen the capacity of service delivery actors, returnee associations and vendors on minimum standards of protection and preventing sexual exploitation and abuse (PSEA) as well as develop suitable complaint reporting mechanisms for the most vulnerable migrants.

1. **Objective**

**The overall objective of the project is to contribute to the sustainable rehabilitation and reintegration of Nigerian VoTs.**

**Expected outcomes**

This evaluation will focus on the two project outcomes, namely:

Outcome 1: Improved Referral Mechanism and services enhance protection of VoTs

* **Output 1.1** Safe houses, rehabilitation shelters, and other victim support providers are equipped to provide protection services to female and male VoTs.
* **Output 1.2**. **Standardized victim screening, identification, referral, and reporting tools are developed.**

**Outcome 2: Nigerian VoTs are sustainably rehabilitated and reintegrated into their communities.**

* **Output 2.1**. **Sustainable protective services and comprehensive reintegration support options are available for female and male VoTs.**

1. **Evaluation purpose**

This external evaluation will assess the overall performance of the project and provide information on the effectiveness and sustainability of the programme, for internal accountability and learning, which will be used for designing, planning and implementation of future programmes and for accountability to donors.

The objectives of the study will be to:

* Examine to what extent the project has contributed to the sustainable reintegration of the returned migrant VOT in Nigeria.
* Determine the extent to which the project impact aligns with those framed in the programme theory of change.
* Examine the effectiveness, efficiency, and sustainability of the project.
* Document success, gaps, actionable lessons learned, and relevant recommendations for the design and implementation of future AVRR projects in Nigeria.
* To determine the extent to which the programme has made an impact on gender dynamics, specifically the role of women in sustainable reintegration.
* To determine the extent to which COVID-19 has affected project implementation, impact, and sustainability of the programme.
* To describe the main lessons per objectives that have emerged during the implementation processes.
* Put forward actionable recommendations that will assist in developing future similar projects, including implementation strategies for such interventions.

1. **Evaluation Criteria**

For this evaluation, and in coordination with IOM Regional Monitoring & Evaluation unit, the evaluation criteria to be used are the following: **relevance, effectiveness, efficiency, and sustainability**. In addition to these OECD criteria, gender will also be used in compliance with IOM gender mainstreaming standards and whether the project is implemented according to value for money (VfM) principles (effectiveness, efficiency, economy), providing supporting evidence or highlighting gaps in relation to the questions below, where relevant.

1. **Evaluation Questions**

The evaluation shall be implemented in accordance with the key evaluation criteria identified above. These will be assessed against the overall objective and specific goals set within the project’s log frame. Specific evaluation questions include, but are not limited to, the following:

**Relevance**

* Were the inputs and strategies identified realistic, appropriate, and adequate to achieve the results?
* How appropriate is the project design to achieve its objectives in the context in which it operates?
* How appropriate are the project’s intended results for the context within which it operates?
* To what extent were the needs of beneficiaries and stakeholders considered in project design?

**Effectiveness**

* To what extent has the project contributed to the sustainable reintegration of the returned migrants VOT in Nigeria?
* How effective has the project been in responding to the needs of the beneficiaries and what results have been achieved.
* What are the major factors affecting the achievement and non-achievement of the objectives set for the project?
* Did the achieved results reach the beneficiaries as planned?
* What external factors affected the implementation of the project and how were they managed?
* To what extent has the government been involved and engaged in planning and achieving the objectives and interventions of the project?
* Were the project activities implemented as planned and on schedule?
* In which areas has the project been successful in identifying and addressing key gaps in the targeted institutions? What are the areas needing further development and review, and how?
* To what extent were the project stakeholders satisfied with the activities organized by the project and the quality of the outputs?

**Efficiency**

* Was the process of achieving results efficient? Specifically, did the actual or expected results (outputs and outcomes) justify the costs incurred? Were the resources effectively utilized?
* Did project activities overlap and duplicate other similar interventions (funded nationally and /or by other donors)? Are there more efficient ways and means of delivering more and better results (outputs and outcomes) with the available inputs?
* To what extent did the intervention fit amongst other similar interventions, e.g., complementarities with EUTF- IOM Joint Initiative?
* How did the project financial management processes and procedures affect project implementation?
* Have project implementation modalities, and internal monitoring and control been adequate in ensuring the achievement of the expected outcomes in a timely and cost-effective manner?

**Sustainability**

* To what extent are the benefits of the projects likely to be sustained and continued after the completion of this project?
* How effective were the exit strategies and approaches to phase out assistance provided by the project, including contributing factors and constraints?
* What are the key factors that will require attention in order to improve prospects for sustainability of project outcomes and the potential for replication of its approach?
* How were capacities strengthened at the individual and organizational levels (including contributing factors and constraints)?
* How was the project’s collaboration with the relevant government stakeholders, national institutions, development partners, and other key actors?
* Were project activities and outputs designed and implemented in such a way to ensure maximum sustainability of the project's impact? For instance, to what extent did the national stakeholders (both state and non-state actors) have a strong sense of ownership?
* To what extent has COVID-19 affected beneficiaries of AVRR programme, particularly vulnerable returnees?
* What measures were taken by IOM to mitigate the impact of COVID-19 on vulnerable returnees?

**Coherence**

* To what extent did the intervention align with IOM priorities and strategies, with the UK Home-Office and the Federal Government of Nigeria?
* Was the intervention consistent with relevant international norms as well as national development plans and other relevant policies and frameworks that the country adheres to?
* To what extent is the intervention coordinated with relevant sectors—for example: immigration, migration/displacement/refugees coordination agency, education, health, justice, diaspora commission, etc?
* What new or existing mechanisms were used to promote coordination among relevant humanitarian actors?
* Are there other actors involved in this response, and to what degree are their activities and objectives compatible and complementary?

**Gender:**

* To what extent did the design and implementation of the project incorporate gender mainstreaming considerations, and can evidence be identified in this regard?
* How were the national stakeholders/government counterparts sensitized to the gender dimension of the project?

1. **Evaluation scope**

The evaluation implementation period will last for three months, starting from April to May 2022. Data collection processes (both qualitative and quantitative assessment) will be required in Edo, Delta, Ogun, and Lagos states in the selected LGAs (TBD) and communities.

**Evaluation Timing and Duration**

The evaluation would commence within April 2022, with a desk review. Field data collection would commence, ideally at the end of the desk review and inception report produced.

1. **Evaluation Methodology**

The evaluation will be led by an individual or group of independent evaluators who will adopt a quantitative and qualitative result-based approach and use several data sources to inform the evaluation. These include: a project document review, direct observations, interviews with key informants, and focused group discussions with the project beneficiaries. The evaluator(s) should also use participatory approach to design data collection or analysis that would be inclusive of women and men specific perspective.

**Inception phase:** The evaluator(s) will review project documentation and have initial conversations with project staff to ensure that he/she has enough information to refine the evaluation questions and propose a detailed methodology.

**Development of the methodology:** Following this, the evaluator (s) will draft a detailed methodology, work plan, and evaluation tools, which will be reviewed and finalized together with the evaluation managers. The methodology will be included in the submission of an inception report, together with the evaluation final terms of reference, an evaluation matrix, and tools for data collection.

**Fieldwork:** Fieldwork will be used to collect data, carry out interviews, and focus group discussions on specific aspects of the project. The fieldwork will be carried out mainly in the project's target areas. IOM will provide lists of different stakeholders for the evaluator to select from and will ensure that staff assist and accompany the evaluator throughout the evaluation.

**Data Analysis:** All collected data should form part of a comprehensive analysis. The analysis should seek to answer the evaluation questions and be geared to respond to the objectives of the evaluation.

**Reports:** A draft report will be submitted to IOM Project Manager, PSU Officer, and Programme Team. It will respond fully to the final evaluation terms of reference. The final report will consider the observations and comments of the program team on the first draft report

1. **Evaluation Deliverables**

The evaluator(s) will produce the following:

Before / during the Field mission:

* An inception report / evaluation matrix before the field mission (as per IOM template)
* A presentation outlining the initial findings of the evaluation to facilitate the discussion with IOM team.

After the Field mission:

* A Final Evaluation report (as per IOM template and standards)
* An Evaluation Brief (as per IOM template)
* A Management Follow up Response (as per IOM template)

1. **Evaluation Workplan**

* Prior to the evaluation mission, the evaluator will receive all project documents to conduct a desk review. The evaluator is free to submit specific requests for information to the project management team to prepare any data-collection instruments he/she would see fit.
* IOM Nigeria will share a tentative schedule with the evaluator to plan visits and meetings ahead of time.
* A 7-day timeframe is allocated for the field mission and data-collection activities *per se,* including an initial management meeting and a final meeting to discuss any provisional findings.
* A 1-month timeframe is expected to be sufficient for the evaluator to share the final evaluation report, to be discussed between him/her and the IOM country office.
* The Country Office will share the final version of the Evaluation Report and Evaluation Brief with the donor.

1. **Evaluation budget**

IOM shall cover cost related to the field work, which is inclusive of Daily Subsistence Allowance, communication costs, and transport and logistic. The budget ceiling for this evaluation is **NGN** **9,279.296.00** and USD **22,353** calculated based on UN April rate. Modalities of payment are stated below:

|  |  |
| --- | --- |
| **Activities / Budget items** | **Frequency** |
| **Service Provider** |  |
| External (Service provider fee) - Lumpsum | Lumpsum |
| **Payment modalities** |  |
| Submission & Approval of inception report (20%) | Lumpsum |
| Submission of first draft report (40%) | Lumpsum |
| Final report submission and approval (40%) | Lumpsum |
| **Grand-Total** | **100%** |

1. **EVALUATION CRITERIA**

**EVALUATIONCRITERIA**

|  |  |  |
| --- | --- | --- |
| **Criteria** | | **Score** |
| **1. Specific experience of the Service Providers relevant to the assignment: [Max30 points]** | | |
| 1) Duration of experience in proposed work: Total number of Years engaged in conducting Evaluations and large scale Qualitative and quantitative Studies with International Organizations Focused on Trafficking in persons and or/Smuggling of migrants and Facilitating training curriculum on research and conducting evaluation. | => 5years | **15** |
| =<3 to> 5years | **10** |
| <3years | **5** |
| 2) Similar experience in Nigeria migration related research with international organizations and developing and facilitating training, curriculum on research. Training curriculum on research and conducting evaluation | **=>3 or more** similar assignments with documented evidence such as contracts, descriptive reports, recommendations from reputable agencies. | **15** |
| **2** similar assignments with documented evidence such as contracts, descriptive reports, and recommendations from reputable agencies. | **10** |
| **1** similar assignment with documented evidence such as contracts, descriptive reports, and recommendations from reputable agencies. | **5** |
| **Adequacy of the proposed methodology and work plan in response to the Terms of Reference: [Max. 40 points]** | | |
| 1) Organization and staffing. | **Very good** presentation of organization in Nigeria in conduct in published migration related research, preferably on the prevention of trafficking in persons and Smuggling of migrants, | **15** |
| **Good** presentation of organization in Nigeria in conducting published migration related research, preferably on the Prevention trafficking in persons and smuggling of Migrants. | **10** |
| **Fair** presentation of organization in Nigeria in conducting Published migration related research, preferably on the Prevention of trafficking in persons and smuggling of Migrants. | **5** |
| 2) Proposed Technical approach and methodology | The technical approach and methodology presented **fully Addresses** objectives in the TOR, showing **excellent Understanding** of subject matter and required processes. | **15** |
| The technical approach and methodology presented a**dequately addresses** objectives in the TOR, showing **Moderate understanding** of subject and required processes. | **10** |
| The technical approach and methodology presented **Partially addresses** objectives in the TOR, showing partial **Understanding** of subject and required processes. | **5** |
| The technical approach and methodology **poorly address** Objectives in the TOR, showing **poor understanding** ofSubject matter and required processes. | **0** |
| 3) Work Plan Feasibility | **Adequately** shows realistic timelines and deliverables consistent with required Project duration as outlined in the TOR | **10** |
| **Fairly** show real is tic timelines and deliverables consistent with required Project duration as outlined in the TOR | **5** |
| Timelines **unrealistic** and/or deliverables **inconsistent** with TOR | **0** |
| **3. Key professional staff qualifications and competence for the assignment: [Max30 points]** | | |
| Qualifications and Experience of experience in conducting evaluations and large-scale / lead qualitative and quantitative studies with international Organizations | PHD in social sciences, research, statistics, economics, and/or monitoring and evaluation and 5years or more of. | **15** |
| PHD in social sciences, research, statistics, economics, and/or monitoring and evaluation and 5 years or more of Experience in conducting evaluations and large-scale  Qualitative and quantitative studies with international Organizations | **10** |
| PHD in social sciences, research, statistics, economics, and/or monitoring and evaluation and 5years or more of Experience in conducting evaluations and large-scale  Qualitative and quantitative studies with international Organizations | **5** |
| The team members | Qualifications and Experience of Advanced degree of team members in social sciences, Research, statistics, economics, and/or monitoring and Evaluation | **15** |
| Advanced degree of team members in social sciences, Research, statistics, economics, and/or monitoring and Evaluation | **10** |
| Advanced degree of team members in social sciences,  Research, statistics, economics, and/or monitoring and Evaluation | **5** |

1. **LANGUAGES**

Fluency in English. Knowledge of multiple Nigerian indigenous languages advantageous.

1. **REQUIRED COMPETENCIES**

**Values**

* Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
* Integrity and transparency: maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
* Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

**Core Competencies** – behavioural indicators

* Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
* Delivering results produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
* Managing and sharing knowledge continuously seeks to learn, share knowledge, and innovate.
* Accountability: takes ownership for achieving the Organization’s priorities and assumes responsibility for own action and delegated work.
* Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring, and motivational way.

1. **Remuneration**

The service provider's payment shall be based on the financial cost approved by IOM.

1. **Method of Application**

IOM invites experienced service providers to submit their Expression of Interest (EoI), along with requisite organizational documents and a cover letter in support of their application.

The companies/service providers will be expected to submit their proposal as an EoI including the

CVs of team members and

* Each proposal should be developed in accordance with the deliverables and responsibilities listed above.
* Each proposal shall incorporate a detailed program design, including background and context, methodology and work plan.
* Provide a detailed financial cost, mentioning rates and unit costs, broken down by activities and deliverables. Estimated costs/amount is all inclusive.
* Each proposal should contain an organizational profile and a portfolio of previous work done in similar field for similar organisations.
* The organisational profile should include legal identity documents of the organisation.

The completed EoI should be placed in a plain, sealed envelope and clearly marked:

**EXPRESSION OF INTEREST**: Service Provider for **“​STRENGTHENING DIRECT ASSISTANCE FOR VICTIMS OF TRAFFICKING (VOTs) IN NIGERIA THROUGH A VICTIM CENTRED APPROACH**”, Lagos sub- Office by XX **April 2022 in the below address**:

**To Procurement Lagos**

[International Organization for Migration (IOM)](http://www.iom.int/) Nigeria

1, Isaac John Street, GRA Ikeja, Lagos

Email: [iomlagostenders@iom.int](mailto:iomlagostenders@iom.int)