



Gift of the United States Government



Consultancy opportunity for Technical Assistance under the PEMS funded Ethiopia hotspot¹

Provision of Monitoring, Evaluation and Learning Support

1 FEBRUARY 2024

Summary

The Freedom Fund Ethiopia Hotspot seeks an innovative consultant (or team) to provide on-the-ground coaching and technical expertise in aspects of data collection and analysis to strengthen partners' capacity to understand and use their data for improved programming. The ideal consultant will be able to inform how partners assess and interpret the data they collect against the proposed outcomes from their work, and firmly ground that understanding in the skillset of the partner staff.

This technical assistance opportunity will work towards the following objectives:

1. Ensure partners have a strong understanding of their data collection tools and how these correspond to reporting outcomes from their projects and the hotspot outcome indicators.
2. Enable partners to articulate their achievements based upon quantitative and qualitative data indicators.
3. Develop supplementary guidance documents and tools that will support the above objectives.

If you have a strong ability to explain concepts of data collection, interpretation and reporting, and have experience providing mentorship and coaching to ensure adoption of new practices across civil society organisations in Ethiopia, please read on to learn how to apply.

Introduction to the Freedom Fund and its work in Ethiopia

The Freedom Fund is a global non-profit organisation that identifies and invests in the most effective frontline efforts to eradicate modern slavery in the countries and sectors where it is most prevalent. We work with frontline organisations to help protect vulnerable populations, liberate and reintegrate those enslaved and prosecute those responsible.

¹ A "hotspot" is a Freedom Fund term that defines a set of initiatives delivered by frontline organisations in a geographic area known to have a high incidence of trafficking, and which meets criteria designed to ensure that interventions are likely to result in a measurable reduction in trafficking within five years of the Freedom Fund's engagement.

Through our innovative hotspot model, we convene strategically aligned networks of anti-slavery NGOs in high prevalence areas of Ethiopia, Nepal, India, and Thailand to multiply the capacity, impact and influence of frontline partners. In Ethiopia, our hotspot program was launched in July 2015 and has invested USD 6.4 million to combat the domestic servitude of Ethiopian women and girls migrating to the Middle East. Our head office is based in London, but the Freedom Fund is also a registered organisation (NGO) in Ethiopia.

Until 2020, the Ethiopia program aimed at generating improved understanding and practices of safer migration, at providing socio-economic support to those most likely to migrate, at strengthening governance structures and systems for safer migration and supporting migrant workers, while promoting learning and good practices. By 2019, the hotspot program in Ethiopia had impacted over 128,000 victims of trafficking and vulnerable women and girls, partnering with eleven local NGOs in Addis Ababa and Amhara working to reduce the risk of, and support those affected by trafficking and exploitation.

In 2019, the Freedom Fund was awarded USD 7 million from the Office to Monitor and Combat Trafficking in Persons at the U.S. Department of State under their Program to End Modern Slavery. This funding has allowed the Freedom Fund to expand its work from cross-border migration into internal migration, focusing on exploitation and servitude amongst migrant domestic workers and child domestic workers in-country, with the aim of measurably reducing the prevalence of domestic servitude amongst girls in Ethiopia as well as improving the migration outcomes of Ethiopian women and girls in the Middle East.

In 2023, a second phase of programming, totalling USD 4 million was awarded to refine the models partners had tested as well as institute systems and processes that can lead to long term sustainable change for migrant domestic workers and child domestic workers.

Introduction to the FF Ethiopia hotspot supported by the U.S. Department of State (DOS) Program to End Modern Slavery (PEMS²)

The Freedom Fund Ethiopia hotspot has two main programs funded by the U.S. DOS under the Program to End Modern Slavery (PEMS):

- one program aimed at reducing the risk of exploitation of child domestic workers (CDW) in Addis Ababa (Child Domestic Work 'CDW' Hotspot)
- one program aimed at reducing trafficking of Ethiopian girls and women migrating to the Middle East as domestic workers, focusing on Addis Ababa and the Amhara region (Safer Migration 'SM' Hotspot)

² In 2017, the Office to Monitor and Combat Trafficking in Persons at the U.S. Department of State launched the Program to End Modern Slavery (PEMS) as a ground-breaking U.S. foreign assistance program aimed at supporting transformational efforts to achieve a measurable and substantial reduction of the prevalence of modern slavery – also known as human trafficking.

A total of 15 projects delivered by 14 partners are currently funded by PEMS; six under CDW and eight under SM. All partners report to a common set of objectives in line with PEMS goals, and partner report activity level outcomes that correspond with the overall objectives.

Partners report to the Freedom Fund both qualitatively and quantitatively on an agreed set of indicators, on a quarterly basis utilizing a combination of shared and individual measurement tools.

Purpose and scope of this consultancy

Freedom Fund aims to engage a consultant (or team) to ensure a strong body of evidence is available to support this second phase of the program. We seek a multifaceted MEL consultant (or team) who can provide on-the-ground coaching and technical expertise in aspects of data collection and analysis to strengthen partners' capacity to understand and use their data for improved programming.

A key commitment for this second phase of the program is for partners to report on the outcomes of their work. The ideal consultant will be able to inform how partners assess and interpret the data they collect against the proposed outcomes from their work, and firmly ground that understanding in the skillset of the partner staff.

Objective

1. Ensure partners have a strong understanding of their data collection tools and how these correspond to reporting outcomes from their projects and the hotspot outcome indicators.
2. Enable partners to articulate their achievements based upon quantitative and qualitative data indicators.
3. Develop supplementary guidance documents and tools that will support the above objectives.

Proposed Areas of Work (indicated needs of partners)

The Freedom Fund anticipate the consultant(s) will have introductory discussions with partners and make an assessment of each partner against the following areas of work, in order to map capabilities. The consultant(s) will then design a workplan based on the gaps identified during this mapping. The below areas of work should be approached iteratively and will likely develop in level of detail and requirements once the consultant(s) has completed the initial assessment.

- **Harnessing Tools for Data Collection and Analysis through iterative processes**
 - *Review of the existing data collection tools, providing support to adjust tools to ensure confidence and usefulness for program reporting (against TIP Logframe and Freedom Fund reporting)*
 - *Develop strong understanding of the linkage of activities – outputs – outcomes and how this is utilised in reporting*
 - *Instilling a common practice amongst all partners on interpretation, use and analysis of the data collected and how they articulate this consistently in their reporting*
 - *Developing some additional tools for remaining gaps in data collection, for example to track and measure policy & advocacy contributions to change*

- **Providing tool refinement and tailored coaching to partners** on specific tools that have been created for the program, to ensure applicability and consistency according to the needs of partners. These tools include:
 - *An impact assessment tool for the sustainability of reintegration of survivors of exploitation and trafficking*
 - *A measurement of behaviour change over time tool for employers of child domestic workers and child domestic workers themselves*
 - *A measurement of recruitment actors compliance tool based on key practices for safer international labour migration*
 - *A risk assessment tool and protocol with compilation of data to support analysis and referral*
 - *Establishing coordination mechanisms between partners to harness and manage these tools*
- **Designing a dashboard for partners to reflect on their impact (based on partner quarterly report data)**
 - *To support partners to make sense of their data, see trends emerging, and inform broader programming decisions*
- **Understanding and Using Data (utilising examples from PEMS program data)**
 - *Grounding partners' understanding of the value of the data they collect and how it relates to the way they report about the achievements of their projects.*
 - *Explaining the purpose of data collection at the individual level for its contribution to validating change at the collective level (the Hotspot MEL System)*
 - *Agreeing a 'checklist' of best practices when using data to explain the changes and impact of their work (Analysis)*

Qualifications and Experience

The Freedom Fund seeks an energetic, thoughtful and committed consultant (or team). The successful candidate(s) will have experience in the following areas of support to local organizations:

Essential to demonstrate in the proposal

- Advanced capability in facilitating teams and organizations to adopt MEL practices
- Experience in the design, refinement, development and implementation of MEL tools for international development and human rights
- Strong ability to explain concepts of data collection, interpretation and reporting, and provide mentorship to ensure adoption of new practices
- Experience leading MEL-related capacity-building and cross-learning initiatives
- Ability to synthesize information from many sources to common components
- Effective at creating buy-in from diverse groups with differing interests and needs
- Experience of US DOS RMP mechanisms and logical framework approaches
- Experience working with civil society and community-based organizations in Ethiopia

Desirable to demonstrate in the proposal

- Experience working with survivors of labour exploitation and modern slavery, including children
- Experience developing innovative tools and methods for outcome measurement

Personal Attributes:

- Ability to build relationships with a wide range of individuals and stakeholders
- Strong ability to communicate technical concepts clearly and practically to a non-expert
- Ability to work independently, displaying strong initiative in solving day-to-day problems, with limited direction
- Detail oriented and innovative approach to work
- Based in (or if part of a team, a proportion of representatives) Ethiopia with availability to travel to Addis Ababa City and Amhara region (if security allows)
- Fluency in written and spoken English and Amharic

Proposal format

Interested consultants or firms are requested to submit:

- An expression of interest detailing their interpretation of the TOR and work schedule;
- A detailed budget for proposed costs including all taxes liable to be paid;
- A capability statement demonstrating how they meet the required qualifications and experience;
- Two references (including one from your last client/employer).

The entire bid should be a MAXIMUM OF TEN (10) pages including the budget.

Copies of CVs may be requested for shortlisted candidates.

If you believe you qualify for this opportunity and you are the candidate that we are looking for, please submit your applications as per the bid requirements in English by **submitting proposals to ethiopiairfp@freedomfund.org**.

Bids that do not provide the documentation specified will be disqualified.

The closing date for this post is the 22 February 2024.

Shortlisted candidates may be invited to submit modifications or make a short presentation for the final selection.

Annex 1 - [Ethiopia hotspot strategy](#)

Annex 2 – [PEMS two pagers document on Child Domestic Workers and Safer Migration programs](#)