

## **Call for Expression of Interest**

### **Final Independent Evaluation**

## **PROJECT ON INCREASING WORKPLANCE COMPLIANCE THROUGH LABOUR INSPECTION, VIETNAM**

<b>Location:</b>	<b>Vietnam</b>
<b>Application deadline:</b>	<b>19 May 2016</b>
<b>Type of contract:</b>	<b>External collaboration contract</b>
<b>Post level:</b>	<b>International consultant</b>
<b>Languages required:</b>	<b>Proficiency in English</b>
<b>Expected duration:</b>	<b>Approximately 23 working days (evaluation mission in expected to be between June 6-17, 2016 to Thailand and Vietnam)</b>

### **1.0 Background:**

The ILO has been working in collaboration with the Ministry of Labour, Invalids and Social Affairs (MOLISA) in Viet Nam for several years to help strengthen its ability to secure labour law compliance for working men and women through a variety of approaches, including assistance for a more effective labour inspection system, improved prevention of occupational accidents and diseases, the eradication of child labour, sectoral compliance approaches using public/private partnerships, or through industrial relations at the enterprise level to empower the social partners to negotiate for decent working conditions.

The Project on Increasing Workplace Compliance through Labour Inspection, Vietnam, funded by the Netherlands, which started on 1 January 2014 and will end on 30 June 2016, is implemented by the ILO, in collaboration with the Ministry of Labour, Invalids and Social Affairs (MOLISA), Departments of Labour, Invalids and Social Affairs (DOLISAs), workers and employers, organizations. The Project's origin is grounded in the ILO needs assessment of Vietnam's labour inspection system and overall compliance strategy and the MOLISA-prepared Master Plan to build the capacities of the labour inspection system.

The Project on Increasing Workplace Compliance through Labour Inspection, which is a part of the ILO's overall work related to workplace compliance in Vietnam (including through building capacities of the tripartite constituents, has two main objectives:

- 1) MOLISA's institutional and technical capacities to effectively operationalize labour inspection are improved; and
- 2) Workplace compliance is strengthened through the combination of increased law enforcement, the development of prevention measures and improved industrial relations.

In line with the ILO's evaluation policy, an independent end of project evaluation is being organized. The evaluation is being carried-out for the purposes of accountability and organizational learning. The evaluation aims to assess the extent to which the project objectives have been achieved and to identify lessons learned and best practices. As per

ILO evaluation guidelines, the evaluation will assess the project against the evaluation criteria of relevance, validity of design, effectiveness, efficiency, impact and sustainability.

The final evaluation will be conducted by a team of independent evaluators (one international support by one national) and will be managed by the ILO Evaluation Manager based in Decent Work Team (DWT) New Delhi with quality assurance provided by Regional M&E Officer, ILO Regional Office for Asia and the Pacific.

## **2.0 Purpose and Scope:**

**Purpose:** is to assess the relevance of the intervention objectives and approach; establish how far the intervention has achieved its planned outcomes and objectives; the extent to which its strategy has proven efficient and effective; and whether it is likely to have a sustainable impact. It is an opportunity to take stock of achievements, performance, impacts, good practices and lessons learned from the implementation of the project towards increased workplace compliance. The evaluation shall also look at shortcomings of the project and recommend what can be done better in the future.

**Scope:** the evaluation will include all the activities undertaken by the project during the project period (1 January 2014 to 30 June 2016) and will cover all geographical coverage of the project.

Gender equality is an important cross cutting policy driver of the ILO. The evaluation will look particularly at how gender equality concerns were integrated throughout its methodology, data and all deliverables, including in the final report.

The evaluation shall verify good practices, impacts and lessons learned from the implementation of the project. At the end of the evaluation, a set of practical recommendations for immediate adoption/ application should be made available, and further integrated into ILO's work under future projects or initiatives. The evaluation shall identify approaches and / or activities that have proven to be particularly innovative, unique or otherwise valuable which can be used as references in regard to more effective labour inspection systems as well as improved sectoral compliance approaches using public/private partnerships, or through industrial relations at the enterprise level to empower the social partners to negotiate for decent working conditions.

## **3.0 Evaluation Approach and Schedule:**

The evaluator will complete the following:

Inception report: Following the comprehensive desk review of the project document, project documents of related projects, project progress reports, the project published documents, and initial discussion with project manager and the ILO appointed evaluation manager, the evaluator will produce an inception report which will include a detailed methodological approach to address the key evaluative criteria and questions as specified in the Terms of Reference and a work plan.

Presentation on the preliminary findings: Upon approval of the inception report, the evaluator will conduct field missions in several cities/provinces in Vietnam to interview key informants, ILO staff, representatives of regional organizations that are key project partners and beneficiaries at the regional and national levels. At the end of the evaluation

mission, the evaluator will present the preliminary findings to the ILO Country Office in Hanoi, the project team, and key stakeholders to validate the initial findings and information and data collected.

Draft and Final evaluation report: A draft evaluation report (following the ILO evaluation report guidelines) will be submitted to the Evaluation Manager for review. The draft report will also be shared with all key stakeholders for their comments and inputs. Thereafter, comments will be incorporated by the evaluator in the draft evaluation report as appropriate and the final report (not exceeding 35 pages) with a standalone evaluation summary (ILO standard format) will be submitted to the Evaluation Manager.

The evaluation will involve 23 days work and be carried-out **between 1 June to 31 August 2016** with a **draft evaluation report (in English) available by end-June 2016**.

#### **4.0 Professional requirements:**

Selection of the consultant for the evaluation will be based on the strengths of the qualification and experience provided by the potential candidates through their expression of interests (EoI) for the assignment. Interested candidates/companies should include in their EOI:

- Curriculum vitae or details of their background and knowledge of labour inspection and workplace compliance issues in Vietnam.
- A list of previous research or evaluation experiences relevant to this assignment.
- Statement of availability for the assignment and proposed professional fee (daily basis).
- A statement confirming no previous or current link to the Project and no personal relationship with the people who manage the project.

The international evaluator will be supported by a national consultant.

Interested candidates for the international consultant (evaluator) should have the following qualifications:

- An evaluation expert in development field with demonstrated technical expertise in evaluation methodologies and previous proven skills and experience in undertaking evaluations
- Expertise in M & E of development projects and programmes, with a minimum of 10 years' experience in the evaluation function of national and international organisations.
- Experience in evaluating labour inspection programme, workplace compliance interventions will be an asset.
- Full understanding of the UN evaluation norms and standards and demonstrated experience in results-based management.
- High analytical skills with experience in conducting interviews and focused group discussions
- Experience and knowledge of ILO tripartite constituents, labour inspection and labour standards would be desirable
- Demonstrated technical expertise in evaluation tools and methodologies and is sensitive to the needs and issues of varied stakeholders.
- Experience in working in Vietnam will be desirable.
- Ability to synthesise and analyse concisely in English.

The deadline to submit expressions of interest for the evaluation is by **close of business on 19 May 2016**. Expressions of Interest (Eoi) should be sent by e-mail to the **Evaluation Manager, Ms Anjana Chellani** at [anjana@ilo.org](mailto:anjana@ilo.org) with a copy to [pamornrat@ilo.org](mailto:pamornrat@ilo.org) and indicate **“Increasing Workplace Compliance Through Labour Inspection Project, Vietnam - Final Independent Evaluation”** in your email subject line.