

**Call for Applications:
External Monitoring and Evaluation Specialist
for *Promoting Safe and Fair Migration from Kenya to the Gulf States***

[Verité](#) is seeking qualified applicants to conduct an external evaluation for the final phase of a 42-month project, *Promoting Safe and Fair Migration from Kenya to the Gulf States*.

Overview of Verité

Verité is an international non-profit consulting, training, and research organization that has been a leader in supply chain social responsibility since 1996. Verité's mission is to ensure that people worldwide work under safe, fair, and legal working conditions.

Verité's work is funded by public agencies, international organizations, private foundations and fee-for-service corporate clients. The organization implements international programs through its headquarters in Massachusetts, United States, offices in the Philippines and southern China, and an international network of civil society partners across South Asia and Latin America.

Verité is a thought leader on fair migration, responsible recruitment, and migrants' rights in the global economy. Verité has implemented projects in this field for over ten years, most recently with a focus on vulnerabilities to human trafficking in supply chains across economic sectors and states in sub-Saharan Africa. Verité's work leverages the unique and interconnected influence of multiple stakeholders from business and government to civil society and international organizations to ensure respect for the rights of migrant workers in migration and employment.

Project Background

The abuse of migrant workers in Gulf Cooperation Council countries, including Qatar, the UAE, and Saudi Arabia, has been well documented by civil society, academics, and media reports. Reports have documented physical and sexual harassment and abuse, withholding of passports, restrictions on freedom of movement, withholding of wages, contract substitution, deplorable living conditions, poor access to grievance mechanisms, and high fatality rates. Exorbitant recruitment fees, high interest loans, contract substitution, as well as limitations to freedom of association and changing employers in the Gulf combine to make migrants highly vulnerable to debt bondage and severely restrict their labor mobility.

While the abuse of South Asian migrant workers in the Gulf, particularly Indian, Nepalese, and Bangladeshi workers, has been significantly documented, the experiences of vulnerable migrant workers in the Gulf from sub-Saharan Africa have received less international attention. Flows of migrants from countries such as Kenya, Ethiopia, Uganda, and Ghana to the Gulf are increasing. Recent reports have estimated the number of Kenyans working in Gulf States at 100,000 to over 300,000, with a majority of these employed in industries in which the highest rates of exploitation have been reported, such as construction, hospitality, private security, and domestic service.

The *Promoting Safe and Fair Migration from Kenya to the Gulf States* project is funded by the US Department of State's Bureau of Democracy, Human Rights and Labor (DRL). It is implemented by Verité in close partnership with the Kenya office of the International

Organization for Migration (IOM). In East Africa, the project is anchored in Kenya, while in the Gulf, it focuses on collaboration between Verité, the private-sector, and multilateral partners in Qatar.

The goal of the project is to promote safe and fair labor migration from East Africa to the Gulf by strengthening the pathway for ethical labor recruitment between the two regions, and by building the capacity of migrant workers, employers, labor recruitment agents, civil society, and governments to address vulnerabilities to forced labor and human trafficking in the labor migration process, and to support safe and fair migration. The project has four objectives, all of which are pursued in tandem throughout the project:

Objective 1. Strengthen the will and capacity of the private employment recruitment industry in Kenya to promote ethical recruitment of labor migrants through outreach, training, facilitation of industry standards and systems, and network building.

Objective 2. Increase the capacity of the Government of Kenya to monitor and enforce recruiter accountability on the part of Kenyan private employment agencies through outreach, training, and facilitation of policy and strategy development.

Objective 3. Raise awareness and build capacity of migrant workers and regional East African civil society organizations to engage in and support fair and safe labor migration to the Gulf region through outreach, training, and public information campaigns.

Objective 4. Promote awareness and interest in ethical recruitment in the Gulf region through research, consulting with Verité corporate partners, and facilitation of industry-level dialogue about ethical recruitment among employers, recruitment industry actors, and international civil society initiatives.

Overview of Final Evaluation

The goal of the final external evaluation is to measure the project's effectiveness, results, and impact, as well as the sustainability of the achieved outcomes. Additionally, the evaluation may include some assessment of the implementation process.

Verité expects the final evaluation to function first and foremost as a performance evaluation, measuring achievement of expected outcomes and progress toward long-term goals. The evaluation design may include components of a process evaluation aimed at understanding the effectiveness of project implementation and extracting lessons learned to inform future interventions. Verité requires a mixed methods approach to holistically measure and triangulate project outcomes in key impact areas, including community-level awareness of recruitment-related risk, institutional capacity to promote responsible recruitment, and behavior change amongst recruitment industry actors, government, and civil society, as well as migrant workers. Where appropriate, the evaluation design must define the sampling strategy for relevant methods.

Final Evaluation Timeline and Scope of Work

The final evaluation planning is expected to begin in September 2019 and be implemented between October 2019 and December 2019. Final reports and other documentation will be due no later than January 24, 2020. The external evaluator would be expected to be available for this assignment from September 1, 2019 to January 24, 2020.

The evaluator will be responsible for:

- Evaluation preparation - including evaluation design and work planning in coordination with Verité, desk review of project materials, etc. The evaluator will be responsible for coordinating with Verité to develop an evaluation design consistent with international best practice, the requirements of the project funders, and in consideration of the baseline and midterm evaluations performed during the previous phases of the project. The Verité Project Director and Monitoring and Evaluation Specialist will consult with the external evaluator on the evaluation design to ensure all requirements are met;
- Evaluation implementation and data collection - including partner and stakeholder communications, travel within Kenya, as necessary, etc.
- Data analysis and synthesis – both quantitative and qualitative;
- Report drafting – including incorporation of feedback, as relevant; and
- Providing Verité with Monthly Progress Reports (not to exceed two pages) for the duration of the contract.

Verité staff will provide technical support throughout the evaluation process.

Deliverables

The evaluator will be expected to produce the following deliverables:

1. Draft and Revised Evaluation Design and Work Plan (minimum 10 pages each)
2. Monthly Progress Reports during contracted period (1-2 pages each)
3. Update and briefing calls with the Verité project team as needed (up to eight one-hour calls)
4. Draft and Revised Final Report (no more than 40 pages, not including annexes)

Budget and Payment Schedule

\$25,000 USD is available for this contract, with payment based on satisfactory receipt of deliverables. This amount is inclusive of all costs relevant to the evaluation, including the evaluator(s)' daily rate or other professional fees, travel, per diem, etc. Payment will be disbursed according to the following schedule:

- Satisfactory receipt of Final Evaluation Design and Work Plan: 30%
- Satisfactory receipt of fourth Monthly Progress Report: 20%
- Satisfactory receipt of Final Report: 50%

Applicant Profile

The selected consultant should have demonstrated expertise in results-based project evaluation, familiarity with the intersection of migration and labor rights, and previous regional experience in East Africa and/or the Gulf region. Additional qualifications include:

- A minimum of 5 years of experience in designing, overseeing, implementing, and evaluating international programs;
- Experience leading performance evaluations of multi-stakeholder capacity-building projects, particularly with government and civil society;
- Experience with qualitative and quantitative M&E methods, data collection, and analysis;
- Familiarity with participatory approaches and emerging qualitative methods for assessing impact, such as Most Significant Change and Outcome Harvesting;

- Strong communication and facilitation skills;
- Strong ability to communicate effectively in English;
- Strong collaboration skills and ability to work closely with Verité, local partners and other stakeholders, as relevant; and
- Experience with labor and human rights project evaluations preferred.

Application Information

Interested applicants must submit a current CV and 5-7 page sample performance evaluation plan to verite@verite.org by **August 1, 2019**. Submissions must indicate **External Evaluator Kenya-Gulf Migration** in the email subject line.

The sample evaluation plan is intended to demonstrate the applicant's facility with a performance evaluation plan; it can be adapted from the applicant's portfolio of previous work. The sample plan should outline a concise description of the evaluation approach including impact indicators, data sources, sampling methodologies, as well as identification of possible data limitations and ways to mitigate them. Candidates selected for further consideration will be contacted for a phone interview.