

**Call for Applications:
External Monitoring and Evaluation Specialist for *Ghana Forced Labor Indicators Project***

Verité is seeking qualified applicants to conduct a midterm evaluation for its three-year *Forced Labor Indicators Project* in Ghana

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

With funding from the Bureau of International Labor Affairs (ILAB) of the United States Department of Labor (USDOL), Verité, an international labor rights NGO – in partnership with the National Opinion Research Center at the University of Chicago (NORC) and the International Cocoa Initiative (ICI) – is working to advance the capacity of government, private sector, civil society, and other stakeholders in Ghana to combat forced labor and labor trafficking of adults and children, through the promotion of an innovative and actionable approach to understanding and documenting forced labor grounded in the indicator-based framework developed by the ILO. The project promotes the use of this framework as a shared vocabulary and analytic framework for use by law enforcement, private sector due diligence monitors, social service actors, and civil society organizations. The project is leveraging the established programming and monitoring infrastructure in Ghana to combat child labor in the cocoa industry, and will build upon learnings from this experience to adapt tools and approaches in other sectors known to have forced labor vulnerabilities in the country.

The objective of the project is to improve the capacity of companies, employers, governments, civil society, and workers to use ILO indicators of forced labor to understand and address forced labor and labor trafficking in Ghana. The project aims to advance this objective through achievement of the following outcomes:

- 1) Improved understanding of indicators of forced labor, including indicators of labor trafficking.
- 2) Improved monitoring of working conditions by labor stakeholders to identify indicators and address incidents of forced labor and labor trafficking.
- 3) Strengthened capacity of the labor inspectorate to address forced labor and labor trafficking.

This project is funded by the Office of Child Labor, Forced Labor, and Human Trafficking (OCFT) within the Bureau of International Labor Affairs (ILAB), an agency of the U.S. Department of Labor (USDOL). ILAB's mission is to promote a fair global playing field for workers in the United States and around the world by enforcing trade commitments, strengthening labor standards, and combating international child labor, forced labor, and human trafficking.

Overview of Midterm Evaluation

Verité expects the midterm evaluation to serve as a full implementation evaluation. The evaluation should examine the project's relevance as well as the validity and effectiveness of the project strategy. This includes determining if the project is on track to meet its targets, identifying challenges and opportunities, and assessing the project's sustainability plan. The midterm evaluation report should include conclusions, lessons learned, and recommendations.

Evaluation Timeline and Scope of Work

Planning for the midterm evaluation is expected to begin in August 2019 and be implemented in October to November 2019 in Accra, Ghana. The final report and other documentation will be due no later than January 31, 2020. The external evaluator is expected to be available for this assignment from September 1, 2019 to January 31, 2020.

The evaluator is 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 pre-situational analysis (PSA) conducted during project start-up. 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 ongoing stakeholder communications and approximately two weeks of data collection in Accra;
- Data analysis and synthesis – primarily qualitative;
- Report drafting – including incorporation of feedback from Verité and the funder, as relevant; and
- Responding to all communications and providing regular updates to Verité.

Deliverables

The evaluator is expected to produce the following deliverables:

- 1) Draft and revised evaluation design and work plan (minimum 10 pages)
- 2) Draft and Revised Final Report (no more than 40 pages, not including annexes)

Budget and Payment

Verité invites applicants to propose a budget for completing the midterm evaluation. This amount should include all costs relevant to the evaluation, including the evaluator(s)' daily rate or other professional fees, travel, and other associated expenses. Payment will be based on satisfactory receipt of deliverables.

Applicant Profile

The lead evaluator shall have extensive experience conducting implementation evaluations and writing evaluation reports in subject matter areas related to human rights, forced labor, human trafficking, and/or other development issues. In addition, they should have strong interviewing and facilitation skills and be experienced in qualitative data analysis. Finally, the evaluator shall be fluent in English and have previous experience working in Ghana or other West African countries.

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 in Ghana;
- Understanding of labor rights or other related human rights. Understanding of forced labor issues preferred;
- Experience integrating gender and cultural sensitivity into evaluation design;
- Strong collaboration skills and ability to work closely with Verité, the project funder, local partners, and other stakeholders, as relevant.

Application Information

Interested applicants must submit a current CV and proposed budget to verite@verite.org by August 15, 2019. Submissions must indicate External Evaluator Ghana Forced Labor in the email subject line.

Applicants are also encouraged to submit a redacted work sample from the applicant's portfolio of previous work, such as an evaluation plan or final evaluation report. Candidates selected for further consideration will be contacted for a phone interview.