

READVERTISEMENT

TERMS OF REFERENCE FOR A CONSULTANCY TO CONDUCT AN ENDLINE EVALUATION FOR THE ACTION AGAINST CHILD LABOUR PROJECT

Background

Terre des Hommes Netherlands (TdH NL) is an international non-governmental organisation committed to stopping child exploitation. TdH NL mission is to protect children by preventing and stopping child exploitation and by empowering children to make their voices count. And her vision is that children can flourish in a world free of all forms of exploitation.

TdH NL's vision and mission are inspired and guided by international human rights instruments and standards, in particular the United Nations Convention on the Rights of the Child, the Council of Europe's Lanzarote Convention, the International Labour Organisation Conventions and aligned with achievement of the SDGs, in particular Goals 5, 8 and 16.

In 2022, Terre des Hommes Netherlands launched its 2023-2030 Listen up! Strategy with the aim of creating systemic change that addresses the root causes of child exploitation. TdH NL will achieve this by empowering children and their communities, connecting them with those who have power to enact change, engaging in lobby & advocacy campaigns, working with partners to build resilience of children, families and communities and utilising knowledge and expertise to co-create sustainable, evidence-based solutions.

On the African continent, TdH NL works in Kenya, Uganda, Tanzania, Ethiopia and Madagascar. In these countries, TdH NL develops and implements programs in close collaboration with local partner organisations. In Kenya, TdH NL programmes are implemented in Central, Rift Valley, Coastal, Western and Northern regions of Kenya where we work with communities, government, private sector, civil society organisations and children themselves, at the centre, to address systemic and structural drivers that expose children to exploitation

About the Child Labour Project

The Child Labour Project is implemented by Terre des Hommes Netherlands in strategic partnership with Investing in Children and their Societies (ICS-SP). It is also carried out in collaboration with other key stakeholders in Busia County and at the national level.

Investing in Children and their Societies (ICS-SP) is an innovative African NGO that works in rural areas of Africa. It partners with families, communities, and other stakeholders to create safe and nurturing environments for children to reach their full potential. At the core of ICS-SP's work is Skillful Parenting and Ending Violence against Children. The overall goal of the Child Labour Project is to expose and eliminate child labour in all its forms within Kenya's service industry.

The project aligns with Terre des Hommes Netherlands' (TdH NL) and ICS SP strategies, as it contributes to the long-term goal of ending child exploitation. It focuses on creating safe and nurturing environments for children and supporting children's full developmental potential while addressing the root causes of child labour.

Additionally, it aims to generate evidence, mobilize key stakeholders, and strengthen their capacity—including that of children—to advocate for systemic change in the fight against child exploitation in Kenya.

To achieve the anticipated goal the project seeks to achieve 3 main outcomes:

1. Children with increased opportunities to access education and acquire relevant life skills and skills for work.
2. Families and communities with strengthened capacity to care for, protect and provide the needs of their children.
3. Strengthened implementation of child labour laws and policies in the service industry.

The project is implemented for three (3) years running from 1st March 2022 to 31st January 2026.

About the Consultancy

Terre des Hommes Netherlands seeks to engage a qualified external consultant to conduct an Endline Evaluation of the *Action Against Child Labour* project. The purpose of this evaluation is to assess the project's impact, effectiveness, efficiency, coherence, and sustainability, and to determine the extent to which the project's objectives have been achieved.

Purpose of the Consultancy

This evaluation is designed to provide documented evidence of changes resulting from the Action Against Child Labour (AACL) project, extract key lessons and promising practices and make recommendations of effective and sustainable prevention and response initiatives to eliminating child labour. The evaluation report will demonstrate the extent to which the project objectives were achieved, acritical learning for partners and stakeholders. The report seek to document what worked and what did not work in the efforts to prevent Child Labour and sexual exploitation of children and youth in the sector. It will also demonstrate implementation methodology/ies applied that proved effective during the project period.

Both TdH NL and its implementing partner ICS SP will be the prime consumers of the evaluation final report to inform future designing, programming and implementation. Moreover, the key learning/findings will be shared with other stakeholders, including CSOs, the Government, both national and County, and development partners, to inform future intentions in designing similar interventions.

The scope of the survey will be in Matayos and Teso North sub-counties, Busia County and the National Level.

Specific Objectives

The specific objectives for the Endline assessment are as follows:

- Evaluate the Action Against Child Labour project using the OECD-DAC criteria and provide specific and targeted recommendations in the effective delivery of child labour prevention or response programmes/projects
- To evaluate project outcome attainment against established indicators, measure attributable impact and contribution to observed changes, and analyze facilitating and constraining factors, including Knowledge, Attitudes, and Practices (KAP) shifts within the child labour intervention's theory of change
- To examine and document trends/themes/effects associated with the project (not originally intended or planned) among the target children, local communities, private sector and relevant government actors.
- To document what worked, what did not work, challenges, key lessons learned, best practices and recommendations in the elimination of child labour project in Busia county.

Expected Outputs

The consultant will be required to deliver the following successfully:

- A technical and financial response to the call for application outlining the understanding of the various subject areas and evaluation task/assignment, detailing the appropriate methodology for the evaluation on proposed sample calculation and techniques, work plan with tentative timelines, and summary budgets, with costs clearly separated as consultancy cost and field work cost.
- An inception report of the desk review prior to field work to demonstrate a clear understanding of the assignment, proposed methodology, data collection tools and a plan of activities throughout the exercise.
- Submission of the final endline evaluation report including raw data, final data and any recorded material such as videos, audio, datasets with children and adults etc. The completed report should include clear analysis of the findings and most significant change stories presented in child sensitive and ethical manner.
- An external validation with child labour stakeholders and the community from Teso North and Matayos sub-counties and at the National Level.
- Dissemination workshop report with key stakeholders and communities on the findings of the endline evaluation exercise.

Child Safeguarding Measures

In line with the UNCRC, Terre des Hommes Netherlands strives to keep children safe in all its undertakings. A screening and reference check of the successful candidate will be conducted during the selection process to confirm the suitability in working with children. The successful applicant will be required to read, understand, and commit to abide by TdH NL's Safeguarding Policies and Guidelines. The institution/firm or individual consultant will commit to follow the policy requirements through signing of the relevant instruments.

Timelines

The Endline Evaluation is scheduled to be conducted from **10th November 2025 to 10th December 2025**.

The final report must be submitted to TdH NL by or on **17th December 2025**.

Consultant Profile

Competencies, Experience, and Skill Requirements

The consultant engaged to undertake the assignment must fulfill the following requirements:

- The lead consultant or Coordinator is required to have a minimum of a Master's Degree in Social Sciences, Community Development, or other related fields.
- Sound understanding of the UN Convention on the Rights of the Child, Code of Conduct, ILO principles and UN Global Compact.
- A minimum of five years of experience doing evaluation work on child rights and child protection context
- A minimum of five years of experience assessing or evaluating Child Labour programmes or contexts.
- Extensive knowledge/experience in conducting evaluations focusing on child labor, child protection and child rights programming
- A strong commitment to and proven experience in utilizing child participatory approaches in conducting assessments
- Has proven experience in conducting evaluations and research using various methodologies such as in-depth interviews, Focus Group Discussions, etc.
- Experience in working with or for INGOs.

- Has excellent communication skills in writing and spoken English and Kiswahili.
- Excellent interpersonal and teamwork skills.
- Excellent analytical and report writing skills.
- Is familiar with social and cultural norms(positive and negative), and attitudes especially in relation to child protection in Busia.

Application Procedure

Qualified and interested applicants are to submit Technical and Financial proposals electronically in PDF formats, addressed to "The Selection Committee", with subject line clearly marked Action Against Child Labour Project Endline Evaluation in Busia via email recruitment.africa@tdh.nl on or before **October 31st 2025 at 1700 hrs (EAT)**, to select the consultant by 5th November 2025

Review of proposals will begin as soon as they are received, and only complete applications will be reviewed.

All applications should include the following:

Technical proposal (max. 8 pages) outlining your motivation for the application, the technical approach on how to conduct the assignment, including an evaluation matrix outlining how the evaluation objectives will be assessed and the resources required

1. **A technical proposal with a detailed work plan** outlining assessment activities with clear timelines
2. **Financial proposal** in KES detailing itemised fees, data collection, logistical and administrative costs. (this should be inclusive)
3. A **copy of the CV**(maximum 4 pages) of the team and lead consultant who will undertake the evaluation
4. Copies of similar evaluation reports (on Child Labour) conducted by the applicant where possible and or a recommendation letter from an NGO's who the consultant has worked with before.

Applicants who have previously applied need not reapply.

