TERMS OF REFERENCE (TOR) END-TERM EVALUATION

FOR THE PROJECT

ENABLING SOCIAL ENTREPRENEURS IN ETHIOPIA

ETHIOPIA

February 2021

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1. Background

1.1 Background of R4C

Reach for Change (R4C) is an international non-profit organization with headquarters in Stockholm, Swede. R4C was launched in Sweden in 2010. Now it has expanded its operations into eleven countries and it is steadily moving into more markets and increasing its global impact.

R4C was registered in Ethiopia as Foreign Organization with certification number 3419 in April 2015. Reach for Change Ethiopia works to positively impact the lives of youth, women, and children in Ethiopia and build the capacity of local social entrepreneurs to drive social development on a large scale and contribute to the alleviation of unemployment and poverty in Ethiopia.

For the last five years, through its Accelerator/innovation lab , Business readiness , Incubator, and Rapid scale programs, Reach for Change Ethiopia provides capacity building support (training and tailored coaching), financial grants and access to networks for more than 204 social entrepreneurs in Addis Ababa and Hawassa. The aim of this is to support them to test, develop, and scale their solution and have a significant positive impact on the lives of women, children, and youth in Addis Ababa and Hawassa as a result the above mentioned soical enepenersurs able to impacted more than 2000,000 people in both areas.

Reach for change aims at improving early childhood care and development and learning outcomes of children through an innovative social entrepreneurship approach.

1.2 Background of the Project

Reach for Change, Ethiopia in partnership with IKEA Foundation has been implementing a project called 'Enabling Social Entrepreneurs in Ethiopia' in Addis Ababa and Hawassa since April 2018. The ultimate goal of the project is 'Improved children's wellbeing and reduced poverty for sustainable socio-economic development' . The specific objectives are improving early childhood care and development and learning outcomes in schools through an innovative social entrepreneurship approach.

and three outcomes are

- Outcome 1: Improved early childhood care and development
- Outcome 2: Improved learning outcomes
- Outcome 3: Social entrepreneurs in Accelerator, Core Incubator and Rapid Scale programs develop to be able to achieve the targeted outcomes for children
- Other Outcome: A well developed Social Enterprise Ecosystem

The project's key performance indicators are
- % of targeted women with improved maternal knowledge (e.g. breastfeeding, child nutrition)
- % of children with improved readiness for school (e.g. language development, motor development)
- % of targeted women with improved household income
- % of children with improved skills in maths, literacy and/or sciences
- % of targeted children with improved hygienic knowledge and behaviours
- % of absenteeism among targeted children
- % of Social entrepreneurs achieve targeted development milestones
- To what extent the project contributed for the development of social enterprise ecosystem

Note: A list of key performance indicators and respective targets is annexed

2. Purpose and Objective of the End-term Evaluation

2.1. Purpose of the End-term Evaluation

The purpose of the end-term evaluation is to understand the impact of the project on the targeted social enterprises, children, and community at large, identify best practices and lessons, document learning and recommendations to inform strategies and future project designing and implementation.

The findings of this evaluation will primarily be shared internally for learning purposes and utilize valuable insight into our programming. It will be also shared with our funding agency for accountability and learning purposes. Key findings will also be disseminated to staff members, key stakeholders, and relevant networks.

2.2. Objective of End-term Evaluation

The objective of the evaluation is to measure the impact of Reach for Change interventions on the social enterprises participating in our program, on the lives of children and the social entrepreneur ecosystem. Specifically to assess

1. The development and sustainability of the social enterprises supported in the accelerator, incubator, and rapid scale programs
2. The wellbeing and livelihood of children, youth and women supported or served by the change leaders
3. The contribution of R4C (the project) towards creating enabling environment for the socialenerprises (Ecosystem development)

Also to
4. Understand the factors that affects the project positively or negatively
5. Capture best practices and lessons learnt for organizational learning and memory
6. Assess the effectiveness, efficiency, sustainability of the programs (Accelerator, Incubator and Rapid scale programs) against the objectives and targets of the project
7. Understand the effect of Reach for Change COVID 19 response intervention on the social enterprises and their beneficiaries
8. To make recommendation for R4C on the program of accelerator, incubator and rapid scale

Accordingly the end term evaluation is expected to answer the following questions:

● To what extent R4C business development support contributed to the growth, scaling, and sustainability of the social enterprises in our portfolio
● To what extent the social enterprises contributed for the wellbeing of children and women
● What factors affected the success, growth, and sustainability of social enterprises? (factors affected them positively or negatively)
● What are the key achievements, best practices, lessons learnt and challenges of the Enabling Social Entrepreneurs in Ethiopia project.
● To what extent has Reach for Change contributed to the development of social entrepreneurship ecosystem in Ethiopia

- To what extent have the Accelerator, Incubator and Rapid Scale programs achieve their intended objectives and targets (effectiveness)
- What are good practices and lessons learned that can be scaled or adopted by similar projects and organizations and what needs to be done differently?
- How much the COVID-19 response supports the social enterprises to stabilize their businesses and serve the community or stay resilient? What needs to be done differently considering the current COVID 19 Situation?

2.3. Scope of the end-term Evaluation

The end-term evaluation will be conducted in Addis Ababa City Administration and Hawassa town project areas through data collection among R4C project specific selected social entrepreneurs and the end beneficiaries in all programs (Accelerator, Incubator and Rapid scale programs) using appropriate procedures to assess the impact of the project on social enterprise, on the lives of children (mainly focus at improving early childhood care and development and learning outcomes) and social enterprise ecosystem development.. The evaluation covers the implementation period April 21, 2018 to April 21, 2021.

3. Methodology

The consultant is expected to propose the most appropriate and relevant evaluation design that helps to measure the project impact, answer the evaluation questions sufficiently and properly measure the project indicators. Accordingly, the consultant needs to propose relevant methods and develop tools for data collection and documentation and submit the tools to R4C for comments. Preferably the consultant can use a combination of qualitative and quantitative data collection methods and approaches as long as they can enable the consultant to generate relevant and useful information.

Through the methodologies employed, the consultant is expected to gather valuable quantitative and qualitative data. The following are some of the tasks for information gathering:

- Desk reviews: on existing available and relevant documents related to the project including the project document, quarterly, annual reports, mid-term

review of the project, impact records of the social enterprises supported, internal M&E assessments, records, reports and tools etc. and any relevant materials produced by the project

- Survey - by taking representative samples of the social enterprises supported, children and women benefited from the impact creating activities of the social enterprises. Schools, teachers and parents
- Key informant interviews: with representatives of social enterprises, stakeholders, relevant staff, etc
- Focus Group Discussions (FGDs): with all relevant information social enterprises, children and women etc.
- Network analysis: to understand the interaction in the social enterprise ecosystem
- Since baseline data is not available the consultant is expected to reconstruct baseline data for the key performance indicators.

Ethical procedures should be an integral part of the end-term evaluation. The consultant should adhere to ethical standards, such as informed consent/assent, anonymity, confidentiality, and follow R4C policy/code of conduct. The consultant team needs to consider ethical standards and requirements in the data collection process. Some of the requirements include adherence to the methodology of the evaluation, the kind of engagement the evaluators will have with stakeholders including any direct engagement with children; ensuring appropriate, safe, non-discriminatory participation; ensuring the process of free and unforced consent and withdrawal; ensuring confidentiality and anonymity of participants. Gender and cultural sensitivity are also issues to be considered during data collection.

4. Deliverables and Time Frame

The expected time frame to conduct the end-term evaluation is 45 days of the actual consultancy from the date of the official agreement signed between Reach for Change Ethiopia and the consultant firm. To ensure the quality and timely submission of the deliverables, the consultant should work closely with Reach for Change staff in all steps and accommodate Reach for Changes feedback on time.

The following table outlines the major outputs at different stages. The consultant is expected to propose a timeline based on each deliverable.

1. Orientation/onboarding on R4C strategy, policies, procedures, approach, the specific task, agreement signing
2. Inception report
3. Development of tools
4. Data collection and analysis
5. Draft report
6. Validation workshop
7. Final report
8. Summary report (maximum of 5 pages for external dissemination purpose)

5. Roles and Responsibilities
5.1. Roles and Responsibilities of the Consultant

1. Participate in briefing and consultative meetings on the assignment at R4C in Addis Ababa
2. Review extensively all the relevant reports and case studies of the project
3. Reviewing and understanding the project's LFA and other relevant project documents, such as M&E plans, impact measurement tools and other project documents.
4. Developing a comprehensive inception report to guide the End-term evaluation
5. Outline the roles of each of the team members proposed to undertake the consultancy work, and ensure that all team members undertaken the task assigned to them in responsible and professional manner
6. Refine the data collection tools to collect required data, collect, organize and analyze data from the field, in some cases there is a need to use R4C recommended tools
7. Provide quality and professional services in managing, coordinating and supervising the whole process of the end-term evaluation
8. Prepare and submit a comprehensive, well-structured draft report of the evaluation to R4C for review and comment, the content needs to follow the R4C standard
9. Facilitate validation workshop
10. Review and incorporate feedback received from R4C
11. Produce and submit the final report in hard and soft copies with two version (one for internal purposes and an edited summarized version for external sharing)

5.2. Responsibilities of R4C

1. Facilitate induction session on project for the consultant
2. Provide the necessary reference documents for the consultant (e.g., Logical Framework Analysis of the project, reports and other documents)
3. Provide comments/feedback on the comprehensive inception reports and approve the design and tools to be applied
4. Follow- up the implementation of the end-term evaluation based on the agreed upon timeline
5. Provide the list of key programme beneficiaries and stakeholders, facilitate the organization of meetings and assist with the set -up of FGDs and KIIs
6. Provide standard contents of report
7. Ensure that the comments/feedback given on the draft report are fully incorporated in the final report
8. Ensure the quality of all the deliverables
9. Facilitate payments for the consultant as per the agreed terms and conditions
10. Support and facilitate debriefing session of the evaluation after data collection at all levels

6. Profile of the Consultant

This assignment will be commissioned to qualified institutions or a consultant who has:
● Proven experience in carrying out impact evaluation for development projects particularly in the areas of early childhood development, primary education and children wellbeing
● Very good understanding of social entrepreneurship approaches,
● Experience in evaluating startups and accelerator programs and ecosystem intervention
● Experience of coordinating diverse teams and communicating with individuals/groups at all levels.
● Knowledge and experience of using participatory methodologies
● Experience on qualitative research methods and analysis
● Strong analytical, presentation and writing skills in English language
● Proficiency in computer skills including developing professional layouts.

7. Modes of Application

Interested applicants should submit

- Expression of interest: a cover letter with a maximum of one page introducing the consulting firm/consultant with an expression of interest to carry out the work as described in this ToR.
- Technical proposal: This should include, but not limited to, understanding of the ToR with critical reflection on the consultancy assignment, methodology (with extremely strong emphasis, should be detailed with clear presentation), tentative work plan, proposed team qualification and experience, others.
- Financial proposal: This should outline the detail financial breakdown

including curriculum vitae of the proposed professional(s) with supporting relevant documents, and a copy of renewed Consultancy License by email to ethiopia@reachforchange.org.

The final submission date is March 24, 2021. .