Terms of Reference

EVALUATION of “Promotion of Youth employment towards poverty reduction in Lesotho” Project

1. Background:
The Ministry of Gender and Youth, Sports and Recreation, is implementing the Joint UN project on the “Promotion of youth employment towards poverty reduction in Lesotho,” with the UNDP, ILO, UNICEF and Commonwealth Youth Programme.

The overall objective of the project is to create an enabling national environment for the promotion of youth employment and enterprise development to support poverty reduction initiatives in Lesotho. The project has been operational from July 2006 – December 2008. A second phase is being planned from 2008 onwards.

The planned outcomes of the project are:
1. Creating an enabling policy environment;
2. Enterprise development for youth employment;
3. Formation of strategic partnerships and resource mobilization

2. BENEFICIARIES:

The project seeks to directly benefit Lesotho’s youth aged between 15-35 years on enterprise development through access to an enabling policy environment, enterprise development trainings, access to credit and resource mobilization and partnerships.

3. IMPLEMENTING PARTNERS:

The project is implemented through the Ministry of Gender, Youth, Sport and Recreation. The other partners of the project are ILO, UNICEF, UNDP, Commonwealth Youth Programme and Moliko Credit and trust.

4. PURPOSE OF THE CONSULTANCY

The purpose of the consultancy is to conduct an Annual Evaluation of the project, in accordance with UNDP’s Project Management Guidelines.

5. The objectives of the UNDP Final Evaluation are:
- To assist the recipient Government, beneficiaries, and the concerned co-financing partners, to understand the efficiency, effectiveness, relevance and impact of the programme, the sustainability of programme results, the level of satisfaction of programme stakeholders and beneficiaries with the results, and whether UNDP was effectively positioned and partnered to achieve maximum impact;
- To contribute to UNDP’s joint partners and partners’ learning from programme experience.
- To help programme stakeholders assess the value and opportunity for broader replication of the programme.
- To help programme stakeholders determine the need for follow-up on the intervention, and general direction for the future course.
- To ensure accountability for results to the programme’s financial backers, stakeholders and beneficiaries.
- Comply with the requirement of the programme document/funding agreement and UNDP Evaluation Policy.
6. OBJECTIVES OF THE ASSIGNMENT

To assess the performance of the project along the following dimensions:

1. Effectiveness - to what extent have the stated project outcomes been achieved in a sustainable way, regarding Enabling policy environment, enterprise development and strategic partnerships and resource mobilization?
2. Efficiency (how economically were project inputs (funds, expertise, time, etc) converted into results in required quantity and quality and in good time? Was the use of the project resources cost-effective? Could they have been done more cost efficiently?
3. Impacts (what sustainable changes – positive/negative, intended/un-intended – did the project produce on the target groups – (past and present).
4. Sustainability (what is the likelihood of the project to continue after end of the project? What sustainability measures have been put in place?).
5. Enterprises – how sustainable are the enterprises established by youth? Are there other capacity building measures to be put in place? Are there differences between men and women in establishing enterprises?
6. Credit repayment – how is the repayment rate of the credit disbursed? Genders disaggregate data. Any measures, plans to be put in place for improvement?
7. Implementation processes (To what extent were the activities of the project implemented in participatory and empowering manner? How involved were the key stakeholders of the project in planning and execution of activities, and steering the project?)
8. To identify the strengths and weaknesses of the project and come up with findings, lessons and recommendations to guide and inform future programme work with special focus on the establishment of enterprises by the youth.

7. SPECIFIC TASKS

1. Develop evaluation framework and methodology and refine these with the project team.
2. Undertake extensive document review to familiarize with the project;
3. Develop the evaluation tools and conduct validation and field testing of the same;
4. Assess the project outcomes as per the Annual Work plan;
5. Assess the capacity development interventions the project has undertaken with the project’s trainers.
6. Prepare the evaluation draft reports and present the findings in workshops in Maseru
7. Prepare and submit final report to the Lead Agency in three hard copies (bounded) and CD-ROM.

8. DELIVERABLES

The consultant should deliver the following outputs and services:

- Evaluation framework, design and implementation plan approved by the project team;
- Development and finalization of the evaluation tools;
- Produce final draft evaluation reports
- Conduct stakeholder consultations on the draft Evaluation report
- Final report shall be submitted in three hard copies and CD-ROM to the UNDP in Maseru.