Terms of Reference

BASELINE AND ENDLINE EVALUATION

of Sustainable Livelihood and Food Security Programme for Refugees and Host Populations in Ethiopia

from 2019 to 2022

WFP Ethiopia

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1. Introduction

1. WFP is launching the "**Resilience for Refugees and Host Populations in Ethiopia (2018-2022): From Humanitarian Assistance to Self-Reliance**", to successfully bridge the humanitarian-development nexus, through five core components, in order to dampen the systemic pressures that generate vulnerability and concomitant demand for humanitarian action. These Terms of Reference (TOR) are for the evaluation of ***Component 1***, ***Livelihoods Programming for Refugees and Host Populations***, which is aims to secure and sustain the livelihoods and food security of refugees and host populations in Somali and Gambella regions. This is an activity evaluation commissioned by WFP Ethiopia Country Office (ETHCO). It will cover the period from 2019 to December 2022. The programme implementation runs from 2019 to 2022. The evaluation will include a baseline and a final evaluation. The total budget for this project is USD33 million.
2. These TOR were prepared by WFP ETHCO, based upon an initial document review and consultation with stakeholders and following a standard template. The purpose of the TOR is twofold. Firstly, it provides key information to the evaluation team and helps guide them throughout the evaluation process; and secondly, it provides key information to stakeholders about the proposed evaluation.

2. Reasons for the Evaluation

3. The reasons and objectives of the evaluation being commissioned are presented below.

2.1. Rationale

WFP commissioned a livelihoods assessment conducted by TANGO International in October 2017[1]. The assessment strongly recommended the shift to livelihood interventions with a focus on longer-term durable solutions that can prepare the vulnerable refugee communities to find economic and employment opportunities in their areas of settlement to ensure integration and self-reliance. As a result, WFP has been collaborating with the Swedish International Development Cooperation Agency (SIDA) since the beginning of 2018 to implement livelihood programmes at smaller scale for refugees and host communities in the Somali region as a proof of concept from which lessons have been drawn to scale up the good practices. WFP has received USD33M from Denmark to scale up this work to cover both refugee and host communities in Dollo Ado (Somali Region) and Gambella targeting a total of 98,777 households. In the agreement document, WFP commits to conducting an evaluation to measure the performance of the livehoods programme. The evaluation will consist of a baseline and a final evaluation. A mid-term review will be commissioned separately from this evaluation.

2.2. Objectives

4. Evaluations in WFP serve the dual and mutually reinforcing objectives of accountability and learning.

[1] Livelihood Assessment in refugee camps of The Tigray, Afar and Somali regions, 2017, Technical Assistance for NGOS, Ethiopia, Addis Ababa.

- **Accountability –** The evaluation will assess and report on the performance and results of the programme to help WFP present high quality and credible evidence of actual impact to its donors and stakeholders.
- **Learning –** The evaluation will determine the reasons why certain results occurred or not to draw lessons, derive good practices and pointers for learning. It will provide evidence-based findings to inform operational and strategic decision-making. Findings will be actively disseminated, and lessons will be incorporated into relevant lesson sharing systems.

2.3. Stakeholders and Users

5. A number of stakeholders both inside and outside of WFP have interests in the results of the evaluation and some of these will be asked to play a role in the evaluation process. Annex 1 provides a preliminary stakeholder analysis, which should be deepened by the evaluation team during the Inception phase.
6. Accountability to affected populations is tied to WFP's commitments to include beneficiaries as key stakeholders in WFP's work. As such, WFP is committed to ensuring gender equality and women's empowerment (GEEW) in the evaluation process, with participation and consultation in the evaluation by women, men, boys and girls from different groups.
7. **Accountability to affected populations and Gender Equality**: The Government of Ethiopia is committed to ensuring gender equality and equitable socio-economic development of women and men, boys and girls. WFP, through its gender policy and associated policy action plan, is committed to ensuring gender equality and women empowerment in all its activities. Participation and consultation with women, men, boys and girls from different groups during the evaluation process will be built into the evaluation design to ensure their perspectives are considered.
8. The primary users of this evaluation will be:
    - The WFP ETHCO and its partners in decision-making, notably related to programme implementation and/or design, scale up of the programme, Country Strategy and partnerships.
    - Given the core functions of the Regional Bureau (RB), the RB is expected to use the evaluation findings to provide strategic guidance, programme support, and oversight to other COs in the region.
    - WFP HQ may use evaluations for wider organizational learning and accountability.
    - OEV may use the evaluation findings, as appropriate, to feed into evaluation syntheses as well as for annual reporting to the Executive Board.
    - SIDA and Denmark are expected to use the evaluation findings for organization learning and to inform the future funding.

3. Context and subject of the Evaluation

3.1. Context

9. Ethiopia is the second most populous country in Africa, with a highly diverse population of about 102 million (50.5 percent male and 49.5 percent female) and an annual population growth rate of 2.6 percent. About 83 percent of the population live in rural areas,[2] and depend entirely on rain-fed agriculture for their livelihoods.

10. Ethiopia is ranked 174 out of 188 in the Human Development Index (HDI). Eighty-seven percent of the population (89 million people) are multi-dimensionally poor, and struggle with food insecurity, malnutrition, insufficient access to adequate education and health services and insufficient employment opportunities for newly-graduated youth.[3] In particular, the pastoral and lowland areas, mainly in the Regional States of Somali, Afar and Oromia lag behind on virtually all social indicators.[4] Gender inequalities further limit the economic and social development of women, constraining the progress of society as a whole.

11. In the last two decades, the country has made significant progress through investments in its infrastructure, the modernization of the agricultural sector, social protection programmes and increased access to essential basic services including water, health, sanitation and education. This has led to notable social and economic developments eradicating extreme poverty and hunger rates by half, and stunting rates falling from 57 percent to 38 percent.

12. Despite these remarkable developments, Ethiopia faces high levels of food insecurity with around 30 million people having inadequate access to food and 32 million people being undernourished. Persisting developmental challenges are grounded in a slow pace of transformation of the economy, vulnerability to climate shocks, and a low level of human development – partly caused by strong gender inequality and limited access of women to skills development, productive assets and financial services.[5] The country ranks 116 out of 159 countries on the gender inequality index.[6]

13. Ethiopia has always maintained open borders for those fleeing conflict or strife in the region. The country currently host about 920,000 refugees (including around 200,000 outside the camps) originating from South Sudan, Somalia, Sudan, Eritrea and Kenya and residing in 27 camps across the country, with a high proportion in the Gambella region. These households remain fully dependent on declining support from the international community. At the same time, the large refugee population has increased competition over natural resources such as land, firewood, grass for grazing, animal feed and construction materials, resulting in environmental degradation and tensions between the refugees and host communities.

14. In December 2017, Ethiopia launched a Comprehensive Refugee Response Framework (CRRF) and the National Comprehensive Refugee Response Strategy (NCRRS) 2018-2027, which included providing work permits, civil registration, out-of-camp support to refugees and refugee integration within host communities, increased opportunities to pursue

[2] Central Statistics Agency. 2007. Population and Housing Census of Ethiopia. Addis Ababa.
3 Oxford Poverty & Human Development Initiative, http://ophi.org.uk/
4 http://hdr.undp.org/en/countries/profiles/ETH
[5] OCHA, http://www.unocha.org/ethiopia
[6] http://hdr.undp.org/en/composite/GII

education and employment and reduced pressures to embark on perilous journeys to Europe for refugees in Ethiopia.[7]

15. Since mid-2017 to date, the number of internally displaced people (IDPs) has grown to over 2 million as a result of droughts, flooding and inter-communal conflicts or a combination of several of these factors. These IDPs are a major concern of government and humanitarian partners.

16. Ethiopia is still one of the poorest countries in the world, facing high levels of food insecurity stunting and malnutrition, with thousands of Ethiopians leaving the country to pursue economic prospects. At the same time, Ethiopia is one of the largest refugee hosting countries, complicating the situation on the ground. The majority of refugees in Ethiopia are located in the Gambella emerging region, the Tigray and Somali regional state as well as in the Afar and Benishangul-Gumuz emerging regions. These Emerging Regions are the least developed parts of the country and are facing not only harsh weather conditions, poor infrastructure and a low administrative capacity, but are also succumbed to a high level of poverty.[8]

17. Notably, in most regions the relationship between host communities and refugees are good, with some exceptions.[9] The presence of refugees and the increased demand on the already strained economy, services and infrastructure in these regions can add to the hardship affecting the local populations as well as the refugee communities.

18. Refugees influence the local economy and communities in a variety of ways as both groups often compete for access to natural resources (including firewood, water, land), as well as influence the supply and demand side of local and regional markets. Refugees can also add to an increased dependency on the local infrastructure, services and livelihood opportunities as well as create possible market disturbances. The increased dependency on dwindling resources can heighten possible existing tensions and conflicts with the pressure on natural resources potentially leading to deforestation and land degradation, increasing the risk of disasters caused by natural hazards. This in turn can have severe consequences for the stability of food access and supply, and is a severe risk in many of the regions in Ethiopia hosting refugees. While the support from international emergency and development organizations, and potential economic benefits in these situations can have positive effects on the host society, it oftentimes hardly compensates for the negative consequences of hosting large groups of refugees without finding sustainable solutions to address many of these challenges.[10]

19. Despite established protection mechanisms, opportunities for refugees have been limited and humanitarian responses have not been sufficiently comprehensive and largely lack sustainable solutions to these issues. A staggering majority of refugees are dependent on assistance from the Ethiopian Government (GoE) or humanitarian organizations for their livelihood. With continued refugee arrivals, and increasing funding needs to sustain the General Food Distributions for refugees in camps, the situation has led to significant and

[7] "Roadmap for the Implementation of the Federal Democratic Republic of Ethiopia Government Pledges and the Practical Application of the CRRF in Ethiopia", Administration for Refugees and Returnee Affairs (ARRA), 2017.
[8] Ethiopia Country Refugee Response Plan: The integrated response plan for refugees from Eritrea, Sudan, South Sudan and Somalia, UNHCR, 2018.
[9] World Bank - A skills survey for refugees in Ethiopia, 2018.
[10] Social and economic impact of large refugee populations on host developing countries - Executive Committee of the High commissioners, 1997

repeated reductions in assistance for refugees and significant shortfalls in food and nutrition assistance.

20. To address full nutrition needs for over 700,000 refugees in camps, WFP needs around US$ 11 million from donors per month. Currently, WFP is providing 80 percent of food rations for refugees due to resources constraints. In reality, this gap is increasing because most beneficiaries are solely dependent on food rations as their income in absence of non-food item support from other development partners. This means that refugees sell parts of food rations to sustain other needs. It is evident that the indefinite humanitarian response to refugees will not continue or will be unable to meet the full nutrition needs. To counter this, WFP, the international community and GoE are looking for durable solution to the existing refugees in the country. Livelihood support can play a catalytic role, including by linking humanitarian assistance to development.

21. Lack of access to land for cultivation and livestock or access to markets in the regions that houses refugee camps causes significant constrains refugees to enhance their livelihoods. This is especially the case given the fact that many camps are built in isolated areas away from large towns or markets, which are non-conducive to income-earning opportunities[11.] The pledges of the GoE with the launch of the CRRF allows for new livelihood approaches to be explored and implemented at scale for both refugees and host communities. As a result, there are different initiatives by WFP and other UN agencies, the GoE and NGOs to support refugees with livelihood programmes in order to increase and diversify their income, become self-reliant and resilient to absorb shocks. Reports also indicate that there are some promising refugee-initiated income generation activities being undertaken in the camps and the surrounding areas, for example the start-up of small businesses.

22. Current livelihood support initiatives are at small scale, and target both refugees and host communities to engage in economically productive activities. Improved livelihoods for refugees and host communities can harbor the opportunity for asset creation and development and can be a contributor to the overall development of the area. If properly implemented, refugees will be given the opportunity they need to unleash their potential and be productive members of the host communities. Similarly, host communities will benefit from the skills and contributions of refugees if they are actively contributing to their communities through labor[12].

23. The fact that 32 million people are chronically hungry suggests that the food systems in Ethiopia – the networks needed to produce and transform nutritious food and ensure it reaches consumers – are not meeting the needs of large sections of the society. Improving these food systems and their ability to reach those most vulnerable food-insecure populations, both refugees and host populations, will be the key in achieving zero hunger in support of SDG 2.

24. There is a close relationship between food and nutrition security and livelihoods, which are often mentioned in definitions of food security: "Food security will be achieved when equitable growth ensures that the poor and vulnerable have sustainable livelihoods."[13]

[11] Tango/WFP livelihoods assessment 2017
[12] Mutual benefits of Ethiopia's refugee policy: Investing in migrants means investing in Ethiopians, institute for security studies, 2018
[13] Food security, a post-modern perspective, Maxwell 1991

Food security and livelihoods are linked in a direct way as one in three people worldwide work in agriculture and food production is one of the most basic livelihood activities. At the same time, food production is often a critical source to obtain access to food, especially for rural households. On the other hand, a person's ability to purchase food in the market place is another determinant of food access, which requires an income. [14]

3.2. Subject of the Evaluation

25. Creating the enabling conditions for more sustainable food systems will require systems-based approaches that consider the range and complexity of interactions prevalent in the production, distribution and consumption of food.[15] In concordance with the High-level Task Force of Global Food and Nutrition Security entities, a guiding set of principles[16] is to be followed in order to achieve sustainability in food and agriculture. The guiding principles provide ample opportunities for livelihood and self-reliance promotion that 1) Improve productivity and incomes of refugees and host communities (Pillar 1: Production), 2) Promote services and market (Pillar 2: Transformation), 3) Support food consumption of refugees and host communities (Pillar 3: Consumption), and 4) Create gender-responsive enabling environment (Pillar 4: Enabling Environment).

26. The growing extent and importance of rural livelihood diversification from agriculture is increasingly recognized with observations that the more well-off households often have more effectively diversified incomes and poor households tend to remain involved in low return farm activities.[17] Diversifying livelihoods, improving yields in agricultural production and targeting participants based on capacities instead of vulnerabilities help households to become more economically independent. At the same time, in many vulnerable groups, strong psychosocial disabilities can also continue to negatively impact a person's ability to undertake certain activities. Such vulnerabilities will be carefully taken into consideration when targeting for livelihood interventions.

27. WFP will look at identifying and promoting appropriate livelihood interventions based on community and household level characteristics in support of strengthening food systems aimed to enhance local food production, transformation and consumption in line with the guiding principles from the High-Level Task Force of Global Food and Nutrition Security entities. Under the pending NCRRS, increased access to land and formal work for refugees will allow WFP to address community and household needs for both host communities and refugees through livelihood and self-reliance interventions.

28. The holistic nature of the programme supports SDG 2 by working towards improved food security and nutrition through the promotion of sustainable agriculture, improved food systems development and generating income streams for refugees and host communities (mainly those targeted by the Productive Safety Nets Programme – PSNP), allowing them to become more self-sufficient and food secure all over the year. In addition, the programme will indirectly contribute to mitigate the desire of the youth for migration out

[14] LIFT / USAID, Livelihood & Food security conceptual framework

[15] Zero Hunger Challenge Working Groups Final report: All food systems are sustainable, UN, 2015

[16] The guiding principles are as follows: a) Improve efficiency of resource use (such as land, water, fisheries and forests); b) Protect and enhance natural resources' sustainability (by reducing environmental externalities of agriculture such as methane emissions in the air and nitrous oxide in the soil); c) Protect and improve rural livelihoods, equity, women's empowerment, and social well-being, d) Enhance people, communities' and ecosystems' resilience, and e) Ensure a responsible and effective governance system, particularly with respect to the use and the protection of natural resources.

[17] Barrett, Reardon, et al., 2001, Reardon *et al.*, 2000

of Ethiopia and keep communities together. Furthermore, it also allows alignment with several other SDGs related to food security and nutrition, including health and peace and security (SDG 3), gender equality (SDG 5), sustaining and inclusive economic growth (SDG 8), Climate Change action (SDG 13), environmental sustainability (SDG 15) and global partnership for sustainable development (SDG 17).

29. The programme strategic framework (Figure 1) is derived from the sustainable livelihood framework, the food systems framework as well as the food and nutrition security framework. It summarizes sustainable livelihood pathways and illustrates the strong linkages between food-systems based livelihood interventions and improved nutritional and environmental outcomes.

30. The programme follows a holistic approach and builds community and household resilience through livelihood diversification, provision of enabling environments, use of modern and climate smart technologies, asset creation and targeted gender and youth sensitive programming.

31. The overall objective of this programme is to secure and sustain livelihoods and food security of refugees and host populations in the Somali and Gambella regions. Through this livelihood programme support, WFP and its partners will: 1) Improve productivity and incomes of refugees and host communities (Pillar 1: Production), 2) Promote services and market (Pillar 2: Transformation), 3) Support food consumption of refugees and host communities (Pillar 3: Consumption), and 4) Create gender-responsive enabling environment (Pillar 4: Enabling Environment).

32. Actions in this programme will build on the existing livelihood interventions undertaken in Dollo Ado under the SIDA funded programme: 'From Humanitarian Assistance to Resilience - Innovative Approaches to Building Resilience for Vulnerable Populations in Ethiopia' and expand to Gambella. The programme activities are designed to strengthen WFP's ongoing programme interventions to maximize outcomes, reduce the refugees' dependence on external assistance, mitigate and reduce illegal migration flows and increase resilience to climate change. This will allow beneficiaries to become more productive, contribute to society, reduce refugees' financial and resource burden on host communities, while in the long run reduce their dependence on regular aid and improve their quality of life.

33. The programme will run from 2019 to 2022. It is composed of four strategic outcomes each with key specific outputs and activities as detailed in the Table 2. Details of each of the strategic outcomes and activities are presented in Annex 3.

34. **Figure 1**: Strategic Framework of the Sustainable Livelihood Programme for Refugees and host populations

MISSION: Improve income and food security of host and refugee communities through livelihood and resilience promotion that 1). Support local and regional food systems, 2). Improve people's food security to help close the food gap, 3) build resilience to drought and inclement weather, and 4) create a shared-value chain among host populations and refugees.

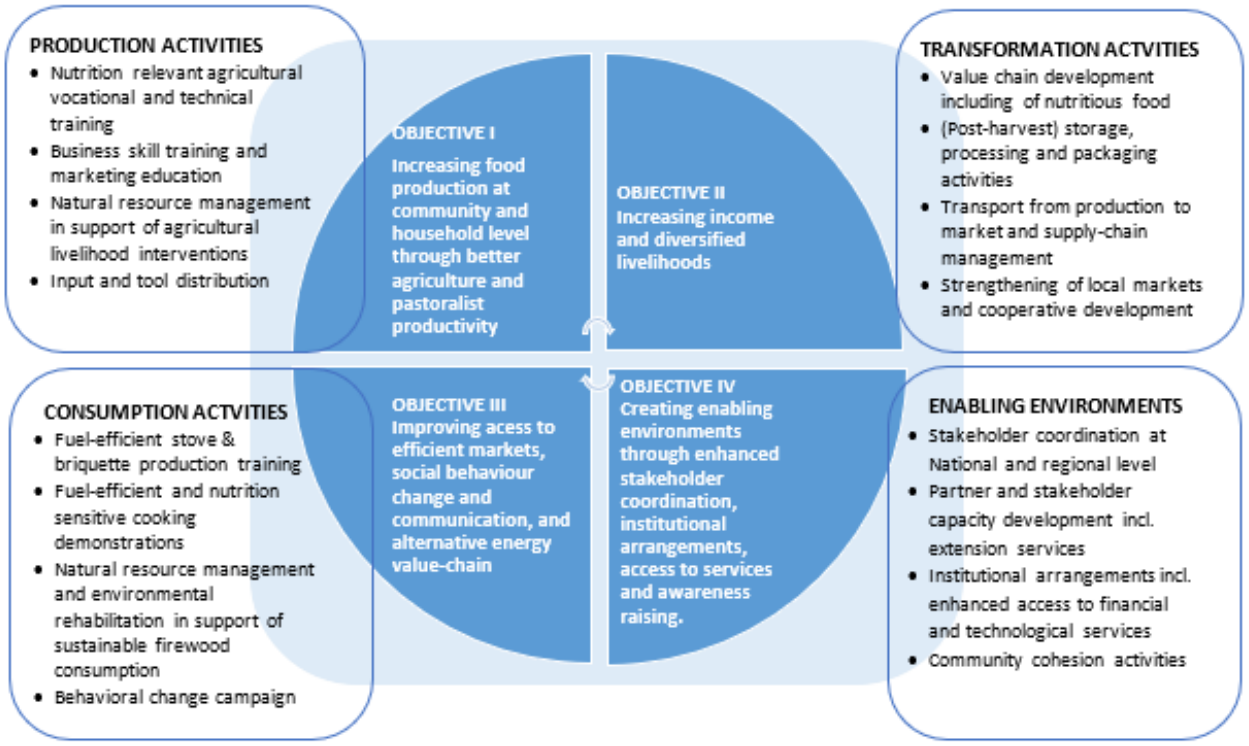


Table 2: Summary of outcomes, outputs and activities

OUTCOMES	OUTPUTS	ACTIVITIES/SUB-ACTIVITIES
Outcome 1.1: Refugees and host populations have increased food production at community and household level through better agricultural and pastoral productivity.	**Output 1.1.1**: Refugees and host communities have access to productive assets (Land, livestock and agricultural input) **Output 1.1.2:** Refugees and host communities trained on appropriate agricultural practices, livestock, sustainable land management (SLM), irrigation and watershed systems	**Activity 1.1: Irrigated Agriculture and Crop Production**
		SA 1.1.1: Natural resource management and asset creation; watershed, irrigation, grazing land, land preparation and fish nurseries (refugees and host communities)
		SA 1.1.2: Vocational and technical skills training in improved and climate-smart agricultural production, with special focus on ensuring the participation of women and youth.
		SA 1.1.3: Agricultural production business skill and marketing training for men, women and youth (including literacy and numeracy where needed)
		SA 1.1.4: Facilitation of access to agricultural inputs specific to needs of individual agricultural communities
		Activity 1.2: Livestock development
		SA 1.2.1: Vocational and technical skills training in improved livestock rearing for men, women and youth paired with livestock distribution and health interventions (hosts and potentially refugees**)**
		SA 1.2.2: Vocational training in fisheries and provision of fish (nurseries) for men and women (refugees and host communities)
		SA 1.2.3: Livestock and fishery production business skill and marketing training for men, women and youth (including literacy and numeracy where needed)
		SA 1.2.4: Facilitation of access to inputs specific to needs of individual livestock communities
Outcome 1.2: Refugees and host populations have increased income and diversified livelihoods	**Output 1.2.1:** Storage, processing and packaging facilities developed to support livestock, cropping and fishery related livelihoods **Output 1.2.2:** Refugees and host population are trained and have access to technical and financial support in the areas of food transformation and sustainable value-chain development, particularly in packaging, processing, storage and off-farm activities /IGA **Output 1.2.3:** Cooperatives and social groups established/strengthened	**Activity 2.1: Off-farm livelihoods**
		SA 2.1.1: Set-up of food packaging, processing and storage facilities
		SA 2.1.2: Advocacy for creating market linkages (to government, retailers, wholesalers and investors) and establishment of physical markets and spaces for retailers
		SA 2.1.3: Local transport development (host communities with potentially refugee involvement, pending out of camp policies) (Output 2.1)
		SA 2.1.4: vocational training on food packaging, processing and storage (refugee and host communities, especially women and youth)
		SA 2.1.5: Formulation of - and strengthening of existing - retail cooperatives (refugee and host communities) (output 2.3)
		SA 2.1.6: Training for small business retailers in and out of camp (host and refugee)
Outcome 1.3: Refugees and host communities have benefited from improved household and community access	**Output 1.3.1:** Purchases from refugees and host communities completed	**Activity 3.1: Agriculture and livestock market-based linkages**
		SA 3.1.1: Sustain market-based interventions (Fresh Food Vouchers –FFV- for PLW/g and children <2)
	Output 1.3.2: Refugees and host communities benefit from the production and use of fuel-efficient stoves and alternative cooking energy sources (e.g. briquettes);	**Activity 3.2: Alternative energy promotion**
		SA 3.2.1: Training on briquette and fuel-efficient stove production for men, women and youth including production site development and tool and resources inputs

to efficient markets, social behaviour change and communication, and alternative energy value-chain		**SA 3.2.2:** Demonstration and training on fuel-efficient and nutrition sensitive cooking for male and female caretakers and stove and briquette use specifically aimed at women (refugees and host communities)
		SA 3.2.3: Vouchers for briquettes and stoves for refugees (FHH, v. poor and PLW/G) with licensed retailers (hosts) appointed to sell produced briquettes and stoves
		SA 3.2.4: Business skill and marketing training in support of briquette and stove livelihood interventions
	Output 1.3.3: Refugees and host communities benefit from social behaviour change and communication (SBCC) to contribute to the reduction of stunting prevalence in target areas;	**Activity 3.3**: Social behaviour change and communication:
Outcome 1.4: Refugees and host communities have benefited from the establishment of an enabling environment through enhanced stakeholder coordination, institutional arrangements for land allocation and financial access	**Output 1.4.1:** Strengthened coordination mechanisms for stakeholders and progress tracking of interventions	**Activity 4.1:** Set-up of livelihoods coordination mechanism in Gambella and Dollo Ado jointly with UNHCR (output 4.1)
		Activity 4.2 Monitoring, evaluation, learning and knowledge management. Different systems will be established to improve the targeting mechanism, e-registration, monitoring and tracking of the graduation and reporting system in collaboration with the relevant government institutions
	Output 1.4.2: Land allocation for livelihood interventions agreed with stakeholders, Administration for Refugee and Returnees Affairs (ARRA), Disaster Prevention and Food Security Agency (DPFSA), Ministry of Agriculture and local authorities;	**Activity 4.3**: Capacity building in partner and regional and local government institutions
	Output 1.4.3: Improved stakeholder and GoE capacity to provide extension services, specifically aimed at livestock health, seed provision and pest management	**Activity 4.4:** Enhanced access to financial services through institutional agreements and establishment of RUSACCO's and VSLA's for very poor HHs (output 4.3)
	Output 1.4.4: Institutional arrangements made for improved access to financial services and Village Savings and Loan Associations (VSLA) or Rural Saving and Credit Cooperatives (RUSACCO);	**Activity 4.5:** advocacy with government institutes and stakeholders on land allocation for livelihood intervention
	Output 1.4.5: Improved community cohesion and communication tools developed, and awareness raised on gender norms, protection issues, women's empowerment.	**Activity 4.6**: Cohesion activities and community conversations on gender norms (division of labor, women's access to health, education and protection issues) to enhance community peace (host and refugee communities)

35. Programme interventions aim to create impact in host and refugee's communities through improved food and nutrition security, self-reliance and resilience to climate shocks and threats for vulnerable groups in refugee and host communities in Dollo Ado and Gambella. The programme interventions will target both host communities and to develop shared-value livelihood interventions, increase access to and supply of food production interventions, strengthen food systems and create enabling environments for vulnerable populations with a specific focus on women, youth and underserved groups. The programme theory of change (Annex 8) gives details of the results paths.

36. The results framework (Annex 3) will be analysed in depth as part of the Inception Report.

37. The results framework provides details of the key indicators that will be used to measure perfomance of the programme. These will be complemented by project specific indicators that will be developed by the evaluation team during inception phase in consultation with the programme team. The project specific indicators could borrowed from the newly published guidance by USAID, https://www.fsnnetwork.org/resilience-and-resilience-capacities-measurement-options, on resilience and resilience capacities measurement.

4. Evaluation Approach

4.1. Scope

38. The evaluation will cover the entire project implementation period (from January 2019 to December 2022).

39. The geographic scope of the evaluation will include both the Gambella and Somali region.

40. In Gambella, the programme will roll-out interventions in Tierkidi, Nguenyyiel and Pugnido 1 and Pugnido 2 and direct host communities targeting a total of 34,940 refugee households and 10,887 from the host community. In Dollo Ado, the programme will expand on existing project interventions under the SIDA funded project; 'Innovative approaches to building resilience for vulnerable populations in Ethiopia'. In line with this project, the interventions will target 32,850 refugees (in Buramino, Haloweyn, Kobe, Melkadida and Bokomayo) and 20,100 persons from host communities throughout Dollo Ado zone. Total number of households targeted is 98,777.

41. The sample of project sites to be visited during the evaluation will be representative of the diverse socio-economic and agro-ecological peculiarities of the regions. The sampling will ensure that gender dynamics are well understood and that the effects of the programme on gender equality and women's empowerment are analysed to produce lessons learnt to inform future programmes.

42. The baseline of the evaluation will determine the values of relevant indicators (both corporate and programme-specific) and will determine the current livelihoods strategies of targeted households.

43. The final product of the evaluation is an endline report, which should analyse the endline data against the baseline and respond to the specified evaluation questions, using the methods identified during inception. The endline will provide a comprehensive picture of the programme's results, at all levels of the different impact pathways.

44. Finally, as part of a light touch analysis, the evaluation will explore how Component 1 will intersect with Component 2 (SIIPE) to explore the synergies between the two components and their contribution to the increased resilience and food security of beneficiary households.

4.2. Evaluation Criteria and Questions

45. WFP is interested in understanding the effects of the initiative on the resilience and food security of its beneficiaries in the long term. The evaluation will apply the international evaluation criteria[18] of Relevance/Appropriateness, Connectedness, Efficiency, Effectiveness and Impact. Gender Equality and empowerment of women should be mainstreamed throughout. The questions below address these criteria specifically.

46. **Evaluation Questions:** Allied to the evaluation criteria, the evaluation will address the following key questions outlined in Annex 2, which will be further developed/revised by the evaluation team during the inception phase. The evaluation team is expected to further develop the main evaluation questions in an evaluation matrix annexed to the inception report. The matrix will include: main evaluation question, sub-questions, data sources and data collection methods.

47. WFP is also interested in identifying lessons learned from the project and how these can be applied to improve future programming.

4.3. Data Availability

48. The evaluation team will collect outcome and impact level data during each of the evaluation processes. During the inception phase, ETHCO and the evaluation team will have to agree on a data collection strategy that minimizes duplications and promotes efficiency and completeness. The ETHCO will share the M&E plan with the evaluation team and have a discussion on data availability. This will provide clarification on what data to be drawn from the existing M&E system for the programme and what additional data will need to be collected during each of the evaluation processes. A list of outcome indicators including but not limited to those identified in the logical framework will be finalized at this stage.

49. The evaluation team should gather data from beneficiaries, partners and government institutions. The availability and quality of such data cannot be assured by WFP. The team is expected to formulate a strategy to collect such information and check its reliability. The strategy has to be documented for future reference.

50. Concerning the quality of data and information, the evaluation team should systematically check accuracy, consistency and validity of collected data and information and acknowledge any limitations/caveats in drawing conclusions using the data.

4.4. Methodology

51. The evaluation team will conduct a comprehensive theory-based evaluation of the programme.

[18] See the OECD/DAC criteria for evaluating development assistance. A factsheet can be found at: http://oecd.org/dac/evaluation/49756382.pdf

52. To answer the evaluation questions, mixed methods approach is proposed:

- **Desk Review and Context Analysis**: A careful analysis of existing data and information from secondary sources including policy documents, programme documents, monitoring reports, annual project reports, past reviews and evaluations;
- **Quantitative primary data collection**: from a representative number of households through a carefully designed survey (cluster sampling), bearing in mind that gender dimensions vary from one region to the other and there are key element to be assessed;
- **Qualitative primary data collection**: through interviews, focus group discussions, key informative interviews and other participatory methods. This should cover both refugee and host communities;
- **Costs Analysis:** to answer the questions related to efficiency will require detailed analysis of the cost drivers associated with the programme.

53. The full methodology will be confirmed and refined by the evaluation team during the inception phase, but it should:

- Employ the relevant evaluation criteria listed above;
- Be appropriately powered to detect the impact of the interventions;
- The panel household survey will be designed to occur during the same season at baseline and final evaluation;
- Use mixed methods (quantitative, qualitative, participatory, etc.) to ensure triangulation of information through a variety of means;
- Demonstrate impartiality and lack of biases by relying on a cross-section of information sources (stakeholder groups, including beneficiaries, etc.) The selection of field visit sites will also need to demonstrate impartiality. The evaluation team should ensure that the methodology and evaluation implementation are ethical and conform to the UNEG Ethical Guidelines for Evaluation;
- Apply an evaluation matrix geared towards addressing the key evaluation questions taking into account the data availability challenges, the budget and timing constraints;
- Ensure through the use of mixed methods that women, men, girls, and boys from different stakeholder's groups participate and that their different voices are heard and used;
- Mainstreams gender equality and women's empowerment in the way the evaluation is designed, collected and analysed (as above) and the ways findings are reported, and conclusions and recommendations are made.

54. The following mechanisms for independence and impartiality will be employed:

- An Evaluation Reference Group (ERG) will be set up to steer the evaluation, comment on all evaluation deliverables and exercise oversight over the methodology;
- All tools and products from the Evaluation Firm will be externally and independently quality assured (both by the ERG and the DEQAS);
- The Evaluation firm will be asked to set out how ethics can be ensured at all stages of the evaluation and that they seek appropriate ethical clearances (institutional and local) for the design ahead of going to the field.

55. For final evaluation, international evaluation criteria of Relevance, Effectiveness, Efficiency, Impact and Sustainability will be applied.[19] Gender Equality and the Empowerment of Women (GEEW) shall be mainstreamed throughout.

4.5. Quality Assurance and Quality Assessment

56. WFP's Decentralized Evaluation Quality Assurance System (DEQAS) defines the quality standards expected from this evaluation and sets out processes with in-built steps for Quality Assurance, Templates for evaluation products and Checklists for their review. DEQAS is closely aligned to the WFP's evaluation quality assurance system (EQAS) and is based on the UNEG norms and standards and good practice of the international evaluation community and aims to ensure that the evaluation process and products conform to best practice.

57. DEQAS will be systematically applied to this evaluation. The WFP Evaluation Manager (EM) will be responsible for ensuring that the evaluation progresses as per the DEQAS Process Guide and for conducting a rigorous quality control of the evaluation products ahead of their finalization.

58. WFP has developed a set of Quality Assurance Checklists for its decentralized evaluations. This includes Checklists for feedback on quality for each of the evaluation products. The relevant Checklist will be applied at each stage, to ensure the quality of the evaluation process and outputs.

59. To enhance the quality and credibility of this evaluation, an outsourced quality support (QS) service directly managed by WFP's Office of Evaluation in Headquarter provides review of the draft inception and evaluation report (in addition to the same provided on draft TOR), and provide:

    - systematic feedback from an evaluation perspective, on the quality of the draft inception and evaluation report;
    - recommendations on how to improve the quality of the final inception/evaluation report.

60. The EM will review the feedback and recommendations from QS and share with the team leader, who is expected to use them to finalise the inception/ evaluation report. To ensure transparency and credibility of the process in line with the UNEG norms and standards[1], a rationale should be provided for any recommendations that the team does not take into account when finalising the report.

61. This quality assurance process as outline above does not interfere with the views and independence of the evaluation team, but ensures the report provides the necessary evidence in a clear and convincing way and draws its conclusions on that basis.

62. The evaluation team will be required to ensure the quality of data (validity, consistency and accuracy) throughout the analytical and reporting phases. The evaluation team should be assured of the accessibility of all relevant documentation within the provisions of the

[19] The criteria were first laid out in the DAC Principles for Evaluation of Development Assistance. For more detail see: http://www.oecd.org/dac/evaluation/daccriteriaforevaluatingdevelopmentassistance.htm and http://www.alnap.org/what-we-do/evaluation/eha

[1] UNEG Norm #7 states "*that transparency is an essential element that establishes trust and builds confidence, enhances stakeholder ownership and increases public accountability*"

directive on disclosure of information. This is available in WFP's Directive CP2010/001 on Information Disclosure.

63. All final evaluation reports will be subjected to a post hoc quality assessment by an independent entity through a process that is managed by OEV. The overall rating category of the reports will be made public alongside the evaluation reports.

5. Phases and Deliverables

64. The evaluation will proceed through the following phases: a baseline evaluation to be conducted in 2019 and an endline evaluation that will take place in 2022. Although the two phases are interconnected steps of the same evaluative exercise, their objectives are slightly different as outlined in the following sections. The deliverables and deadlines for each phase are as follows:

Figure 1: Summary Process Map

65. The expected deliverables from the evaluation exercise are the following:

Baseline

- **Inception report** written following WFP recommended template. The evaluators will confirm the final evaluation questions, the approach and the methods that will be used to answer the evaluation questions. This means setting out a full study design including what data is being collected and for what purpose, how sampling is done, how the data is being analysed and triangulated. The inception report should outline the roles and responsibilities of the evaluation team in alignment with the deliverables. The inception report must also include how the data has been quality assured, and how the evaluators will manage and safeguard ethics during the life of evaluation. The inception report will include the list of outcome indicators that will be monitored during each of the evaluation process. Annexed to the inception report, the evaluation team should include a detailed work plan, including timeline and activities, and a communications and learning plan;
- **Baseline report**, including a first draft, where the final approach, methodology and data collection tools are clearly recorded, including their limitations and mitigations measures. The report must record all indicators baseline values;
- **Clean data sets**, including quantitative data sets in Excel, statistical software code, and transcripts and/or notes from focus group discussions and key informant interviews.
- **PowerPoint** presentation of main findings and conclusions for debriefing and dissemination purpose

Endline

- **Inception report** written following WFP recommended template in order to register any changes in evaluation design. The evaluation will have to confirm and/or adjust the evaluation questions, approach and methodology.
- **Endline report**, including a first draft, using WFP recommended template. It must set out a detailed methodology section, study design, and any limitations or where the study design was compromised. Should detail how data was collected, validated and analysed, and how conclusions were drawn. How different types of methods were brought together in the analysis. Annexes to the final report include but are not limited to a copy of the final TOR, bibliography, list of sampled farmer organizations, detailed sampling methodology, maps, a list of all meetings and participants, final survey instruments, transcripts from key informant interviews, focus group discussions, table of all standard and custom indicator with baseline, and endline values;
- **Clean data sets**, including quantitative data sets in Excel, statistical software code, and transcripts and/or notes from focus group discussions and key informant interviews.

Dissemination

- **2-page brief**, including main findings, conclusions and recommendations;
- **PowerPoint** presentation of main findings and conclusions for debriefing and dissemination purpose

6. Organization of the Evaluation

6.1. Evaluation Conduct

66. The evaluation team will conduct the evaluation under the direction of its team leader and in close communication with the WFP EM. The team will be hired following agreement with WFP on its composition.

67. The evaluation team will not have been involved in the design or implementation of the subject of evaluation or have any other conflicts of interest. Further, they will act impartially and respect the code of conduct of the evaluation profession.

6.2. Team composition and competencies

68. The evaluation team is expected to include between four and five key members, including the team leader, with a mix of national and international evaluators. To the extent possible, the evaluation will be conducted by a gender-balanced, geographically and culturally diverse team with appropriate skills to assess gender dimensions of the subject as specified in the scope, approach and methodology sections of the TOR. At least one team member should have previous WFP experience. Bidding firms are encouraged to work in partnership with national academic institutions/research firms.

69. The team will be multi-disciplinary and include members who together include an appropriate balance of expertise and practical knowledge in the following areas:

- Resilience and livelihoods;
- Statistics;

- Qualitative methods;
- Gender expertise / good knowledge of gender issues;
- Nutrition and Food security;
- Agriculture, including livestock, savings and loans, marketing;
- Refugee programming;
- All team members should have strong analytical and communication skills, evaluation experience and familiarity with Ethiopia and/or East Africa.
- Team should have good knowledge of English. At least some of the team members must be fluent in Amharic. The expected language of the evaluation report is English.

70. The Team leader will have at least 15 years of experience in the humanitarian/development sector, with technical expertise in one of the technical areas listed above as well as expertise in designing methodology and data collection tools and demonstrated experience in leading similar evaluations. She/he will also have leadership, analytical and communication skills, including a track record of excellent English writing and presentation skills.

71. Her/his primary responsibilities will be: i) defining the evaluation approach and methodology; ii) guiding and managing the team; iii) leading the evaluation mission and representing the evaluation team; iv) drafting and revising, as required, the inception report, the end of field work (i.e. exit) debriefing presentation and evaluation report in line with DEQAS.

72. The team members will bring together a complementary combination of the technical expertise required and have a track record of written work on similar assignments.

73. Team members will: i) contribute to the methodology in their area of expertise based on a document review; ii) conduct field work; iii) participate in team meetings and meetings with stakeholders; iv) contribute to the drafting and revision of the evaluation products in their technical area(s).

6.3. Security Considerations

74. **Security clearance** where required is to be obtained from Ethiopia's United Nations Department of Safety and Security (UNDSS) office in Addis Ababa

    - As an 'independent supplier' of evaluation services to WFP, the evaluation company is responsible for ensuring the security of all persons contracted, including adequate arrangements for evacuation for medical or situational reasons. The consultants contracted by the evaluation company do not fall under the UNDSS system for UN personnel.
    - Consultants hired independently are covered by the UNDSS system for UN personnel which cover WFP staff and consultants contracted directly by WFP. Independent consultants must obtain UNDSS security clearance for travelling to be obtained from designated duty station and complete the UN system's Basic and Advance Security in the Field courses in advance, print out their certificates and take them with them.[20]

[20] Field Courses: Basic; Advanced

75. However, to avoid any security incidents, the EM is requested to ensure that:

- The WFP CO registers the team members with the Security Officer on arrival in country and arranges a security briefing for them to gain an understanding of the security situation on the ground.
- The team members observe applicable UN security rules and regulations – e.g. curfews etc.

7. Roles and Responsibilities of Stakeholders

76. **The WFP Ethiopia Country Office:**

a- The **Management (Director or Deputy Director)** is responsibility for overseeing the the evaluation process through all phases (Annex 4 provides a more detailed outline of responsibilities).

b- The **Evaluation Manager (EM)** is responsible for managing the evaluation process through all phases (see Annex 4). The EM is not involved in the management (direct implementation) of the subject of evaluation

c- An internal **Evaluation Committee** (EC) will be formed as part of ensuring the independence and impartiality of the evaluation. The EC will include the following key internal stakeholders (the TOR of the internal EC are included in Annex 5):

- ETHCO Country Director or delegated to the Deputy Country Director (Chair)
- ETHCO EM (Secretary)
- ETHCO Livelihood Team Leader
- ETHCO Head of Programme or Deputy Head of Programme
- RBN Regional Evaluation Officer
- ETHCO M&E officer

77. **An Evaluation Reference Group** will be formed, as appropriate, with representation from key stakeholders The ERG members will review and comment on the draft evaluation products and act as key informants in order to further safeguard against bias and influence. The TOR of the ERG are presented in Annex 6.

78. **The Regional Bureau** will take responsibility to advise and support the evaluation process (see Annex 2). While the Regional Evaluation Officer (REO) will perform most of the above responsibilities, other RB relevant technical staff may participate in the ERG and/or comment on evaluation products as appropriate.

79. **Relevant WFP Headquarters divisions** will take responsibility to advise and support the evaluation in their area of responsibility and subject of evaluation (see Annex 4).

80. **Other Stakeholders** (Government, NGOs, UN agencies) will participate in discussions with evaluation team to provide their experience and feedback on the programme. some will be called upon to be part of the reference group.

81. **The Office of Evaluation (OEV)**, through the REO, will advise the EM and provide support to the evaluation process when required (see Annex 4).

8. Communication and budget

8.1. Communication

82. To ensure a smooth and efficient process and enhance the learning from this evaluation, the evaluation team should place emphasis on transparent and open communication with key stakeholders. These will be achieved by ensuring a clear agreement on channels and frequency of communication with and between key stakeholders.

83. The team leader will contact the EM for purposes of clarification and feedback, to support in coordination of data collection and debriefing meetings, to share draft and final deliverables with the EC and ERG for review and comment, and for any other issues that may arise. The team leader will be responsible for communicating with and managing the relationship with the EM.

84. The EM will circulate all evaluation products for comments by the Evaluation Reference Group members. The EM will also circulate for comments to relevant units at CO and RB the draft inception reports, draft baseline report and draft endline report.

85. As part of the international standards for evaluation, WFP requires that all evaluations are made publicly available. Following the approval of the final evaluation report, the report will be published on WFP's website, and all external stakeholder will be notified of its availability. As such, the final activity evaluation will be made public. The baseline and mid-term review will not. The deliverables will not be required to be translated.

86. Following the approval of the baseline and final evaluation reports, the evaluation team will produce two 2-pages evaluation briefs containing key messages, main findings, conclusions, implications or recommendations. The brief will be distributed to a wider internal and external audience using the available corporate channels.

87. After the baseline exercise, the evaluation team will also produce a 10-slide PowerPoint presentation describing the methodology adopted. After the final evaluation, the evaluation team will produce a 10-slide PowerPoint presentation with the main findings.

88. The evaluation team will be asked to take pictures and videos during the baseline and final evaluation, especially during the data collection phase. The evaluation team will share with WFP the pictures and videos taken by creating a shared folder where all photos and videos will be uploaded.

89. WFP reserves the right to engage with the evaluation team to participate in conferences and other events to present the results of the evaluation. Such engagements will be agreed on *ad hoc* basis and are subject to budget availability.

90. WFP will organize two learning workshops:

    - One workshop after the results of the baseline are available;
    - One workshop after the approval of the final evaluation report to ensure wide dissemination of the results to all the stakeholders of the project.

91. The Communications and Learning Plan will be agreed on and finailized with the EC and will include a GEEW responsive dissemination strategy, indicating how findings, including GEEW, will be disseminated and how stakeholders interested or those affected by GEEW issues will be engaged.

8.2. Budget

92. For the purpose of this evaluation:

- The total budget for the evaluation (all inclusive) is approximately USD500,000 – released in tranches against the high quality and timely delivery of specific key deliverables i.e. inception report, baseline report and final evaluation report. The proposals will be assessed according to technical and financial criteria. Firms are encouraged to submit realistic, but competitive financial proposals.
- The budget is inclusive of all travel, subsistence and other expenses; including any workshops or communication products that need to be delivered.

Table 3: Proposed Payment Schedule

Total cost estimate: USD 500,000
1. 20% at signature of the contract 2. 20% at approval of inception report 3. 30% at approval of baseline report 4. 30% at approval of final evaluation report

93. Please send any queries to:

a) Alexandra Priebe, Evaluation Officer, Ethiopia Country Office, alexandra.priebe@wfp.org, +251 (0)115172376.

b) Copying Roberto Borlini, Regional Evaluation Officer, roberto.borlini@wfp.org, +254 (0)20 7622897.

Annex 1 Preliminary Stakeholders' analysis

Stakeholders	Interest in the evaluation and likely uses of evaluation report to this stakeholder
INTERNAL STAKEHOLDERS	
Country Office (CO) Ethiopia	Responsible for the country level planning and operations implementation, it has a direct stake in the evaluation and an interest in learning from experience to inform decision-making. It is also called upon to account internally as well as to its beneficiaries and partners for performance and results of its operation.
Regional Bureau (RB) for East and Central Africa	Responsible for both oversight of COs and technical guidance and support, the RB management has an interest in an independent/impartial account of the operational performance as well as in learning from the evaluation findings to apply this learning to other country offices. The Regional Evaluation Officers supports CO/RB management to ensure quality, credible and useful decentralized evaluations.
WFP HQ	WFP HQ technical units are responsible for issuing and overseeing the rollout of normative guidance on corporate programme themes, activities and modalities, as well as of overarching corporate policies and strategies. They also have an interest in the lessons that emerge from evaluations, as many may have relevance beyond their geographical area of focus.

Office of Evaluation (OEV)	OEV has a stake in ensuring that decentralized evaluations deliver quality, credible and useful evaluations respecting provisions for impartiality as well as roles and accountabilities of various decentralised evaluation stakeholders as identified in the evaluation policy.
WFP Executive Board (EB)	The WFP governing body has an interest in being informed about the effectiveness of WFP programmes. This evaluation will not be presented to the Board, but its findings may feed into thematic and/or regional syntheses and corporate learning processes.
EXTERNAL STAKEHOLDERS	
Beneficiaries	As the ultimate recipients of food assistance, beneficiaries have a stake in WFP determining whether its assistance is appropriate and effective. As such, the level of participation in the evaluation of women, men, boys and girls from different groups will be determined and their respective perspectives will be sought.
Government of Ethiopia	The Government has a direct interest in knowing whether WFP activities in the country are aligned with its priorities, harmonised with the action of other partners and meet the expected results. Ministry of Agriculture and Natural Resources, Ministry of Labour and Social Affairs and the National Disaster Risk Management Commission and the Administration for Refugee and Returnee Affairs (ARRA) will be key partners for this programme.
UN Country team	The UNCT's harmonized action should contribute to the realisation of the government developmental objectives. It has therefore an interest in ensuring that WFP programmes are effective in contributing to the UN concerted efforts. Various agencies are also direct partners of WFP at policy and activity level, and particularly work together through the Ethiopia OneUN family. UNHCR will be a key partner for this programme.
NGOs (Mercy corps, Farm Africa, INGO's and NGO's)	NGOs are WFP's partners for the implementation of some activities while at the same time having their own interventions. The results of the evaluation might affect future implementation modalities, strategic orientations and partnerships.
Denmark & SIDA	WFP operations are voluntarily funded by a number of donors. They have an interest in knowing whether their funds have been spent efficiently and if WFP's work has been effective and contributed to their own strategies and programmes.

Annex 2 Criteria and preliminary evaluation questions

Criteria	Key Questions
Relevance/Appropriateness	Did the project reach the intended beneficiaries with the right mix of assistance? Is the project aligned with the national government's policies and strategies to support the livelihoods of refugees and host communities?
Connectedness	How are short-term (humanitarian) activities linked to longer-term (development) goals? Are there synergies between components and how could WFP improve connectedness?
Effectiveness and efficiency	Was the intervention efficient compared to possible alternatives? What was the efficiency of the program, in terms of transfer cost, cost/beneficiary, logistics, and timeliness of delivery? Did the interventions result in the expected results and outcomes – were the set targets achieved? Did the intervention deliver results for men and women, boys and girls? To what degree have the interventions resulted in the expected results and outcomes – is the project on track to reach set targets?
Impact	Are beneficiaries likely to become more resilient to shocks and stressors? Have there been any unintended outcomes, either positive or negative?

	What were the gender-specific effects? Did the intervention influence the gender context? What internal and external factors affected the project's ability to deliver impact?
Gender	Did the programme have an effect on expanding the range of economic opportunities available to women and on women's financial autonomy?

Annex 3 Results Framework

Project title	Innovative approaches to building resilience for refugees and host populations in Ethiopia from humanitarian assistance to self-reliance between 2019-2022		
Project objective	To increase self-reliance, job creation/opportunity and resilience to climate change for refugees and host communities for better food security, nutrition and income		
Impact		**The majority of targeted households (both refugees and host communities) are self-reliant and resilient to climate change**	
Outcome 1.1:		**Refugees and host populations have increased food production at community and household level through better agricultural and pastoral productivity.**	
Outcome indicator		Yield per hectare (Quintals) by population group (cereals)	
		Dollo Ado	**Gambella**
Baseline	2018	29	29
Target	2022	43	43
Outcome indicator		Milk per animal (Liter/Animal/day) by population group	
Baseline	2018	8	8
Target	2022	12	12
Output 1.1.1:		Refugees and host communities have access to productive assets (Land, livestock and agricultural input)	
Output indicator		Number of assets created by targeted households and communities, by type and unit of measure	

		Dollo Ado	Gambella
Baseline		0	0
Annual target	2018	0	To be determined during the inception phase
Annual target	2019	500 ha of land	To be determined during the inception phase
Annual target	2020	1000 h of land	To be determined during the inception phase
Annual target	2021	1000 ha of land	To be determined during the inception phase
Annual target	2022	1000 ha of land	To be determined during the inception phase
Target		3500 ha of land	To be determined during the inception phase
Output indicator		Number of refugees and host communities' households with access to productive assets	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	0	5,000 HH Refugees
		0	5,000 HH host communities
Annual target	2019	11,550 HH Refugees	8,750 HH Refugees
		7,000 HH Host communities	8,750 HH host communities
Annual target	2020	9,900 HH refugees	12,250 HH Refugees
		6,000 HH Host communities	3,850 HH Host communities
Annual target	2021	15,000 HH refugees	10,500 HH Refugees
		15,000 HH Host communities	33,000 HH host communities
Annual target	2022	33,300 HH Refugees	10,500 HH Refugees
		20,000 HH Host communities	33,000 HH host communities
Target		33,000 HH Refugees [cumulative]	35,000 HH Refugees [cumulative]
		20,000 HH Host communities [cumulative]	11,000 HH host communities [cumulative]
Output **1.1.2:**		Refugees and host communities trained on appropriate agricultural practices, livestock, sustainable land management (SLM), irrigation and watershed systems	
Output indicator		Number of participants (women, men, boys and girls) receiving capacity strengthening transfers	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	150	15,000
Annual target	2019	13,920	16,640
Annual target	2020	13,920	15,080
Annual target	2021	15,210	15,080
Annual target	2022	7,200	7,800
Target		50,400	54,600
Output **1.1.3:**		Crop-Livestock Production is promoted	
Output indicator		Area of land irrigated (ha)	
		Dollo Ado	**Gambella**
Baseline		0	0

Annual target	2018	0	100
Annual target	2019	50	100
Annual target	2020	130	130
Annual target	2021	182	182
Annual target	2022	208	208
Target		570	520
Outcome 1.2:		**Refugees and host populations have increased income and diversified livelihoods**	
Outcome indicator		Number of targeted households engaged in IGA	
		Dollo Ado	**Gambella**
Baseline		0	TBD (through the baseline survey)
Annual target	2018	0	0
Annual target	2019	500 HH Refugees & 500 HH Host communities	TBD (through the baseline survey)
Annual target	2020	2,000 HH Refugees & 1,000 HH Host communities	TBD (through the baseline survey)
Annual target	2021	3,000 HH Refugees & 1,500 HH Host communities	TBD (through the baseline survey)
Annual target	2022	3,000 HH Refugees & 1,500 HH Host communities	TBD (through the baseline survey)
Overall Target		5,500 HH Refugees & 4,000 HH Host communities	3,500 HH Refugees & 1,100 HH Host communities
Outcome indicator		Number of targeted households who accessed employment due to project support	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	0	To be determined during the inception phase period
Annual target	2019	500 HH Refugees & 500 HH Host communities	To be determined during the inception phase period
Annual target	2020	1,000 HH Refugees & 1,000 HH Host communities	To be determined during the inception phase period
Annual target	2021	4,000 HH Refugees & 3,000 HH Host communities	To be determined during the inception phase period
Annual target	2022	6,600 HH Refugees & 4,000 HH Host communities	To be determined during the inception phase period
Overall Target		6,600 HH Refugees & 4,000 HH Host communities [cumulative]	7,000 HH Refugees & 2,200 HH Host communities [cumulative]
Outcome indicator		Number of targeted HH refugees and HH host communities who have access to financial services	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	0	0
Annual target	2019	1,000 refugee & 1,000 host communities	To be determined during the inception phase period

Annual target	2020	3,000 refugees & 3,000 host communities	To be determined during the inception phase period
Annual target	2021	10,000 refugees & 5,000 host communities	To be determined during the inception phase period
Annual target	2022	16,500 refugees & 10,000 host communities	17,500 HH refugees & 5,500 HH host communities
Overall Target		16,500 refugees & 10,000 host communities [cumulative]	17,500 HH refugees & 5,500 HH host communities [cumulative]
Output **1.2.1**:		Storage, processing and packaging facilities developed to support livestock, cropping and fishery-related livelihoods	
Output indicator		Number of facilities (storage, processing, market, transport, packaging) developed/improved	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	0	0
Annual target	2019	1	2
Annual target	2020	2	2
Annual target	2021	2	4
Annual target	2022	0	0
Target		5	8
Output **1.2.2:**		Refugees and host population are trained and have access to technical and financial support in the areas of food transformation and sustainable value-chain development, particularly in packaging, processing, storage and off-farm activities /IGA	
Output indicator		Number of participants (women, men, boys and girls) receiving capacity strengthening transfers	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	0	0
Annual target	2019	13,000	16,640
Annual target	2020	12,000	15,080
Annual target	2021	15,000	15,080
Annual target	2022	15,000	7,800
Target	Year	45,000	54,600
Output **1.2.3:**		Cooperatives and social groups established/strengthened	
Output indicator		Number of cooperatives and social groups established/strengthened	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	0	0
Annual target	2019	1	2
Annual target	2020	2	2
Annual target	2021	2	4
Annual target	2022	0	0
Target		5	8

Output indicator		Number of targeted households who are member of a cooperative, association, network or social group	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	0	0
Annual target	2019	3,300 HH refuges & 2,000 HH host communities	3,500 HH Refugees & 1,100 HH host communities
Annual target	2020	9,900 HH Refugees & 6,000 HH host communities	10,500 HH Refugees & 3,300 HH host communities
Annual target	2021	3,300 HH refuges & 2,000 HH host communities	3,500 HH refuges & 1,100 HH host communities
Annual target	2022	3,300 HH refuges & 2,000 HH host communities	3,500 HH refuges & 1,100 HH host communities
Target		19,800 HH refuges & 12,000 HH host communities	17,500 HH refuges & 5,500 HH host communities
Outcome 1.3:		**Refugees and host communities have benefited from improved household and community access to efficient markets, social behaviour change and communication, and alternative energy value-chain**	
Outcome indicator		Proportion of the population (%) in targeted communities reporting environmental benefits from assets created:	
		Dollo Ado	**Gambella**
Baseline	2018	0	0
Target	2022	25%	25%
Outcome indicator		Proportion of the population (%) in targeted communities reporting benefits from an enhanced livelihood asset base (ABI)	
		Dollo Ado	**Gambella**
Baseline	2018	0	0
Target	2022	50%	50%
Output **1.3.1**:		Purchases from refugees and host communities completed;	
Output indicator		Value and volume of pro-smallholder sales through WFP-supported aggregation systems (Quintal of cereals and fresh food)	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	0	0
Annual target	2019	0	2,500
Annual target	2020	3,000	2,750
Annual target	2021	3,000	3,000
Annual target	2022	3,000	3,750
Target		9,000	12,000
Output **1.3.2**:		Refugees and host communities benefited from the production and use of fuel-efficient stoves and alternative cooking-energy sources (e.g. briquettes)	
Output indicator		# of HHs having fuel-efficient stoves and/or alternative cooking energy sources	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	0	0

Annual target	2019	1,000 HH Refugees & 1,000 HH host communities	3,500 HH Refugees & 1,100 HH host communities
Annual target	2020	8,900 HH refugees & 5,000 HH host communities	10,500 HH Refugees & 3,300 HH host communities
Annual target	2021	3,300 HH refugees & 2,000 HH host communities	3,500 HH refuges & 1,100 HH host communities
Annual target	2022	3,300 HH refugees & 2,000 HH host communities	3,500 HH refuges & 1,100 HH host communities
Target		16,500 HH refugees & 10,000 HH host communities	21,000 HH refuges & 12,100 HH host communities
Output **1.3.3**:		Refugees and host communities benefit from social behaviour change and communication (SBCC), to contribute to the reduction of stunting prevalence in target areas	
Output indicator		Number of people reached through interpersonal SBCC approaches	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	0	0
Annual target	2019	5,000 HH refuges & 5,000 HH host communities	10,500 HH Refugees & 3,300 HH host communities
Annual target	2020	33,000 HH Refugees & 20,000 HH host communities	17,500 HH Refugees & 5,500 HH host communities
Annual target	2021	33,000 HH Refugees & 20,000 HH host communities	35,000 HH Refugees & 11,000 HH host communities
Annual target	2022	33,000 HH Refugees & 20,000 HH host communities	35,000 HH Refugees & 11,000 HH host communities
Target		33,000 HH Refugees & 20,000 HH host communities [cumulative]	35,000 HH Refugees & 11,000 HH host communities [cumulative]
Outcome **1.4:**		Refugees and host communities have benefited from the establishment of an enabling environment through enhanced stakeholder coordination, institutional arrangements for land allocation and financial access	
Outcome indicator		Conflicts incidence as measured by reported cases of conflicts between refugees and host communities	
		Dollo Ado	**Gambella**
Baseline	2018	To be determined through the baseline survey	To be determined through the baseline survey
Target	2022	To be determined through the baseline survey	To be determined through the baseline survey
Output 1.4.1:		Strengthened coordination mechanisms for stakeholders and progress tracking of interventions	
Output indicator		# of national, regional and local coordination and conflict resolution mechanisms supported	
Baseline		0	0
Annual target	2018	1	0
Annual target	2019	1	2
Annual target	2020	2	2
Annual target	2021	4	4
Annual target	2022	0	0
Target		8	8
Output **1.4.2:**		Land allocation for livelihood interventions agreed with stakeholders, Administration for Refugee and Returnees Affairs (ARRA), Disaster Prevention and Food Security Agency (DPFSA), Ministry of Agriculture and local authorities;	
Output indicator		# of refugee households with access to land for crop production and/or livestock	

		Dollo Ado	Gambella
Baseline		0 HH refugees	0 HH refugees
Annual target	2018	0 HH refugees	0 HH refugees
Annual target	2019	2,000 HH refugees	1,750 HH refugees
Target	2020	6,600 HH refugees	7,000 HH refugees
Annual target	2021	13,200 HH refugees	14,000 HH refugees
Annual target	2022	16,500 HH refugees	17,500 HH refugees
Target		16,500 HH refugees [cumulative]	17,500 HH refugees [cumulative]
Output **1.4.3:**		Improved stakeholder and GoE capacity to provide extension services, specifically aimed at livestock health, seed provision and pest management;	
Output indictor		Total value of capacity strengthening transfer (USD)	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	0	To be determined during the inception phase
Annual target	2019	100,000	To be determined during the inception phase
Annual target	2020	200,000	To be determined during the inception phase
Annual target	2021	200,000	To be determined during the inception phase
Annual target	2022	200,000	To be determined during the inception phase
Target		600,000	To be determined during the inception phase
Output **1.4.4:**		Institutional arrangements made for improved access to financial services and Village Savings and Loan Associations (VSLA) or Rural Saving and Credit Cooperatives (RUSACCO);	
Output indicator		# New MFI branches opened	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	0	0
Annual target	2019	1	0
Annual target	2020	2	2
Annual target	2021	2	4
Annual target	2022	0	2
Target		5	8
Output indicator		# VSLAs established/strengthened	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	2	0
Annual target	2019	4	4
Annual target	2020	8	8
Annual target	2021	8	8
Annual target	2022	6	8
Target		28	28
Output **1.4.5:**		Improved community cohesion and communication tools developed, and awareness raised on gender norms, protection issues, women's empowerment.	
Output indicator		# of awareness creation activities provided	
		Dollo Ado	**Gambella**
Baseline		0	0
Annual target	2018	0	0

Annual target	2019	2	3
Annual target	2020	5	5
Annual target	2021	5	5
Annual target	2022	5	5
Target		17	18

Annex 4 Stakeholder roles and responsibilities

Stakeholders	Roles and Responsibilities
The WFP Ethiopia Country Office	
Management (Director or Deputy Director)	• Assign an Evaluation Manager (EM) for the evaluation. • Compose the internal evaluation committee and the evaluation reference group (see below). • Approve the final TOR, inception and evaluation reports. • Ensure the independence and impartiality of the evaluation at all stages, including establishment of an Evaluation Committee and of a Reference Group (see below). • Participate in discussions with the evaluation team on the evaluation design and the evaluation subject, its performance and results with the EM and the evaluation team. • Organise and participate in two separate debriefings, one internal and one with external stakeholders. • Oversee dissemination and follow-up processes, including the preparation of a Management Response to the evaluation recommendations.

Evaluation Manager (EM)	• Manages the evaluation process through all phases including drafting this TOR. • Ensures quality assurance mechanisms are operational. • Consolidates and shares comments on draft TOR, inception and evaluation reports with the evaluation team. • Ensures expected use of quality assurance mechanisms (checklists, quality support). • Ensures that the team has access to all documentation and information necessary to the evaluation; facilitates the team's contacts with local stakeholders; sets up meetings, field visits; provides logistic support during the fieldwork; and arranges for interpretation, if required. • Organises security briefings for the evaluation team and provides any materials as required.
Evaluation Committee (EC)	• An internal committee will be formed as part of ensuring the independence and impartiality of the evaluation. The TOR of the EC is presented in Annex 3.
External Stakeholders	
Evaluation Reference Group (ERG)	• The ERG will be formed, as appropriate, with representation from key stakeholders to review and comment on the draft evaluation products and act as key informants in order to further safeguard against bias and influence. The TOR of the ERG is presented in Annex 4.
The Regional Bureau	• Advise the EM and provide support to the evaluation process where appropriate. • Participate in discussions with the evaluation team on the evaluation design and on the evaluation subject as relevant, as required. • Provide comments on the draft TOR, Inception and Evaluation reports • Support the Management Response to the evaluation and track the implementation of the recommendations.
WFP Headquarters	• Discuss WFP strategies, policies or systems in their area of responsibility and subject of evaluation. • Comment on the evaluation TOR, inception and evaluation reports, as required.
Other Stakeholders	• Participate in discussions with evaluation team to provide their experience and feedback on the programme. some will be called upon to be part of the reference group.

Annex 5 Membership of the Evaluation Committee

Purpose: The overall purpose of the evaluation committee is to ensure a credible, transparent, and quality evaluation process in accordance with WFP Evaluation Policy 2016-2021. It will achieve this by supporting the Evaluation Manager (EM) through the process, reviewing evaluation deliverables (TOR, inception report and evaluation reports) and submitting them for approval by the Deputy Country Director who will be the Chair of the Committee.

The composition of the evaluation committee:

- ETHCO Country Director or delegated to the Deputy Country Director (Chair)
- ETHCO EM (Secretary)
- ETHCO Livelihood Team Leader
- ETHCO Head of Programme or Deputy Head of Programme
- RBN Regional Evaluation Officer
- ETHCO M&E officer

Responsibilities of the Evaluation Committee: the EC is responsible for approving the TOR, inception report, baseline and endline report of the evaluation

Input by Phase and Estimated time per EC member (excluding the Evalution manager) – (1/2 day)

Phase 1: Planning

- Nominates an EM.
- Decides the evaluation budget.
- Decides the contracting method, well in advance to enable theevaluation manager to plan for the next phase of the evaluation.

Phase 2: Preparation (½ to 1 day)

- Reviews the TOR on the basis of:
  o The external Quality Support advisory service feedback
  o ERG comments
  o The EM responses documented in the comments matrix
- Approves the final TOR.

Phase 3: Inception (2 days)

- Briefs the evaluation team including an overview of the subject of the evaluation.
- Informs the design of the evaluation during the inception phase as key stakeholders of the evaluation.
- Supports the identification of appropriate field visit sites on the basis of selection criteria identified by the evaluation team noting that the EC should not influence which sites are selected.
- Reviews the draft IR on the basis of:
- The external Quality Support advisory service feedback

Phase 4: Data Collection and Analysis (2 days)

- Are key informants during the data collection
- Act as sources of contextual information and facilitating data access as per the needs of the evaluation.
- Attend the validation/debriefing meeting, and support the team in clarifying/validating any emerging issues and identifying how to fill any data/information gaps that the team may be having at this stage.
- Facilitate access to stakeholders and information as appropriate
- Attend debriefing meeting with Evaluation Team.

Phase 5: Report (2 days)

- Review the draft ER on the basis of :
  - The external Quality Support advisory service feedback
  - ERG comments
  - The Evaluation team responses documented in the comments matrix
- Approve the final ER.

Phase 6: Disseminate and Follow-up Phase (1 day)

- Facilitate preparation of the management response to the evaluation recommendations
- Approve the Management Response
- Disseminate evaluation results
- Make the report publicly available

- Is finally responsible to ensure periodic follow up and updating of the status of the implementation of the recommendations.

Procedures of Engagement

- The country director will appoint members of the evaluation committee
- The EM will notify the members of the time, location and agenda of meetings at least one week before the meeting, and share any background materials for preparation.
- Approval can be made via email on the basis of submission to the EC chair after endorsement by all EC members
- EC meetings will be held face-to face and/or via electronic conference call/Skype and/or email depending on the need, the agenda and the context

Annex 6 Membership of the Evaluation Reference Group

Purpose: The overall purpose of the ERG is to support a credible, transparent, impartial and quality evaluation process in accordance with WFP Evaluation Policy 2016-2021. ERG members review and comment on evaluation TOR and deliverables. The ERG members act as experts in an advisory capacity, without management responsibilities. Responsibility for approval of evaluation products rests with the Country Director/Deputy Country Director as Chair of the Evaluation Committee.

Composition of ERG:

- ETHCO Country Director or delegated to the Deputy Country Director (Chair)
- ETHCO Evaluation Manager
- ETHCO Livelihood Team Leader
- ETHCO Head of Programme and Deputy Head of Programme
- RBN Regional Evaluation Officer
- ETHCO M&E officer
- Denmark and SIDA representatives
- Representatives of other key stakeholders

Tasks: the ERG will review the evaluation products and provide comments to the evaluation team

Time commitment:

ERG members responsibilities by Evaluation Phase	**Estimated time required**
Phase 2: Preparation • Review TOR and provide feedback ensuring that the TOR will lead to a useful evaluation output and provide any additional key background information to inform the finalization of the TOR. • Identify source documents useful to the evaluation team. • Attend ERG meeting/conference call etc.	1 day
Phase 3: Inception • Meet with evaluation team (together and/or individual members). The ERG is a source of information for the evaluation, providing guidance on how the evaluation team can design a realistic/practical, relevant and useful evaluation. • Assist in identifying and contacting key stakeholders to be interviewed, identifying and accessing key documentation and data sources, and identifying appropriate field sites. This is important in their role of safeguarding against bias. • Review and comment on the draft Inception Report (see inception report Template, Quality Checklist, and Comments Matrix).	1 day
Phase 4: Data collection and analysis • Act as key informant during the data collection stage.	1.5 days

• Assist the evaluation team by providing sources of information and facilitating data access. • Attend the validation /debriefing meeting conducted by the evaluation team at the end of the fieldwork.	

Phase 5: Report
• Review and comment on the draft evaluation report (see evaluation report Template, Quality Checklist, and Comments Matrix), specifically focusing on accuracy and on quality and comprehensiveness of evidence base against which the findings are presented, and conclusions and recommendations are made.
  ○ Particular attention should be given to ensuring that the recommendations are relevant, targeted, realistic and actionable.
  ○ The ERG must respect the decision of the independent evaluators regarding the extent of incorporation of feedback provided to them by the ERG and other stakeholders, as long as there is sufficient transparency in how they have addressed the feedback, including clear rationale for any feedback that has not been accepted.
	2+ days

Phase 6: Disseminate and Follow-up • Disseminate final report internally and on websites of ERG members as relevant; • Share as relevant evaluation findings within respective units, organizations, networks and at key events; • Provide input to management response and its implementation (as appropriate).	2 days

Procedures of Engagement:

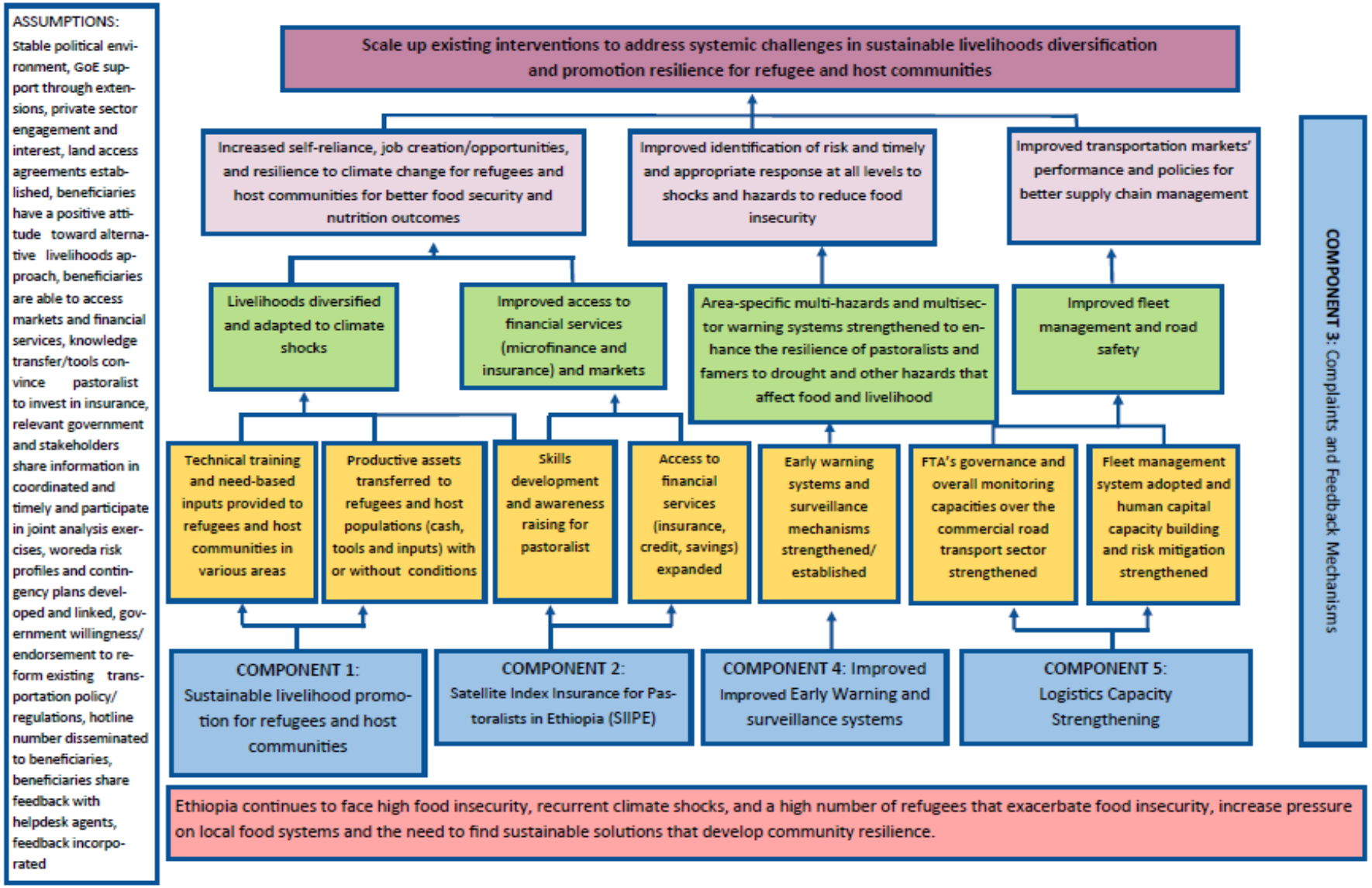
- The EM will notify the ERG members the time, location and agenda of meeting at least one week before the meeting, and share any background materials for preparation
- ERG meetings will be held via electronic conference call/Skype.
- The ERG will meet at least once per quarter;
- ERG members, representing their organizations will also be interviewed by the evaluation team during the inception and data collection phases. This will be indicated in the evaluation schedule, and ideally confirmed prior to the commencement of the data collection phase
- For each of the key evaluation products (Terms of Reference, Inception Report, Evaluation Reports), the ERG members will provide feedback electronically to the EM. For the Inception Report and Evaluation Report, the EM will consolidate all feedback for forwarding to the Evaluation Team and will ensure that these have been appropriately responded to by incorporating them in the reports or providing rationale where feedback is not incorporated.

Annex 7 Timeline and Deliverables

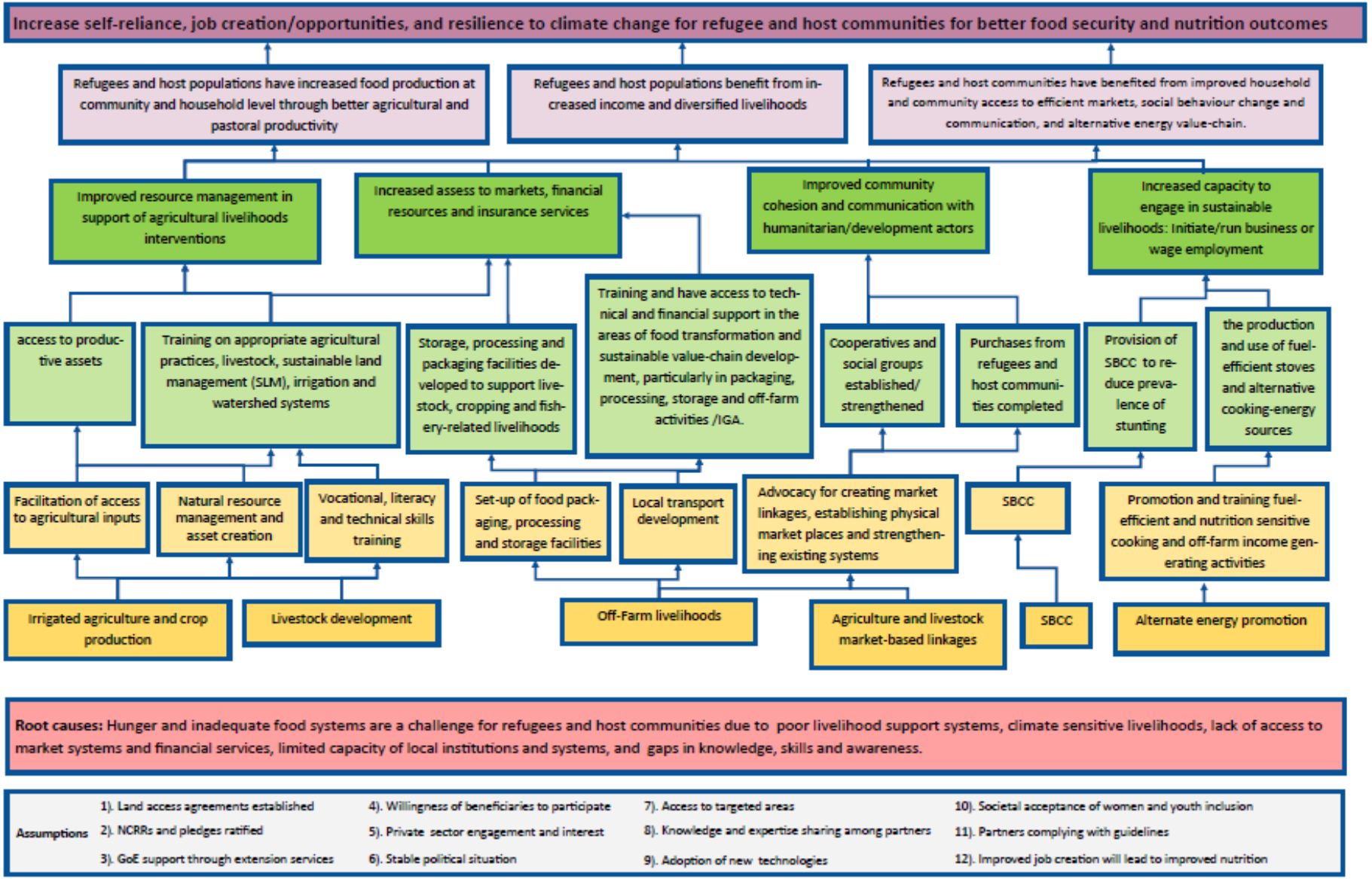
Dates	Phases and Deliverables
Dec 2018 - Mar 2019	Planning and Preparation Phase: • Appointment of country office EM • Develop draft Terms of Reference • Procurement of independent evaluation firm
2019 (June – Nov)	Inception Phase: • Desk review of key project documents (evaluation team) • Confirm and finalise evaluation questions, evaluation design and methodology (including sampling strategy), and draft an inception report for agreement (evaluation team). • Seek Evaluation Reference group's comments on inception report (WFP) • Arrange field visits (evaluation team, WFP)
	Data Collection Phase (baseline): • Conduct field visits (evaluation team, WFP) • Conduct baseline survey (evaluation team) • Conduct key stakeholder focus groups and key informant interviews (evaluation team) • Enter, clean, and analyse data (evaluation team)
	Reporting Phase (baseline): • Draft finalize baseline report (evaluation team) • Seek ERG comments on the draft baseline report (WFP) • Present baseline findings (evaluation team)
Mar – Nov 2022	Inception Phase (endline): • Review and adjust evaluation questions, evaluation design and methodology (including sampling strategy), and draft an inception report for agreement (evaluation team). • Seek Evaluation Reference group's comments on inception report (WFP) • Arrange field visits (evaluation team, WFP)
	Data collection phase (endline): • Conduct field visits (evaluation team) • Conduct endline survey (evaluation team) • Conduct key stakeholder focus groups and key informant interviews (evaluation team) • Enter, clean, and analyse data (evaluation team)
	Reporting Phase: • Draft finalize endline report (evaluation team) • Seek Evaluation Reference group's comments on the draft endline report (WFP) • Present endline findings (evaluation team)
	Follow-up and Dissemination Phase: • Conduct workshop to share evaluation findings with key stakeholders (Evaluation team, WFP, Government) • Prepare management response (WFP) • Implement any required project changes (WFP)

Annex 8: Theory of Change

Overall Program



Livelihood and Resilience Programme



Annex 9 Acronyms

CO	Country Office
CRRF	Comprehensive Refugee Response Framework
DEQAS	Decentralized Evaluations Quality Support Service
EB	WFP Executive Board
EC	Evaluation Committee
EM	Evaluation Manager
EQAS	Evaluation Quality Assurance System
ERG	Evaluation Reference Group
ETHCO	WFP Ethiopia Country Office
FFV	Fresh Food Voucher
FHH	Female Headed Household
GEEW	Gender equality and women's empowerment
GoE	Government of Ethiopia
HDI	Human Development Index
HH	Households
HQ	World Food Programme Headquarters
IDP	Internally Displaced Person
IGA	Income Generating Activities
NCRRS	National Comprehensive Refugee Response Strategy
OEV	Office of Evaluation
PLW/G	Pregnant and lactating women and girls
PSNP	Productivity Safety Net Programme
QS	Quality support
RB	Regional Bureau
RBN	Regional Bureau in Nairobi, for East and Central Africa
REO	Regional Evaluation Officer
RUSACCO	Rural Savings and Credit Cooperatives
SBCC	Social Behaviour Change and Communication
SIDA	Swedish International Development Cooperation Agency
SLM	Sustainable Land Management
TOR	Terms of Reference
UNDSS	United Nations Department of Safety and Security
UNEG	United Nations Evaluation Group
VSLA	Village Savings and Loan Associations
WFP	World Food Programme