

Terms of Reference

Evaluation of the Project

Making Workplaces Accountable towards Women Domestic Workers: Effective Implementation of Sexual Harassment at Workplace Act (2013)

About Martha Farrell Foundation

Set up in 2015, the Martha Farrell Foundation (MFF) is committed to promoting gender justice and lifelong learning. We believe that all individuals, communities, and institutions have the will and ability to facilitate change and invest in self-empowerment and growth. To this end, the Foundation's programs integrate holistic, participatory approaches to create safe, empowering spaces where every individual can learn and work safely without fear of or experiencing sexual and gender-based violence or discrimination. The Foundation's vision and work are grounded in the principles that Dr. Martha Farrell, a passionate civil society leader and Director at PRIA, lived by. Dr. Farrell was killed in a terrorist attack in Kabul in 2015, where she had gone to facilitate training on gender. Today, the Foundation is taking forward Dr. Farrell's pioneering work through its key programs and initiatives. Please visit www.marthafarrellfoundation.org for more information about the work of the foundation.

About the project

The Making Workplaces Accountable towards Women Domestic Workers: Effective Implementation of Sexual Harassment at Workplace (SHW) Act (2013) is a project led by women domestic workers, implemented by the Martha Farrell Foundation, and supported by the UN Trust Fund to End Violence against Women and Girls, to address the issues of sexual harassment in the world of work of domestic workers, across the 13 of Delhi, Faridabad, and Gurugram. The project works towards creating awareness and empowering domestic workers to speak up about their experiences, as well as strengthen Local Committees (LCs) and police mechanisms to redress complaints swiftly and sensitively, through a co-designed redressal procedure within the ambit of the 2013 Act.

The objective of the project is to empower women domestic workers in 13 districts of Delhi, Faridabad and Gurugram who are more likely to experience sexual harassment at their workplace. This will enable them to seek redress for their complaints under the SHW Act, 2013, from institutions that are sensitive, effective, and responsive, and to experience safer working environments.

Started in May 2021, the project focuses on the following outcomes:

1. A safe and time-bound complaint redressal system is accessed by aware and mobilized women domestic workers in Delhi, Gurugram, and Faridabad, who seek redressal for their SHW complaints.
2. In accordance with the process in the spirit of the SHW Act, 2013, duly constituted LCs, comprising nodal officers and police personnel in each of the 13 districts, collaborate to respond sensitively and promptly to Sexual Harassment at Workplace complaints filed by women domestic workers.

The project is expected to end in May 2024. To this end, MFF is seeking qualified professionals to conduct an endline impact evaluation of the project.

The objective of the assignment is to review the project outcomes, the intervention strategies employed, best practices, and lessons learned.

Specific Learning Questions:

- How relevant was the project design including the result framework? How did the contextual analysis inform the project design?
- How effective were the mobilization and organization-building interventions with the domestic workers? Have these strategies contributed to their empowerment?
- How has the project contributed to the achievements of two outcomes: (a) access to the redressal system; and (b) positive responses from the institutional stakeholders?
- What specific impact has been achieved by the project? How sustainable is this impact?
- Which of the models and lessons can be replicated and/or scaled up and in what ways?

Scope of the assignment

Through this assignment, the consultant is expected to carry out a contextualized evaluation of the project, drawing on a range of data sources to measure the progress made, assess the impact of the project, and promote learning. As the project used various participatory methodologies, the consultant is expected to use a similar methodological framework with a feminist approach, leveraging both qualitative and quantitative tools.

The evaluation of the project envisages the following activities:

1. Review of all the project documents, including monitoring and evaluation tools used thus far in the project, such as the baseline data collected by MFF and continuous monitoring of project activities
2. Examining further M&E needs and plan for project, and devising relevant indicators to evaluate the outcomes and outputs of the project
3. Development of further data collection tools, along with the timeline of proposed activities for the evaluation of the project
4. Monitoring and evaluation of project activities (operational progress, outputs, and outcomes)
5. Designing and conducting data collection for the evaluation of the project
6. Suggesting the ways to scale up the model

Deliverables

The consultant is expected to produce a project impact report with a minimum of the following sections:

- Activities undertaken
- Impact of the project
- Challenges encountered
- Lessons learned

Timeline

The timeframe of the assignment is 4 months, with a tentative start date of mid- January 2024. The duration for each activity of the assignment should be detailed in the proposal submitted.

Requirements

Minimum 3 -5 years of experience in evaluation of similar projects
Excellent English and Hindi skills (reading/writing/speaking)
Demonstrable experience using participatory and feminist research methodologies

To apply

All proposals must include the following:

Detailed proposal indicating the proposed methodology, timeline and budget CVs of all individuals who will be the part of M&E team

Samples of relevant previous work

Send us your complete proposals at info@marthafarrellfoundation.org. Deadline for submissions is 31st December 2023.