CALL FOR APPLICATIONS

Open to External Candidates

Reference No	:	**IOMTJK/2021/08(C)**
Position Title	:	**International Consultant to Conduct a Baseline Assessment**
Duty Station	:	**Dushanbe, Tajikistan**
Classification	:	**Consultancy contract**
Expected Start Date	:	**December 10, 2021**
Closing Date	:	**November 28, 2021**

Nature of the consultancy: Provision of support with developing of methodology and tools for baseline, providing of training to M&E Consultant on how to use data collection tools and producing of report

Objective: The International Organization for Migration (IOM) in Tajikistan jointly with United Nations Children Fund (UNICEF), Food and Agricultural Organization (FAO) and UN Women, through financial support of the Migration Multi-Partner Trust Fund (MMPTF) has been implementing "Empowering of Families Left Behind for Improved Migration Outcomes in Khatlon of Tajikistan". It is being implemented over a 31-month period, from 28 October 2020 to 28 May 2023, with a budget of USD 2.2 million. The project aims to reduce vulnerability of families adversely affected by migration in two districts through the following main components:

1. Improving the wellbeing of families left behind (by enhancing provision of psychosocial services for women and children left behind, to allow for more opportunities for their empowerment and economic inclusion),
2. Increasing the economic resilience of families left behind and addressing gender related barriers to their economic inclusion (by improving utilization of land and water resources; value chains through farming, small scale processing initiatives, retail and marketing; vocational skills and livelihoods; and financial inclusion, skills and knowledge),
3. Protecting and empowering families left behind to seek their rights (by improving service provision; individual and community support and knowledge; and adolescent life competencies), and Supporting national, regional and local government to implement evidence-based responses to the challenges faced by families left behind (by ensuring evidence and policy guidance is available and used, to facilitate policy and implementation planning at national and district levels).

IOM Tajikistan examined the problem with women left behind by Tajik migrant workers in 2009. This was the first ever research undertaken by IOM Tajikistan to draw attention of government, international community, civil society organizations about negative impact of migration and vulnerabilities it creates to families left behind. Further researches followed by UNICEF and OSCE in 2011 and 2012, which explored in-depth the impact of labour migration on women and children left behind, with a focus on social, economic and psychosocial well being of this group of population and generate policy responses to prevent family abandonment and address their social and economic vulnerability.

The 'left behind' families of absent migrants are in a vulnerable situation because women and children left behind suffer from poor wellbeing, including mental health, with women and children experiencing negative mental health outcomes, compounded by limited services and support. Families left behind have poor economic resilience and inclusion, deprived of remittance income, facing extreme poverty and struggling to purchase food. More details can be found in **Annex 1: Migration Context and Rationale.**

Target districts have been selected as Dusti and rural Kulyab, with Panj as a tentative control district (TBC). This selection may be adapted based on new information arising during preparation for the baseline and ongoing government engagement. The planned interventions with beneficiaries have not yet started.

The following preparatory works are being undertaken in parallel to this baseline study: (a) situational analysis to assess psychosocial and economic situation of women and children left behind by Tajik migrants and availability of community care support services, (b) research study to better understand conditions, motivations and patterns of behaviour of Tajik labour migrants contributing to families' abandonment, (c) call for proposals from civil society organizations for community mobilization on gender equality and prevention of violence against women and girls. Some of the interventions and the related beneficiary selection will take place in the next months, while some will not take place until 2022 (e.g. agricultural activities). A total of 700 women left behind will be targeted under this project. Financial literacy trainings, one of the first activities led by IOM, will be rolled out to all 700 women left behind in the coming months. Of those 700 women, some will also receive other interventions depending on their situation and interests, such as vocational skills training (target: 200 women) or access to land for agricultural activities (target: 300). Other activities will also be provided targeting specifically the adolescents and children in the families left behind.

Thus, the objective of the baseline assessment is to conduct baseline measurements of 11 outcome indicators and 1 output indicator in the Project's result matrix. The baseline data will be used to inform management decisions on the project interventions and its partners in Tajikistan. The baseline study results will also be used to inform the Project's broader M&E framework and activities.

IOM with other UN Agency's Project to which the Consultancy is contributing: Empowering of families left behind for improved migration outcomes in Khatlon of Tajikistan through Migration MPTF support.

Tasks to be performed under this consultancy:

A qualified consultant is needed to (i) design the baseline study methodology and tools, (ii) provide guidance, tools, and a basic training on their use to the Project Monitoring and Evaluation (M&E) Specialist, and (iii) produce a report on baseline findings (based on the data compiled by enumerators under the guidance of the M&E Specialist).

The selected consultant is expected to undertake the following activities, under close coordination and approval from IOM in coordination with the other Participants UN Organizations (PUNOs) and their M&E Specialists.

Activity 1: Conduct a desk review of key project documents

Conduct a desk review to understand project rationale, design and context and produce an inception report. This should include review of project documents (proposal and donor reports) as well as researches undertaken by IOM, UNICEF, and OSCE during 2009, 2011, and 2012.

IOM will also provide updates on plans, related documents, and any tentative results of the situation analysis and research that is being planned in parallel to this baseline study. As possible and relevant, IOM may also facilitate discussions with the respective consultants/firms supporting each exercise.

Please refer to the table of 11 outcome indicators and 1-output indicators (12 total indicators) that the Project has planned to collect through the baseline study in the **Annex 2: Outcome and Output Indicators**. The selected consultant should study all project indictors, and confirm the final list of indicators to be assessed through the baseline assessment. The selected consultant should also discuss potential additional indicators, which may be added to complement these indicators considering also the situation analysis and research being planned in parallel. Selected indicators will need to be discussed and approved by all PUNOs.

Activity 2: Design methodology for the baseline assessment

The baseline should generate comprehensive qualitative and quantitative data (with sex and age disaggregation) that will be analysed to determine the value of each indicator according to the project result matrix, before the beneficiaries start to receive the related interventions. These values will serve as a benchmark to inform the monitoring and evaluation of how much progress PUNOs are making towards the project outcomes and impact.

Given the complexity of the context and information required, it is foreseen that the study will use mixed-method approach, hence it is expected to use interviews, survey, and focus group discussions with stakeholders and intended project beneficiaries, secondary data review and any other techniques relevant for the collection of the required quality information based on the selected organization's own research experience. The selected consultant is expected to work with the PUNOs and M&E Specialists to review and refine the methodology, and ensure it aligns to the broader M&E plans, as well as to ensure its feasibility to be gathered by the M&E Specialist with support from enumerators and to be used later for the final report to be compiled by the selected consultant.

Sampling: In terms of sampling, the baseline study will be undertaken with beneficiaries in the 2 target districts as well as (TBC) a control district. The 'control' district would be intended to facilitate comparison and identification of impact, providing evidence to government of the benefit of replicating implementation in other locations and to other donors and IFIs such as JICA, WB and others. The use of such a control group will be discussed and confirmed with selected consultant as part of the development of the baseline methodology. For some indicators, it may be possible to include all participants receiving the related inventions, while in other cases a sample of the participants will need to be used. Please refer to the table of beneficiaries in the **Annex 4.** The selected consultant is expected to assess and propose and appropriate sampling strategy, including proposed sampling within a control district (if used, TBC).

The selected consultant should develop the methodology and tools in a way that will facilitate the baseline study itself as well as later mid-term monitoring (tbc) and eventual endline measurement and evaluation. This should be discussed with the M&E Specialist to also align to the broader M&E Plans for the project.

The methodology should also align to the Project's Theory of Change. The Theory of Change will be shared by IOM staff. It can be further revised as needed in coordination with PUNOs and M&E Specialists in alignment with design of the broader M&E system, which PUNOs will be developing in parallel to the design of this baseline methodology.

Activity 3: Develop data collection instruments and guidance

Develop data collection instruments in English language in line with the project outcome/output indicators (these may include the qualitative and quantitative questionnaires, interview and/or focus group discussion guides). Train M&E Specialist on how to use the data collection tools. This includes providing written guidance on their use and related quality assurance approaches to include. The consultant will also devise a training plan for the enumerators, in coordination with the M&E Specialist. M&E Specialist will train enumerators, who will be government or non-government agencies, on data collection tools and guides them through process to make sure that enumerators collect data on time after selection of beneficiaries. M&E Specialist will remain in contact with consultant during the training of enumerators to provide updates and discuss and resolve any emerging issues.

The tools used for collecting baseline data should be designed in such a way that allow disaggregation to reveal the differences in baseline conditions especially for marginalized and disadvantaged groups such as women, the youth, the elderly and those living with disability.

The data collection methodology should also mention about collection and storage of the data according to the Data Protection Policy and/or data protection practices, following ethics standards.

Activity 4: Produce first and second draft baseline assessment reports and organize a debriefing

Once all of the baseline data is collected by the enumerators under the guidance of the M&E Specialist, it will be compiled and provided to the consultant. The consultant will then use the data to produce the first draft baseline assessment report in English with clear baseline indicators as per the

relevant outcomes/output according to appropriate format and data request (see below). Organize a debriefing with PUNOs and M&E Specialists and collect feedback, oral and written. The assessment report should have:

- An executive summary
- Background (brief)
- Methodology and the process (brief)
- Data collection tools
- Data analysis process, tools used for sampling and data cleaning process
- Findings: consolidated qualitative and quantitative data files
- Lessons learned and recommendations for informing endline assessment, including inter alia on any adaptations needed for the methodology, data collection tools, understanding indicators, selection of target groups, focus on analysis among other.

Incorporate feedback/comments from all PUNOs and M&E Specialists (to be compiled and provided by IOM) and prepare second draft baseline assessment report.

Activity 5: Produce final version of the baseline assessment report

Incorporate feedback/comments and prepare the final baseline assessment report in English (electronic and three well-bound hard copies). The selected consultant is responsible to prepare and submit for review and approval by IOM (in coordination with other PUNOs) a narrative report with information for producing all deliverables within the contract. The main findings will be shared with relevant stakeholders at global, regional, national, and local levels. Depending on availability of resources, the baseline findings will be disseminated using different communication strategies and should be tailored to the audience. The objective of disseminating/presenting the baseline report to stakeholders is threefold: i) validate the findings; ii) reinforce transparency and iii) foster agreement on priority intervention areas and ownership from the outset. More importantly, the baseline is expected to inform the design of the project activities and the M&E system.

Realistic delivery dates and details as to how the deliverables must be produced

The assignment is expected to be completed between 1 December 2021 and 30 April 2022, which includes desk-review, preparation, capacity building and report writing. All the deliverables have to be reviewed and approved by IOM, to be coordinated with all PUNOs and M&E Specialist. The table below outlines the final deliverables and deadlines, and provides details to the payment structure:

#	Deliverables	Payment amount	Timeframe
1.	Inception report for carrying out the baseline study, including a detailed description of the proposed approach and methodology, the baseline indicator matrix and timelines of key activities, and description of alignment to the Project's M&E Plan and other related activities. The Baseline Indicator Matrix will demonstrate the consultant's understanding of the ToR and indicators and outline data collection and analysis plans.	40% of the contract amount	20 December 2021
2	Guidance and tools provided with detailed description of their application including sampling strategies		28 December 2021
3	Capacity building session provided to M&E Specialist and other relevant PUNO staff.		29 December 2021
4.	Draft I and draft II baseline assessment report in English and a presentation on key findings to the project management team (and other relevant stakeholders, tbc)	60% of the contract amount	15 April 2022
5.	Final version of the baseline assessment report in English incorporating comments from PUNOs; Audit trail of responses to all comments		25 April 2022
6.	Final narrative report on completed deliverables		30 April 2022

The work of the selected consultant will be under the direct supervision of IOM Project Coordinator and in coordination with the M&E Specialist. The IOM Project Coordinator will liaise closely with the

programme and M&E staff of the other PUNOs. IOM will adhere to promoting inclusive participation of relevant project stakeholders throughout the process.

Important note on the situation with the COVID-19

Given the outbreak of the COVID-19 pandemic and response measures and plan by the government, all activities should carefully be designed and planned taking into account the limitations and/or opportunities in the current situation and potential changes in the coming time. Proposed activities during the design and implementation process should reflect adaptive measures and integrate them throughout the process of baseline assessment. The financial proposal should also take into account adaptations necessary to the situation around COVID-19. Adaptations may include alternative data collection tools and innovative and technologically advanced approaches and practices.

Consultant should have:
- A master's degree or its equivalent in one or more of the following: sociology, social sciences, development, peacebuilding, gender or migration studies, or related field
- Minimum five years of experience on designing and leading assessments, studies, surveys, and/or evaluations
- Knowledge in the area of gender equality and women empowerment, migration, community-level development and/or peacebuilding
- Strong conceptual and analytical abilities and quantitative and qualitative data analysis skills to produce well-written reports
- Knowledge of gender-responsive and human rights-based approaches in assessments and / or evaluation exercises
- Knowledge of context of Tajikistan, including migration, social and economic development;
- Fluency in English. Knowledge of Russian or Tajik will be an advantage

How to apply:

Interested candidates are expected to submit a technical and financial proposal with itemized budget. The proposal must include an explanation of the relevant experience of the candidate, as well as methodology and approach to the assignment.

Proposals shall be submitted to applications.tj@iom.int by November 28, 2021 before 17:00PM.

Only shortlisted candidates will be contacted.

Posting period:

From 12.11.2021 to 28.11.2021

ANNEX 1. MIGRATION CONTEXT AND RATIONALE

About 85 per cent of Tajik labour migrants are male and 20 per cent migrate with their wives.[1] In 2016, 50 per cent of households in Tajikistan were female headed[2], with 87 per cent of children remaining behind with a single parent[3]. Many Tajik men working abroad gradually cease contact with their families and stop sending remittances, opting to build a new life in Russia. This has led to the existence of an extremely vulnerable and marginalized group in Tajik society, the so-called 'abandoned families' or 'families left behind' of migrant workers. *Women and children left behind suffer from poor wellbeing,* including mental health, with women and children experiencing negative mental health outcomes, compounded by limited services and support. Women often remain with the parents of their husband, and it is common for them to suffer both mental and physical abuse at the hands of their in-laws. [4] Both mothers and children report unhappiness, stress and social exclusion[5], are more prone to experiencing depression and at a higher risk of attempting suicide.[6] Further, few primary caregivers have knowledge of support services to meet the needs of their children, and only 16.4 per cent receive any form of support[7]. Mental health is not well understood, and services have limited acceptance and remain undertrained and underfunded.

Families left behind have poor economic resilience and inclusion, deprived of remittance income, facing extreme poverty and struggling to purchase food.[8] 78 per cent of these families do not have adequate income for living costs, with food being the most unmet need for 93 per cent[9]. Agriculture remains the main source of livelihoods[10] with up to 80 per cent of women in agriculture in rural areas[11]. Due to the exodus of men abroad, agriculture has become much more important for female-headed households. Although rural agriculture and non-farming activities can improve livelihoods and food security, there is (i) a decline in overall educational levels and interest in agricultural education, (ii) water stress and lack of irrigation maintenance limit possible production and value chain diversification and development, (iii) women are generally disadvantaged in access to, and control over, farm machinery, fertilizers and water for irrigation, (iv) they have limited access to value chains, tools, services, and skills, and (v) poor financial inclusion hampers access to credit, effective financial decision making, or understanding of risks, cost/benefits and investments. Further, limited social acceptance of women managing households in the absence of their husband means that confidence-building measures and training are essential for effective financial management.

Livelihood opportunities and building skills are fundamental determinants in economic participation and societal inclusion. Over 59.0 per cent of rural women are unemployed[12]. A lack of professional skills and low educational levels, overwhelming household and care activities; and the inaccessibility and inequity of locally available skills training prevents women from income generating opportunities. Developing skills can mitigate vulnerability and increase self-reliance, economic independence and control over their lives.

Families left behind often struggle to access rights and protections, including limited access to legal remedies and discrimination in the application of law. They may be unable to divorce their absent husbands or obtain court ordered alimony and child support. There are no functioning systems to identify and register families left behind and a limited awareness of available services. Rural women left behind lack equal access to property, land, and credit making them dependent on the men in their families and increasing their vulnerability to poverty.[13] Traditionally, wives live with their in-laws, and legally claiming a domicile after divorce or abandonment is difficult. Women may lack money for documents and lawyers or be unaware of legal protections, limiting access to justice[14]. They may need to migrate, leaving their children with family members[15], are less likely to afford enrolling their children in a kindergarten[16], and

[1] European Training foundation, Migration survey: migration and skills in Tajikistan, 2010
[2] Tajikistan Country Gender Assessment, Asian Development Bank, 2016
[3] Martin, F.S. Zulaika, G. Who Cares for Children? A Descriptive Study of Care-Related Data Available Through Global Household Surveys and How These Could Be Better Mined to Inform Policies and Services to Strengthen Family Care. Global Social Welfare, Volume 3, June 2016.
[4] IOM, 'Abandoned Wives Of Tajik Labor Migrants', 2009
[5] Research commissioned by Save the Children and funded by the European Union Delegation in Tajikistan)
[6] OSCE 'Social and Economic Inclusion of Women From Migrant Households In Tajikistan', 2012, p.5
[7] Children Left Behind: The Impact of Labour Migration on Children Left Behind in Tajikistan, Samuel Hall Consulting, 2014.
[8] OSCE 'Social And Economic Inclusion Of Women From Migrant Households In Tajikistan', 2012, p. 25
[9] Protecting Children Affected by Migration in Southeast, South and Central Asia: Baseline Assessment (2018).
[10] http://stat.ww.tj/publications/July2019/macmuai_sumorai_aholi_to_1_anvari_soli_2019.pdf
[11] Shahriari and Danzer 2009.
[12] Labour Force Survey, 2016
[13] Women in Europe for a Common Future, 'Women and Farming – Gender Analysis in Agriculture of Republic of Tajikistan 2014, p.11
[14] Final evaluation findings of the IOM project (2014-2016) "Addressing Negative Economic and Social Consequences of Labour Migration through Enhancement of Protection Services of Families and Children of Migrants Left Behind in Tajikistan".
[15] IOM, Regional field assessment in central Asia,2016, p. 30

children may discontinue their education after the 9th grade[17]. Those in school may have limited attendance[18] and struggle to cope with life challenges. A Competency Based Education (CBE) is responsive to differing needs, empowering adolescents as drivers of development.

Data on families left behind is lacking and to date, they are outside active and coordinated policy response. The current repository of socioeconomic data is barely gender-disaggregated and national capacity to collect and analyze sex-desegregated data requires development. Further, the impact of COVID-19 on the vulnerability of these families requires assessment. No initiative targets 'families left behind. The project adopts recommendations from a 2013 United Nation Trust Fund for Human Security (UNTFHS) project, including a more *comprehensive* approach, attention to good governance and capacity of local systems, a need to build awareness, knowledge and attitudes of the local population and a focus on longer term transformative gender investments.

The Project was jointly developed and selected on behalf of the UNCT forum for submission to the MPTF on Migration, with feedback provided by the resident Coordinator's office, a civil society reference group created for the project, the MoLMEP, and from representatives of the target beneficiary group through a survey on needed interventions. Common Country Analysis (CCA) pre-planning has identified migration as a key issue for the United Nations Country Team (UNCT). The project aligns with the government's migration strategy and COVID response planning. It contributes to SDG 1.4, SDG 3.4, SDG 5.2 and the National Plan of Action on implementation of recommendations of the UN Committee for Elimination of all forms of Discrimination Against Women (CEDAW) for 2019-2022. The project will build national ownership and sustainability through a strong focus on capacity building of government structures, establishing a common awareness of families left behind and aiming for a system-level response. Strong community consultation, awareness raising and support for activism will create ground-level demand services and a shift in gender norms. National engagement in steerage and learning will support alignment at all levels of government and keep the issue in profile.

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[16] OSCE 'Social And Economic Inclusion Of Women From Migrant Households In Tajikistan', p.49
[17] UNICEF, Impact of Labour Migration on Children left behind in Tajikistan, 2011, p.78
[18] Children Left Behind: The Impact of Labour Migration on Children Left Behind in Tajikistan, Samuel Hall Consulting, 2014.

ANNEX 2. OUTCOME AND OUTPUT INDICATORS

#	Indicator	Baseline	Target	Dimensions of change	When data is collected
1	**Outcome indicator 1**: % of targeted women and children left behind who report improved wellbeing as a result of receiving psychosocial support, disaggregated by sex and age.	0	50%	**Well-being** (psychosocial)	March 2022
2	**Output indicator 1.1a**: # of women and children who have received social services, disaggregated by sex and age	0	400 (200 women, 200 children)	**Access to services**	March 2022
3	**Outcome indicator 2a**: % of target families with increased savings	n/a	75%	**Economic** (Savings)	February 2022
4	**Outcome indicator 2b**: % increase in incomes for households participating in agricultural support	TBD	20%	**Economic** (Income)	February 2022
5	**Outcome indicator 2c**: % Post-harvest losses of projects beneficiaries due to better land and water management, improved farming capacities, access to technology, etc	42%	30%	**Agriculture** (Post-harvest losses)	March 2022
6	**Outcome indicator 2d**: % of trained women earning income in the area of vocational training	0	30%	**Economic** (Income)	February 2022
7	**Outcome indicator 2e**: % of target women reporting additional time free from unpaid/care work for other activity or education	0	15%	**Well-being** (free time)	March 2022
8	**Outcome indicator 3a**: % of target women and children reporting increased intention to seek access to rights	TBD	75%	**Rights** (intention)	February 2022
9	**Outcome indicator 3b**: % of service users reporting satisfactory access to services	TBD	% TBD after baseline [by service]	**Access to services**	February 2022
10	**Outcome indicator 3c**: % of target beneficiaries who report (i) increased knowledge of rights and (ii) community support for rights	0	95% (i) 70% (ii)	**Rights** (knowledge, support)	February 2022
11	**Outcome Indicator 3d**: % of adolescents acquired skills and competencies to transition to work life	0	20%	**Life skills**	March 2021
12	**Outcome indicator 3e**: % of targeted women seeking psychosocial and emotional support services disaggregated by age.	0	80%	**Well-being** (psychosocial)	March 2022

ANNEX 4. Detailed Beneficiary Table

The following table provides a breakdown of target number of beneficiaries related to each result, to help guide development the baseline methodology in particular the sampling strategy. Keep in mind that not all figures are unique beneficiaries, in particular related to women and their families as many of them will likely receive multiple interventions. Results in bold are those flagged for inclusion in the baseline study methodology (TBC with selected firm).

Indicator number	Indicator	Reporting Agency	Contributing Agencies	Women left behind	Adolescent family members	Children family members	Community Members	Government Units (national and local)	Government Units (national)	Government Units (local)	CSOs	Private Sector
Outcome Indicator 1a	**% of targeted women and children left behind who report improved wellbeing as a result of receiving psychosocial support, disaggregated by sex and age.**	**UNICEF**	**UNICEF / IOM**	**200**		**200**						
Outcome Indicator 1b	% of children at risk of being placed in Residential childcare institutions found alternative family-based solutions and were prevented from institutionalization	UNICEF	UNICEF			No estimate available						
Output Indicator 1.1a	**# of women and children who have received social services, disaggregated by sex and age**	**UNICEF**	**UNICEF**	**200**		**200**						
Output Indicator 1.1b	# of training participants sensitized on issues of women and children left behind during advocacy events, disaggregated by sex	IOM	IOM/UNWomen					25	15	10		
Output Indicator 1.1c	Level of awareness, response and coordination of available services between officials dealing with women and children issues at local level	IOM	UNICEF					25	15	10		
Output Indicator 1.1d	# of maternity ward (in targeted districts) with knowledge and skills to provide family counselling and support to prevent child abandonment and relinquishment, disaggregated by sex	UNICEF	UNICEF					100		100		

Indicator number	Indicator	Reporting Agency	Contributing Agencies	Women left behind	Adolescent family members	Children family members	Community Members	Government Units (national and local)	Government Units (national)	Government Units (local)	CSOs	Private Sector
Output Indicator 1.1e:	# of para-social workers trained who demonstrate increased knowledge on modern methods and techniques of social services, disaggregated by sex	UNICEF	UNICEF					50		50		
Output Indicator 1.1f:	# of participants at advocacy events, disaggregated by sex	IOM	IOM					100	20	80	20	
Outcome Indicator 2a	**% of target families with increased savings**	**IOM**	**IOM / FAO**	**700**								
Outcome Indicator 2b	**% increase in incomes for households participating in agricultural support**	**FAO**	**FAO**	**300**								
Outcome Indicator 2c	**% Post-harvest losses of projects beneficiaries due to better land and water management, improved farming capacities, access to technology, etc**	**FAO**	**FAO**	**300**								
Outcome Indicator 2d	**% of trained women earning income in the area of vocational training**	**UNICEF**	**UNICEF**	**200**								
Outcome Indicator 2e	**% of target women reporting additional time free from unpaid/care work for other activity or education**	**UN Women**	**UN Women**	**500**								
Outcome Indicator 2f:	# of financial providers offering new tailored products for 'families left behind or families of migrants'	IOM	IOM					50	10	40		10
Output Indicator 2.1a:	# women farmers trained	FAO	FAO	300								
Output Indicator 2.1b:	% trained women farmers reporting implementing learnt techniques	FAO	FAO	300								
Output Indicator 2.1c:	# of children trained, disaggregated by sex	FAO	FAO			1,000						

Indicator number	Indicator	Reporting Agency	Contributing Agencies	Women left behind	Adolescent family members	Children family members	Community Members	Government Units (national and local)	Government Units (national)	Government Units (local)	CSOs	Private Sector
Output Indicator 2.2a:	# of small plots established	FAO	FAO	320								
Output Indicator 2.2b:	# of farmers and families benefitting from processing activities	FAO	FAO	200	50							
Output Indicator 2.2c:	# of person reached with awareness raising of best practices	FAO	FAO				1,000					
Output Indicator 2.3a:	# of women trained and acquired vocational skills	UNICEF	UNICEF	200								
Output Indicator 2.4a:	# of community mobilizers trained	UN Women	UN Women				20					
Output Indicator 2.4b:	% of mobilizers with increased knowledge	UN Women	UN Women				20					
Output Indicator 2.4c:	# of self-help group participants	UN Women	UN Women	280								
Output indicator 2.4.d:	# of families benefited from micro-projects and Community actions on the economy of care/unpaid work	UN Women	UN Women	500								
Output Indicator 2.5a:	# of beneficiaries trained [financial literacy]	IOM	IOM / FAO	700								
Output Indicator 2.5b:	% of trainees improving their financial literacy (knowledge)	IOM	IOM / FAO	700								
Output Indicator 2.5c:	# of financial providers (participants) attending workshops	IOM	IOM					50	10	40		10
Outcome Indicator 3a	**% of target women and children reporting increased intention to seek access to rights**	**IOM, UN Women**	**IOM, UN Women**	**700**	**1,300**							

Indicator number	Indicator	Reporting Agency	Contributing Agencies	Women left behind	Adolescent family members	Children family members	Community Members	Government Units (national and local)	Government Units (national)	Government Units (local)	CSOs	Private Sector
Outcome Indicator 3b	% of service users reporting satisfactory access to services	IOM, UNICEF, UN Women	IOM, UNICEF, UN Women	700	1,300							
Outcome Indicator 3c	% of target beneficiaries who report (i) increased knowledge of rights and (ii) community support for rights	IOM, UNICEF, UN Women	IOM, UNICEF, UN Women	700	1,300							
Outcome Indicator 3d	% of adolescents acquired skills and competencies to transition to work life	UNICEF	UNICEF		900							
Outcome Indicator 3e	% of targeted women seeking psychosocial and emotional support services disaggregated by age.	UNICEF	UNICEF	200								
Output Indicator 3.1a:	# of women and children who received legal, social and protection support service /referrals, including birth registration	IOM, UNICEF, UN Women	IOM, UNICEF, UN Women	700	1,300							
Output Indicator 3.1b:	# of women and girls who received integrated community based SGBV services	UN Women	UN Women	200								
Output Indicator 3.1c:	# of service providers who are aware of legal issues faced by women left behind	IOM, UNICEF, UN Women	IOM, UNICEF, UN Women				20	40	10	30	40	
Output Indicator 3.2a:	# of people reached through awareness campaigns on [rights and protections, social inclusion, SGBV]	UN Women	UN Women				102,000					
Output Indicator 3.2b:	# of activists/advocates active, disaggregated by sex	UN Women	UN Women				20					
Output indicator 3.2.c:	# of CSOs capacitated	UN Women	UN Women								20	
Output indicator 3.2.e:	# of individuals benefited from micro-projects and community activities on EVAW	UN Women	UN Women	600								

Indicator number	Indicator	Reporting Agency	Contributing Agencies	Women left behind	Adolescent family members	Children family members	Community Members	Government Units (national and local)	Government Units (national)	Government Units (local)	CSOs	Private Sector
Output Indicator 3.3a:	# of female caregivers trained on parenting, psychosocial and emotional support	UNICEF	UNICEF	200								
Output Indicator 3.3b:	# of adolescents from the grade 8 to 11 from targeted schools will participate in life skills/competencies programme	UNICEF	UNICEF		900							
Output Indicator 3.3c:	# of adolescents to participate in competency-based education for outdoor learning	UNICEF	UNICEF		240							
Output Indicator 3.3d:	# of adolescents supported with psychosocial support, community-based rehabilitation and diverted from justice processes	UNICEF	UNICEF		80							
Output Indicator 3.3e:	% increase in perceptions and attitudes of adolescents who took part in competency-based and skills development programme (Scale from 0-3: Adolescents are aware about competency-based and skills development programme– 1 point; adolescents took part in competency-based and skills development programme – 1 point; adolescents use acquired skills – 1 point)	UNICEF	UNICEF		80							
Outcome Indicator 4a:	**Existence of policy guidance on families left behind, in line with international standards, developed, approved and implemented. [Developed = 1, submitted =2, approved = 3, implemented =4]**	**All UN Agencies**	**All UN Agencies**									
Outcome Indicator 4b:	**District Task Forces are functional in 2 districts [1= include gender responsive activities in Local development Plans, 2= Activities are budgeted, 3 = Activities are implemented.]**	**All UN Agencies**	**All UN Agencies**									
Output Indicator	# of assessment / research reports disseminated	All UN Agencies	All UN Agencies									

Indicator number	Indicator	Reporting Agency	Contributing Agencies	Women left behind	Adolescent family members	Children family members	Community Members	Government Units (national and local)	Government Units (national)	Government Units (local)	CSOs	Private Sector
4.1a:												
Output Indicator 4.1b:	# of individuals of related ministries, whose technical and managerial capacities on prioritization for GRB in socio-economic aspects of migration and diagnostics of systemic GRB financing bottlenecks are supported by knowledge and data	All UN Agencies	All UN Agencies					20				
Output indicator 4.1c :	# of knowledge products introduced to the officials of MoF, MoLE, MEDT.	All UN Agencies	All UN Agencies									
Output Indicator 4.2a:	# of District Task Force meetings held	All UN Agencies	All UN Agencies									
Output Indicator 4.2b:	# of senior officials participating in consultation and learning visits [Deputy Minister or above)	All UN Agencies	All UN Agencies					45	25	20		
Output indicator 4.2c:	# of District Task Forces capacitated on GRB, with focus on migration sector.	All UN Agencies	All UN Agencies									
Output Indicator 4.3a:	# of stakeholders [orgs/departments] participating in development and review of policy input	All UN Agencies	All UN Agencies					15	10	5	5	