

**Terms of Reference: Final Evaluation of the project**  
**“Differently Able (Enhancing the Participation of Youth with Disabilities in the Labour Market in the West Bank)”**

16 07 2024

## **1. Introduction**

DROSOS FOUNDATION is a non-profit entity dedicated to unlocking the potential of young people by supporting them to become economically empowered and resilient. Established in 2003 and based in Zurich, Switzerland, DROSOS FOUNDATION seeks long-term impact through its supported projects in Lebanon, Jordan, Palestine, Egypt, Morocco, Tunisia, Switzerland and Germany. In Lebanon, the Foundation is operational and active since 2005, serving a wide range of beneficiaries including children, youth, women and adults in marginalized communities.

QADER for Community Development is a Palestinian independent, non-governmental, not-for-profit, and rights-based organization focused on disability and inclusion in Palestine. Established in 2008 in Bethlehem, QADER leads a twin-track approach, dedicated to the empowerment and protection of children, women, and youth with disabilities from marginalization, discrimination, and all forms of disability and gender-based violence. QADER is committed to aligning societal, institutional, and policy contexts with the principles of “disability inclusion” and “leave no one behind” in Palestine. Through this alignment, QADER strives to foster its active engagement and meaningful participation across diverse facets of life and to ensure their full entitlements of rights by local laws and international human rights conventions and standards. QADER engages in international advocacy efforts through monitoring and documenting human rights violations and international crimes, legal analysis, and reporting, to foster avenues for accountability and protecting the rights of persons with disabilities.

## **2. Programme description**

DROSOS FOUNDATION Palestine programme (2019-2022), which the “Differently Able” project was developed under, sought to create lasting social value and economic stability in Palestinian communities through four key initiatives. Firstly, by improving access to employment, the program seeks to enhance economic independence for marginalized youth through growth-oriented initiatives, private and social enterprises, market-oriented services, business incubators, and capacity building for research and development. Secondly, it aims to enhance youth economic independence via online work, leveraging digital opportunities to overcome movement restrictions and market access challenges.

Thirdly, the program promoted creative economies as a transformative force for socio-economic development. This involves supporting creative industries to generate income and preserve cultural identity, facilitating market access for creative products and services, developing creative goods that intersect economy, culture, and technology, identifying business opportunities, and enhancing employability through demand-driven skills development. Lastly, by empowering agents for change, DROSOS Palestine aims to enable children and youth to create social change and improve community quality of life. Key actions

include supporting income-generating and social enterprise models, encouraging innovative youth-led initiatives, adopting a participatory rights-based approach, creating inclusive spaces for creative expression, establishing a creativity lab, and providing capacity building and technical assistance.

### 3. Project summary

The "Differently Able" project by QADER for Community Development spans 6 years and aims to enhance labour market inclusion for persons with disabilities (PwDs) in Hebron, Bethlehem, and Jericho. It started on 1<sup>st</sup> January 2020 and is scheduled to come to an end on 31 December 2024. Targeting male and female PwDs aged 18-36, it focuses on improving their entrepreneurial and employability skills, facilitating entry into the labour market through waged or self-employment opportunities.

The project aims to empower 250 PwDs through various components, including the establishment of Palestine's first specialized PwD Hub for Entrepreneurship and Skills Development. This project integrates strategies to enhance the employability and entrepreneurship potential of PwDs, presenting a model for economic empowerment in Palestine and fostering a more inclusive labour market environment.

### 4. Project Objectives

The project's objectives are as follow:

- Enhance the inclusion and participation of youth with disabilities (YwD) in the labor market.
- Strengthen QADER's capacity as a convener and advocate for the socio-economic empowerment of YwD.
- Establish a specialized hub for entrepreneurship and skills development for persons with disabilities (PwD).
- Enhance employability skills for 180 PwDs, with 140 participating in paid internships and 40 receiving technical and vocational training.
- Support 35 PwDs in developing entrepreneurship skills and starting micro-enterprises.
- Create a community-based social business to train and employ 35 PwDs, including those with intellectual disabilities.
- Promote best practices in the economic empowerment of PwDs for adoption by stakeholders.

### 5. Purpose and objectives of evaluation

The primary purpose of this final project evaluation is to assess the project's performance and sustainability after 5.5 years since its start, guide future planning and implementation, and identify and promote best practices. Additionally, the evaluation will explore answers to the question of how future projects can address the challenges of operating in extremely challenging circumstances, such as the current situation in Palestine. Moreover, it will contribute to establishing a baseline, identify gaps, and provide key recommendations for future socially inclusive interventions.

**Key objectives include:**

- Assessing the project's overall performance relative to its stated objectives and goals as well as model and methodology.
- Evaluating the achieved results in terms of economic empowerment of youth with disabilities
- Determining the sustainability of the achieved results
- Assessing the efficiency of resource utilization within the challenging socio-economic landscape of Palestine
- Addressing how the project navigates socio-political and economic barriers unique to Palestine.
- Formulating actionable recommendations for enhancing future interventions.
- Identifying research gaps and areas of opportunity in socio-economic inclusion in Palestine for exploration by DROSOS FOUNDATION and relevant stakeholders, and providing corresponding recommendations.

**6. Scope of work and methodology**

The consultant(s) will:

- **Review literature:** Examine project documents, reports, and relevant literature on youth economic empowerment for disabilities.
- **Develop evaluation methodology:** Create detailed methods for data collection, including tools and techniques.
- **Collect data:** Conduct field visits, interviews, focus groups, and surveys with stakeholders.
- **Analyse data:** Assess project performance against objectives using collected data.
- **Prepare evaluation report:** Compile findings, conclusions, and recommendations in a comprehensive report.
- **Facilitate final presentation:** Present key findings and recommendations to QADER and Drosos stakeholders.

**The evaluation is expected to take approximately 25 working days.**

**7. Deliverables**

1. Inception Report: Detailing the evaluation plan, methodology, and timeline.
2. Draft Evaluation Report: Including preliminary findings and recommendations.
3. Final Evaluation Report: Incorporating feedback from stakeholders and including an executive summary, detailed findings, conclusions, and recommendations.
4. Final presentation: Present key findings and recommendations to stakeholders.

**8. Expected experience**

The evaluator(s), whether an individual or a team, should have:

1. Proven track record of conducting evaluations, with past evaluations focused on economic empowerment. Specific experience in evaluation work targeting PwD's is advantageous.
2. Knowledge of disability rights, social inclusion, and economic development.
3. Knowledge of the Palestinian socio-economic context, including challenges.
4. Proficiency in using mixed-methods approaches for data collection and analysis.
5. Fluency in both Arabic and English is required. Data collection and field work will be conducted in Arabic, and reports to be submitted in English.
6. Educational background in social sciences, international and economic development, or related disciplines.
7. Preferred consultant(s) based in Palestine, and the capability and willingness to travel to and within the West Bank for field visits and data collection. Applicants who are not based in or able to be physically present in Palestine for the evaluation will be considered ineligible.

## 9. Evaluator's proposal

Consultants interested in this opportunity should submit a PDF proposal structured as follows:

1. **Proposal (up to 15 pages):**
  - Overview: Provide an understanding of the mandate, your proposed approach, and methodology.
  - Scope of Work: Detail how you will address the outlined scope, objectives, workload, and timeline.
  - Team Composition (If Applicable): Clearly outline roles and responsibilities for each team member if working in a team.
2. **Annex 1 - Capability Statement:**
  - One-page concise statement highlighting the consultant(s) profile, expertise, and relevant experience. Include references.
3. **Annex 2 - Curriculum Vitae (CV's):**
  - Provide brief CVs for all consultants involved, emphasizing qualifications and relevant experience.
4. **Annex 3 – Financial Proposal:**
  - Present a comprehensive budget in USD, including consultancy fees, travel costs, and other activity-related expenses.

## 10. Application Instructions

**Deadline for proposal submissions: 10<sup>th</sup> August 2024** until 00:00 CET. Proposals to be submitted to the following contacts:

- Moath Isied, DROSOS FOUNDATION Programme Manager: [isied@drosos.org](mailto:isied@drosos.org)
- Procurement Officer, QADER for Community Development: [procurement@qader.org](mailto:procurement@qader.org)

Please state – “Proposal: Differently Able Final Evaluation” in the subject line.

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