

## **ToR FOR THE FINAL EVALUATION OF THE “Y-MED” PROJECT: CIRCULAR MIGRATION SCHEMES FOR SUSTAINABLE DEVELOPMENT**

**Commissioned by:** IOM Coordination Office for the Mediterranean, Mission to Italy, Malta and the Holy See, and in particular the Migration and Development Unit

### **1. Evaluation context: project background**

<b>Duration:</b>	62 Months (Nov/2017-Dec/2022)
<b>Geographical coverage:</b>	Italy, Egypt, Libya, Morocco, Tunisia
<b>Beneficiaries:</b>	78 interns

In recognizing migration as a potential promoter, result and consequence of development dynamics, the International Organization for Migration (IOM) in Italy carries out specific project initiatives facilitating circular migration schemes for development.

The Y-MED project offers young people from the Mediterranean region the opportunity to carry out internships at Italian companies to contribute to the development of their professional skills and to the transfer of their knowledge across countries.

The project also intends to trigger innovation and facilitate synergies between companies involved in Italy and in target countries. Training within a company abroad, learning on the job and developing transversal skills represent remarkable growth opportunities for young people and for their job placement. At the same time, welcoming a foreign intern allows companies to learn about new cultural contexts and approach new market opportunities.

The Y-MED project is funded by the Ministry of Foreign Affairs and International Cooperation, through the Italian Voluntary Contribution, and is implemented by IOM Italy in close coordination with IOM missions in departure countries. The project has so far carried out a first pilot edition in 2018 and is currently implementing its third edition. So far it has involved 78 interns from 4 countries in the Mediterranean (Morocco, Libya, Tunisia, Egypt) and 57 Italian companies in the Moroccan Region of Beni Mellal-Khénifra and in 2 Italian regions (Veneto, Lazio).

Along the implementation of these three editions, the project had to address various challenges as well as seize unexpected opportunities. This implied that the project kept evolving and adjusting along its

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implementation in order to promptly respond to emerging needs and priorities. In view of designing its fourth phase, IOM intends to capitalise on these prior experiences in order to improve its model.

## 2. Evaluation purpose and objective

The purpose of the final evaluation is to assess the performance of the project and capture achievements, as well as challenges, good practices, and lessons learned, related to the project's contribution to creating a conducive environment in the Mediterranean region where youth, the public and the private sector act as key agents to drive sustainable development through circular migration schemes. The evaluation will also provide recommendations to improve the project and inform the design of its fourth edition. This evaluation is in fact complementary to the White Paper (see attached ToRs) requested by this call and constitutes an integral part of IOM's learning process.

## 3. Evaluation scope

The evaluation will cover the whole period of the project from November 2017 to December 2022. The evaluation will analyse in detail each phase of the project, namely:

- **Pre-departure phase**, which includes: identification of hosting companies, selection of a Promoting Agency in Italy to activate internships, pre-selection and selection of candidates in countries of departure, Pre-Departure Orientation courses (PDOs) and Italian language courses, logistics (travels, visa obtention etc.).
- **Internship phase**, which includes: Italian language course upon arrival, logistics (accommodation, opening of a bank account, obtention of a fiscal code, residence permit), carrying out the internship in the hosting company
- **Placement**, which includes support to interns' in finding employment upon completion of their internship (in countries of origin, or in Italy when that occurs).
- **Monitoring** of project activities and of impact of the project on interns and involved companies and use of monitoring results for **learning** and **communication** purposes.

The evaluation will also analyse in depth Y-med implementation modalities as well as its coordination mechanisms across countries and stakeholders.

The evaluation will be conducted in the regions where the interns carried out their internships (Veneto and Lazio in Italy, Beni Mellal-Khénifra in Morocco) and in their countries of departure, to ensure that all the components of the project will be covered.

## 4. Evaluation criteria

The evaluation will assess the performance of the project through the following OECD-DAC evaluation criteria: relevance, efficiency, coherence, effectiveness, impact, and sustainability. Specifically, the evaluation will focus on:

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- evaluating the relevance of the project considering its design and structure;
- providing potential learning elements and recommendations for the next edition of Y-med.

## 5. Evaluation questions

The evaluation will respond to the following (but not limited to) questions, according to each criteria:

Evaluation Criteria	Evaluation Question
<b>1. Relevance:</b> is the intervention doing the right things?	<ul style="list-style-type: none"> <li>• To what extent does the project continue to make sense in the current context, and to what extent are project objectives and outcome valid and pertinent?</li> <li>• Does the project still respond to the needs of the project beneficiaries and stakeholders?</li> <li>• Is the project aligned with and supportive of IOM national, regional, and/or global strategies, particularly on circular migration and mobility?</li> <li>• Is the project consistent with the external realities (national and regional government policies, administrative capacities or institutional and cultural factors)?</li> </ul>
<b>2. Coherence:</b> how well does the intervention fit?	<ul style="list-style-type: none"> <li>• Were the project activities coordinated with other actors?</li> <li>• Were there other actors involved in the same type of activities, and to what extent are they complementary to IOM's activities?</li> </ul>
<b>3. Effectiveness:</b> is the intervention achieving its objectives?	<ul style="list-style-type: none"> <li>• Was the project effective in reaching planned results, in bringing planned changes?</li> <li>• Are the target beneficiaries satisfied with the support and services provided under the project?</li> <li>• What are the major factors influencing the achievement of the expected outcome?</li> <li>• To what extent has the project adapted or is able to adapt to changing external conditions in order to ensure project outcomes, including in relation to COVID-19 impacts?</li> <li>• Were the activities sufficiently well-defined and implemented in order to reach relevant results? If results are not reached, would a different set of activities have produced the results?</li> </ul>
<b>4. Efficiency:</b> how well are resources being used?	<ul style="list-style-type: none"> <li>• Was the project being implemented in the most efficient way compared to alternative means of implementation?</li> <li>• How well were the resources (funds, expertise, and time) were used to undertake activities and converted into results?</li> <li>• How well did the coordination mechanisms with all stakeholders involved (IOM mission, institutions, service providers, partners) work?</li> </ul>

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	<ul style="list-style-type: none"> <li>• How did the cooperation with stakeholders impact on project objectives?</li> </ul>
<p><b>5. Impacts:</b> what difference does the intervention make?</p>	<ul style="list-style-type: none"> <li>• What significant change(s) can be observed, whether positive or negative, intended or unintended, in particular related to the short, medium and longer-term changes, in regard to the creation of a conducive environment in the Mediterranean region where youth, the public and the private sector act as key agents to drive sustainable development?</li> <li>• To what extent has the project adequately addressed youth empowerment needs?</li> <li>• To what extent has the project contributed to the development of interns' skills?</li> <li>• To what extent has the project fostered circulation of skills and knowledge in the Mediterranean?</li> <li>• To what extent has the project raised the awareness of private sector actors on the value of skills' circulation and cultural diversity within companies?</li> <li>• Do the changes come from the project activities, from external factors or from both?</li> <li>• Did the project take timely measures for mitigating any unplanned negative impacts that were observed or perceived as likely to occur (related to, for instance, interns or companies drop-outs, the COVID-19 pandemic etc.)?</li> </ul>
<p><b>6. Sustainability:</b> will the benefits last?</p>	<ul style="list-style-type: none"> <li>• To what extent are Y-med activities sustainable for the countries involved (Italy and partner countries)? <ul style="list-style-type: none"> <li>○ Were structures, resources, and processes in place to ensure that benefits generated by the project continue once external support ceases?</li> <li>○ Was the project supported by institutions (including local institutions and Italian diplomatic missions in target countries) and well-integrated into appropriate structures that facilitate circular migration schemes?</li> <li>○ Do the project partners have the financial capacity and are they committed to maintaining the benefits of the project in the long run?</li> <li>○ How far is the project embedded in institutional structures that are likely to survive beyond the life of the project?</li> </ul> </li> <li>• What should have been done in order to guarantee sustainability, if necessary?</li> <li>• What elements were included in the design and implementation of the project to promote sustainability?</li> </ul>

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**7. Cross-cutting issues, with relevance to other IOM strategic interests**

- To what extent gender needs and other gender-related issues have been adequately considered in the project design and implementation?
- Have the communication and visibility actions been implemented in an appropriate manner?

## 6. Evaluation methodology

The data collection will include the use of quantitative and qualitative approaches to gain a deeper understanding of the results of the project and to ensure the cross-validation of data. The evaluation report will include an analysis of various evidence-based sources of information, including desk analysis/review, evaluation survey data, interviews and focus groups discussions with stakeholders, counterparts, and project teams.

The evaluation will provide quantitative and qualitative data through the following methods:

- Desk analysis and review of all relevant project documentation and data, including project proposal, log frame, work plans, project reports, and any other data or information deemed relevant provided by IOM and project partners.
- Interviews and focus group discussions will be used to gather primary data from key beneficiaries and stakeholders using semi-structured questionnaires, as well as online surveys as appropriate. The interviews should include IOM project team and key partners.

The evaluator must follow the IOM Data Protection Principles, UNEG norms and standards, and ethical guidelines while carrying out the evaluation.

## 7. Ethics, norms and standards for evaluation

IOM abides by the norms and standards of UNEG and expects all evaluation stakeholders to be familiar with the [ethical conduct guidelines](#) of UNEG and the consultant(s) with the [UNEG codes of conduct](#) as well.

## 8. Evaluation deliverables

An **inception report** will be prepared by the evaluator and shared with the IOM team. The report should include an evaluation matrix, evaluation methodology, work plan, interview and focus groups guides, and other data collection instruments to be used for the evaluation. IOM will provide templates of the Inception Report and Evaluation Matrix for reference. The evaluator may use their own format but should include all of the elements of the IOM templates.

Following the data collection, the evaluator will prepare and deliver a **presentation of the initial findings**, conclusions, and recommendations. This will be used to debrief the IOM team to identify and address any misinterpretations or gaps.

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A **draft report** will be shared with the IOM team, building on the debrief and initial feedback. The IOM team will review and provide feedback on the report.

A **final report** will be prepared and shared with the IOM team. IOM can provide a template for an evaluation report. The evaluator may use their own format but should include all IOM template elements: an executive summary, list of acronyms, introduction, evaluation context and purpose, evaluation framework and methodology, findings, conclusions, and recommendations. Annexes should include the ToR, inception report, list of documents reviewed, list of persons interviewed or consulted, and data collection instruments.

The evaluator will prepare a **two-page evaluation brief** to share the key findings, conclusions, and recommendations. IOM template will be provided to prepare the brief.

The evaluator will prepare and deliver a **presentation of the final evaluation report**. This will be used to present IOM team and other evaluation users the final findings and recommendations.

The evaluator will prepare and facilitate the elaboration of the **IOM Evaluation Management Response Matrix**. This will ensure the future implementation and follow-up of evaluation recommendations.

All deliverables are to be written in English. The final report should meet the standards laid out in the UNEG Quality Checklist for Evaluation Reports.

## 9. Specifications of roles

The Migration and Development Unit will designate one person as the Evaluation Focal Point, who will coordinate with the Evaluator during the process to provide support and ensure oversight and quality control. The Evaluation Focal Point will liaise with all relevant staff to ensure coordinated review and commenting. The Evaluation Focal Point will ensure that all relevant colleagues comment prior to finalization of each deliverable.

The Evaluator will develop the detailed methodology of the evaluation. The Evaluator will take the lead role in identifying appropriate data collection mechanisms and is responsible for submitting results as per an agreed timeline. The Evaluator will carry out the data collection, and timely inform the Evaluation Focal Point of any emerging issues.

The IOM team will arrange meetings to ensure a common understanding of the evaluation process, confirm the methodology and provide inputs on the inception report. The IOM team will also support in identifying relevant stakeholders and arranging meetings with IOM project team and key partners.

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