



International Programme on the Elimination of Child Labour (IPEC)



International
Labour
Office

IPEC Evaluation

Prevention of Trafficking in Children and
Women at a Community Level in Cambodia
and Vietnam

RAS/02/P09/HSF

An independent final evaluation by a team of external
consultants

Cambodia - Vietnam

October 2006

This document has not been professionally edited.

NOTE ON THE EVALUATION PROCESS AND REPORT

This independent evaluation was managed by ILO-IPEC's Design, Evaluation and Documentation Section (DED) following a consultative and participatory approach. DED has ensured that all major stakeholders were consulted and informed throughout the evaluation and that the evaluation was carried out to highest degree of credibility and independence and in line with established evaluation standards.

The evaluation was carried out a team of external consultants¹. The field mission took place in October 2006. The opinions and recommendations included in this report are those of the authors and as such serve as an important contribution to learning and planning without necessarily constituting the perspective of the ILO or any other organization involved in the project.

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List of Abbreviations

AP	Action Programme
AR	Awareness raising
ARCPPT	Asia Regional Cooperation for Prevention of People Trafficking (Now Asia Regional Trafficking in Persons Project)
CB	Capacity building
CPFC	Committee for Population, Family and Children
CTA	Chief Technical Advisor
DA	Direct assistance
DED	Design, Evaluation and Documentation Section of IPEC, Geneva
DfID	Department for International Development, United Kingdom
DME	Design, Monitoring and Evaluation
DOLISA	Provincial Department of Labour, Invalids and Social Affairs, Vietnam
DOLVT	Provincial Department of Labour and Vocational Training, Cambodia
DOSAVY	Provincial Department of Social Affairs, Veterans and Youth, Cambodia
DSEP	Department of Social Evils Prevention, MOLISA
HSF	United Nations Trust Fund for Human Security
IEC	Information, Education and Communication
ILO	International Labour Organization
IOM	International Organisation for Migration
IPEC	International Programme on the Elimination of Child Labour
MOET	Ministry of Education and Training
MOLISA	Ministry of Labour, Invalids and Social Affairs, Viet Nam
MOLVT	Ministry of Labour and Vocational Training, Cambodia
MPS	Ministry of Public Security, Viet Nam
MOSAVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation, Cambodia
MoU	Memorandum of Understanding
MTE	Mid-term Evaluation
NGOs	Non-government Organisations
NFE	Non-formal education
NPA	National Plan of Action
NSOE	National Stakeholder Ownership Exercise
PC	Project Coordinator
PCPN/PCRC	Provincial Child Protection Network/Provincial Child Rights Committee, Cambodia
PME	Participatory Monitoring and Evaluation
PO	Programme Officer
PS	Project Secretary
PSOE	Provincial Stakeholder Ownership Exercise
SCREAM	Supporting Children's Rights through Education, the Arts and the Media
TBP	Time-bound Program
TICW project	ILO-IPEC Mekong Sub-regional Project to Combat Trafficking in Children and Women
UNIAP	United Nations Inter-Agency Project on Human Trafficking in the Greater Mekong Sub-region
UNODC	United Nations Office of Drugs and Crime
VWU	Viet Nam Women's Union
WEDGE	Women's Entrepreneurship Development and Gender Equality

Executive Summary

The final evaluation of the *“Prevention of Trafficking in Children and Women at a Community Level in Cambodia and Vietnam”* project was conducted in November and December 2006. The project sought to contribute to the prevention of trafficking in children and women in sending communities in the two countries through integrated community-based interventions aimed at reducing vulnerability to trafficking. The major components comprising this model for reducing vulnerability are awareness raising, vocational training, micro-finance and income generation, and education support, with an emphasis on community and child participation. The project was implemented in three provinces in Cambodia, Kampong Cham, Svay Rieng and Prey Veng; and three provinces in southern Vietnam, Tay Ninh, Hau Giang and Can Tho. The evaluation team visited two of the three project provinces in Cambodia, and the three project provinces in Vietnam.

The project implemented all its planned activities and achieved its quantitative activity targets in each country despite major delays in the approval process in Vietnam, and an extended preparatory phase in Cambodia. This achievement was due in large part to the commitment and energy of the project staff as well as the strong commitment of stakeholders at provincial and community level.

While the focus was on preventing trafficking among children and young women, risky migration is also common among young men in the selected provinces, and in practice the project included young men among its beneficiaries. The identification of vulnerability to trafficking remains problematic in this project as in many other anti-trafficking programs, and this led to some lack of clarity in targeting direct assistance to reduce vulnerability which should be addressed in future interventions.

Situating the project management within existing structures concerned with trafficking and child labour prevention, namely the provincial implementing structure of the National Plan of Action in Vietnam and the Committee for Child Protection structure in Cambodia, enhanced the potential for sustainability of the project interventions. At the same time, the project has built the capacity of the members of these institutions, especially at provincial level, to implement effective and multi-sectoral anti-trafficking interventions.

The project has been successful in initiating innovative approaches to awareness raising, and the promotion of children’s active participation in forums, cultural events and monitoring of community activities was a particular highlight. The extent to which increased awareness has led to changed migration behaviour has not been adequately measured however. Within awareness raising approaches and materials used further emphasis needs to be given to the inclusion of more practical guidance and referrals to support services for safe migration where they exist, or the development of such services.

Due to the short time frame for implementing activities on the ground, the vocational training and income generating activities in each country have not had sufficient time to prove themselves successful in providing viable alternatives to unsafe migration, though some activities demonstrated strong chances of success. Given the relatively low financial returns of most of the income generating activities observed in Cambodia, and the widespread poverty in the target provinces, the income generating potential of activities needs to be considerably strengthened to offer a real alternative to migration for the many individuals who are willing to take the risk.

The project has enabled the key implementing agencies and their collaborating partners to develop coordinated responses to preventing trafficking and in doing so has made a valuable contribution to mid-level anti-trafficking efforts. Taken as a whole, the project's package of interventions to build community capacity to prevent trafficking has resulted in increased understanding of the risks of unprepared migration among the targeted communities, as well as improving the range of alternative livelihood options for children and young women at risk of trafficking.

Recommendations

The following recommendations are addressed to ILO-IPEC for future trafficking prevention programmes in the sub-region.

Recommendation 1: *Project design needs to begin with a clear starting point, defining the specific trafficking problem(s) to be addressed in a particular location, i.e. trafficking of particular groups into particular forms of labour and sexual exploitation; and identify specific strategies to address them, including targeted awareness and safe migration supports.*

Recommendation 2: *Where feasible, design linked interventions in both sending and receiving areas, both within country and in cross-border interventions, as in the overall TICW (DfID) project. In the case of cross-border trafficking between Vietnam and Cambodia, the MoU between Cambodia and Vietnam should provide one avenue to do this more effectively in the future.*

Recommendation 3: *Based on ILO-IPEC's experience in addressing the rights of children and youth and the particular vulnerability of young people to trafficking, ILO-IPEC should continue to extend its reach to youth (under 25), both young women and young men in targeted trafficking prevention interventions.*

Recommendation 4: *At country level we encourage ILO-IPEC staff to share experience with other agencies on the sustainability benefits of situating interventions within existing anti-trafficking government structures.*

Recommendation 5: *Future projects should give further priority to building provincial level capacity to analyse migration information and patterns in relation to trafficking.*

Recommendation 6: *Continue to document, share and replicate the model of participatory community and child participation processes integrated throughout project implementation.*

Recommendation 7: *Within awareness raising approaches, further emphasis needs to be given to the inclusion of practical guidance in information materials and referrals to support services for safe migration, with ILO-IPEC support to government agencies if necessary to assist in establishing services. Since a number of agencies are independently developing awareness raising and safe migration packages, ILO-IPEC might usefully cooperate with other agencies such as UNIAP, together with counterparts, to compile and review the range of materials in each country and select the best elements.*

Recommendation 8: *Support implementing agencies in the identification of vulnerability factors through research with identified victims of trafficking and as far as possible target direct assistance accordingly.*

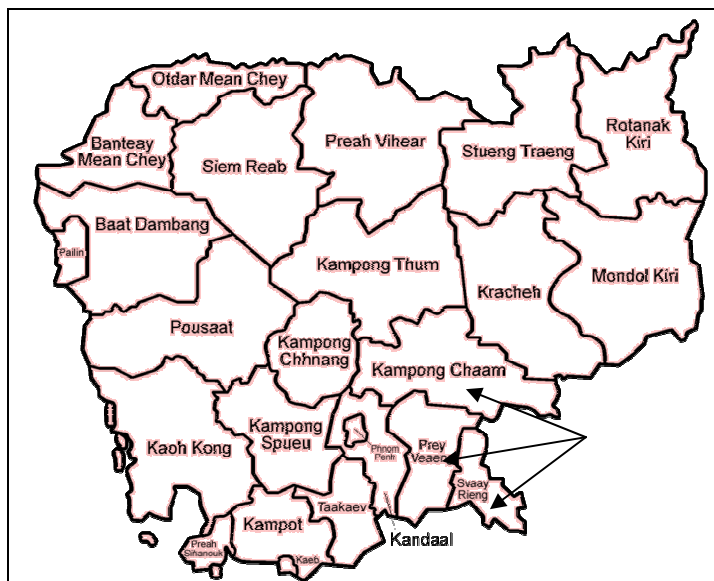
Recommendation 9: *ILO-IPEC should consider providing further support to the provinces where the project was implemented to enable the vocational training and livelihood options to be fully implemented and tested.*

Recommendation 10: *In livelihood development assistance (supported by ILO-IPEC or mainstreamed by local agencies) provide technical support to sound market analysis and identification of viable income generating activities, as well as follow-up support services to beneficiaries of vocational training and micro-finance.*

Recommendation 11: *Include systematic measures of impact on vulnerability in future projects, for example, indicators of change in the level of awareness of trafficking risk and safe migration and changes in safe migration practices, through modest scale surveys and qualitative assessments at baseline, mid-term and end of project.*

Maps of the project locations

Cambodia



Vietnam



1 Introduction

1.1 Overview of the project

This project, “*Prevention of Trafficking in Children and Women at a Community Level in Cambodia and Vietnam*” (TICW/HSF project) was implemented by ILO-IPEC from August 2003 to October 2006 with funding of US\$1,179,092 from the United Nations Trust Fund for Human Security.

The project was initiated under the overall framework of the ILO-IPEC Mekong *Sub-Regional Project to Combat Trafficking in Children and Women* (referred to as the TICW project) which commenced in 2000. The TICW project, funded by the United Kingdom Department for International Development (DfID), has been implemented in two phases. The first phase (2000-2003) initiated prevention of trafficking in children and women through community development and participatory approaches. Phase II of TICW, which commenced in May 2003 and will run until October 2008, built on the experience of Phase I in setting up structures, systems and activities to counter trafficking and includes prevention efforts at sub-regional, national and community levels.

The HSF-funded component focused on two countries in the Mekong Sub-Region, Cambodia and Vietnam, and sought to address prevention of trafficking at a community level with an emphasis on awareness raising and direct assistance in the form of vocational training, income generation and education support. In taking this focus it was intended by ILO-IPEC to both further develop the community development models established by TICW/DfID Phase I and to be complementary to the TICW/DfID Phase II, which has sub-regional and national advocacy aims, as well as interventions directed at prevention of trafficking in both source and destination areas.

The project set out to reduce vulnerability to trafficking by building the capacity of individuals and communities to be aware of risks of trafficking and to provide livelihood choices that offer alternatives to risky migration. The major strategies pursued in the TICW/HSF project are:

- capacity building of government agencies and communities;
- awareness raising among individuals and the community in areas with a high incidence of migration;
- rural skills training;
- income generation activities; and
- education support

An internal Mid-term Evaluation (MTE) was conducted in September and October 2005. The overall conclusion of the MTE was that the project was successfully building community capacity to prevent trafficking in children and young women in selected rural source communities with a high incidence of trafficking. The MTE identified lessons learned and made a number of recommendations to improve implementation which are reviewed in the final evaluation.

1.2 Scope and purpose of the evaluation

This final evaluation of the project was carried out as an independent evaluation under the direction of the Design, Evaluation and Documentation (DED) Section of IPEC. It aims to assess the extent to which the approach and strategy have been appropriate, effective and

efficient and to make some assessment of the impact of the project interventions in each country.

Under the consultants' Terms of Reference (Annex 7) the purpose of the evaluation was to assess:

- Whether the objectives of the project were achieved by comparing the intended outputs with actual outputs;
- The overall impact of the TICW/HSF project at different levels such as policy level, beneficiaries level, community level and household level.²

The evaluators were additionally directed to assess the strategies and models of intervention used, document lessons learned and potential good practices, and provide recommendations on how to integrate these in future IPEC activities in Cambodia and Vietnam.

1.3 Specific questions

The specific questions to be addressed were suggested in the TOR and elaborated in the evaluation instrument (see Annex 2). The questions are summarised below under major areas:

- **Design** – Whether the rationale of the project was well founded; to what extent the strategies address the causes of trafficking or vulnerability to trafficking; the quality of the situation analysis and selection of target groups and locations; the clarity and usefulness of the logical structure of objectives and indicators (logical framework); and the project's place in the broader picture of anti-trafficking interventions.
- **Implementation processes** - How effective and efficient were the implementation processes? Particular attention is directed to the progress of implementation; institutional arrangements; the level of government and other local agency commitment and support; effectiveness of child participation and the quality of ILO project management support.
- **Achievements** – Did the project achieve its goals and targets? How effective were the APs, and how did they contribute to the project meeting its immediate objectives? How effective was the central model of intervention in contributing to reduced vulnerability to trafficking?
- **Sustainability** – The quality of local and national ownership; long term prospects for local and national institutions to continue and build on the achievements of the project and the possibilities for replication and scaling up; and impacts on local or national policy.
- **Lessons learned and good practices** - Are there any lessons for future IPEC projects in the region? What good practices were developed which could be replicated?

Each of these areas is addressed in the sections which follow.

² In terms of what was feasible for the evaluation to achieve in assessing 'impact', the term has been interpreted broadly in this instance to mean the project's results and effectiveness at government implementing agency level, and community and individual level. "Impact" is usually used in evaluation terminology to refer to achievement of a project's higher level goal and objectives. While DED guidelines do not require development of impact indicators at goal level, assessment of the project's impact on reducing vulnerability to trafficking is considered important by the evaluator, however the project lacked systematic indicators to assess achievements at both goal and immediate objective levels. This point will be discussed in the Design section.

1.4 Evaluation methodology

The evaluation team comprised an international consultant, Ruth Bowen, and two national consultants, Prom Tevy in Cambodia and Tran Minh Gioi in Vietnam. The evaluation process began with a desk review of project documentation of five days' duration, including a briefing by the Design, Evaluation and Documentation Section of IPEC Geneva. This was followed by field visits of six days in Cambodia and five days in Vietnam which included consultations with Project Coordinators and staff of related ILO projects, consultations with the implementing agencies at national, province and commune level and with selected beneficiaries. In Cambodia, the team visited two out of three provinces and in Vietnam visited all three participating provinces. In each country there was an opportunity for the evaluation team to present their preliminary findings to key stakeholders and receive feedback. A de-briefing meeting was held between the team leader and Sub-regional office staff in Bangkok following the country visits. Details of the evaluation schedule and methodology are provided in the Annexes.

In planning the evaluation methodology, the role of the project staff was considered with a view to ensuring the independence of the evaluation. In consultation with DED it was agreed that the project staff would provide logistical support and introductions to the various consultation participants. It was agreed that the project staff could be present at meetings, while not taking a direct role, and that they would support interpretation requirements from time to time, to allow national consultants a more active role in the consultation. Where possible, consultations with beneficiaries were held without the presence of the project staff, particularly when questions relating to project management were discussed.

The evaluators note the following constraints which limit the conclusions that can be drawn:

- The schedule of the desk review followed immediately after by field visits allowed little time for discussion of the methodology among the consultants and project staff before the field visits commenced. As a result, in Cambodia, the project coordinator arranged the sites to be visited and beneficiaries to be interviewed with little input from the evaluators. This was done efficiently with due attention to including all groups of beneficiaries, but a few days' leeway would have allowed the evaluators greater input to the selection of beneficiaries and thus more independence in the evaluation process.
- The time was short in each country, but particularly in Vietnam where less than a full day was available to visit each province. As a result the small number of beneficiaries met limited the opportunity for the evaluators to review a variety of experiences and results.
- The evaluation was not able to make firm conclusions about the impact on reduced vulnerability to trafficking, for example changed practices in relation to unsafe migration, as information on such changes has not been collected systematically under the monitoring and evaluation framework.

2 Project Design

2.1 Project rationale: the focus on prevention in source areas

As noted, the project was initiated under the overall framework of the TICW Phase II and according to the project document and consultation with project staff at national and sub-regional level, in focusing on sending areas it was designed to be complementary to the TICW which focuses on prevention in both source and destination.

While there is a growing recognition among anti-trafficking actors in the Mekong sub-region including the ILO and UN Inter-agency Project on Human Trafficking in the Greater Mekong Sub-region (UNIAP), that prevention efforts need to address vulnerability reduction in both source and destination, as well as exploitative labour practices and other demand-side issues, the focus on prevention in source areas is considered by the evaluator to be valid as an essential component of combating trafficking, which can be addressed independently. There may have been potential opportunities to address destination factors however. For example, as observed in Svay Rieng Province bordering Tay Ninh Province in Vietnam, there are three casinos and extensive industrial development and the province apparently receives many migrants from Vietnam as well as from other provinces in Cambodia who may be at risk. This was observed in the MTE but the evaluators are not aware of any strategies to address this route under the project.

Both the broader TICW/DfID project and this project are working on the issue of prevention of trafficking. This decision corresponds with ILO-IPEC's experience and comparative strengths working on the prevention of labour exploitation, and complements the work of other organisations in the region working on the return and reintegration of trafficked persons (IOM and UNICEF), and the criminal justice response, such as UNODC and AusAID's Asia Regional Trafficking in Persons Project, (formerly ARCPPT).

2.2 Focus on children and young women

The ILO Convention 182 on the Worst Forms of Child Labour, adopted in 1999, includes the trafficking of children as one of the priorities for urgent action. In accordance with this mandate the project addresses trafficking in children as a priority and has extended its target to include women, and young women aged 18 to 24 in particular, based on the evidence from trafficking research that young women are among those most commonly trafficked for labour and sexual exploitation purposes in the Mekong sub-region, including Cambodia and Vietnam.

The focus on young adult women as well as children under the age of 18 is considered to be well justified based on the evidence that young women are among those most frequently trafficked in the region and because the distinction between the risks for young people under and over 18 years old are hard to draw. What is in question is whether the project should explicitly focus on young men who are also trafficked internally and abroad into exploitative labour. As a case in point, in Trabek commune, Prey Veng, the commune chief told the evaluators that out of 800 migrants during the past year, 700 were men migrating internally or to Thailand, and many of them may be at risk of exploitation. In practice, the project did include young men as a minority of beneficiaries in some of its direct assistance interventions, but this would ideally have been reflected by a modification of the objectives during the mid-term review. The project is not working in isolation, however, and there are close linkages to other related ILO projects that have mandates that extend beyond IPEC's traditional target groups. In future interventions ILO/IPEC is advised to consider the targeting issue carefully in terms of

analysis of migration patterns and vulnerability factors in selected locations, along with the desired focus of IPEC activities.

2.3 Relevance of the strategies

Further to the discussion of the focus on prevention in source areas in **Section 2.1**, the design of the major strategies was based on the experience of TICW Phase I in building a model combining raising community awareness of the risks of unprepared migration integrated with improvement of livelihood options to discourage unsafe migration. The project’s community focus responded to the recommendation of the final evaluation of TICW Phase I, that the community development approach through direct assistance and capacity building should continue, to demonstrate the benefits and strengthen government capacity.³

Strengthening the capacity of local stakeholders to understand the nature of trafficking and fostering cooperative networks between them to support and enable awareness raising and livelihood improvement is an integral part of the model, and is considered vital to achieving the project’s objectives. Raising awareness of risks is considered relevant, but an emphasis on safe migration could be articulated more clearly in the project design, given that there is broad recognition among ILO and other major actors that migration is inevitable and brings benefits for many migrants. In addition a fairly narrow understanding of raising awareness is employed, focusing on awareness of risk, with relatively less attention to supportive strategies including migration advisory services to enable behaviour change. The widening of income generating opportunities is also relevant to the reduction of vulnerability, provided that the opportunities created are sufficiently attractive compared with the perceived benefits of moving elsewhere, and reach those most at risk. **Section 4** discusses the effectiveness of these major strategies.

2.4 Project internal logic and usefulness of indicators

The project’s logical structure is defined in the revised Project Proposal Form as follows⁴:

DEVELOPMENT OBJECTIVE (goal)	To contribute to the elimination of labour exploitation of children and women, in particular the trafficking of children and women in Cambodia and Viet Nam.
IMMEDIATE OBJECTIVE	To build community capacity to prevent trafficking in children and women in total 6 provinces in Cambodia and Viet Nam through setting up and maintaining holistic community-based preventive interventions against trafficking in children and women in a participatory manner in selected communities in Cambodia and Viet Nam with high incidence of trafficking.
Output 1	Effective community based programmes for the prevention of trafficking will have been developed and implemented in 35 villages from 3 provinces in Cambodia and 10 communes of 3 provinces in Vietnam. Concrete outputs will vary, including any or more of the following: <ul style="list-style-type: none"> • livelihood of target villagers will have been improved through increased income • relevant target villagers and local authorities will have been capacitated to improve baseline data, analyse information and plan holistically to prevent trafficking in their villages.

³ Sheena Crawford and Pamornrat Pringsulaka (2003). Recommendation 6: “Although the project plans to withdraw from direct assistance programmes after the next three years, the need for livelihood development assistance and capacity building, in communities affected by trafficking, will continue. It is vital that a model is developed in each country to show how mechanisms to support these programmes can be established, and governments can continue to “buy in” to the process.

⁴ The immediate objective and outputs in the revised document reflect the final number of provinces determined as target sites. There was no change in the logical structure between the original and revised project documents.

	<ul style="list-style-type: none"> Baseline information on the situation of trafficking and migration, including information on migration, income, education etc. (segregated by gender and age) will have been updated and analysed regularly with assistance of implementing agencies. <p><i>Further numerical output targets are specified for each country for the various components. (see p2 of the TOR in Annex 8 for complete list)</i></p>
Output 2	Existing services (such as education and training establishments, health and nutrition programmes, markets, job placement assistance, savings and credit facilities) will have been made more accessible to a wider group of families and children at risk of trafficking.

The project is essentially designed as two parallel country projects with little interaction between the two, although in practice there were exchanges of learning between the country teams, joint training and sharing of sub-regional experience through the interaction with the TICW/DfID project.

Looking at the project framework, the evaluator notes that the immediate objective does not provide a statement of the results the project sets out to achieve in of reducing vulnerability to trafficking or unsafe migration, and therefore does not lend itself readily to the formulation of assessment of results in terms of the effects on people in the communities. ‘Building community capacity’, although it is rightly given emphasis as the foundation for integrated and sustainable systems to be put in place, might be considered more accurately as the means of the project, not its end.

The output statements overlap somewhat with the immediate objective, and therefore the logical relationships between output, immediate objective and goal are not as clear as they might be. This is not a major concern, but it limits the ability to create a clear evaluation framework. Output 1 (Development of effective community based programmes for prevention of trafficking in the target locations) specifies a range of potential outputs that will vary per location, as well as target numbers of families and individuals to be reached by the major interventions in each country. It might have been useful to present capacity building, awareness raising and livelihood/education opportunities as separate outputs, however, at the Action Programme level these components were set as separate objectives, and project reporting followed this arrangement.

Suggested indicators at each level, other than those implied in the output targets to be reached, are not contained in the project document but are referred to the Guidelines for Participatory Monitoring (Annex 9 to the project proposal), which were developed for the TICW project overall. This guide contains some good indicators related to changes in migration practices and the effects of increased income for example, and ways of collecting information, but as discussed further in Section 4.3 they have not been collected systematically.

The project structure is articulated through the Action Programmes. There are 6 APs for Cambodia, corresponding to the six implementing agencies, and 4 in Vietnam, implemented by the Central Women’s Union and three provincial Women’s Unions. Each AP has its own set of objectives, outputs and indicators that were developed using a participatory approach. The key objectives of the APs are: ⁵

- Capacity building of local government staff in relevant agencies
- Raising the awareness of people in the community, especially young women and children

⁵ These are approximately equivalent to the output level of the overall framework, as set out in DED guidelines.

- Improving the livelihood opportunities for families with children and young women at risk
- Improving access to education among children and young women. (The last two were combined into one in Vietnam).

The aggregated achievements of the APs are essentially the means by which the project overall has been monitored, reported and evaluated. Indicators were developed by the implementing agencies in consultation with the Project Coordinators (presented in AP summary outlines). The APs developed some good indicators of impact – for example, reduced unsafe migration (at the development objective level); but means of measurement of safer practices, such as reports of the increased use of advisory services are lacking.

At level of effectiveness of particular activities (IOs), indicators include the number of people in agencies with improved knowledge and skills (Vietnam), cases referred to service providers (Cambodia); the number of people receiving information about trafficking and sensitized about the issues; and the number or percentage of income generating beneficiaries with increased income. The measurement of these reported in the progress reports tend to remain at the level of participation in activities rather than measuring the quality of the outputs themselves. i.e. awareness raising indicators report how many people were exposed to the activities, rather than measuring any difference in awareness. The Participatory Monitoring and Evaluation framework (PME) indicators and process is comprehensive in principle, but it is beyond the reasonable capacity of beneficiaries and even provincial implementing agencies to collect this data systematically and consolidate it for analysis.

The evaluator recommends the inclusion of more impact and effectiveness level indicators in future projects with more review and technical input by the IPEC project management staff of indicators developed through participatory stakeholder processes.

2.5 Relationship with counter-trafficking and child labour interventions in the Mekong sub-region

The project is one of many counter-trafficking and child labour initiatives in the region, carried out among ILO, UNIAP, IOM and other UN agencies as well as international NGOs and local NGOs.

As noted, the project design was complementary to the DfID funded component of the TICW which ran in parallel and interacted extensively with this project, with constant exchange between project coordinators, joint strategic planning and sharing of situation analyses and training resources. The TICW/DfID focus on sub-regional and national advocacy as well as interventions in destination areas was distinct and independent of the TICW/HSF focus on the community level in origin areas. The TICW project as a whole was also complementary with the Time Bound Programme (TBP) to Eliminate the Worst Forms of Child Labour in Cambodia, which commenced in September 2005, after the TICW project started, and addresses child labour exploitation in seven provinces/municipalities. In Cambodia both these projects drew support from the National Committee on Child Labour under the Ministry of Labour and Vocational Training.

In each country, project staff interacted with other actors including the UNIAP country-level offices to pursue joint advocacy objectives, nominally under the TICW/DfID, but in practice involving the staff of both components. The interaction with UNIAP as well as other agencies involved in counter-trafficking work has provided the opportunity for sharing experience and complementary targeting and approaches. Common efforts are being made, for example, in the

development of training for anti-trafficking in Vietnam, and collaboration to improve child participation in the Voice of Children Initiative jointly conducted by Save the Children UK (SC-UK) and ILO-IPEC in December 2005 in Bangkok. Nevertheless, the issue of inter-agency collaboration and information sharing warrants ongoing effort. Agencies such as Oxfam Quebec are also implementing a similar community-based model of source area prevention in Vietnam, and are now expanding to other countries in the region, and the two agencies could learn more from each other. Where the ILO-IPEC has a particular comparative advantage is in its expertise on the child labour conventions which adds value to the conceptual training of its counterparts.

2.6 Gender aspects in the design

The project situation analyses included gender disaggregated data, and discussion of migration patterns among women and men in the two countries. In prioritising trafficking in girls and women the project recognises the specific vulnerabilities that young women face and the types of labour and exploitation they may be drawn into. However, the development of strategies has not been specific to the types trafficking and routes affecting young women and young men separately. This highlights the need for more research on vulnerability factors matched with demand dynamics, and tailoring of community-based strategies, including awareness raising and safe migration information accordingly.

3 Implementation Process

3.1 Project timing and progress

The evaluators requested each project office to provide a timeline of major events (Annex 5).

3.1.1 Cambodia

In Cambodia, the implementation of the project progressed fairly smoothly without major delays though a lengthy preparation period meant that actual implementation on the ground did not get underway until March 2005. Following the Human Security Fund approval of the project in July 2003, the project was endorsed by the Royal Government of Cambodia through the Ministry of Social Affairs, Labour, Vocational Training and Youth Rehabilitation (MoSALVY). This Ministry was split into two in 2004, the Ministry of Social Affairs, Veterans and Youth (MoSAVY) and the Ministry of Labour and Vocational Training (MoLVT) with corresponding provincial departments. The restructuring caused some delays to project implementation as the choice of provincial partner had to be between the two provincial departments.

During 2004 the major activities related to situation analysis and identification of implementing partners and target provinces as well as selection of specific project sites. The research 'Moving Forward', conducted in March 2004 under the auspices of the TICW Phase II project, served as the initial situation analysis for both TICW/DfID and TICW/HSF projects. This was followed by a National Stakeholder Ownership Exercise (NSOE) in April 2004 which also served both projects and identified the target provinces, including the three 'sending' provinces selected for the HSF project.

In May 2004 rapid assessments were conducted by the provincial partners and Provincial Stakeholder Ownership Exercises (PSOEs) were conducted in August, followed by training on project design, management and evaluation in September. Action Programmes, two per province, were designed by December 2004, however as noted in the MTE, the approval of these by the National Steering Committee on Child Labour (NSC-CL) under the MoLVT, the project's national partner, was slowed by the re-structuring of the Ministry and the composition of the NSC.

Actual implementation of activities at the local level ran from March 2005 to July 2006. A wide range of activities was carried out in this period and although the MTE review towards the end of 2005, found that implementation was slow, the overall progress of implementation seems to have been fairly strong since then. From the evaluator's viewpoint the lengthy preparation process of one year was time well spent to establish ownership and a clear rationale for proceeding, but meant that only 16 months remained for actual implementation. As noted in the MTE, it takes time to set up work relationships between ILO and new partners and community structures also take time to build. The evaluators therefore concur with comments of the implementing agencies that the implementation period was too short to sufficiently build commune level capacity and to enable some activities such as income generation to be thoroughly implemented and tested.

3.1.2 Vietnam

As reported in Annual progress report and the MTE, the project start was delayed by the process of government approval and activities did not start until April 2005 with the signing of the agreement with the Vietnam Women's Union. The national project partner was originally DSEP/MOLISA, ILO's traditional partner for TICW/DfID component, but the process of approving TICW/DfID Phase II delayed consideration of the HSF project. IPEC, in consultation with Ministry for Planning and Investment decided to choose a new partner and the Vietnam Women's Union was selected.

The VWU selected three provinces in the south of Vietnam. Implementation got underway quickly thanks to the commitment of the Central VWU and its networks from national to commune level. The process of NSOE, PSOE, training on Design Monitoring and Evaluation, rapid assessments and design of the action programmes was completed in approximately six months. This period was shorter than in Cambodia; however the implementing structure was simpler than in Cambodia as there was only one focal agency and corresponding action programme per province. Activities on the ground then ran from September/October 2005 to July 2006, around 10 months. As in Cambodia, this period has been short to see the full benefits of direct assistance, particularly in the income generation area.

3.2 Institutional framework

3.2.1 Cambodia

At the national level the project has worked under the auspices of the National Steering Committee on Child Labour under the Ministry of Labour and Vocational Training, though the management of the project was decentralised to provincial partner level.

In each province the existing Provincial Child Protection Network (PCPN), known as Child Rights Protection Committee in some provinces, was the institutional home for the project management and implementation. The committees have a membership comprising provincial government agencies including the provincial governor who chairs the committee, departments of labour, social affairs, justice, police, education, health, and information. The provincial governor also chairs committees on women's affairs, planning and rural development and so has an overview of major provincial planning and development. This location and membership has enabled local government endorsement of the project as well as a strong multi-sectoral approach which is widely recognised as essential to address this cross-cutting issue. In each province the project is managed by the Provincial Department of Social Affairs, Veterans and Youth (Prey Veng and Svay Rieng) or the Department of Labour and Vocational Training, Kampong Cham). The project has sought to strengthen the capacity of these committees to implement counter-

trafficking projects. Local NGOs were selected as co-implementing agencies in each province: Punleu Ney Kdey Sangkhum (PKNS) in Prey Veng, Nak Akphivath (NAS) in Kampong Cham and Wathnakpheap (WP) in Svay Rieng. The evaluators found the staff of the NGOs very committed to the work of the project. There was reported to be a high staff turnover in Svay Rieng but we were not able to determine any effects on the achievements.

The representation of women among committees at all levels is very low, and an area for advocacy, though in one commune in Prey Veng, village representatives on the commune committees are required to include the village chief plus a women's representative.

Although there is a National Plan of Action on trafficking in Cambodia, which would ideally provide strength to institutional and conceptual framework within which the project could operate, its 2nd draft is awaiting approval and the project was therefore not able to mobilise its activities or align advocacy in relation to it.

3.2.2 Vietnam

In Vietnam the selection of the VWU as the project implementing partner, specifically the IEC Department, was fortuitous for a number of reasons. As the VWU is the focal agency for implementation of prevention component under Vietnam's National Plan of Action for Combating Trafficking in Women and Children 2004-2010 (NPA) approved in 2004,⁶ the project is in line with the Government's own institutional arrangements for trafficking prevention and the VWU is perceived by other agencies as having appropriate authority to lead this area. Secondly, the VWU has a very effective structure for community development work, with networks from national to village level as well as experience in both IEC and household based micro-finance.

The limitations in the prevention component of the NPA itself should be noted. The NPA focuses overly on prevention through fairly traditional IEC and awareness raising approaches, rather than establishing safer migration channels which would fall under the purview of MOLISA, which suggests that future ILO-IPEC efforts focusing on safe migration should be shared between the VWU and MOLISA. The NPA is to be revised in 2007, and it is hoped that international and national advocacy efforts can be directed to widening the scope of the prevention component.

A clear and systematic implementing structure was established including a National Advisory Committee and National Management Unit, Provincial and Commune Project Steering Committees and community anti-trafficking networks. A key advantage of the implementing arrangements was that the provincial project steering committee was built on the structure of the NPA provincial steering committees which have recently been established. In Hau Giang province the members of the project committee and the NPA provincial steering committee were one and the same. This is advantageous for sustainability in that these structures will remain beyond the project. The NPA has chosen a number of focal provinces, including Tay Ninh province, which receive a specific anti-trafficking program budget. The project itself has strengthened the government's implementation of the Plan of Action by building both national and local capacity and providing funds for prevention activities. This is especially beneficial in non-focal provinces which do not receive special funding under the NPA.

The multi-sectoral composition of the provincial steering committees enabled all aspects of the project to be mobilised efficiently. The committees and commune networks were actively involved in providing leadership, guidance and technical support for the implementation of the project activities.

⁶ Decision No. 130/2004/QD-TTG of Prime Minister on 14 July 2004.

3.3 Promoting local ownership and participation of stakeholders

Promoting local ownership and participation has been a strong feature of the project in both countries throughout its implementation. This was done by placing management at the province level and significantly through the Stakeholder Ownership Exercises. From the beginning stakeholders of each participating province developed their own Action Programmes based on their own situation. Similar processes also occurred at the community level through local community decision making on anti-trafficking activities and beneficiary selection. For example, in Cambodia and Vietnam village meetings were used to develop selection criteria for loans and select the beneficiaries.

In both countries a clear sense of ownership was demonstrated among various stakeholders in the evaluation meetings with management committees. In Cambodia the provincial governors chaired the PCPN and took an active interest in the project. In Vietnam strong support by the People's Committees and the representatives of the Bank for Social Policy was observed, especially in Hau Giang. In Tay Ninh Vietnam, local budget under the NPA allocation as well as other budget sources (from DOLISA for vocational training and the local Education Promotion Fund for education support) has also been contributed to expand the project to non-project communes.

3.4 Child participation and sensitivity

The project made significant efforts to raise children's participation in the activities organised to promote awareness of the issues. Children's forums were held in the participating communities in each country where children could express their understanding of trafficking and child labour, through performances, role-plays and contests, guided by ILO's SCREAM (Supporting Children's Rights through Education, the Arts and the Media) approach.

Children were also recruited and trained in Participatory Monitoring and Evaluation methods whereby they interviewed their peers on their understanding of awareness raising messages. The evaluators met a 17 year old girl from the PME group in Prey Pnov commune, Prey Veng, who was personally affected by migration as her parents had both left the village to work in Thailand. She had attended training in Phnom Penh to do project monitoring and was confident and enthusiastic about using the questionnaire tools.

The MTE drew attention to the need to train implementing agencies and community workers in child rights and child-sensitive approaches and this is reiterated by the current evaluation. The evaluators also found that some of the community workers in Vietnam lacked sensitivity in their manner of talking about the difficult family circumstances of the child beneficiaries we met.

3.5 Management and technical support by ILO and administrative issues

The stakeholders in each country found the project staff to be very supportive and closely involved with the project implementation, despite the greater distance of the project office in Vietnam. The project coordinators visited the project regularly and had developed a good rapport with the implementing agencies and steering committees. Regarding technical support from the Sub-regional office, the project staff commended the helpful attitude of the staff and the support and advice they received from Bangkok.

In the area of designing direct assistance strategies such as micro-finance and business development the evaluators found that more technical ILO support could be given to ensure that

interventions benefit from good practice models. This also applies to review and input to determining indicators of project achievement.

In terms of ILO reporting and administrative procedures, the project reporting procedures required a great deal of input from the project staff and the progress reporting formats do seem rather burdensome. In Vietnam partners noted that not only the government's approval process but ILO approval processes also caused delays in implementation.

4 Achievements

4.1 Cambodia

4.1.1 Achievement of output targets

The project established quantitative targets for each of its immediate objectives at AP level: capacity building, awareness raising, vocational skills training, income generation and non-formal education. Overall, the project exceeded its targets in terms of the numbers of agency staff and beneficiaries reached by each of the project strategies. Project reporting was thorough and regularly included disaggregated information on participation by gender.

The achievements are a credit to the hard work and efficiency of project staff, implementing agencies and not least community leaders and people in the communities. The targets reached are illustrated in **Table 1**.

Table 1: Reported outputs against immediate objectives in Cambodia

	<i>Original Target</i>	<i>Reported Prey Veng</i>	<i>Reported Svay Rieng</i>	<i>Reported Kampong Cham</i>	<i>Total at end of AP</i>
1. Capacity building of child protection network from province (P), District (D) Commune (C) and village (V)					
No. participating in network and receiving training	PV: 142 SV: 134 KC 139 Total: 415	148 P: 47 C:101	134 P: 52 C/V: 82	139 P:50 D/C:89	421
2. Awareness Raising					
No. children reached	1959+2000+N/A	10,706	3,406	4,558	18,670
No. young women and men reached	PV: 3585 SR: 1500 KC 1500	1982	414	467	2863
No. Villagers		3,983	2592	1222	7897
3. Access to Vocational Training and Income Generation Activities (IGA)					
No. vocational trainees	128+43+75 Total: 246	138	41	72	251
No. IGA beneficiary families	160+120+155 Total:435	188	120	155	463
3. Non formal education and children mainstreamed into formal education					
No. NFE participants	200+660+180 Total:1040	231 (195 girls)	511 (304 girls)	712 (315 girls)	1454
No. children mainstreamed	300	62 (26%)	N/A	317 (45%)	379(no figure SR)

Note: Figures from July 2006 Progress Reports

Some of the figures are more meaningful than others, for example the large numbers of people reached by awareness raising have to be estimates, whereas for vocational training and income generation beneficiaries the numbers are likely to be accurate. The sections which follow provide more qualitative discussion and quantitative evidence where available, on the achievements in each area.

4.1.2 Capacity building and inter-agency collaboration

The immediate objective in each province was to build the capacity of the Child Protection Network or Child Rights Protection Committee at Provincial, Commune and Village levels to design, coordinate and implement actions to prevent trafficking in children and women.

Conceptual clarity: The project has done well in promoting a clear understanding of both trafficking and child labour through its training programs and stakeholder planning exercises. At provincial level, the participating authorities demonstrated a sophisticated awareness of the nature of trafficking, and importance of alternatives to migration as well as safe migration in the evaluation consultation. Members understood that trafficking can take the form of many types of labour exploitation as well as sexual exploitation.

Given the location of the project management within the child protection structure, there was a strong emphasis on promoting awareness of prevention of child labour as well as trafficking in the conceptual understanding and approach of the implementing agencies.

At commune and village level, commune leaders, head teachers, teachers and village chiefs demonstrated clear understanding of the nature of trafficking risk, though still seemed to see the main risk related to unscrupulous recruiters coming to the village, where in reality recruitment and trafficking can take place at many points along the migration path.

Gender issues underlying trafficking dynamics could have received more attention however. Gender training was provided to PCPN, but other than targeting young women in activities, the gender dimensions of trafficking push and pull factors were not highlighted in subsequent awareness raising approaches. It is commendable that gender disaggregated data were collected for participation in the activities, however.

Coordination and cooperation: Cooperation among the provincial CPN agencies to effect a multi-agency response to trafficking prevention was highlighted as a strong point by the network members themselves in each participating province, who noted that they work more closely together since the project. This was substantiated by several examples such as referral of child labourers in Kampong Cham identified by various authorities to the DoLVT for inclusion as beneficiaries of vocational training, and the police department showed strong awareness and commitment to the issue and noted that illegal recruitment practices are reported to the police and referral paths are in place for victims of child labour exploitation. The situation of the project within the PCPN provided an opportunity for a coordinated approach both to the project and ongoing efforts in prevention of trafficking and child labour.

The capacity of member agencies in the PCPN to mainstream trafficking prevention and safe migration into the work of their individual departments was impressive. For example, in Prey Veng, the Department of Tourism representative told us that he integrates the issue in training for guesthouse managers; the Information Department has included the issue of trafficking in theatrical performances; and the Department of Police noted that they have extended their knowledge from this project to another government anti-trafficking project in the province.

Management and technical capacity: Project management, design, report writing skills of the DoLVT/DoSAVY have been well established according to the Project Coordinator's

assessment. The success of the implementing agencies in creating the project structures and implementing the wide range of activities is evidence of their capacity to plan and implement anti-trafficking activities. The provincial leaders in Kampong Cham had developed their own training materials for use at lower levels which were comprehensive, but were observed to be in the lecture style. While this initiative demonstrated the commitment of the province, technical support to enable a more participatory and less traditional training approach might be helpful. Additionally, the capacity of community leaders and participatory monitoring teams to collect and document migration patterns in their communities was demonstrated in the Participatory Monitoring and Evaluation report (PME report round 1).

Key success factors: The project recognised and fostered “champions” as effective agents to bring about change in policy and practice - The skill and commitment of particular individuals appeared to be pivotal in enabling good capacity building at provincial and lower levels. For example, the efforts of the Head of the Provincial Department of Labour and Vocational Training in Kampong Cham, as well as those of commune chiefs in some localities, were praised by the communities and project staff.

4.1.3 Awareness raising

The implementing agencies carried out a wide range of awareness raising activities, including school-based campaigns, community events, and family and individual level counselling. At commune level these activities were the responsibility of community leaders including village chiefs and school principals and teachers. The materials were gathered from existing materials produced by ILO and NGOs in Cambodia.

The school-based campaign appeared to be very successful. Teachers integrated information on child labour and trafficking into the life skills and social science curricula, and information about the risks of trafficking were regularly presented during morning assemblies beneath the flag. The evaluators observed two classes of primary school children, in Kampong Cham and Prey Veng, where children were eager to demonstrate their knowledge on these issues and were able to explain the meaning of child labour and trafficking quite accurately.

School principals however, noted a lack of sufficient posters and other information materials for ongoing use in the classroom. Similarly, the village libraries did not appear to have a very extensive stock of appropriate information materials. The evaluators would also like to see greater discrimination regarding which materials are used with different age groups and for people with low literacy as not all the information materials seem to be appropriately designed for children. However, teachers were able to identify which ones were most popular with children. The video, “No Home too Far” which portrays the experience of a Cambodian man trafficked to Thailand, was circulated among the villages and shown at special community events such as marriages and cultural celebrations has been very popular and is recognised by the community leaders as an appropriate communication means because people find it so engaging.

Children and adults in the community whom we met generally talked about looking out for strangers who may be traffickers and “knowing the tricks of traffickers”, but less about how to migrate safely. Although insufficient materials were viewed by the evaluators to assess their quality, it is generally recommended that communication messages and materials need to include more context-specific information about safe migration channels.

What is not known clearly, and needs to be built into indicators of success in future activities, is the extent to which individual and community awareness has been transferred to more protective migration behaviour. While there was no systematic recording of behaviour change, we heard

encouraging accounts of practical safe migration support provided by commune and village leaders. For example, in one commune in Prey Veng, the commune leaders advise intending migrants to register with the commune for assistance in identifying work opportunities elsewhere. Village leaders had also identified reputable workplaces in Phnom Penh and even accompanied young women to these workplaces.

4.1.4 Improving livelihood opportunities: Vocational training and income generation

Vocational training

Both young women and young men considered to be vulnerable to trafficking were selected by the implementing NGOs and villagers to receive vocational training and start-up grants for materials or equipment. The targeting of this support appeared to be well-founded, based on factors such as age, gender and previous migration experience. Vocational skills were selected based on market research and the availability of trainers. Skills included tailoring for girls, weaving, farming and animal raising (fish, pigs, chickens) and motorbike repair for boys. Although the numbers of young people trained were modest (138 in Prey Veng; 41 in Svay Rieng and 72 in Kampong Cham), the outcomes of the training were very encouraging. As documented in the final progress reports, the majority of training graduates found employment or were able to set up a business, and most were then able to earn a daily income of 3,000-5,000 riel/day (US\$0.75 – \$1.25).⁷ Some vocational trainees were also provided grants and loans under the income generation component which seems to be a good practice to help young entrepreneurs get started.

The evaluators met three young women, aged 19, 20 and 21, who were receiving training in tailoring in a village shop in Korng Kang commune in Kampong Cham. They had each already migrated outside the village to work, one to a clothing factory in Phnom Penh, one to a wood processing factory in the province, and one to a textile factory elsewhere. They had not been happy in these jobs because of the hard conditions and had therefore returned to the village. They said they preferred to work in their village, close to their families, rather than move elsewhere. The young women were already earning extra income from their work while continuing their training and hoped to set up their own businesses from home. In this case we can see that the training has provided the chance for a viable alternative livelihood and has reduced the potential risk of trafficking or labour exploitation through migrating.

Income generation through microfinance

Targeting and management: The participating NGOs in each province were responsible for establishing the loans scheme, training group leaders and monitoring. After a thorough and for the most part transparent and democratic selection process through a series of village meetings, small loans groups of 10-16 members were established in each participating village under guidance of a group leader. A considerable number of selection criteria were used; leading to the inclusion of some beneficiaries we met whose family members could not be easily seen to be at risk of trafficking or were outside the targeted age group.⁸ The groups serve as a means

⁷ Reported % of graduate trainees setting up a business or finding a job: Prey Veng: 70%; Svay Rieng: almost 100%; Kampong Cham: 70%.

% with increased income: Prey Veng: 60% earned 3,000-5,000 riel/day after training; Svay Rieng: almost 100%, 3,000-4,000 riel; Kampong Cham: 70% earned 3,000-5,000 riel/day.

⁸ In Prey Veng, for example, the criteria included returned migrants, families with migrants, poor families with children in the target range, female headed households. These were given weighted priorities. Beneficiaries who were returned adult migrants without children were potentially at risk of trafficking through migrating again,

for sharing experience and motivation. The schemes appear well managed and savings practices have been established.

Increase in income: Loans were used for activities including multi-purpose farming, weaving, selling vegetables and groceries in the village, fish and animal raising and tailoring. On the basis of the small number of beneficiaries the evaluators met, as well as project reports, we found mixed success for the use of funds. Activities that already existed in the village seemed to be doing quite well, such as small trade, fish raising and improvements to farming through diversification, however some of the newly introduced activities were not receiving sufficient technical support and sometimes lacked sound market research. For example, a group of families raising goats in Prey Veng were experiencing difficulties because the group lacked both technical support such as veterinary services as well as a steady market. Similarly scarf weaving for young women ran into difficulties because the materials were not locally available and there was competition from other villages that could produce more quickly.

One of the most successful new income generating strategies was reported in Svay Rieng, where the NGO partner trained a group of beneficiaries in producing bamboo furniture using locally available bamboo and rush weaving products. The NGO is helping to market the products in Phnom Penh and at the NGO trade fair and they have proved very popular.

On the whole, however, it was difficult to assess the viability of the income generating activities as the activities have only run for a short time, since beginning of 2006. The comment of one villager, “The fish have just gone into the pond” seemed to encapsulate the situation.

According to the final AP progress reports:

- 90 - 94% of the borrowers in each province have been able to start a business or improve their existing income generating activities with the loan; and
- On average the families are earning 3,000-5,000 riel/day from expanded income generating activities.

The incomes gained generally represented an average increase of 50% to 70% compared with previous income, as described in reports, but a systematic comparison before and after the loans by type of activity was not available. The loan sizes are small, ranging from around US\$25 in Prey Veng and Svay Rieng, to US\$40 in Kampong Cham, based on the relatively small fund available and the perceived repayment capacity of the borrowers, which limits the types of businesses that can be set up. Interestingly the higher loans in Kampong Cham seemed to be associated with slightly higher incomes, suggesting loan size and effectiveness warrant further investigation.⁹ The final progress reports cite the benefit that the majority of IGA beneficiaries are now sending their children to school, based on their increased income security.

If IPEC decides to develop this model further, it is recommended that technical assistance be provided to the implementing agencies, referring to good practice models of microfinance, and also draw on experience from entrepreneurship models such as the ILO Women’s Entrepreneurship Development and Gender Equality approach used in Laos.

but perhaps outside the project’s intended focus.

⁹ Loan size by province: Kampong Cham: US\$40; Prey Veng:US\$25; Svay Rieng:US\$20-32
Approximate income per day from IGA: Kampong Cham: 3,000-5,000 riel; Prey Veng: 2,500-5,000; Svay Rieng: 3,000-4,000 riel.

Impact on poverty and migration: The schemes are reaching very small numbers in each target village, for example in a given village in Prey Veng the scheme reaches only 16 families (160 families in total across the two communes), with average population of 176 families in a village based on population statistics, a great many of whom could be considered vulnerable to unsafe migration based on the high rate of poverty in these provinces. With a repayment period of one year it will take a long time before loans can be extended to other families at risk. The impact of such a small-scale scheme is uncertain, unless beneficiary families with members at risk of unsafe migration can be identified and targeted very carefully.

The sustainability of the schemes themselves is not yet assured. With the interest rate of 2-3% per month being shared among risk, administration and payment of NFE teachers (in Prey Veng), the interest income may not be sufficient to maintain the fund. This conclusion is in contrast with the recommendation of the MTE which suggested that the interest should fund the NFE teachers. The province and commune leaders commented that they would seek a government contract to pay the teachers, however. Increasing the interest rate would also help sustainability but may not be feasible for poor households.

The decision to set up these small local seeding funds, rather than accessing existing microfinance institutions was justified according to the Project Coordinator who explained that Cambodian microfinance institutions tend to become very commercial and profit-oriented and are not suitable for the poor as they require collateral.

Regarding the relationship of these income generation schemes to the reduction of trafficking, the links are still tenuous – first, because those selected may not be vulnerable to trafficking; secondly, because the income generated is still very low, and provides a safety net but often does not compete with migration options, and thirdly because the project only reached a relatively small proportion of families. As the provincial government partner in Kampong Cham noted, the economic development of these communities needs to be substantially improved to have an impact on migration. This comment highlights the need for anti-trafficking efforts to be embedded in government poverty reduction strategies for communities as a whole.

4.1.5 Non-formal education

Based on the stakeholders' reports and evaluators' observations, non-formal education classes meet very real needs in these provinces to enable those who have never been to school or those who have dropped out of school to acquire literacy and numeracy skills. The age range attending was wide, from 6 to 49, usually divided into classes for different age groups, but concentrated on those of school age and young adults. The classes have been successful in transferring considerable numbers of children who had dropped out of school early and those who had never been to school into the formal education system. A good approach to linking forms of assistance taken in Svay Rieng was that some of the literacy class students were selected for the vocational training as well. From the AP reports at the end of the project:

- 70-80 % of NFE participants learned to read and write in each province
- 62 children (26% of those attending) were transferred to formal education in Svay Rieng; 317 children (44% of attendees) in Kampong Cham province.
- 40% of 187 young adult attendees referred to vocational skills training in Svay Rieng.

The evaluators met with a group of NFE participants in Prey Veng, among them three young women, aged 17, 18 and 20, two of whom had never been to school and one who completed only primary school, who expressed the benefits of improving their literacy skills for their lives

and work prospects. More girls than boys attended the non-formal classes in this locality because girls tend to drop out of school due to the expectation that they take responsibility for domestic tasks. The teacher in one village in Prey Veng appeared very dedicated to the task, and told us she includes topics relating to trafficking and migration in her classes. During the project period she received an allowance of US\$10 per month and was continuing to provide classes on an allowance of \$5 per month funded by the interest from the loans scheme. Maintaining the teacher on this allowance is doubtful, but commune plans to seek government funds to cover teacher allowances. One minor concern about the success of the village classes is that parents are sending their small children to this village class rather than to the state school 2 kilometres down the road because it is considered safer, but apparently this only applies to some of the youngest children.

4.1.6 Sustainability

Institutionally, the sustainability prospects for project activities look strong, since the activities were managed by provincial government departments in each province (Department of Labour and Vocational Training in Kampong Cham, and Department of Social Affairs, Veterans and Youth in Prey Veng and Svay Rieng) In all three provinces the government implementing agencies voiced their commitment to continue project activities within their resources, and have adopted annual provincial plans to combat trafficking and sexual exploitation. At the same time they would very much like to have further support to consolidate and expand the activities. At the commune level and village level the commune committees have discussed strategies for sustaining the project activities, and plans to combat trafficking have been included in annual commune development plans drawing on government development funding.

With regard to specific activities, the enhanced knowledge of trafficking, safe migration and child labour among community leaders and schools looks likely to remain beyond the project and the capacity to continue to raise awareness is highly sustainable. However, the project communes and villages still lack a supply of good quality awareness raising materials. Vocational training targeting vulnerable young people will continue to be provided by the DoLVT within its ongoing programs, but grants for start-up equipment are likely to cease without external support, according to some of the government staff. The credit and income generating schemes are expected to continue in the project communes though groups require further capacity building in scheme management as well as technical advice. Non-formal education classes are likely to continue without external support.

Evaluation participants in Cambodia:



Primary school children in Prey Pnov Commune, Prey Veng Province



Small business owner supported by credit in Vihear Loung Commune, Kampong Cham Province

4.2 Vietnam

4.2.1 Achievement of output targets

In Vietnam the immediate objectives for each province were specified in terms of improvements in each strategic area: improved capacity of local agencies; improved awareness on trafficking issues among the population, especially those at risk; improved job prospects as a result of job training; improved income security for families and improved retention among school children. Quantitative targets were set for each objective, e.g. for improved awareness: 80% of the total population, including target numbers of young women and children, have improved their awareness on trafficking and know how to protect themselves. The target of 80 % was perhaps ambitious, and the numbers of young women and children possibly overly precise. Nevertheless, as reported in Cambodia, the quantitative targets per province for each immediate objective were exceeded according to the reports from Vietnam. **Table 2** presents the numbers of people reached by each of the interventions.

Table 2. Reported outputs against immediate objectives in Vietnam

	<i>Original Total Target</i>	<i>Reported in Tay Ninh</i>	<i>Reported in Can Tho</i>	<i>Reported in Hau Giang</i>	<i>Total Target at end of AP</i>
1. Capacity building of project steering committees and related agencies					
<i>No. agency staff participating</i>	515	179	165	192	536
2. Awareness Raising					
<i>No. of community members reached</i>	120,000	34,480	42,000	48,000	124,000
3. Access to vocational training and Income Generation Activities (IGA)					
<i>No. of trainees</i>	575	125	150	427	702
<i>No. of IGA families</i>	960	168	536	277	980
3. Non formal education and children receiving formal education support					
<i>NFE & Children supported in school</i>	460	146	200	213	553

***Figures from summary output reports**

That the project reached considerably large numbers seems well founded, and a tribute to the efforts of implementers in a relatively short period of time. The stakeholders' project monitoring observations and the evaluation consultations serve to provide more substance to the nature of the achievements as discussed below.

4.2.2 Capacity building

Conceptual clarity: At national level, the VWU's understanding of the issue of trafficking has developed during the past two years through their participation in a number of sub-regional initiatives, including direct involvement in COMMIT regional summits and training supported by UNIAP as secretariat, as well as through their involvement in this project. Provincial and commune level officers also demonstrated good understanding of the nature of the issue, and placing it within a migration context, including an understanding of the need for safe migration

advice, though this area requires further support. While the issue of cross-border trafficking into sexual exploitation and through foreign marriage is still given more emphasis than internal trafficking, national and provincial partners are beginning to recognise internal trafficking and labour exploitation issues, such as the case of child lottery ticket sellers who may drop out of school. However, trafficking in men remains largely unrecognised, except at national level.

Most notably, the project has helped to develop the VWU's approach to prevention, both in promoting the integration of awareness raising and income generation support, as well as a coordinated multi-sectoral response. In the revision of the NPA scheduled for early next year there is an opportunity for the VWU to advocate for this broader strategy for prevention.

Coordination and cooperation: The project demonstrated effective coordination among the provincial partners including the People's Committees, DoLISA, Youth Union, Culture and Information Department, police, border guard and the Bank for Social Policy, particularly in implementing the vocational training and credit and income generation activities.

Management and other technical capacity: The project partners, especially the VWU, expressed their confidence to design and implement this type of trafficking prevention model. The VWU at national level successfully trained provincial and commune levels in trafficking concepts, related laws, policies, gender issues and international conventions and communication skills to raise awareness.

The participatory approach to design and planning of project activities involving provincial agencies from the outset was noted by the head of the IEC Department as effective in promoting ownership and commitment and also a new approach for the Women's Union.

Regarding awareness raising methods and materials, VWU, Youth Union and others partners now have the capacity to implement an improved range of innovative techniques such as those introduced by the ILO's SCREAM package.

There is little evidence that the capacity of provincial stakeholders to collect and analyse migration and labour related data was increased in Vietnam. Though the provinces have ample data on the numbers of people migrating for work or marriage, their ability to analyse the factors contributing to the trends is not strong. For example, provincial authorities and the VWU provided statistics on the changes in numbers of women migrating for work in 2005 and 2006 but did not attempt to document social and economic reasons for these trends.¹⁰ We would not expect non-specialist VWU staff to be technical experts in socio-economic analysis, however it was one of the project's objectives to raise capacity in this area.

In the area of project design and evaluation the capacity of national and provincial partners in areas such as design of indicators and data analysis requires further strengthening. Training methodologies of the National VWU could also be strengthened to be more participatory and innovative according to the project coordinator. The use of a national training manual on human trafficking under development as a joint effort by UNIAP, ILO TICW, IOM, UNICEF and Save the Children UK, to be introduced next year to develop training skills among anti-trafficking agencies will hopefully help in this regard.

¹⁰ For example, reduction in women migrating for work: Hau Giang: 1462 in 2005 to 930 in 2006; Can Tho: 1,012 in 2005 to 466 in 2006; Tay Ninh: not available.(AP Final output reports).

4.2.3 Awareness Raising

Under the guidance of the VWU, IEC networks carried out a wide range of awareness raising activities, both at mass level (using multiple TV broadcasts, radio, newspaper articles, communal loudspeaker system, leaflets, posters, theatre performances, children's forums in schools and the community) and through one-to-one counselling, family visits, forums and small group discussion. Traditional cultural performances such as poetry and folk songs to convey messages were common practices. We observed strong support of the province media, particularly in Hau Giang where media representatives attended the evaluation meeting with the provincial steering committee.

The SCREAM program for children using arts and the media was widely used in secondary schools in both project and non-project communes and was mentioned by provincial steering committees as particularly engaging for young people, providing an avenue to reach children and enabling them to express their knowledge and ideas. Through a range of IEC activities (morning assemblies under the flag, children's forum and theatre performances) children were able to express their understanding, concerns and hopes regarding child labour and trafficking issues.

Steering committee members at all levels mentioned improved community awareness of the risks of exploitation facing migrants as the most outstanding achievement. While the effectiveness of the awareness raising activities in bringing about changes in awareness were not measured systematically, groups of children and adults interviewed during the field visit were able to explain something about the risks of unplanned migration and to watch out for strangers coming to recruit in the village. Young migrants also need to be aware of where they can turn for help if they take the initiative to migrate and find themselves exploited in the destination workplace, but time did not allow us to assess this type of knowledge among the community.

Commune leaders reported that local people have become more alert to recruiters and have changed their practices when they consider migrating to other provinces or abroad. Potential migrants reportedly consult with IEC workers about whether they should migrate.

The VWU in each province tend to see marriage to foreigners, especially to Taiwanese and Koreans, as a major trafficking risk and quoted figures in all three provinces that marriage to foreigners has dropped substantially, also that women seek advice from the commune Women's Union when considering foreign marriage (Can Tho). The project may or may not have contributed to this change, but the local WU may be concentrating more on this potential trafficking issue than the range of other exploitative labour conditions experienced by Vietnamese women in countries such as Taiwan and Malaysia. There is evidence of abuse of Vietnamese women in marriages of a servile nature in Taiwan as well as false marriage into prostitution, as reported in the recent Actionaid report,¹¹ and there are certainly issues of gender equity and empowerment in the foreign marriage phenomenon, though we need to be careful not to equate foreign marriage with trafficking. Trafficking of girls and women into prostitution in Cambodia was also noted in the Vietnam situation analysis, but when the evaluators asked the province and commune partners about this there was little comment, so it is not clear whether it does not occur in the targeted communities or rather that there is a reluctance to speak about it among the community and returnees themselves.

¹¹ ActionAid International Vietnam. Synthesis Report. The Trafficking of Vietnamese Women and Children, December 2005.

With regard to the quality of information materials and safe migration advice, the VWU's leaflets for intending migrants include some pre-migration advice such as numbers to call if help is needed, including the ILO office in Hanoi, but this information could have been more specific and practical. The difficulty here, however, is that pre-migration support services are still under-developed. Some good practical strategies have been initiated, for example the VWU commune staff advise migrants to stay in touch with their families, and to report any problems with working conditions, salary or health to their families or authorities in Vietnam.

4.2.4 Improving livelihood opportunities: Vocational training and income generation

Vocational training

Targeting and implementation: The vocational training appears to have been well targeted in the three provinces, through village-based identification of young women and youth (15-17) considered at risk. Training programs provided by local training schools and employers were coordinated by DoLISA, and contracts with training providers signed with the People's Committee. Giving beneficiaries a choice of training was a feature of the process, though the range of courses was not so wide. The main types of training offered were dressmaking, hairdressing/beauty, motor repair, animal raising and handicrafts. Vocational training options were discussed with beneficiaries, as well as the alternative of receiving credit for household production. Some beneficiaries received both vocational training and loans. However, the "Lessons Learned" study conducted at the close of the project commented that more extensive vocational counselling could be provided. ILO and the partners might benefit through consultation with the NGO, AFESIP in regard to provision of vocational training as they work with the VWU in Ho Chi Minh City to provide a wide range of training to returned trafficking victims and young women involved in sex work.

Effectiveness: Employment outcomes were encouraging, with reported rates of up to 80% gaining employment immediately after the training: Can Tho: 80% of 150 graduates; Hau Giang: 23 % of 427 graduates; and 16% of 125 graduates in Tay Ninh.

In Tay Ninh for example, a number of young women were offered employment by the hairdressing salons where they trained, earning \$20-25 per month. The evaluation team met two young hairdressing trainees who were happy to be working in their home community rather than working in their former factory jobs in Ho Chi Minh City. In Hau Giang tailoring graduates have found work working on outsourced contracts at home or in nearby companies. The project did not generally provide funds for start-up equipment following training according to the view that it was better to use the budget to reach a wider number of trainees, however this is an option worth considering.

A new cottage industry of mat weaving was set up by the VWU in Hoa My commune of Hau Giang, selling to overseas markets they had identified through a similar enterprise in Can Tho city. The group of 30 original trainees has expanded to 60 through trainees transferring skills to others, including adult family members and children working in the home of the trainer. This produced modest incomes of 10-20c/hour, or around 400,000 VND/month (\$25) for a family. The initiative is commendable, but with easy entry to this handicraft, we question the potential to make a long term contribution to livelihoods and compete with options outside the village.

In terms of local employment conditions, the evaluation team was informed that a new industrial zone in Can Tho city has provided employment opportunities for many young people and that

young women and men are migrating less as a result. Such developments need to be taken into account when designing and targeting livelihood interventions.

Credit and income generating activities

Targeting and implementation: The provision of credit through the Bank for Social Policy worked very well as a sustainable source of funds with well-developed loans procedures based on approved business plans. The Bank for Social Policy has proved to be a committed project collaborator and an active member of the project steering committees. Loans were provided to families with children in the target age range and considered to be at risk through lack of sustainable livelihoods including some of the vocational training beneficiaries. The local poverty criteria were used to support selection and focused on poor or ‘near poor’ families. We were not able to validate the extent to which the households selected matched the target group. Since the project has used an existing government loan source, subsidised by the state as part of its poverty reduction strategy, the number of beneficiaries that the project was able to reach was large – around 1,000 households.

Before receiving loans, women were trained by the bank on bank loans regulations and received skills training in technical production skills and business skills. For instance, if a family planned to raise fish, training was provided by local agriculture department staff. Animal husbandry (e.g. cows, pigs, poultry), fish raising and small trade were common income generating activities.

Loan sizes are relatively large, from 2 million to 10 million VND (around \$150-300 US) depending on the loan use and business plan, (larger investments are needed for building fish ponds and stocking with fish) with terms of one to five years. The size of the loans raises concerns that there could be repayment risks especially among the poorer families, but the bank representatives were confident regarding loan repayment.

Success of loan use: The Bank for Social Policy and Women’s Union staff have been monitoring the success of loan use and were able to say which types of investment seem to be doing better, for example fish and eel farming. But we were not aware of aggregated reporting of results through to the project coordinator or comparison of family incomes before and after loans. Two households we met, living along the waterways of the Mekong Delta, were already doing well from raising fish after six months, making profits of up to 1 million VND (\$80) per month after expenses and loan repayments. There are good local markets for fish but local agency staff mentioned that as more people take up fish farming, prices are dropping. Since loans have only been disbursed for about 6 months it is too early to tell what the long term effectiveness will be in reducing poverty among the families and vulnerability to trafficking.

Impact on poverty and migration: Some of the same concerns apply as those in Cambodia, with respect to targeting and vulnerability to trafficking, but the larger scale and loan size seem to have a better chance of making an impact on poverty, and the provision of loans can continue without external support. The combination of vocational training and family support to the same household is potentially the most effective approach to build income security. We also found that the families we talked to had received information about the risks of ill-prepared migration and trafficking.

4.2.5 Education support

The Youth Union and education sector collaborated with the VWU to identify children under 15 who had dropped out of school or were at risk of dropping out. Project funds, as well as funds mobilised from other sources such as the Education Promotion Association, were used to assist children with bicycles, books, clothes and tuition fees to a value of 400,000 VND (\$25US). This assistance was valuable in the short-term to prevent many children from dropping out of school (around 150 to 200 children received assistance per province). However, as pointed out in the “Lessons Learned” report, it is uncertain how long the children will remain in school while their families still struggle, and the project partners have suggested longer term and more comprehensive support, including livelihood support and counselling on the importance of education for children’s families. This could be achieved through more integrated targeting of the package of assistance under future projects.

4.2.6 Sustainability

In Vietnam, as noted earlier, the project steering committees were based within the provincial anti-trafficking steering committees and therefore the project provided an opportunity for collaborative activities to be tried out, especially in provinces where NPA funding is not provided. The structures are also in place for local authorities and the VWU to continue implementing the project model. Provincial implementing agencies expressed their commitment to continue to monitor activities begun by the project.

In the three provinces and also in the target communes, the VWU and other agencies are confident to continue awareness raising activities by themselves. The prospects for this are good, especially with the high level of media interest and support observed.

The Bank for Social Policy credit fund will also continue to operate and with VWU guidance can target families with members considered to be risk. DOLISA and the education authorities are likely to continue to provide vocational training to youth and education support to disadvantaged families, though to a smaller number of beneficiaries, but the model in these areas is not fully developed yet in the view of the evaluator.

Since the provincial coverage was relatively small, expansion of the project’s activities to other districts and communes in these provinces would be worthwhile, as well as consolidating the model in the existing communes. As noted earlier, in Tay Ninh the Women’s Union has already replicated the project in non-target communes using funds it receives as a focal province under the NPA, as well as other DOLISA and education funding sources.

Evaluation participants in Vietnam:



Mat weaving vocational training group in Hoa My Commune, Hau Giang Province



Interview with vocational trainees in Long Thuan Commune, Tay Ninh Province

4.3 Project monitoring and evaluation systems

The **Participatory Monitoring and Evaluation** methodology introduced by ILO appears to have been very effective in enhancing participation, especially children's participation, but ineffective as a means of assessing whether the interventions actually reduce vulnerability to trafficking. This is primarily because the information has not been analysed systematically. Training beneficiaries and commune staff (in Vietnam) in using the tools was difficult according to the project staff. The Project Coordinator in Vietnam found the need to assist considerably in the training process.

Two rounds of participatory monitoring were completed in Cambodia and Vietnam. A summary of the first round of participatory monitoring in Cambodia was available but reports of the exercises in Vietnam are only available in Vietnamese. The results of the first round in Cambodia do lend qualitative analysis of migration intentions of beneficiaries as well as assessment of the capacity building efforts at various levels. However, the concept of using the material gathered from beneficiaries to improve project approaches did not appear to have been fully understood, at least by one of the PME group members we interviewed in Cambodia. In Vietnam the project coordinator found that the process was helpful for the participants to better understand the project and improve ways of working, but that reporting and analysis was a great challenge and so the results are mainly of internal value. Nevertheless, stakeholders in Cambodia and Vietnam were enthusiastic about using this methodology.

The conclusions drawn are that PME is a valuable form of participatory monitoring, but needs to be simplified for community use; and that additional technical support needs to be provided to assess the effectiveness of trafficking prevention projects, whether data collection is done in a by project participants themselves or externally.

As is frequently found in trafficking prevention programs in the region, insufficient attention has been paid to whether the holistic model of “raising awareness” + “livelihood options”, which forms the central strategy of the project, actually contributes to the reduction of trafficking by reducing ill-prepared migration. Development objective indicators of decreased ill-prepared/unsafe migration and trafficking were included in provincial APs, but the relationships between awareness, income and migration practices were not monitored and explored systematically. While some of these impacts will be of a longer term nature, more effort could have been made in this direction. The trafficking impacts of such strategies are undoubtedly difficult to measure but it is feasible with modest resources to design surveys of migration strategies and intention among target groups at baseline, during and after implementation. The sub-regional ILO-IPEC office is in fact making significant efforts to address this and the evaluator attended one of a series of expert consultations in Bangkok for the development of an impact assessment toolkit under the overall TICW project.

5 Lessons Learned and Good Practices

We distinguish here between what has been learned about what works well in terms of processes and the interventions themselves, and what practices are proving most successful for replicating by ILO-IPEC and other relevant actors in the region.

5.1 Lessons learned

ILO-IPEC project management has imbued a strong learning culture throughout the project and at all levels. This genuine commitment to learning is demonstrated in the PME methodology; in

training provided and efforts made to document lessons learned and good practices and in internal experience sharing and project review workshops held at the close of the project. Towards the end of the project both country teams produced comprehensive reports documenting what has been learned, consolidating contributions from each Action Programme. In Cambodia each implementing agency documented the areas they considered outstanding which the Project Coordinator consolidated into a single report on Lessons Learned and Good Practices. In Vietnam a local consulting group was recruited to research and report on the successful features of the project and directions for improvement. The MTE also identified six lessons learned, particularly relating to building capacity and the importance of the commitment of implementing stakeholders, with which this evaluation concurs.

The evaluators would like to highlight the following learning about ways of working (processes and approaches) as well features of the interventions identified by the current evaluation, incorporating the critical ones from the MTE and the country documents as follows:

Institutional capacity and process lessons

1. Getting a ‘buy-in’ from key stakeholders at the central level and provincial level is a crucial platform for success. Additionally, identifying leaders who are committed “champions” for counter-trafficking efforts at province and commune strengthens implementation mechanisms and sustainability.
2. Selecting partners with commitment and appropriate capacity is a key factor to provide a foundation for project implementation.
3. Building stakeholder consultation at agency and community level throughout the project process enables ownership and commitment.
4. Situating project management within existing anti-trafficking and labour protection structures is critical for sustainability.
5. Linking interventions with national policy, such as the National Plan of Action in Vietnam, strengthens advocacy for counter-trafficking at local level, and also supports the government’s implementation of policy.

Effectiveness of interventions

6. Awareness raising methods and materials are most effective when tailored to the audience, such as children, young people, women and the general community and promote their active participation.
7. Vocational training needs to be long enough to ensure that a strong skill-base is developed, and linked with vocational counselling and follow-up business or agricultural support.
8. In communities where illiteracy is common, as in Cambodia, non-formal literacy education needs to be provided as a foundation for vocational training.
9. Income security through microfinance was most effective in generating an income when combined with training, based on existing community experience, and on sound market advice and technical support, especially in cases where new types of enterprises were introduced.

5.2 Potential good practices identified

The term should “good practice” should perhaps be used more sparingly, as also noted in the TICW (DfID) mid-term evaluation, and applied once a practice has been considered among peers in the anti-trafficking field. The MTE for this project noted areas of “emerging good practice” in the process and criteria for selection of beneficiaries, however the current evaluation team would dispute that the criteria established for beneficiaries of direct assistance discussed earlier can be considered as good practice. This evaluation has found the following practices worthy of promotion and replication.

Participatory processes: The project successfully built a model of participation of stakeholders and beneficiaries into design, selection of beneficiaries and project monitoring that can be replicated in future interventions.

Multi-sectoral approach: Multi-sectoral mechanisms such as provincial committees form the backbone of a collaborative approach to trafficking prevention. The engagement of all participating agencies with defined roles is vital to a well coordinated response as well as mainstreaming of interventions.

Awareness raising: Both innovative mass communication and direct counselling methods of awareness raising are as good practices to create an enabling environment, alert people to potential labour exploitation, as well as guide individuals in their choice to migrate or remain at home. Safe migration messages need to be supported by practical advice at the community level, migration advisory services and identified points and means to report trafficking cases or provide immediate counselling to those at risk.

Integration of vocational training, income generation and awareness raising: Lessons learned and good practice reports from both countries highlight the value of combining vocational training and income generation support, to strengthen people’s livelihood options, and ensuring the same beneficiaries participate in awareness raising activities on safe migration. This integrated approach occurred to varying degrees in different locations, but is considered worth replicating and assessing further.

Drawing on existing resources and funding: Where local agencies contribute their resources to support direct assistance for skills training and livelihoods development, and draw on existing microfinance sources if available, the prospects for sustaining these approaches are higher.

6 Conclusions and Recommendations

6.1 Project design and targeting

The problem of trafficking encompasses many different patterns and vulnerable groups and it may not be possible to adequately address all within a single prevention program. While it is beyond the scope of the evaluation to suggest which trafficking issues ILO-IPEC should focus on in which localities, further problem specification and tailoring of the response is recommended. Additionally, on the question of targeting, a lack of clarity existed about whether the project should target trafficking in young men as well as children and young women. From the evaluator’s perspective, in communities where both young women and young men are at risk of labour exploitation and trafficking, prevention efforts should target both. The following recommendations are made to ILO-IPEC programme designers in the sub-region.

Recommendation 1: *Project design needs to begin with a clear starting point, defining the specific trafficking problem(s) to be addressed in a particular location, i.e. trafficking of particular groups into particular forms of labour and sexual exploitation, such as trafficking of women from southern Vietnam into exploitative labour abroad; trafficking through marriage into labour and sexual exploitation; or trafficking into exploitative factory work; and identify specific strategies to address these problems, including targeted awareness and safe migration supports.*

Recommendation 2: *Where feasible, design linked interventions in both sending and receiving areas, both within country and in cross-border interventions, as in the overall TICW(DfID) project. In the case of cross-border trafficking between Vietnam and Cambodia, The MoU between Cambodia and Vietnam should provide one avenue to do this more effectively in the future.*

Recommendation 3: *Based on ILO-IPEC's experience in addressing the rights of children and youth and the particular vulnerability of young people to trafficking, ILO-IPEC should continue to extend its reach to youth (under 25), both young women and young men in targeted trafficking prevention interventions.*

6.2 Institutional setting and capacity

Other counter-trafficking efforts could learn from this ILO-IPEC project about the success of basing the project within the fledgling provincial structures in Vietnam and Cambodia to counter trafficking rather than creating new structures. With regard to the capacity of provincial agencies to analyse migration patterns in relation to trafficking, the project supported thorough participatory situation analyses, but local capacity in this area is still underdeveloped.

Recommendation 4: *At country level we encourage ILO-IPEC staff to share experience with other agencies on the sustainability benefits of situating interventions within existing government anti-trafficking structures.*

Recommendation 5: *Future projects should give further priority to building provincial level capacity to analyse migration information and patterns in relation to trafficking.*

6.3 Community development processes

Recommendation 6: *Continue to document, share and replicate the model of participatory community and child participation processes integrated throughout project implementation.*

6.4 Awareness raising

Recommendation 7: *Within awareness raising approaches, further emphasis needs to be given to the inclusion of practical guidance in information materials and referrals to support services for safe migration; with ILO-IPEC support to government agencies if necessary to assist in establishing services. Since a number of agencies are independently developing awareness raising and safe migration packages, ILO-IPEC might usefully cooperate with other agencies such as UNIAP, together with counterparts, to compile and review the range of materials in each country and select the best elements.*

6.5 Direct assistance as a prevention tool

The integrated model for prevention of trafficking at a community level is showing signs of success in reducing vulnerability but needs to be fully implemented and tested in the current project sites to show its value. The direct assistance part of the approach is likely to be most effective provided that those vulnerable to trafficking can be identified. The issue of targeting for prevention of trafficking is one of the most complex to address. In terms of the model for ILO-IPEC to promote for wider use, it is suggested that direct assistance under anti-trafficking programs be provided to families with members who are identified as most vulnerable, in selected age and gender groups if this is justified in a particular locality. At the same time ILO-IPEC and other agencies should advocate for trafficking prevention to be addressed within community-wide poverty reduction strategies in areas of high migration.

Recommendation 8: Support implementing agencies in the identification of vulnerability factors through research with persons who have been trafficked, and as far as possible target direct assistance accordingly.

Recommendation 9: ILO-IPEC should consider providing further support to the provinces where the project has been implemented to enable the vocational training and livelihood options to be fully implemented and tested.

Recommendation 10: In livelihood development assistance (supported by ILO-IPEC or mainstreamed by local agencies) provide technical support to sound market analysis and identification of viable income generating activities, as well as follow-up support services to beneficiaries of vocational training and micro-finance.

6.6 Impact assessment

There needs to be greater attention to impact assessment by ILO-IPEC as well as other agencies working to counter trafficking. In recognition of this, the ILO-IPEC sub-regional office is developing an impact assessment toolkit drawing on expert consultation under the TICW (DfID) project.

Recommendation 11: Include systematic measurement of impact on vulnerability in future projects, for example, indicators of change in the level of awareness of trafficking risk and safe migration, and changes in safe migration practices, through modest scale surveys and qualitative assessments at baseline, mid-term and end of project.

Annex 1 Evaluation Schedule

Evaluation team:

Team leader: Ms. Ruth Bowen

Cambodia consultant: Ms. Prom Tevy

Viet Nam consultant: Mr. Tran Minh Gioi

Time	Activities	Participants
13 -17 November 2006	<p>Preparation: Telephone briefing with head of DED Section, IPEC, Geneva</p> <p>Desk Review of project related documents</p> <p>Evaluation instrument prepared based on desk review</p>	<p>Ruth Bowen and Peter Wichmand, DED, IPEC</p> <p>Evaluation team</p>
<p>CAMBODIA Evaluation team accompanied on field visit by National Project Coordinator, Mr. Tong Ratha Veng and Project Assistant Ms. Sok Thida Bun who provided logistical support.</p>		
19 Nov	Team leader arrival in Phnom Penh	
20 Nov a.m.	<p>Consultation with National Project Coordinator and TICW/DfID National Project Coordinator</p> <p>Meeting with Chief Technical Advisor Time-Bound Programme</p>	<p>Mr. Tong Ratha Veng Mr. Khleang Rim</p> <p>Mr. Menacherry Paul Joseph</p>
p.m.	Travelled to Kampong Cham Province	
21 Nov a.m.	<p>Kampong Cham Province</p> <p>Consultation with Provincial Child Protection Network in Kampong Cham Town</p>	<p>12 members of PCPN including Deputy Provincial Governor, representatives of provincial departments of Police; Education, Youth and Sport; Women's Affairs; Information; Planning; representatives of Vihear Loung Commune and Krouch Chmar Commune and representatives of implementing agencies: Mr. Tout Bun Long, Dir. PDoLVT, Mr. Cheng Hean, Project coordinator, PDoVLT, Mr. Choun Kosal, Project Coordinator, NAS.</p>
p.m.	<p>Korng Kang Commune, Kampong Cham</p> <p>Consultation with vocational training beneficiaries, credit beneficiaries, Commune chief, Village Development Committee leader, visited village library.</p>	<p>Met with 3 young women training in tailoring (aged 19-22 yrs), 1 motorcycle repair trainee, and 2 women small business credit beneficiaries.</p> <p>Evaluation team was accompanied by provincial project coordinators from the two implementing</p>

Time	Activities	Participants
	Consultants conferred on methodology	agencies.
22 Nov a.m.	Vihear Loung Commune, Kampong Cham	Meeting with 31 CCPN Network members included village chiefs of 5 project villages and 10 non-project villages, school directors and staff, Commune Council members, Commune Chief, Commune Police. Evaluation team accompanied by implementing agency project coordinators.
p.m.	Meeting with Commune Child Protection Network Met primary school children and teachers, observation of classroom session on child labour and safe migration Met group of beneficiary families raising goats Met self help group credit beneficiaries, group leader and small business owner Travelled to Prey Veng Province	
23 Nov a.m.	Prey Veng Province Consultation meeting with Provincial Child Protection Network in Prey Veng Town	Meeting with 18 members of PCPN including representatives of implementing agencies: Ms. Mao Sokhanary, Project Coordinator, PDoSVY and Mr. Chhoeun Kolyan, Project Coordinator, PKNS
p.m.	Prey Pnov Commune, Prey Veng Meeting with Commune Child Protection Network, school staff, village chiefs Met child PME facilitator	Meeting with 12 CCPN members Implementing agency project coordinators accompanied evaluation team.
24 Nov a.m.	Trobek Commune, Prey Veng Met Commune chief, village chief, commune teacher Met non-formal education class teacher and participants Met vocational trainees – weaving Met credit beneficiaries – fish raising	Meeting with 12 CCPN members Ms. Prak Sary, NFE teacher Ms. Pros Srey Net, PME facilitator Ms. Mao Sokhanary, Project Coordinator, PDoSVY and Chhoeun Kolyan, Project Coordinator, PKNS NGO accompanied evaluation team in commune visit
p.m.	Return to Prey Veng Town Preparation of report to stakeholder workshop	Evaluation team
25 Nov a.m.	Stakeholders’ workshop in Prey Veng provincial town.	Workshop with 12 participants including representatives of the six implementing agencies from Kampong Cham, Prey Veng and Svay Rieng, and a representative

Time	Activities	Participants
		of the Ministry of Labour and Vocational Training Department on Child Labour, National Action Programme.
p.m.	Return to Phnom Penh. Team leader return to Hanoi	
Vietnam Logistical support was provided by the Vietnam project staff, Ms.Nguyen Thi Linh Van, National Project Coordinator, and Ms. Nguyen Hong Giang, Project Assistant.		
27 Nov a.m.	Consultation with TICW HSF Project Coordinator Consultation with TICW DfID National Project Coordinator	Ms. Nguyen Thi Linh Van Mr. Nguyen Van Dao
p.m.	Consultation with Project Director, National Vietnam Women’s Union Meeting with Director, ILO Hanoi Office	Ms. Duong Thi Xuan, Director, IEC Department, Vietnam Women’s Union Ms. Rosemarie Greve
Evening	Travel to HCMC	
28 Nov a.m.	Travel from HCM to Tay Ninh Province Meeting with Provincial Project Steering Committee	10 members of PPSC including representatives of Province WU, Department of Public Security, DOLISA, Education Department, Committee for Population, Family and Children, Border Guard, Provincial TV.
p.m.	Long Thuan Commune, Tay Ninh Meeting with Commune Project Steering Committee Meetings with beneficiaries Return to Ho Minh City	8 members of CPSC including 3 WU staff, People’s Committee, Police, Youth Union, secondary school teacher, Fatherland Front. 4 children aged 12-17 supported to go to school; Group of girls attending vocational training; 2 young women beauty care trainees; Family receiving credit for cow raising.
29 Nov a.m.	Travel to Hau Giang Province Meeting with Provincial Project Steering Committee	14 members of PPSC including representatives of Province People’s Committee (4), WU (3), Social Policy Bank, Police, Youth Union, DOLISA, Committee for Population, Family and Children, Provincial TV and Radio (3 reporters).
p.m.	Meeting with Hoa My Commune	15 CPSC members including

Time	Activities	Participants
	Project Steering Committee, Hau Giang Province	representatives of Commune People's Committee, Commune WU, Commune YU, Commune police, Labour, Invalids and Social Affairs, Commune Fatherland Front, Justice staff, Commune Farmers' Association, Commune Committee for Population, Family & Children, District Youth Union.
30 Nov a.m.	Hoa My Commune, meetings with beneficiaries:	Group of handicraft training beneficiaries producing woven mats for export Two families receiving credit for fish raising Group of school children
p.m.	Can Tho Province Vinh Trinh Commune, Vinh Thanh District, meeting with Commune Project Steering Committee Meeting with beneficiaries	10 CPSC members including Commune People's Committee, District Youth Union, Commune Youth Union. Group of 8 beneficiaries receiving support in vocational training, credit and education.
1 December a.m.	Stakeholders' meeting in Can Tho City	Workshop of 14 people, including Central VWU IEC Department, Can Tho Women's Union, Can Tho Department of Public Security, Can Tho DSEP/MOLISA, Hau Giang Women's Union, Hau Giang Social Policy Bank, Hau Giang DoLISA, Tay Ninh WU, Tay Ninh Committee for Population, Family and Children, Tay Ninh Department of Public Security
p.m.	Travel back to HCMC and flight to Hanoi	
Tues 5 December	Travel to Bangkok	Ruth Bowen
6 December		
10.30 a.m.	Meeting on TICW/DfID Impact assessment	ILO-IPEC TICW project staff and representatives of regional anti-trafficking agencies
1.30p.m.	De-briefing with Bangkok project staff and IPEC Geneva	Ms. Anna Engblom, TICW Programme Officer Ms. Thetis Mangahas, TICW Chief Technical Advisor Ms. Sherin Khan, Senior Programme & Operations Officer, IPEC.
5.40 p.m.	Flight to Hanoi	
Friday 15 December	Draft report submitted	

Annex 2 Evaluation Instruments

a) Evaluation instrument

Final Evaluation of Prevention of Trafficking in Children and Women at a Community Level in Cambodia and Vietnam
RAS/02/P09/HSF

Scope and Purpose

As stated in the TOR the evaluation will assess:

- Whether the objectives of the TICW/HSF project were achieved by comparing the intended outputs with the actual outputs
- The overall impact of the TICW/HSF project at different levels such as policy level, beneficiaries level, community level and household level.

For the first main purpose, the evaluation will compare the project logical framework to the extent that it is articulated in project documentation (immediate objectives and outputs, at project level and Action Programme level) with reported outputs.

In terms of assessing impact at the level of broad, long term changes, the evaluation will take a cautious approach, bearing in mind the difficulty of measuring any impact on the level of trafficking in persons, when reliable baseline information are mostly lacking in both countries. However the evaluation will review any proxy indicators available relating to the reduction of *vulnerability* to trafficking at individual, household and community level, including those used in the project's monitoring and evaluation framework. Given the time and resources available the evaluation will not conduct any additional survey studies for comparison with baseline as these would be more properly carried out in an ex-post or impact study.

General evaluation approach and principles

- The evaluation team will attend to the guidelines provided by DED and apply high a standard of evaluation principles and methods throughout.
- Methods of data collection and stakeholder perspectives will be triangulated for any given evaluation question/issue.
- Efforts will be made to include children's voices and beneficiary participation generally, using sensitive approaches to interviewing children.
- Gender and cultural sensitivity will be integrated in the evaluation approach and will also be a focus of assessment in the evaluation.
- Consultations will incorporate a degree of flexibility to maintain ownership of the stakeholders and beneficiaries whilst ensuring that key information requirements are covered.
- As far as possible, a consistent approach will be followed in Cambodia and Vietnam with adjustments made for the different structure of Action Projects

and the progress of implementation in each country, given that project approval took longer in Vietnam.

Beneficiary and Stakeholder consultations

In beneficiary and stakeholder consultations and in the stakeholder evaluation workshop, efforts will be made in the structuring of discussion to allow the views of different groups of beneficiaries and stakeholders on specific issues to be identified. For example, arranging discussion groups by stakeholder: separate groups of Women’s Union, non-formal education providers and community leaders, social welfare agencies and criminal justice representatives.

Priority will be given to including beneficiaries- girls, boys, and young women in the evaluation by interview or group meeting processes in each project site visited.

Modifications to list of suggested aspects to be addressed

Key changes:

Project design

- Given project resources, did the project achieve its goals and targets. *This will be addressed as an issue of project achievement and cost-effectiveness, but will also be considered under design in terms of the scope of the project and whether this was realistic in comparison with resources.*
- ‘Usefulness of indicators’ *to be included under assessment of internal logic.*

The list of aspects to be addressed has been reviewed and rearranged somewhat, but not changed substantively. Additional items are highlighted in italics in the Methodology Matrix below:

Methodology Matrix

*PM: Project Management

Evaluation Area	Specific information sought	Source/method
<u>Design</u>	Extent to which root causes of trafficking addressed; causal relationship of strategies to reduction of trafficking	- Desk review cf. literature - Progress reports - Consultation with stakeholders in source communities
	<i>Quality of situation analysis/selection of target groups and target locations</i>	- Desk review - Situation analysis reports - Stakeholder consultation - PM consultation
	<i>Identification/development of strategies</i>	- Desk review - Stakeholder

Evaluation Area	Specific information sought	Source/method
		consultation
	Match between scope and resources	- Desk review - PM consultation - Stakeholder consultation
	Internal logic, usefulness of the indicators and MoV	- Desk review - Consultation with PM and implementing agencies
	External logic – the project’s contribution in the broader context of regional anti-trafficking interventions	- Desk review - Consultation with stakeholders - Consultation with PM
	Learning from mid-term evaluation and experience to improve design/<i>strategies/implementation processes</i>	- Desk review - Consultation with PM and implementing agencies
	Gender and <i>social inclusion</i> aspects integrated in design, implementation, and evaluation? Practical and strategic gender needs addressed	- Desk review - Beneficiary consultation - Implementing agency consultation
<u>Relevance</u>	Appropriateness of strategies to different target groups. Gender and cultural sensitivity.	- Desk review - Stakeholder and beneficiary consultations - PM consultation
	Practical and strategic gender needs addressed (see design considerations above)	- Desk review of literature on trafficking - Stakeholder and beneficiary consultations - PM consultation
	Strategic fit with policy developments at all levels on trafficking prevention and migration as well as other related policy areas	- Desk review - PM consultation - National and province stakeholder consultation
	Relationship with other child labour and child-trafficking projects (ILO and other), and broader ILO programs	- Desk review
<u>Implementation and achievements</u>	Given resources did the project achieve its goals and targets	- AP progress reports and TPRs – focusing on indicators for component APs. - Completed ILO evaluation matrices
	Effectiveness of APs in	- AP progress reports and

Evaluation Area	Specific information sought	Source/method
	contributing to immediate objectives	TPRs – focusing on indicators for component APs. - ILO evaluation matrices
	Effectiveness of awareness raising on child labour and trafficking	- AP progress reports and TPRs – focusing on indicators for component APs. - ILO evaluation matrices
	<i>Effectiveness of income generation activities/approaches</i>	- AP Progress reports - Beneficiary consultation in sample locations
	Did the intervention reach the expected target population	- Desk review of AP reports Consultation with PM
	Changes in cultural perceptions about child labour <i>and trafficking</i> among men, women, boys and girls	- Beneficiary interviews - Consultation with implementing agencies
	<i>Changes in attitudes towards returned victims of trafficking</i>	-Community consultation - Stakeholder consultation - Desk review of AP reports
	Capacity of implementing agencies for action against child labour enhanced?	- Implementing agency consultation
	Effectiveness of local management structures	- Desk review - Implementing agency consultation - PM consultation
	Key achievements per province and nationally	- Stakeholder consultation - PM – national and regional
	Promotion of conceptual clarity, mobilization of stakeholders, advocacy	- Stakeholder consultation - PM consultation
	Quality of Inter-agency collaboration	- Desk review - PM consultation - Stakeholder consultation
	Level of government commitment and support, interaction with policy	- Government stakeholder consultation - Desk review - PM consultation

Evaluation Area	Specific information sought	Source/method
	Quality of work plans and monitoring plan (Implementation)	- Desk review - PM consultation
	Specific models of intervention and replicability	- Site visit observation - Stakeholder consultation - Desk review:AP reports
	Lessons learned	- Desk review - Consultations with PM - Stakeholder consultation
<u>Sustainability</u>	Local and national ownership	- Consultations with national, provincial and commune stakeholders - AP reports, MTE - PM consultation
	Participation and sense of ownership among individuals and institutions	- Consultations with national, provincial and commune stakeholders - AP reports, MTE
	Long term prospects to build on achievement of the project	- Plans of government and other implementing agencies to continue activities within their programs - Cost implications
	Possibilities for replication and scaling up, <i>resources required</i>	- AP reports - Stakeholder consultations - PM consultation
	Policy and institutional impacts - Mainstreaming of child labour issues	- MTE - National and provincial stakeholder consultation
	Risks to sustainability posed by social-cultural and gender attitudes and practices. Has the project taken action to sensitize on these issues?	- Stakeholder consultation on their own and local attitudes and practices on gender issues - PM consultation
<u>Special aspects</u>	Design and implementation fully take into account international labour standard?	- Desk review – comparison of documentation with international conventions and standards on child labour - Stakeholder consultation

Consultation methods and Question Guides for Consultations/Interviews

Consultation methods will comprise individual interviews, group discussion and presentation by evaluation team and focus group discussions among stakeholders and beneficiaries. The specific methods for each group of beneficiaries and stakeholders will be determined in consultation with the project management taking into account the schedules already arranged. For the stakeholder evaluation workshop the ideal structure will be presentation by the evaluation team, followed by stakeholder focus groups according to group, and plenary session.

List of guiding questions to be used in individual interviews, plenary group meetings or focus group discussion formats will be developed for:

- Country project management teams,
- Regional project management office
- Each stakeholder group at national, province and local levels, adjusted according to the type of activity – e.g. awareness raising, education/non-formal education and income generation
- Beneficiary groups – girls, boys, parents, community.

A combination of open-ended and specific questions will be employed.

Indicative open-ended questions for stakeholders/implementing agencies:

- What are the most significant changes you have observed during the project?
(For example, at individual level, community level, in migration patterns/practices, attitudes in the community to child labour, awareness of the risks of trafficking, awareness of labour exploitation of children including child sexual exploitation, access to education and income generation, policy; at organisational level - capacity of your organization to implement trafficking prevention)
- How were these changes brought about by the project?
- What are the most important achievements/ of the project from your point of view to reduce vulnerability of children and women to trafficking?
- What were the most successful approaches and activities implemented in the project?
- What were the main difficulties you encountered in implementing the project?
- How did you address difficulties?
- Do you have any plans for continuing these activities in the future?
- What changes, if any, would you make in implementing activities to prevent child labour and trafficking of women and children in the future?
- Specific closed questions will be tailored to the theme of each Action Programme
- Question guides and prompts will be further developed for each consultation under key information headings.

b) Questions for provincial stakeholders and implementing agencies

Questions for Provincial Child Protection Networks and Stakeholders in Cambodia

Question area	Prompt
Roles/background	
Can you describe role of your agency in the project?	Ask each agency
How was the project steering committee formed? What were the roles of different agencies How did the agencies collaborate together?	Did this committee/structure exist prior to project?
Conceptual clarity: How do you understand the concepts of child labour and trafficking in children and women?	Mention of Conventions, UN supplementary Protocol on trafficking
What are the gender issues in child labour and trafficking in the target areas?	How were gender issues addressed?
How did you select the target groups for direct assistance?	What were the criteria for high risk individuals; families? Which were the priority criteria?
Achievements, constraints, capacity	
What are the most significant changes you have observed in the community and among target beneficiaries during the project? How were these changes brought about by the project? How do you monitor the situation of labour migration and trafficking in the target localities?	At individual level, community level, in migration patterns/practices, attitudes in the community to child labour, awareness of the risks of trafficking, awareness of labour exploitation of children including child sexual exploitation, access to education and income generation Attitudes towards returned victims of trafficking?
What were key results achieved for each of your immediate objectives?	1-2 key results for each objective
What were the most successful approaches/intervention models implemented in the project?	For each action programme: Child Protection Network; awareness raising; increasing access to non-formal education; micro-finance
What were the main difficulties you encountered in implementing the	How did you address difficulties?

Question area	Prompt
project?	
What areas were identified for improvement in the MTE?	What follow-up actions were taken?
Did children participate in organising project activities? How? Monitoring of the results?	Awareness raising campaigns Role/understanding of children in PME?
What changes have occurred in your capacity/capacity of implementing agencies to implement trafficking prevention?	Policy/management capacity Ways of working together
What training did you have during the project? How useful was it for you in managing/implementing the project activities?	Management, planning? Conceptual understanding Awareness raising approaches Participatory approaches
Future	
What activities have continued/will continue beyond the project end?	Design new activities, monitor and report on activities? Resources needed
Do you have plans for continuing any of the activities in the future?	
What changes, if any, would you make in implementing activities to prevent trafficking and child labour in the future?	
Recommendations for the future?	

Notes:

1. **Key questions among those listed above were selected for the consultations with commune stakeholders covering three broad areas of major achievements, difficulties encountered, future plans and aspirations. Commune level discussions were divided into project and non-project participants where both groups attended the meetings.**
2. **This framework was also used for the consultations with the Provincial Project Steering Committees in Vietnam, adapted as necessary.**

Annex 3 Photographs of Beneficiary Participants in Evaluation

CAMBODIA

Primary school children in Prey Pnov Commune, Prey Veng Province



Non-Formal education class in Trobek Commune, Prey Veng Province



Small business owner supported by credit in Vihear Loung Commune,

Kampong Cham Province



VIETNAM

Meeting vocational trainees in Long Thuan commune, Tay Ninh Province



Mat weaving vocational training group in Hoa My Commune, Hau Giang Province



Drying weaving materials in Hoa My Commune



Annex 4 List of Evaluation Participants

CAMBODIA

ILO/TICW

Mr. Tong Ratha Veng	TICW HSF National Project Coordinator
Mr. Khleang Rim	TICW DfID National Project Coordinator
Mr. M.P. Joseph	Chief Technical Advisor, Time Bound Project

Kampong Cham Province Provincial Child Protection Network

Mr. An Sokhom	Chief of Bureau, Provincial Police
Mr. Tham Chanthol	Deputy Chief of Bureau, Provincial Department of Education, Youth and Sport
Mr. Choun Kosal	Project Coordinator, Nak Akphivath Sahakum (NAS), Action Programme Implementing Agency
Mr. Tout Bun Long	Director, Provincial Department of Labour and Vocational Training (DOLVT)
Mr. Meng Soun	Deputy Provincial Governor, Kampong Cham Province
Ms. Dok Narom	Chief of Bureau, Prov. Department of Women's Affairs
Mr. Eung Channaret	Deputy Director, DOLVT
Mr. Cheng Heang	Project Coordinator, DOLVT
Mr. Cheam Ran	Director, Provincial Department of Planning
Mr. Yok Samen	Director, Department of Information
Mr. Y Lai Theng	Commune Chief, Vihear Loung Commune
Mr. Men Leang Sok	Commune Chief, Krouch Chmar Commune

Beneficiaries - Korng Kang Commune, Kampong Cham Province

Ms. Hang Sokhay	Tailoring trainee, Kong Kang 1
Ms. Sary Sithon	Tailoring trainee, Kong Kang 1
Ms. Pay Konchab	Tailoring trainee, Kong Kang 2
Mr. Men Bi	Commune Chief, Kang Kang
Mr. Toun Iv	District Focal Point, Ponhear Krek
Mr. Chreng Chhan	Village Development Committee Leader, Kong Kang 1
Ms. Em Lay	Small Business Operation, Kong Kang 2
Ms. Ty Ou	Small Business Operation, Kong Kang 2

Commune Child Protection Network, Vihear Loung Commune, Kampong Cham Province

Choub Dara	School teacher
Chan Chhayren	Commune Council member
Kong Sarin	Village Chief
Chea Bi	Village Chief
Thnam Naim	Village Chief
Hem Mean	Village Chief
On Chab	Village Chief

Chin Chan	School teacher
Sor Koun	Village Chief
Kav Nat	Village Chief
Chum Nan	Village Chief
Seng Nathy	School teacher
Em Saron	Village Chief
Chab Dom	Village Chief
Nob Nary	Commune Police
Mi Sokha	Commune Police
Han Hot	Village Chief
Nam Ron	Village Chief
Hib Thaiy	Village Chief
Chhun Seab	Village Chief
Phun Chan	Deputy Village Chief
Chhoun Vong	School teacher
Nov Vutha	School teacher
Chan Yath	Deputy Village Chief
Van Narith	Commune Council Assistant
Bon Sing	Commune Council member
Ham Hak	Commune Council member
Meng Khum	Commune Council member
Van Chhay Hak	Commune Council member
Pech Say	Commune Council member
Iv Lay Theng	Commune Chief

Prey Veng Province – Provincial Child Protection Network

Por Sovann	Chief of Bureau, Provincial Department of Cults and Religion
Chan Tino	Staff, Punleu Ney Kdey Sangkum (PNKS)
Sor Savoeun	Provincial Army, Prey Veng
Chhoeun Kolyan	Staff, PNKS
Nuth Saran	Deputy Director, Provincial Department of Tourism
Phat Sothy	Staff, Prov. Department of Education, Youth and Sport
Ngin Pov	Chief, Prov. Department of Women’s Affairs
Pok Savat	Deputy Director, Prov. Department of Culture and Fine Arts
Khev Sambath	Deputy Director, Prov. Department of Agriculture
Ket Chhean	Director, Prov. Department of Information
Chan Sothea	Chief of Bureau, Provincial Police
Heam Hoeun	Director, PDoLVT
Cheum Hao	Deputy Director, Prov. Department of Health
Touch Setha	Deputy Director, Prov. Department of Rural Development
Ms. Mao Sokhanary	Project Coordinator, Prov. Department of Social Affairs, Veterans and Youth (DOSAVY)
Yin Saroeun	Director, DoSAVY
Pok Chhon	Deputy District Governor, Kamchai Mea
Sen Channy	Chief of District Office of SAVY, Kamchai Mea

Commune Child Protection Network & Beneficiaries in Prey Pnov Commune, Prey Veng Province

Voeun Samnang	School Director, Prey Sla Primary School
Lim Kheng Hor	School Director, Prey Pnov
Mork Sarom	Commune Council Member, Prey Pnov
Son Sokunthy	Deputy School Director, Prey Pnov
Hun Lai Hot	School Director, Samaki
Reach Ron	School Director, Prom
Phon Soeun	Village Chief, Prey Pnov
Chhoun Soeun	Deputy Village Chief, Krous
Sok Ly	Village Chief, Prom
Mang Kin	Village Chief, Samaki
Chean Hean	Commune Chief, Prey Pnov
Morm Saroeun	Deputy School Director, Prey Sla
Prak Sary	Teacher, Prey Sla
Ms. Pros Srey Net	PME facilitator, Prey Pnov

Trobek Commune beneficiaries, Prey Veng Province

Sin Set	Commune Chief, Trobek Commune
Min Moeun	Commune Teacher, Trobek Commune
Ms. Khnol Vanny	NFE Teacher, Tropeng Kampeus Village
Mr. Chhum Noeun	Self Help Group, Tropeng Kampeus Village
Ting Sea	Village Chief, Tropeng Kampeus Village

National Stakeholders' Meeting Prey Veng Provincial Town

Mr. Cheng Heang	Project Coordinator, PDoLVT-Kampong Cham
Mr. Nhor Sophal	Staff, WP-Svay Rieng
Mr. Chhoeun Kolyan	Staff, PNKS-Prey Veng
Mr. Nuth Sophon	Staff, National Steering Committee, Child Labour Department, Phnom Penh
Mr. Choun Kosal	Project Coordinator, NAS-Kampong Cham
Mr. Heng Chan Thon	Staff, Wathnakpheap, Phnom Penh
Ms. Prom Vannak	Project Coordinator, PDoSVY-Svay Rieng
Ms. Va Saren	Director, PDoSVY-Svay Rieng
Mr. Tout Bung Long	Director, PDoLVT-Kampong Cham
Mr. Yin Saroeun	Director, PDoSVY-Prey Veng
Ms. Mao Sokhanary	Project Coordinator, PDoSVY-Prey Veng
Mr. Pouy Chamroeun	Project Assistant, PDoSVY-Prey Veng

VIETNAM

ILO/TICW

Ms. Rosemarie Greve	Director, ILO Hanoi Office
Ms. Nguyen Thi Linh Van	TICW HSF Project Coordinator
Mr. Nguyen Van Dao	TICW National Project Coordinator

Central Women's Union

Ms. Duong Thi Xuan	Director, IEC Department, Vietnam Women's Union
Ms. Nguyen Hoang Anh	Staff, IEC Department, Vietnam Women's Union
Ms. Nguyen Thanh Ha	Staff, IEC Department, Vietnam Women's Union

Tay Ninh Province Project Steering Committee

Ms. Nguyen Hong Chanh	Chairperson, Provincial WU
Ms. Le Thi Chuong	Vice Chairperson, Provincial WU
Mr. Duong Van Phu	Vice Director, DOLISA
Ms. Van Thi Cung	Vice Director, Education Department
Mr. Hoang Trung Kien	Vice Chairperson, Committee for Population, Family and Children
Mr. Cao Van Nhan	Vice Head of Investigation Office, Dept. of Public Security
Mr. Dinh Viet Binh	Vice Head, Investigation Office – Border Guard Command
Mr. Ha The Manh	Vice Head Edit Office – Provincial TV
Ms. Vo Thi Hong Ut	Staff, Provincial WU
Ms. Tran Thi Cam Van	Staff, Provincial WU

Long Thuan Commune Project Steering Committee- Tay Ninh Province

Mr. Nguyen Tran Khoan	Vice Chairman, Commune People's Committee
Ms. Trinh Thi Thuy	Vice Chairperson, Commune WU
Mr. Pham Manh Ho	Vice Chairman, Commune Fatherland Front
Mr. Vu Van Trung	Dep. Secretary, Commune Youth Union
Mr. Lam Van An	Head, Commune Police
Ms. Nguyen Thi Phuong	Teacher, Lower Secondary School
Ms. Tran Thanh Tung	Chairperson, Commune WU
Ms. Vo Kim Dao	Comm Committee for Population, Family & Children
Ms. Nguyen Thi Thu Hong	Vice Chairperson, Ben Cau District WU
Ms. Le Thi Chuong	Vice Chairperson, Provincial WU
Ms. Vo Thi Hong Ut	Staff, Provincial WU
Ms. Tran Thi Cam Van	Staff, Provincial WU

Hau Giang Province Project Steering Committee

Mr. Do Trung So	Director, Provincial Social Policy Bank
Mr. Phan Hoang Lam	Head of Office, Provincial Police
Mr. Le Trung Chinh	Secretary, Provincial Youth Union
Mr. Le Van Nhieu	Vice Director, DOLISA
Mr. Nguyen Thanh Liem	Vice Director, Cultural and Information Center
Mr. Le Minh Dang	Staff, Provincial People's Committee
Mr. Nguyen Van Hoang	Vice Chairman, Provincial CPFC
Ms. Cao Thi Anh Diep	Staff, Provincial People's Committee
Mr. Trinh Quang Hung	Vice Chairman Provincial People's Committee
Mr. Nguyen Minh Hoang	Vice Head of Office, Provincial People's Committee
Ms. Huynh Thuy Trinh	Vice Chairperson, Provincial WU
Ms. Dinh Thi Cam Nga	Staff, Provincial WU
Ms. Nguyen Thi Loan	Vice Chairperson, Provincial WU
Ms. Tran Thanh Nha	Reporter, Provincial TV and Radio
Mr. Ly Long	Reporter, Provincial TV and Radio
Ms. Hong Thi Cam Em	Reporter, Provincial TV and Radio

Hoa My Commune Project Steering Committee, Hau Giang Province

Mr. Dao Thanh Van	Vice Chairman, Commune People's Committee
Ms. Duong Thi Lanh	Chairperson, Commune WU
Mr. Le Hoang Ba	Secretary, Commune Youth Union
Mr. Nguyen Van Thong	Head, Commune Police
Mr. Nguyen Van Xe	Staff in charge of Labour, Invalids and Social Affairs
Mr. Trinh Quang Tuyen	Headmaster, Secondary School
Mr. Tran Van Dung	Vice Chairman, Commune Fatherland Front
Mr. Huynh Phuoc Hung	Staff in charge of Justice
Mr. Le Thanh Truong	Staff, Commune People's Committee
Mr. Nguyen Van Hai	Staff, IEC, Commune People's Committee
Mr. Nguyen Hoang Anh	Staff, District Youth Union
Mr. Nguyen Anh Duy	Staff, District Youth Union
Mr. Pham Van Hung	Vice Chairman, Commune Farmers' Association
Ms. Nguyen Thi Hoa	Staff, Commune CPFC
Mr. Le Thanh Son	Staff, District Youth Union

Stakeholders' Meeting in Vinh Trinh Commune, Vinh Thanh District, Can Tho

Ms. Doan Son Lam	Secretary District Youth Union, (Former Vice Chairperson of the Commune People's Committee)
Mr. Le Trung Tin	Vice Chairperson, Commune People's Committee
Mr. Dang Cong Van	Chairman, Commune Fatherland Front
Mr. Vo Van Tuan	Secretary, Commune Youth Union

Ms. Le Thi Di	Chairperson, District WU
Mr. Bui Huu Thanh	Vice Chairman, Commune Veterans' Association
Mr. Nguyen Chi Linh	Staff, Commune People's Committee
Ms. Ho Thu Thuy	Chairperson, Commune WU
Ms. Pham Thi Cuc	Staff, Provincial WU
Ms. Nguyen Thi Thu Lam	Staff, Provincial WU

Stakeholders Workshop in Can Tho City, Can Tho Province

Ms. Duong Thi Xuan	Director, IEC Department, VWU
Ms. Le Thanh Thuy	Vice Chairperson, Can Tho WU
Ms. Pham Thi Kim Cuc	Staff, Can Tho WU
Ms. Nguyen Thi Thu Lam	Staff, Can Tho WU
Mr. Huynh Van Hanh	Vice Head, Investigation Office, Can Tho Department of Public Security
Mr. Pham Ngoc Phuong	Director, Department for Social Evils Prevention, Can Tho DOLISA
Ms. Huynh Thuy Trinh	Vice Chairperson, Hau Giang WU
Ms. Nguyen Thi Loan	Vice Chairperson, Hau Giang WU
Mr. Do Hung So	Director, Hau Giang Social Policy Bank
Ms. Nguyen Thi Huynh Mai	Vice Director, Hau Giang DOLISA
Ms. Le Thi Chuong	Vice Chairperson, Tay Ninh WU
Ms. Tran Thi Cam Van	Staff, Tay Ninh WU
Mr. Hoang Trung Kien	Vice Chairman, Tay Ninh CPFC
Mr. Cao Van Nhan	Vice Head of Investigation Office, Tay Ninh Dept. of Public Security

Bangkok Regional ILO Office

Ms. Anna Engblom	Programme Officer, TICW
Ms. Thetis Mangahas,	Chief Technical Advisor, TICW

ILO-IPEC Geneva Office

Ms. Sherin Khan	Senior Programme and Operations Officer, IPEC
Mr. Peter Wichmand	Head of Design, Evaluation and Documentation Section, IPEC, (Telephone conversation).

Annex 5 IPEC DED Section Tables of Achievements

Cambodia

Project Area of Work	AP in that area if any	Achievements of the project as per I/A report or statements by implementing agency		Achievements as per project management (Comments, additions)	Comments/ Observations by evaluation team	Proposed follow up/ Next steps (consolidated Project coordinator and evaluator)
		Target Groups	Other Qualitative			
Capacity Building	<p>AP 1 in Prey Veng implemented by PDoSAVY</p> <p>AP 3 in Svay Rieng implemented by PDoSAVY</p> <p>AP 5 in Kampong Cham implemented by KCM PDoLVT</p>	<p>Improved operation of provincial and commune child protection networks; increased understanding of trafficking and child labour; skills developed in project planning and implementation, M&E; documentation of lessons learnt and good practices.</p> <p>Membership: Prey Veng: 47 PCPN and 101 DCPN</p> <p>Svay Rieng: 52 PCPN (6 women), 22 CCPN (2 women) and 60 VCPN (25 women)</p> <p>Kampong Cham: 37 PCPN (2 women) 65 CCPN (8 women)</p>	<p>Agencies confident to effectively implement similar activities in the future.</p> <p>Member agencies worked more closely together as a result of the project.</p> <p>Turnover in attendance by different agencies at project meetings reduced efficiency of activity implementation.</p> <p>Cases of trafficking and vulnerable children referred to appropriate authorities and services.</p>	<p>- Improved understanding of and priority given to issues related to trafficking in children and women among the committees from provincial down to village level</p> <p>- Committee members were able to coordinate and facilitate activities and worked closely together in complementary ways within their respective areas and departments.</p> <p>- The three IAs gained practical experience and technical expertise in project design, rapid assessment, M & E, report writing and coordination.</p>	<p>The project strengthened the existing institutional framework of the child protection committees and the committees had appropriate multi-sectoral agency membership to implement trafficking prevention.</p> <p>The collaboration of government and NGO implementing agencies was effective in mobilising government efforts as well as reaching out effectively to the community.</p>	<ul style="list-style-type: none"> ▪ Assess further technical training needs for network members at all levels. ▪ Print copies of the approved provincial plans to promote safe migration/comb at TICW for wider distribution ▪ Seek funding to implement the provincial plans to combat TICW in each participating province. ▪ IAs highly committed to implementing the project, recommend

Project Area of Work	AP in that area if any	Achievements of the project as per I/A report or statements by implementing agency		Achievements as per project management (Comments, additions)	Comments/ Observations by evaluation team	Proposed follow up/ Next steps (consolidated Project coordinator and evaluator)
		Target Groups	Other Qualitative			
						their continued involvement in any future work.
Awareness Raising	<p>AP 1 in Prey Veng implemented by Prey Veng DoSAVY</p> <p>AP 3 in Svay Rieng implemented by DoSAVY</p> <p>AP 5 in Kampong Cham implemented by DoLVT</p>	<p>Prey Veng: Reached 10,706 school children (5,062 girls), 829 young men, 904 young women, 3,766 villagers (2,409 females) in targeted schools and villages</p> <p>Svay Rieng: Reached 1,794 boys, 1,612 girls, 414 youths (232 young women) and 2,592 adults (1,351 women)</p> <p>Kampong Cham: Reached 1,827 boys, 2,731 girls, 467 youths (147 young women) and 1,222 adults (1,577 women)</p>	<p>Community leaders used appropriate channels for communication, including village meetings and ceremonies, weddings, pagoda, home visits, art performance.</p> <p>VCD “No home too far “ effective and often requested.</p> <p>School-based awareness raising was very effective, but lacked sufficient materials.</p>	<p>Community leaders received appropriate training and are capable of raising awareness among other staff and in the community.</p> <p>The wide variety of methods used in AR activities were effective in attracting the interest of the community.</p> <p>Both the broad population and school children have been reached and have a good level of awareness about the issues.</p>	<p>Good level of knowledge and commitment regarding the issues observed among community leaders, including village chiefs, teachers.</p> <p>School-based activities appeared to be strong.</p> <p>Safe migration messages included and practical strategies introduced by commune leaders at own initiative.</p> <p>Need for more systematic evaluation of impact on knowledge and behaviour.</p>	<p>NPC suggestions:</p> <ul style="list-style-type: none"> ▪ Provide more printed materials to target schools, communities and institutions ▪ Provide further training on AR, community facilitation and coordination skills with more lively strategies. (NPC) ▪ IAs conduct regular and timely follow up (NPC). <p>Evaluation team:</p> <ul style="list-style-type: none"> ▪ Extend to non-project communes in the provinces. ▪ Review content of

Project Area of Work	AP in that area if any	Achievements of the project as per I/A report or statements by implementing agency		Achievements as per project management (Comments, additions)	Comments/ Observations by evaluation team	Proposed follow up/ Next steps (consolidated Project coordinator and evaluator)
		Target Groups	Other Qualitative			
						materials/communication messages for practical safe migration support & advice in all localities.
Rural vocational skills training & Income generating activities	<p>Prey Veng: AP 1 Vocational skills training implemented by DoSAVY.</p> <p>AP 2 Income generation implemented by PKNS</p> <p>Svay Rieng: AP 4 Vocational skills and income generation groups implemented by Wathnakpheap</p> <p>Kampong Cham AP 5 Vocational skills training by DoLVT</p> <p>AP 6 Self-help groups and income generation by Nak Akphivath</p>	<p>Vocational skills training: Prey Veng: 94 trainees</p> <p>Svay Rieng: 41 trainees</p> <p>Kampong Cham: 72 trainees</p> <p>Income generating activities Prey Veng: 10 SHG with 160 members. 188 accessed low interest loan and generating income activities</p> <p>Svay Rieng: 10 SHG with 144 members. accessed low interest loan and generating income activities</p> <p>Kampong Cham: 18 SHG with 155</p>	<p>Skills training appropriate to assist youth earn a living in their home locality.</p> <p>Training included animal husbandry, tailoring, motorbike repair, handicrafts, multi-purpose farming.</p> <p>Kampong Cham: Coordination between the DOLVT in providing training and the NGO in providing capital /credit was effective.</p>	<p>Vocational skills training: Was a great success - the majority of training graduates have used their new skills to generate income for their families. Most earned from 3,000-5,000 Riel per day. It is expected that graduated trainees will continue generating income.</p> <p>Traditional vocational skills and IGAs including agricultural and livestock raising produced very good results, while new areas such as weaving and goat raising produced limited results. E.g. I/A and trainees</p>	<p>Skills training well targeted and appropriate however long term sustainability of training provision is limited without further project support.</p> <p>IGAs: Short implementation period to prove effectiveness and number reached relatively small compared to needs. Targeting needs to be reviewed to ensure direct linkage with risk of trafficking. Further technical support needed to ensure that business activities are viable.</p>	<ul style="list-style-type: none"> ▪ Continue to provide training on-the-job with business owners as graduate trainees need longer training time to become fully proficient e.g. motorcycle repair and tailoring. ▪ Trainers and IAs should conduct regular follow up and help identify markets for products. ▪ Identify additional marketable vocational skills and training for the localities. ▪ Identification of additional IGAs

Project Area of Work	AP in that area if any	Achievements of the project as per I/A report or statements by implementing agency		Achievements as per project management (Comments, additions)	Comments/ Observations by evaluation team	Proposed follow up/ Next steps (consolidated Project coordinator and evaluator)
		Target Groups	Other Qualitative			
	Sahakum (NAS)	accessed low interest loan and generating income activities		<p>lacked sufficient knowledge on treatment for goats, and veterinary treatment not readily available to beneficiaries.</p> <p>Income generation: Groups functioned well with strong member participation, support from Village Development Committees and local authorities. Members understood responsibilities and committed to make savings and repay loan and interest on time. Management of the groups smooth and majority of groups able to extend membership through revolving fund. Expect groups to continue due to good management of revolving fund and interest usage to cover management costs and repayment</p>		with good markets

Project Area of Work	AP in that area if any	Achievements of the project as per I/A report or statements by implementing agency		Achievements as per project management (Comments, additions)	Comments/ Observations by evaluation team	Proposed follow up/ Next steps (consolidated Project coordinator and evaluator)
		Target Groups	Other Qualitative			
				default. Some vocational training graduates accessed low interest loans to start their own business.		
Non-Formal Education	<p>Prey Veng: AP 2 implemented by PKHS.</p> <p>Svay Rieng: AP 4 implemented by WP</p> <p>Kampong Cham AP 6 implemented by NAS</p>	<p>Prey Veng: 231 NFE students (195 girls)</p> <p>Svay Rieng: 511 pre-school and literacy students (304 girls/youth/women)</p> <p>Kampong Cham: 712 students (315 girls)</p>	<p>Skills of village volunteer teachers built – 10 in Prey Veng, 10 in Svay Rieng and 15 in Kampong Cham.</p> <p>Village libraries set up in each participating village: 10 in PV, 50 readers per month, 10 in Svay Rieng and 15 in Kampong Cham. With 50 -60 readers per month.</p>	<p>NFE provided enabling conditions for children and young people, by helping them learn to read and write and access formal education. Also, NFE is the fundamental step preparing these children, youth and adults for FE, skills training and life skills regarding risks of trafficking, child labour. NFE students learnt to read and write and many were integrated into FE and vocational skills training.</p> <p>Village libraries are set up in targeted villages, making NFE classes more child/adult-friendly</p>	<p>NFE appears to meet strong need in these communities where many children, especially girls, drop out of school early. It has long term potential to contribute to income earning capacity and life skills and thus reduce risk of trafficking. Take-up of NFE classes high, strong commitment of teachers in two project communes observed, success achieved in transfer to FE. Payment of teachers through loans fund interest</p>	<ul style="list-style-type: none"> ▪ Provide further technical and pedagogical training to village teachers ▪ Help PDoEYS to transfer village volunteer teachers to government contracts. ▪ Commune Education teachers and IAs staff maintain regular visit and follow up. ▪ Provide further reading materials/learning tools to village libraries

Project Area of Work	AP in that area if any	Achievements of the project as per I/A report or statements by implementing agency		Achievements as per project management (Comments, additions)	Comments/ Observations by evaluation team	Proposed follow up/ Next steps (consolidated Project coordinator and evaluator)
		Target Groups	Other Qualitative			
				places to gather, access and read the books together.	not considered sustainable.	
Participatory Monitoring and Evaluation	All 6 IAs conducted the PME twice per project cycle in each of the three provinces	<p>PME Respondents: Prey Veng: 728 children (295 b, 433 g) 625 youth (324 M, 301 F) 1073 adults (567 M, 506 F).</p> <p>Svay Rieng: 199 children (110 b, 89 g) 133 youth (71 M, 62 F) 200 adults (97M, 103F)</p> <p>Kampong Cham: 701 children (310 b, 391 g) 524 youth (244 M, 280 F), 816 adults (410 M, 406F).</p>	<p>Facilitators trained: PV:9 children (4b, 5g); 61 youth (27 M, 34 F); 190 adults (105M, 85F) SVR: 3 children - 1 b, 2 g, 35 youth (24 M, 11 F), 80 adults (62 M, 18 F). KCM:97 children (44 b, 53 g); 101 youth (65M, 36F); 251 adults (158 M, 93 F). IAs appreciated the process and saw PME activities as part of awareness raising. Main difficulties in PME were analysis of collected data and sustainability.</p>	<p>Capacity of IAs, PCPNs, CCPNs, children, youth and adults built through training & practice. It was commented that this is the best activity to involve children and youth fully in the process of monitoring and evaluation. The lessons and topics learnt could be replicated in other projects. Children's participation was promoted through PME activities.</p>	<p>PME effective in engendering sense of ownership and participation, especially youth participation. So far less effective as a means of evaluation as data not collected and analysed systematically.</p>	<ul style="list-style-type: none"> ▪ Provide further and in-depth technical training to IAs on analysing collected data

Vietnam

Project Area of Work	AP in that area if any	Achievements of the project as per I/A report or statements by implementing agency		Achievements as per project management (Comments, additions)	Comments/ Observations by evaluation team	Proposed follow up/ Next steps (Consolidated NPC and evaluator)
		Target Groups	Other Qualitative			
Capacity Building	<p>AP 1: Central Women's Union</p> <p>AP 2: Tay Ninh Women's Union</p> <p>AP 3: Hau Giang Women's Union</p> <p>AP 4: Can Tho Women's Union</p>	<p>Built capacity of 536 staff from different agencies involved in trafficking prevention at provincial, district and local level, (179 in Tay Ninh, 165 in Can Tho, 192 in Hau Giang) and strengthened the collaboration among them.</p> <p>Agencies included Women's Union (VWU), Department for Labour, Invalids and Social Affairs, Committee for Population, Family, and Children, Department of Public Security, Border Guard, Youth Union.</p> <p>380 IEC workers trained to provide mass and 'in-depth' awareness raising at commune/hamlet levels</p>	<p>-Management system functioned well with steering committees at province and local level & network of community IEC workers.</p> <p>-Participating staff gained knowledge and skills enabling them to carry out trafficking prevention at respective levels.</p> <p>-Location of project steering committee within existing provincial structure for NPA promoted recognition of the issue as well as sustainability.</p>	<p>- The VWU provided good leadership to provinces in project planning, implementation and mobilizing other agencies.</p> <p>- Trafficking prevention has become a priority in the socio-economic development agendas of the project provinces. Provinces are developing plans and allocating funds to replicate the project model in other areas of the provinces.</p> <p>- VWU created channels for sharing experience among project provinces as well as non-project provinces.</p> <p>- VWU acquired skills in implementing anti-trafficking activities using a holistic, multisectoral approach, introducing participatory M & E and child participation.</p>	<p>WU successful in gaining cooperation from other agencies;</p> <p>The contribution of Bank for Social Policy in providing source of credit especially significant and considered to be a good practice for future projects.</p> <p>Range of innovative IEC approaches used.</p> <p>Heightened awareness of issue among authorities and community and emerging attention to safe migration in messages.</p>	<ul style="list-style-type: none"> ▪ Continue to implement in the target provinces and refine aspects of the model based on the experiences and lessons learnt under this AP and the provincial APs. ▪ VWU advocate to apply the multi-sectoral prevention model nationally under the NPA on trafficking 2004-2010 - component 'Communication and Education to Prevent Trafficking in Children and Women at Community level.'

Project Area of Work	AP in that area if any	Achievements of the project as per I/A report or statements by implementing agency		Achievements as per project management (Comments, additions)	Comments/ Observations by evaluation team	Proposed follow up/ Next steps (Consolidated NPC and evaluator)
		Target Groups	Other Qualitative			
Awareness raising	<p>AP 1: Central Women's Union</p> <p>AP 2: Tay Ninh Women's Union</p> <p>AP 3: Hau Giang Women's Union</p> <p>AP 4: Can Tho Women's Union</p>	<p>CWU: Provided training to province and commune levels on awareness raising, and provided overall direction to the production and distribution of awareness raising materials.</p> <p>Tay Ninh: IEC activities reached and raised the awareness of 34,480 people (84% of population),</p> <p>Hau Giang: reached 48,000 or 80% of population in targeted districts, including over 1,000 children and 800 young women.</p> <p>Can Tho: reached 42,000 people, focusing on children and young women at risk.</p>	<p>The various IEC activities raised the awareness of children, young women, their families and communities on the issue of trafficking, especially for the purpose of labour exploitation.</p> <p>Target communities gained knowledge on what trafficking is, how to avoid becoming victimized and how to participate in anti-trafficking actions.</p> <p>Safer migration behaviours were observed among target women and children, for example consultation with WU prior to migration for marriage.</p>	<p>The SCREAM activities involving young people in art and performance to raise awareness of the risks of unprepared migration and trafficking were particularly successful in enabling participants to understand the issues.</p> <p>Children's and youth forums also successful in promoting children/youth participation.</p>	<p>The wide variety of communication methods introduced by the WU through the project are commendable.</p> <p>Some limitations in the content of awareness raising materials were noted with regard to practical advice and referral to migration support services.</p>	<ul style="list-style-type: none"> ▪ Continue the awareness raising programme and introduce systematic means of monitoring changes in awareness and behaviour using quantitative and qualitative evaluation methods. ▪ Further develop information materials including referrals to migration advisory services where they exist. ▪ Target relevant information to different groups at risk: potential labour migrants, young women considering marriage, young people migrating to industrial zones and cities in Vietnam.
Vocational skills training	AP 1: Central Women's	Tay Ninh: 125 young women (66) and	Vocational training and job creation activities	Vocational training, as well as income	The vocational training activities	<ul style="list-style-type: none"> ▪ Continue to monitor the

Project Area of Work	AP in that area if any	Achievements of the project as per I/A report or statements by implementing agency		Achievements as per project management (Comments, additions)	Comments/ Observations by evaluation team	Proposed follow up/ Next steps (Consolidated NPC and evaluator)
		Target Groups	Other Qualitative			
	<p>Union</p> <p>AP 2: Tay Ninh Women's Union</p> <p>AP 3: Hau Giang Women's Union</p> <p>AP 4: Can Tho Women's Union</p>	<p>children (59) participated in vocational training 500 young women and children (17-18 yrs) working in enterprises, industrial zones, rubber plantations.</p> <p>Hau Giang: 427 young women and children completed vocational training courses (home/factory tailoring, hairdressing, handicraft, motorbike repair).</p> <p>Can Tho: 90 young women and 60 children (15-17 years) participated in vocational training courses (tailoring, hairdressing, electronic equipment repair, motorbike repair).</p>	<p>helped hundreds of young women and children find employment and improve income.</p> <p>Many youth and women gave up their intention to migrate for jobs to stay in community and participate in vocational training.</p>	<p>generation support, are important components of this approach to prevention as it is important for those at risk to have alternative choices to migration.</p>	<p>appeared to be well targeted and effective in introducing employment opportunities to young people. However, the implementation period was rather short to see the longer term employment benefits.</p> <p>A wider range of vocational training options should be considered.</p>	<p>outcomes for training graduates.</p> <ul style="list-style-type: none"> Consult with other agencies and NGOs on how to offer a wider range of vocational options and follow-up support services to young people.
Income generation	<p>AP 1: Central Women's Union</p> <p>AP 2: Tay Ninh Women's Union</p> <p>AP 3: Hau</p>	<p>Tay Ninh: 168 families and young women accessed loans from Social Policy bank for income generation activities.</p> <p>Hau Giang: 277 families and young women</p>	<p>Loan sizes ranged from 2 million to 10 million VND.</p> <p>Most successful activities were fish raising, other animal husbandry, mat weaving group in Hau</p>	<p>Collaboration with the Bank for Social Policy to provide loans was very good but loans coverage not large. Difficult to see impact yet as the loans component has not been underway for very</p>	<p>WU collaboration with Bank for Social Policy to provide loans was very successful in providing a well managed loans scheme and the use of an existing</p>	<ul style="list-style-type: none"> Recommend follow up of existing loan takers by Provincial WU. Local authorities together with WU investigate other

Project Area of Work	AP in that area if any	Achievements of the project as per I/A report or statements by implementing agency		Achievements as per project management (Comments, additions)	Comments/ Observations by evaluation team	Proposed follow up/ Next steps (Consolidated NPC and evaluator)
		Target Groups	Other Qualitative			
	Giang Women's Union AP 4: Can Tho Women's Union	accessed loans. Can Tho: 536 families and young women accessed loans	Giang province.	long – less than 12 months.	Vietnamese microfinance institution was key factor in sustainability. Time of implementation too short to see real the impacts on families' income security.	potential income generating activities. ▪ Re-visit the targeting issue and selection criteria in any future project on trafficking prevention.
Education support	AP 1: Central Women's Union AP 2: Tay Ninh Women's Union AP 3: Hau Giang Women's Union AP 4: Can Tho Women's Union	Tay Ninh: 146 children Provided financial support to encourage them to stay in school. Hau Giang: 213 children who have dropped out/at risk of dropping out of school received support from the project to continue school. Can Tho: 200 children at risk of dropping out of school to work because of family economic hardship received support in the form of scholarships, text books, school uniforms.	Stakeholders, including the Province-level WUs reported education support as a significant contribution of the project at the stakeholder workshop		This component of the project was very beneficial to the children who were assisted. To ensure that children at risk remain in school, ongoing local resources need to be mobilised and/or longer term family livelihood supports provided, as well as counseling on the importance of children's education.	▪ Implementing agencies continue to monitor progress of children assisted. ▪ In future trafficking prevention programmes, include families with children at risk of dropping out of school in livelihood improvement programmes where this is feasible.

Annex 6 Timelines of Major Project Events: Cambodia and Vietnam

Cambodia

Date	Activities
February 2004	“Moving Forward: Secondary Data Review of Sending and Receiving Areas and Employment Sectors in Prevention of Trafficking Children and Women in Cambodia” study by consultants (Under TICW DfID)
4-5 March 2004	National Stakeholder Ownership Exercise (NSOE): selection of sending and receiving areas, sectors and implementing agencies (under TICW DfID Phase II)
27-29 April 2004	Capacity Building for potential project partners: TICW participation in ILO EEOW Micro Finance Workshop (TICW HSF)
11-12 May 2004	Capacity building for potential project partners: Training Workshop on Rapid Assessment
21 May – 1 July 2004	Rapid assessment for identification of project sites, types of intervention and potential project partners in Prey Veng Province, PDoSVY
24 May – 1 July 2004	Rapid assessment for identification of project sites, types of intervention and potential project partners in Svay Rieng Province, PDoSVY
24 May – 13 July 2004	Rapid assessment for identification of project sites, types of intervention and potential project partners in Kampong Cham Province, PDoLVT
4 -13 August 2004	Provincial Stakeholders Ownership Exercises (PSOEs) for selection of project sites, intervention types and potential project partners in Prey Veng, Svay Rieng and Kampong Cham
27 Sept – 1 Oct 2004	Capacity building for implementing agencies: Training on design, management and evaluation for selected project partners in Kampong Cham, Prey Veng and Svay Rieng provinces
6 -23 Oct 2004	Baseline data collection: Participatory village survey in 10 selected villages of two communes/districts in Svay Rieng Province
Nov- Dec 2004	Design of 6 Action Programmes
March 2005	Project implementation began
26-28 July 2005	Training Workshop on Participatory Monitoring and Evaluation (PME) for implementing agencies
9 - 12 Oct 2005	Mid-Term Evaluation
21-22 Nov 2005	Follow-up to MTE capacity building training for implementing agencies
18, 20 and 23 Oct 2006	Provincial Stakeholder Ownership Exercises to review outcomes and achievements of APs in Prey Veng, Svay Rieng, Kampong Cham
27 Oct 2006	National Stakeholder Ownership Exercise Workshop to review outcomes and achievements of Action Programmes in three project provinces, Phnom Penh
20 – 25 Nov 2006	Final Evaluation by external consultants

Vietnam

Date	Activities
8 Apr 2005	Letter of Agreement signed between the ILO and VWU
26 Apr 2005	National Stakeholders Ownership Exercise (NSOE) workshop VIE/MP/001
23 – 28 May 2005	Training on Project Design, Management and Evaluation (DME) (VIE/MP/002)
06-09 June 2005	Provincial Stakeholder Ownership Exercise Workshops in Tay Ninh, Can Tho and Hau Giang (VIE/MP/003)
July 2005	Rapid Assessment conducted in Tay Ninh, Can Tho and Hau Giang (Excol)
Sept 2005 – Aug 2006	Capacity building and awareness raising to prevent trafficking in women and children in Southern provinces of Vietnam (VIE/AP/001)
Sept 2005 – July 2006	Provincial Action Programme to Prevent Trafficking in Children and Women in Tay Ninh Province (VIE/AP/002)
Oct 2005 – July 2006	Provincial Action Programme to Prevent Trafficking in Children and Women in Hau Giang Province (VIE/AP/003)
Oct 2005 – July 2006	Provincial Action Programme to Prevent Trafficking in Children and Women in Can Tho City (VIE/AP/004)
Oct 2005	Mid-term Evaluation
24 – 29 Oct 2005	Training course on Project Cycle Management and Participatory Monitoring and Evaluation (VIE/MP/004)
6 – 15 Apr 2006	PME training for local partners (3 days in each province) (Under VIE/AP/002, 003 and 004)
17 – 21 Apr 2006	Training course on application of condensed SCREAM Pact (VIE/MP/005)
Aug 2006	Provincial Project Review Workshop (Under VIE/AP/002, 003 and 004)
Sept 2006	National Project Review Workshop (Under VIE/AP/001)
Oct 2006	Experience Sharing Workshop between DFID and HSF partners (VIE/MP/006)
Nov 2006	Lessons Learnt synthesis report by consultants
Nov-Dec 2006	Final Evaluation by external consultants (Excol VIE/SP/001)

Annex 7 Documents Consulted in Desk Review

TICW HSF Project Documents

General

Project Proposal, "Prevention of trafficking in children and women at a community level in Cambodia and Vietnam (RAS/02/P09/HSF)", submission date 11 December 2002.

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Project *Technical Progress Reports*: 2003, 2004, 2005

Mid-Term Evaluation Self-Evaluation Report: Prevention of Trafficking in Children and Women at a Community Level in Cambodia and Vietnam, September-October, 2005, Ericho Kiuchi Ito and Pamornat Pringsulaka.

Cambodia

Action Programme Summary Outline, AP/001, Provincial Department of Social Affairs, Veterans and Youth Rehabilitation, Prey Veng

Action Programme Summary Outline, AP/002, Punleu Ney Kdey Sangkhum (PKNS), Prey Veng

Action Programme Summary Outline, AP/003, Provincial Department of Social Affairs, Veterans and Youth Rehabilitation, Svay Rieng

Action Programme Summary Outline, AP/004, Wathnakpheap (WP), Svay Rieng

Action Programme Summary Outline, AP/005, Provincial Department of Labour and Vocational Training, Kampong Cham

Action Programme Summary Outline, AP/006, Nak Akphivath Sahakum (NAS), Kampong Cham

Action Programme Progress Reports, 4 reports for each of six APs, covering four month periods for the duration of the AP.

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Report of Training Workshop on Enhancing Capacities of Implementing Agencies: Follow-up to MTE, November, 2005.

Monitoring forms for direct beneficiaries of Action Programmes

List of awareness raising materials printed

List of Project Interventions, National Project Coordinator

Action Programme Financial Reports

Vietnam

Action Programme Summary Outline, AP/001, Central Women's Union IEC Department

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Action Programme Progress Report, AP/001, Central Vietnam Women's Union IEC Dept, September 2005 – January 2006.

Action Programme Progress Report, AP/002, Tay Ninh Province Women's Union, September 2005 – January 2006.

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Quality of Life Promotion Centre and Christina Cacioppo, *"The Situation of Migration and Trafficking of Children and Women: A Rapid Assessment"*, September, 2006 (Synthesis of studies conducted late 2005).

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Other ILO

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ILO/IPEC, SCREAM handbook (Vietnamese), ILO Office Vietnam, 2005.

Other

ILO, UNIAP, Save the Children UK, UNICEF, IOM, *"Report on National Children's Forum, "We speak out on Prevention of Trafficking and Child Labour,"* August 2004 (Vietnamese).



International Programme on the Elimination of Child Labour
ILO/IPEC

Terms of Reference

For

Final Evaluation
Of

Prevention of Trafficking in Children and Women at a Community Level in
Cambodia and Viet Nam
RAS/02/P09/HSF

Final Version
November 2006

ILO Project code: RAS/02/P09/HSF (11651)

Geographical Coverage: **Cambodia (Prey Veng, Svay Rieng, Kampong Cham)**
Viet Nam (Tay Ninh, Can Tho, Hau Giang)

Starting date: **August 2003**

Ending dates: **October 2006**

Programme language: **English**

Executing agency: **ILO-IPEC**

Financing agency: **United Nations Trust Fund for Human Security (Government of Japan)**

Donor contribution: **US\$ 1,179,092**

I. Background and Justifications

Project Background

In Cambodia and Viet Nam, trafficking in children and women is recognized as one of the most serious problems facing the countries today. Human trafficking in the two countries takes place within the country and across the national borders. Child victims end up in the various worst forms of child labour within the country and in Thailand. While Cambodia is a sending country of trafficked children and women to Thailand due to the long boarder to Thailand, Cambodia is also a receiving country of trafficked children and women from Viet Nam. Exploitative situations those victims face include not only the commercial sex sector but activities as diverse as street begging and the manufacturing sector, agriculture/fisheries and domestic service.

Trafficking in children and women comprises serious violation of human rights. The ILO Convention 182 on the Worst Forms of Child Labour adopted in 1999 includes the trafficking of children as one of the priorities for urgent action. Following the 1st World Congress against Commercial Sexual Exploitation of Children, Stockholm, 1996, the ILO-IPEC has taken concerted efforts to combat trafficking in children and women for labour exploitation. In particular in the Mekong Sub-region, since 2000, the ILO-IPEC has been implementing sub-regional programmes to combat trafficking under its *Mekong Sub-Regional Project to Combat Trafficking in Children and Women* (hereafter referred to as the *TICW project*).

The first phase of the TICW project (2000-2003) was funded by DFID and initiated innovative approaches in areas such as participatory methods and prevention through community development. The total budget for the sub-Regional project was 4.4 million US dollars. Based on models developed during the first phase, and in line with the recommendations from the mid-term evaluation, the second phase of the project was developed (TICW/DFID phase 2) with a budget of 6.6 million British pounds. The second phase which started in May 2003 and will end in October 2008, has continued to focus on prevention as a means to contribute to the elimination of labour exploitation of children and women, and in particular the trafficking in children and women in the Greater Mekong sub-Region through the development, implementation and monitoring of effective and integrated sub-Regional and national strategies and action.

The TCW project provided experience on prevention of trafficking by assisting creation of structures, systems and activities that combat trafficking in children and women. Taking fully in to account these experiences and under the overall framework of the TICW Phase II project, a three-year project of "Prevention of Trafficking in Children and Women at a Community Level in Cambodia and Viet Nam (hereafter referred to as the TICW/HSF Project)" was developed with the funding of US\$1,179,092 from United Nations Trust Fund for Human Security and started on May 2003 and will come to an end of 31 October 2006.

This final evaluation is limited to the TICW/HSF project, but it is important that the very close linkages between the DFID and the HSF components of the TICW project are understood.

The development objective of the TICW/HSF Project is to contribute to the elimination of labour exploitation of children and women, in particular the trafficking of children and women in Cambodia and Viet Nam. The immediate objective is to build community capacity to prevent trafficking in children and women in total 6 provinces in Cambodia and Viet Nam through setting up and maintaining holistic community-based preventive interventions against trafficking in children and women in a participatory manner in selected communities in Cambodia and Viet Nam with high incidence of trafficking.

The objective of the TICW/HSF Project is being pursued through direct assistance based on the local needs and potentials identified through a participatory consultation process with key stakeholders from national to local levels. Though concrete community-based programmes vary from place to place, they mostly comprise of:

- 1) capacity building,
- 2) awareness raising,
- 3) rural skills training for food security
- 4) income generation activities including provision of small grants/loans, and
- 5) education.

Outputs

1. Effective community based programs for the prevention of trafficking will have been developed and implemented in:
 - approximately 10 - 12 districts from 4 provinces of Cambodia, and
 - approximately 10 districts of 3 provinces in Viet Nam.

Although concrete outputs will vary among the selected villages depending on needs identified among villagers and local opportunities, they will include any or more of the following:

- Livelihood of target villagers will have been improved through increased income;
- Relevant target villagers and local authorities (e.g. members of village operating committees, villages headmasters and local school teachers) will have been capacitated to improve baseline data, analyze information, and plan holistically to prevent trafficking in their villages;
- Baseline information on the situation of trafficking and migration, including information on migration, income, education etc. (segregated by gender and age) will have been updated and analyzed regularly with assistance of implementing agencies;

In Cambodia

- Approximately 10 Village Development Committees (VDC) will have been set up and functioning effectively in target villages;
- Approximately 600 families with girls and boys at high risk of trafficking in 10 villages received direct assistance such as various training, education, and funds/credits;
- Approximately 12,000 individuals will have been made aware of the risks of trafficking; and teachers will have made regular use of awareness raising materials in their classes.
- At least girls and boys from 10 target villages will have been prevented from being trafficked, and the risk of others to be trafficked reduced;

In Viet Nam

- About 10 existing People's Committees of the communities will have been strengthened and functioning effectively in target communities;
- About 360-400 families with girls and boys at high risk of trafficking in 10 communities received direct assistance such as various training, education, and funds/credits;
- About 1,400-2,000 families (7,000-10,000 individuals) will have been aware of the risks of trafficking; and teachers will have made regular use of awareness raising materials in their classes;
- At least 200 girls and boys from the 10 communities will have been prevented from being trafficked, and the risk of others to be trafficked reduced.

- Existing services¹² will have been made more accessible to a wider group of families and children at risk of trafficking.

The Cambodian Government, through the Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation (MoSALVY), endorsed the project upon the project introduction by the ILO. A National Stakeholder Ownership Exercise (NSOE) meeting was conducted and the 3 target provinces were identified (total of 35 villages in the Provinces of Prey Veng, Svay Rieng, and Kampong Cham) which were agreed by the national and provincial key stakeholders. In the selected 3 provinces, rapid assessments were carried out by the Provincial Departments of Social Affairs, Labor, Vocational Training (PDoSALVY)¹³, with technical support from the IPEC project team. The outcome of those rapid assessments were presented and discussed at the 3 Provincial Stakeholder Ownership Exercise (PSOE) workshops. Those workshops were conducted with good participation from different government agencies, NGOs, social partners and target groups, which enhanced the stakeholders' participation and ownership to the project. Then, the selected partners were trained on the project design, monitoring & evaluation (DME) to develop and implement APs, which kicked off in early 2005.

In Viet Nam, the project implementation in the total of 10 communes in the selected target provinces of Tay Ninh, Can Tho, and Hau Giang started only in April 2005 after the Letter of Agreement (LOA) was signed. The process of endorsement of the LOA in the government particularly within the Ministry of Labour, Invalids, and Social Affairs (MOLISA) took much longer than anticipated. During the negotiation process which started in May 2003, the Project Management consulted the Ministry of Planning and Investment (MPI) to solve the issue, where MPI suggested either the Viet Nam Women's Union (VWU) or the Committee for Population, Family and Children (CPFC) to become a focal implementing partner instead of the MOLISA, the traditional ILO main counterpart. In line with that suggestion, a quick assessment of the two agencies was conducted by the project team and the VWU was selected.

Mid-Term Evaluation

The mid-term evaluation of the project¹⁴ took place in October 2005 to look at the project as a whole and as well as individual project activities to the date of the mid-term evaluation including Action Programmes (APs) in terms of the project's relevance, effectiveness, efficiency, impact, and sustainability and whether it is complementary to other IPEC interventions.

The overall conclusion of the mid-term evaluation was that TICW/HSF Project has successfully been building community capacity to prevent trafficking in children and young women in selected rural source communities with high incidence of trafficking. It pointed out that the projects comprehensive package of services aimed at empower communities, including a combination of awareness raising, vocational skills training and employment assistance, education support as well as community mobilization, has been recognized as effective measures to prevent trafficking in the targeted areas. The TICW/HSF Project helped to enlarge the scale of assistance of which otherwise would have been limited to small number of people with limited resources. It was also concluded that the TICW/HSF Project received a strong commitment from all key stakeholders particularly at the community level.¹⁵

The mid-term evaluation further more noted that under the National Plan of Action framework in Viet Nam, the project has been bringing different agencies to come to work together in a more concrete term as they have extra resources to work together, to collaborate and to learn not only from awareness raising but also from this comprehensive integrated approach. In

¹² Such as education and training establishments, health and nutrition program, markets, job placement assistance, job exchanges, savings and credit facilities.

¹³ PDoSALVY was split into two provincial departments following the restructuring of the Ministry. Now there are 2 provincial departments, namely the Provincial Department of Social Affair Veteran and Youth Rehabilitation (PDoSAVY) and the Provincial Department of Labour and Vocational Training (PDoLVT)

¹⁴ For more details, please see the mid-term evaluation of the project provided as a desk review material.

¹⁵ For more details, please see the mid-term evaluation of the project provided as a desk review material.

Cambodia, although it is not yet feasible to optimize the NPA framework since it is not yet officially endorsed, the project has been encouraging more holistic inter-agency collaboration especially at the provincial level. While it requires more time till efforts bear fruits, stakeholders see values in collaboration.

Stakeholders are strongly committed especially at community level where the project's primary focus exists. All target sites appreciate the project's assistance and requests the continuous support since the process of capacity building normally takes time. The partner agencies also see strong values in the project's capacity building activities for them and their newly acquired skills will be utilized not only for this project's activities but for their other work.

The major achievements of the project in Cambodia have been identified as:

- Participatory Monitoring (PM) exercises were conducted in the total 35 target villages in the 3 provinces, after the training for the AP implementing agencies and for the selected key PM facilitators (including some youth facilitators). PM exercises are planned to be carried out twice during the AP implementation to assess the impact of the interventions.
- The World Day against Child Labour (WDACL) was observed in the project's 3 target provinces on 12 June 2006. The events had a wide range of activities to promote children's participation¹⁶.
- Several vocational skills training is on-going following the selection of target beneficiaries through village meetings.
- Approximate 180 pre-school children (of which about 60% are girls) have been transferred to formal education in the target communities in Svay Rieng and Kampong Cham provinces. Furthermore, approximate 200 NFE students (of which 90% are female) are now undertaking NFE classes in the targeted communities in Prey Veng.

The major achievements of the project in Viet Nam have been identified as:

- Following the signing of the LOA, a Project Management Unit has been formed and the Project Advisory Committee has been established.
- National consultation process was held and identified Tay Ninh, Hau Giang and Can Tho as target provinces.
- The Provincial Project Steering Committees have been established and collaboration regulations among agencies including their roles/ responsibilities have been defined.
- Rapid assessment surveys and listing of target beneficiaries were carried out.
- Several trainings and workshops to build capacity and awareness for partners and relevant agencies have been conducted.
- Network of IEC workers in 3 target communes were established. As a result, 120 people have become IEC workers.
- The Provincial WUs have started working with a Social Policy Bank to support target beneficiaries.

Background to the Final Evaluation

The TICW/HSF project document states that a final evaluation will be conducted during the implementation of the project. Considering the fact that the mid-term evaluation was an self-evaluation (internal evaluation) and that the ILO evaluation policies requires at least one independent evaluation for a project, this final evaluation will be carried out as an independent evaluation to assess the extent to which the approach and strategy have been appropriate, effective and efficient and to make some assessment of impact of the ITCW/HSF project interventions in each country.

¹⁶ From a group song by children on child labor, painting competition for children on child labor and trafficking, role plays by children discussing the ILO Convention 182 as members of Parliament leading up to its ratification by the National Assembly, and distribution of many banners, posters and T-shirts with clear messages against child labor and trafficking.

II. Scope and Purpose

Scope

The scope of the evaluation includes all project activities to date including Action Programs. The evaluation should look at the TICW/HSF project as a whole and address issues of project design, implementation, lessons learned, replicability and recommendations for future IPEC programs.

Purpose

The purpose of the present evaluation should be to assess:

- Whether the objectives of the TICW/HSF project were achieved by comparing the intended outputs with the actual outputs,
- The overall impact of the TICW/HSF project at different levels such as policy level, beneficiaries level, community level and household level

It should also analyze strategies and models of intervention used, document lessons learned and potential good practices, and provide recommendations on how to integrate these into planning processes and implementation of future IPEC activities in Cambodia and Viet Nam.

A particular focus should be on the link with the TICW-DFID phase 2 project and other relevant ILO and IPEC interventions

III. Suggested Aspects to be Addressed

The evaluation should address the overall ILO evaluation concerns such as effectiveness, efficiency, relevance, and sustainability as defined in the *ILO Guidelines for the Preparation of Independent Evaluations of ILO Programs and Projects*. For gender concerns, see: *ILO Guidelines for the Integration of Gender Issues into the Design, Monitoring and Evaluation of ILO Programs and Projects, January 1995*.

The suggested aspects to address are expected to fall under the following headings:

- Project Design
- Implementation
- Achievements
- Sustainability
- Special Aspects

Some initial proposed aspects are given in Annex I. Other aspects can be added as identified by the evaluation consultant in accordance with the given purpose and in consultation with ILO-IPEC's Design, Evaluation, and Documentation section (DED). The evaluation instrument prepared by the evaluation team will indicate further selected specific aspects to be addressed.

The evaluation will be conducted following UN evaluation standards and norms.

IV. Expected Outputs of the Evaluation

- 1) A desk review
- 2) An evaluation instrument prepared by the evaluation team prior to the field visits
- 3) Field visits to each of the project sites
- 4) National-level stakeholder workshop facilitated by the evaluation team in each project country for the purpose of further information collection at the end of each county visit
- 5) Draft evaluation report including stakeholder workshop proceedings, findings, from field visits by evaluation team, and all the annexes
- 6) Final Report including:
 - Cover page including the proper project title and the project number
 - Table of Contents
 - Acronyms (All acronyms used for the first time in the report must be spelled out.)
 - Executive Summary including recommendations
 - Clearly identified findings
 - Clearly identified conclusions and recommendations
 - Lessons Learnt
 - Potential Good Practices and effective models of intervention
 - Appropriate annexes including the present TORs
 - Standard evaluation instrument matrix
- 7) A stakeholders' workshop at the end of the field visits where the consultants will present their major findings and recommendations and take part in a discussion about options for the future projects.

The Total length of the report should be a maximum of 30 pages for the main report, excluding annexes; annexes can provide background and details on specific components of the project evaluated. The report should be sent as one complete document and the file size should not exceed 3 megabytes. Photos, if appropriate to be included, should be inserted using lower resolution to keep the overall file size low.

All drafts and final outputs, including supporting documents, analytical reports and raw data should be provided both in paper copy and in electronic version compatible for Microsoft WORD for Windows. Ownership of the data from the evaluation rests jointly with ILO/IPEC and the consultants. Use of the data for publication and other presentation can only be done with the agreement of ILO/IPEC. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

The final report will be circulated to key stakeholders (those participants present at the stakeholder evaluation workshop will be considered key stakeholders) for their review. Comments from stakeholders will be consolidated by the Design, Evaluation and Documentation section (DED) of ILO/IPEC Geneva and provided to the team leader. In preparing the final report the team leader should consider these comments, incorporate as appropriate in the report and provide a brief note explaining why any comments might not have been incorporated.

V. Evaluation Methodology

The following is the proposed evaluation methodology. While the evaluation consultant can propose changes in the methodology, any such changes should be discussed with and approved by DED provided that the research and analysis suggest changes and provided that

the indicated range of questions is addressed, the purpose maintained and the expected outputs produced at the required quality.

The evaluation consultant will be asked to use the Standard Evaluation Instruments that ILO/IPEC has developed for documenting and analyzing achievements of the TICW/HSF project and contributions of the Actions Programs to the overall objectives of the project.

The evaluation will be carried out using the following main methodological elements

- A desk review to establish the specific evaluation instrument
- Field visits to project sites for consultations with project staff, project partners, beneficiaries and other key stakeholders.
- Discussions with key stakeholders and other informants, including national workshop.
- At the end of the field visits in each project country, a national level stakeholder workshop will be held to present their major findings and recommendations, further information collection and take part in a discussion about options for the future. Each workshop will have participation from key stakeholders in each project country and from ILO/IPEC sub-regional and/or HQ (if possible).
- Debriefing with Bangkok Project Office

Qualifications and Responsibilities of the Evaluation Consultant

The evaluation team will consist of 3 evaluation consultants who previously have not been involved in the TICW/HSF project. Following the procedure set out in the project document, the evaluation consultants will be identified by ILO/IPEC. One of the consultants will be the team leader (international consultant). The other evaluation team members will be National Consultant 1 in Cambodia and National Consultant 2 in Viet Nam.

The background of the team leader (international consultants) should include:

- Experience in the design, management and evaluation of development projects, in particular with local development projects.
- Relevant background in social and/or economic development
- Experience in evaluations in the UN system, preferably as team leader
- Relevant regional experience preferably prior working experience in Cambodia and Viet Nam
- Experience in the area of children's and child labour issues and rights-based approaches in a normative framework are highly appreciated.
- Experience in the area of education and legal issues would also be appreciated
- Experience in the UN system or similar international development experience
- Familiarity with and knowledge of child labour, trafficking and labour exploitation
- Fluency in English. Local language skill is an asset.
- Experience facilitating workshops for evaluation findings
- Familiarity with the policy and strategy of UN Trust Fund for Human Security would be appreciated.

The background of the evaluation team members (*National Consultant 1 in Cambodia and National Consultant 2 in Viet Nam*) should include:

- Experience in evaluation of development projects, in particular with local development projects;
- Relevant background in social and/or economic development;
- Experience in the area of children's and child labour issues and rights-based approaches in a normative framework in the Cambodian or Vietnamese contexts would be highly appreciated;
- Experience working in Cambodia or Viet Nam;

- Fluency in English and local languages;
- Experience facilitation workshops for evaluation findings.

The evaluation team will be responsible for undertaking a desk review of the TICW/HSF project files and documents, undertake field visits to the project locations, and facilitate the workshops.

The team leader will be responsible for drafting the evaluation report with inputs from the team members. Upon feedback from stakeholders to the draft report, the team leader will further be responsible for finalizing the report and incorporating any comments deemed appropriate.

The evaluation will be carried out with the technical support of the IPEC-DED section. The logistical support will be provided by the TICW/HSF project office in Cambodia and Viet Nam with the administrative support of the ILO offices in Cambodia and Viet Nam. DED will be responsible for consolidating the comments of stakeholders and submitting them to the team leader.

It is expected that the evaluation team will work to the highest evaluation standards and codes of conduct.

Timetable and Workshop Schedule

The Total duration of the evaluation process including submission of the final report should be within 2 months from the end of the field mission

The International consultant will be engaged for 25 days, including 11 days for field visits in Cambodia and Viet Nam and 1 day in Bangkok. It is expected that during the process the consultant will be in contact as appropriate.

Detailed Schedule and Duration

Evaluation will be undertaken in November-December 2006.

Phase	Responsible Person	Tasks	Dates
I	The Evaluation Team	<ul style="list-style-type: none"> • Telephone briefing with IPEC-DED • Telephone briefing with the UN Trust Fund for Human Security • Desk Review of project related documents • Evaluation instrument based on desk review 	Nov. 13-17 (5 days)
II	Team Leader and National Consultant 1 with logistical support by the project office in Cambodia	<ul style="list-style-type: none"> • Consultations with the Project Management and relevant stakeholders 	Nov. 20
		<ul style="list-style-type: none"> • Field Visits to the project sites in Kampong Cham and Prey Veng Province • Consultations with project partners, girls and boys, parents and other beneficiaries 	Nov. 20-24 (4 day)
		<ul style="list-style-type: none"> • Stakeholders' Workshop in Prey Veng with key stakeholders from project locations 	Nov. 25

	Team Leader and National Consultant 2 with logistical support by the project office in Viet Nam	<ul style="list-style-type: none"> • In-country briefing with the ILO Viet Nam (Country Director) • In-country briefing with the Project Management and relevant stakeholders 	Nov. 27
		<ul style="list-style-type: none"> • Field Visits to the project sites in Tay Ninh, Hau Giang and Can Tho City • Consultations with project partners, girls and boys, parents and other beneficiaries 	Nov. 28-30 (3 day)
		<ul style="list-style-type: none"> • Stakeholders' Workshop in Can Tho City with key stakeholders from project locations 	Dec. 1
III	Team Leader	<ul style="list-style-type: none"> • Debriefing with Bangkok Project Office 	Dec. 4
IV	Team Leader (with inputs from national consultant 1 & 2)	<ul style="list-style-type: none"> • Draft report based on consultations from desk review, field visits, and the stakeholders' workshop. 	Dec. 5-9 (5 days)
	National Consultant 1 & 2	<ul style="list-style-type: none"> • Inputs for the draft report to the team leader 	Dec. 5-6 (2 days)
V	DED	<ul style="list-style-type: none"> • Circulation of the draft report to key stakeholders • Consolidate comments of key stakeholders and send to the evaluation consultant 	Dec. 11-22 (2 weeks)
VI	Team Leader	<ul style="list-style-type: none"> • Finalize the report including explanations on why comments were not included 	Dec. – January 2007 (3 days)

Project management will prepare a detailed schedule with proposed dates for visit to specific project locations.

Desk Review Materials and Other Sources of Information

Prepared by the TICW/HSF Project Management

- Project Document
- Progress Reports
- Technical and Financial report of partner agencies
- Action Program Summary Outlines (APSOs)
- Tools and guidelines developed
- Project files
- Reports of meetings, trainings, seminars
- Project related media coverage
- Other relevant documents about the TICW/HSF project or produced by the project and partners

Prepared by DED

- IPEC DED Guidelines and ILO Guidelines
- TICW evaluation reports
- Self mid-term evaluation report of this project

Consultations/Interview with:

- Project management and staff (Sub-regional -Bangkok and countries)

- ILO Office in Cambodia and Viet Nam
- Project's partner agencies
- Relevant Government Ministries
- Social partners Employers' and Workers' groups
- Boys and Girls
- Community members
- Parents of boys and girls
- Teachers, government representatives, legal authorities etc as identified by evaluation team
- UN Trust Fund for Human Security
- IPEC Geneva and Bangkok (desk officers, TICW project)
- ILO Special Action Program to Combat Forced Labor (SAP-FL)
- ILO Sub-Regional Office (Director / Deputy Director, child labour specialist)
- Provincial Steering Committees
- Possible others to be identified

A detailed list of possible institutions and individuals for consultation and interviewing will be prepared by project management

Final Report Submission Procedure

For an independent evaluation, the following procedure is used:

- The evaluation consultant will submit a draft report directly to IPEC DED in Geneva. IPEC DED will forward a copy to key stakeholders for comments on factual issues and for clarifications
- IPEC DED will consolidate the comments and send these to the evaluation consultant by the date agreed between DED and the evaluation consultant or as soon as the comments are received from stakeholders.
- The final report is submitted by the evaluation consultant directly to IPEC DED in Geneva who will then officially forward it to stakeholders, including the donor (UN Trust Fund for Human Security).

VI. Resources and Management

The resources required for this evaluation are:
Fees for an international consultant for 25 work days

* The external collaborator is responsible for making his/her own travel arrangements, including the purchase of air tickets and obtaining of necessary visa. If the External Collaborator purchases a low-priced ticket with restriction, the ILO will not be responsible for any costs or penalties should the mission dates changes or should the mission be cancelled.

Management:

The evaluation consultant will report to and discuss any technical and methodological matters directly with DED should issues arise. IPEC project officials in Cambodia and Viet Nam will provide administrative and logistical support during the evaluation mission.

ANNEX I: CURRENT SUGGESTED ASPECTS

Project Design (Validity of the Project)

- Given project resources, did the project achieve its goals and targets?
- To what extent did the strategies address the root causes of trafficking (i.e. gender inequality, poverty, perceived inequality, inadequate safe migration channels, lack of education)?
- Assess the usefulness of the indicators for monitoring and measuring impact.
- Assess internal logic of the project (logical framework, links between inputs, activities, outputs and objectives), quality and usefulness of the selected indicators and means of verifications for program monitoring and evaluation, including relevant breakdowns by sex, age, etc
- Assess external logic of the project in terms of contribution to broader work in the provinces and country (especially if a formal strategic planning process such as the Strategic Program Impact Framework —SPIF— was used for planning the intervention), links with other interventions, synergies and economies of scale created, etc.
- Assess how the project used the previous experience and lessons learned from its self mid-term evaluation to revise the design and implementation of the project in the second half of the project life.
- How was gender aspects integrated in the project? Where did gender analysis used appropriately throughout the interventions? What were some of the difficulties encountered and how were these dealt with?
- Were they key partnerships chosen at the various levels appropriate?

Achievements of the Project (Effectiveness and Efficiency)

- How effective were action programs, and how did they contribute to the project meeting its immediate objectives?
- How effective was the project in raising awareness about child labour and trafficking and in promoting social mobilization to address these issues?
- Did the project contribute to changes in the cultural perception of child labour among men, women, girls and boys?
- How was the capacity of the implementing agencies and other relevant partners to develop effective action against child labour been enhanced as a result of the project activities?
- How effective were local management structures (e.g. National Steering Committee; provincial and lower level steering committees; Secretariats, National and provincial project offices; Focal point mechanisms, 'back stoppers')?
- What were the key achievements of the project per province and nationally? What contributed to these achievements and what hindered them?
- Identify unexpected effects on the target groups or in other sectors of the population
- To what extent did factors outside the control of project management affect project implementation and attainment of the objectives/goal?
- Did the intervention reach the expected target population?

- To what extent did the project contribute to conceptual clarity? How effective was the project in mobilizing stakeholders and forming partnerships? Were project partners and other stakeholders clear about trafficking prevention and do they know their role?
- Did the project effectively collaborate with other agencies (governmental, international and mass organizations) in its efforts to combat trafficking at the various levels? Did the project effectively collaborate with other technical departments within the ILO?
- Assess the participation of different relevant actors in different levels. How did these structures participate in project implementation, and how did this contribute to progress towards achieving project objectives?
- What was the frequency and quality of cross-sharing of information? Were the tools, guides and learning papers 'needs based', relevant, and adapted and fitting to the local context? And to what extent did the project contribute to the knowledge base on trafficking in Cambodia and Viet Nam?
- To what extent were participatory approaches (including child participation) used and to what extent were they adapted to the local context? What was the effect of these methods to date? Which important target groups were engaged/involved?
- Were specific models of intervention developed? Are there possibilities for replication? Under which circumstances?
- What was the level of government commitment to and support for the project nationally, and within target provinces been? Did the project capitalize on policy opportunities; Did it have an impact on policy? To what extent did policy makers focus and increase their commitment? What was the level of effectiveness of the Steering Committees at various levels?
- Assess the quality and the use of work plans and monitoring plan implemented
- Are there any lessons learnt for future options of IPEC projects in the region?

Relevance of the Strategy

- Were different strategies used for delivering project interventions to the different target groups? Were the strategies culturally and gender sensitive? (i.e. different times for training activities for working women versus non-working women, separating classrooms for girls and boys)?
- Did the program address practical and strategic gender needs? Was gender equality adequately promoted in the strategy?
- How did the strategy fit with national, provincial and lower level policy developments in particular in the area of education, labour, migration, and poverty alleviation? Where was the progress on developing an enabling policy environment for anti-trafficking relatively fast and where relatively slow? How did the project adapt its policy advocacy strategy to respond to different opportunities and constraints for policy influence?
- How did the project relate to ILO's decent work country program, IPEC's global program (i.e. results based framework), the UN program in Cambodia and Viet Nam, and work against trafficking by other organizations?
- Assess the relationship between the project and other child labor and child-trafficking interventions supported by ILO-IPEC (in particular the TICW) or by other organizations working in Cambodia and Viet Nam.
- Were the project strategies effectively integrated and linked to provincial and national contexts of trafficking prevention and migration?

Sustainability of the Project

- How effective was the project in promoting local and national ownership of the program and promoting long-term sustainability?

- Assess the degree of ownership of and participation in the project / program both institutionally and individually, considering boys and girls, women and men.
- What seem to be the long-term prospects for local/national institutions (including governments) and the target groups to build on the achievement of the project once it ends?
- Which are the possibilities of replicating all or part of the project / program in a different location or at a bigger scale?
- Have child labour issues been mainstreamed into the policy environment and in relevant institutions?
- Examine whether social-cultural and gender aspects have endangered the sustainability of the project and assess whether action has been taken to sensitize local institutions and target groups on these issues.

Special Aspects to be Addressed

- Did the design and implementation of the project take fully into account international labour standard?