

## **Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL)**

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# 1. Executive Summary

## Background

The Project “**Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa (ACCEL)**”, funded by the Ministry of Foreign Affairs of the Netherlands, aimed to accelerate action for the elimination of child labour in selected supply chains (gold, cacao, cotton, tea, and coffee) in Africa. The project started in November 2018 and covered 6 countries: Cote d’Ivoire, Egypt, Malawi, Mali, Nigeria, and Uganda.

The donor chose the six countries based on concerns regarding the presence of child labour in their supply chains and aimed to reduce instances of the phenomenon. Meanwhile, the supply chains selected for the Project were based on their alignment with the donor’s prioritised supply. To address the presence of child labour the Project design aimed to include a holistic approach. It considered that child labour tends to be widespread at the lowest tiers of the supply chain. However, other stakeholders and actors in the supply chain, such as retailers and consumers, will play a role in making business decisions and choices that affect child labour. These circumstances led to ILO implementing a novel approach for the organisation which relied on the **supply chain approach**. This meant that all parts of the supply chain were targeted – the beneficiaries, national constituents, local and national stakeholders, and private sector actors, including multinational organisations.

To achieve its goals the Project relied on **three pillars of action to create the expected impact** of accelerated elimination of child labour in selected supply chains:

1. The first pillar focused on **promoting public policy frameworks and government mechanisms** that would accelerate child labour eradication.
2. The second pillar focused on **ensuring that workers and communities are empowered and better represented to address the root causes of child labour** in selected supply chains.
3. The third pillar focused on **developing partnerships and knowledge-sharing mechanisms among national and international global supply chain actors in Africa** to facilitate the reduction of child labour on the continent.

## Methodology

The evaluation applied the key OECD/DAC evaluation criteria and complied with the ILO Policy Guidelines for results-based evaluation (2020) as well as the UNEG Ethical Guidelines and Norms and Standards in the UN System. Additionally, during the evaluation, PPMI followed strict data protection policies aligned with the General Data Protection Regulation from the European Union.

The following evaluation relied on a mixed methods data collection and analysis approach using **four types of data collection**:

1. **Desk research** was used to support the methodological design, contribute to findings and to complement interviews and FGDs.
2. **Interviews** were carried out with regional (9 ILO staff at regional and global levels, and two donors) and national stakeholders (10 in Egypt and Uganda, 11 in Malawi, Mali, and Nigeria, 13 in Ivory Coast) to inform on specific evaluation questions.

3. **FGDs** were conducted in 4 countries (2 in Cote d'Ivoire, 5 in Mali, 6 in Nigeria and Uganda) to help understand how the targeted communities benefitted from the Project and the extent to which they became more capable of addressing root causes of child labour.
4. **Stakeholder workshops** were used as an opportunity to present findings to national stakeholders across the six countries, receive feedback from stakeholders and provide general recommendations towards the Project's future implementation.

During data collection the evaluation team also sought to ensure that the voices of female stakeholders and beneficiaries were included. This helped understand to what extent female voices were able to drive and benefit from activities while also supporting the shaping of recommendations.

## Findings

### Relevance

The Programme played an important role in responding to the needs of beneficiaries and stakeholders. By focusing on the root causes of child labour, ACCEL supported beneficiaries by informing communities about the dangers of child labour, improving social protection schemes, promoting safer working environments, and diversifying the incomes of those at the lowest level of the supply chain. Constituents also found the intervention relevant as it was designed in a highly consultative manner and supported social dialogue. However, some beneficiaries and stakeholders noted that more could have been done to protect farmers and workers in other sectors from predatory purchasing practices by intermediary private sector actors.

The design and implementation of ACCEL was also in line with and successfully addressed most national needs and priorities regarding the reduction of child labour. Moreover, the Project was also found to support ILO's global framework and priorities as well as the priorities of subregional actors such as the East African Community (EAC) and Economic Community of West African States (ECOWAS). The priorities of regional actors, in particular the African Union, were also taken into account given ACCEL's alignment with AU 2063 Agenda and various Action Plans and declarations. At the same time the Project also aligned with and supported SDG 1, 5 and 8, the Alliance 8.7 and UNDAFs.

The Project also ensured its relevance even in difficult moments. During the COVID-19 pandemic, ACCEL undertook multiple adaptations and temporary measures to accommodate the implementation of lock down and other sanitary measures. Despite some delays and difficulties, the Project managed to implement its outputs and satisfaction with the response was noted by multiple stakeholders.

### Coherence

The Project exhibited a great degree of coherence between its three pillars of action as well as when collaborating with other interventions. Internally, ACCEL's three pillars of action were sufficiently aligned especially at the national level. As each pillar of the Project was considered for its specific targeted outputs, this helped ensure the mutual reinforcement and complementarity of working with legal and policy frameworks, addressing root causes, and promoting knowledge sharing. Externally, the ILO managed to establish complimentary partnerships and avoid overlap or duplication with other UN agencies such as UNICEF and ION as well as international organisations such as GIZ.

### Validity of design

The intervention was designed with three pillars of actions with standalone outputs providing a holistic approach towards each outcome. To ensure that these outputs and outcomes are achievable, an inception phase was implemented to consult key stakeholders and ensure that the Project could meet its objectives

while maintaining relevance to those involved in the Project. This also enabled the creation of six specific theories of changes that also fit into ACCEL's main M&E framework, further supporting the relevance of the Project. At the same time, the Project was aligned with FUNDAMENTALS Integrated Strategy supporting logic and coherence.

ACCEL design and ToC aligned with ILO's crosscutting concern on social dialogue and ILS. While gender and non-discrimination aspects were included in activities and outputs, the position of women and family dynamics could have benefitted from deeper consideration. Meanwhile, fair environmental transition concerns were not integrated at all and in cases where addressed, it was done indirectly deriving from activities implemented in the Project.

#### Effectiveness

An evaluation of the provided data shows that the Project made significant progress on strengthening legal, policy, and institutional frameworks towards reducing child labour (Outcome 1). Similarly, visible progress was made towards institutionalisation of innovative and evidence-based solutions that address the root causes of child labour in supply chains (Outcome 2) as well as strengthened partnerships and knowledge sharing mechanisms among national and international supply chain actors in Africa (Outcome 3). However, some differences in progress can be observed across the six Project countries, which can be attributed to the unique impact of COVID-19, climate events, differences in socioeconomic and political situations, and the differing levels of involvement among constituents and stakeholders.

#### Efficiency

In general, the available financial and human resources were sufficient to implement the Project. At the national and local levels stakeholders were generally satisfied with the available financial resources allocated to them to implement activities. However, at the local level some voiced the need for additional resources to be made available to them to implement activities. Similarly, while some noted that additional human resources could have been useful to implement and reduce the burden when implementing activities. Yet, the capacity to achieve expected results at all levels shows that available human resources were in general sufficient, with management and governance mechanisms being valued by the constituents and stakeholders. Meanwhile, the granted cost-extension and the additional extension in two countries where the Project is being phased out suggests that time resources were insufficient. Yet, this was due to the complexities created by the COVID-19 pandemic rather than issues in planning and design on behalf of the Project staff.

The implemented M&E framework and indicators allowed monitoring across the six countries and the different activities. Moreover, the DBMR was useful in providing an overview of the activities and beneficiaries received support from the Project. However, an evaluation of the M&E framework revealed that some indicators needed to be more refined on what was being measured while the DBMR needed more accuracy to provide accurate and credible insights into the Project's achievements.

#### Impact

The Project has already shown some decrease in instances of child labour. Families are starting to increasingly value the education of their children and are better able to understand the harm that engaging in child labour could cause to their children. As a result, there has been an increase in the enrolment in schools, a perception that the number of children engaging in labour activities has decreased, and improvements in children's health. Moreover, there is potential to have further impact as private actors are engaged to support public policies around universal health coverage and the belief of stakeholders that working together can create synergies that will contribute to efficiencies that will reduce child labour.

However, establishing the true impact of the Project is difficult as there is little baseline data regarding the extent to which child labour is widespread in different supply chains and the lack of tools to quantify child labour at a systemic level. Moreover, in some cases it was noted that the reduction of child labour was not as big as initially expected and that more could have been done to promote the independence of women who were targeted by the Project.

### Sustainability

The constituents' and stakeholders' commitment towards eliminating child labour has grown during the Project, leading to a sense of ownership to continue the effort made under the Project. The achievements of the Project are also likely to be continued further by communities at the bottom of the supply chain. This is due to beneficiaries' determination to continue the fight against child labour even if external assistance would be reduced. Moreover, communities have also exhibited a better understanding of child labour as an issue in their community and are able to act in an effort to understand why it takes place and what opportunities exist to avoid the occurrence of the phenomena.

The Project's sustainability is further supported by its reliance on existing government structures, and the introduction of new or strengthened laws and policies. This will enable constituents and stakeholders to ensure that lasting change can be continued given the existence of frameworks targeting child labour while relying on existing foundations. Similarly, the establishment of dialogue and other exchange platforms together with increased collaboration among communities and stakeholders also reinforces the capacities to reduce child labour at the national level. Nevertheless, the lack of resources, some stakeholders' lack of capacity to autonomously maintain results combined with potential natural disasters and political instability could potentially undermine the progress made during the Project.

### Conclusions and recommendations

The Project was relevant to most of the stakeholders and beneficiaries in the Project. This was enabled by a well-prepared inception period which featured extensive consultations with stakeholders and the overall design of the Project which involved a more holistic approach to addressing the needs of beneficiaries by seeking to ensure the targeting of the whole supply chain. The application of such an approach allowed make effective progress across all three pillars of action of the Project. Similarly, preliminary positive impact is apparent through the enrolment of children in schools, changes in the understanding of the harms cause by child labour, and communities trying to respond to cases of child labour. Furthermore, beneficiaries have also shown a degree of ownership regarding the Project activities and willing to sustain the achievements.

Despite the positive aspects of the Project and its achievements, some difficulties continue to persist. The supply chain approach could have included a wider range of multinational and private sector intermediary actors to prevent predatory practices. The design of the Programme could have taken a more comprehensive approach to mainstreaming gender issues to account for socioeconomic and cultural factors that prevent women from supporting the reduction of child labour. Furthermore, the depth of the Project's impact is difficult to measure given the lack of existing data about child labour statistics. Looking forward, sustaining achievements could also prove to be challenging, especially given the differing rate of progress between countries and the lack of resources faced by some stakeholders.

Based on the evaluation findings and conclusions, the evaluation noted the following **lessons learned**:

- 1. The Project could have benefited from gender mainstreaming in its design and implementation.**

The lack of a strategic gender approach in Project design, variations in the extent to which gender considerations have been integrated during implementation, and the need to elaborate “gender consideration” in monitoring and evaluation show that role of women in combatting child labour could have been used more effectively.

**2. Private sector intermediaries and multinational organisations also play a key role in addressing poverty and root causes of child labour.**

The focus on the supply chain approach in the Project mostly focused on working with communities. Communities could see various improvements in terms of legal improvements, income diversification, and OSH standards. Nevertheless, examples of private sector intermediaries which pressure workers to sell cocoa below market rates were found.

The Project also brought forth a few **good practices**:

**1. The use of existing ILO tools can enhance effectiveness and replicability.**

The implementation of the WIND and SCREAM method have proven to be adaptable, relevant, and effective. Continued use of these tools is more efficient than designing new tools and has a near guaranteed effectiveness based on past practice. These tools can also be upscaled and replicated by training local and national actors and could facilitate the exchange of experience.

**2. The use of an overarching Theory of Change with activities and implementation approaches adaptable to local contexts.**

All six Project countries followed the three pillars of action and had quite similar indicators but was flexible in adopting the activities needed to achieve the outcomes and targets. Therefore, stakeholders and beneficiaries noted the relevance of the Project in their country, while regional ILO management could monitor and manage ACCEL through the overarching ToC and M&E framework.

**3. Vocational training programmes as a key strategy in the reduction of child labour.**

VET was successful in multiple countries as it provided an alternative to merely relocating children to schools. Instead, it empowered the younger beneficiaries to choose professions they are interested in. This helped ensure their motivation and raised parental awareness about opportunities outside child labour. Despite the lack of precise measurement tools, beneficiaries noted that positive influence of VET on reducing child labour and contributing to child labour prevention efforts.

The evaluation provided the following **recommendations**:

**Recommendation 1: Promote exchange of experiences and good practices between project countries, both for stakeholders and for ILO project teams.**

Despite an overarching ToC and an M&E framework, there was limited exchange of experiences and practices between countries where the Project took place. Moreover, the presence of an integrated mechanism to facilitate information flows could have contributed to supporting activity implementation and increased their effectiveness.

Responsible unit(s)	Priority	Time implication	Resource implication
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ACCEL regional and national teams	High	Short-term	Medium
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**Recommendation 2: Improve gender mainstreaming within the project design.**

The M&E framework did not sufficiently detail the Project’s impact on women and how gender equality was measured in different outputs. It was also noted that did not adequately consider the capacity of women to exercise their agency in family setting and needed further exploration of the transformative roles that women could play in combating child labour.

Responsible unit(s)	Priority	Time implication	Resource implication
ACCEL regional and national project teams	High	Short-term	Medium

**Recommendation 3: Ensure that the supply chain approach aims to involve all relevant supply chain actors, at local, national, and global levels.**

The Project’s focus on the supply chain approach needed to have a bigger integration of private sector intermediaries and multinational companies. During the Project it was noted that intermediaries implement predatory purchasing practices, which contribute to the presence of child labour in the supply chain.

Responsible unit(s)	Priority	Time implication	Resource implication
ILO FUNDAMENTALS, ACCEL Regional project team, constituents	High	Medium-term	Medium

**Recommendation 4: Continue active engagement with other (UN) agencies to address all dimensions of society that influence child labour (e.g. health, nutrition, education).**

The existence of child labour is caused by multiple factors and root causes. At times this requires that to holistically address an issue, a labour-based mandate might not be fully sufficient to tackle all aspects that lead to child labour.

Responsible unit(s)	Priority	Time implication	Resource implication
ILO FUNDAMENTALS, ACCEL Project team	Medium	Long-term	Low

**Recommendation 5: Ensure that laws and regulations adopted at the national level are complemented by clear guidance for implementation at the level of local administration.**

The Project has built capacity to support and supports the adoption of appropriate, laws, regulations, policies, and action plans to eradicate child labour. However, interviews indicated that these national level measures have not been complemented by clear guidance at the level of local administration regarding their implementation.

Responsible unit(s)	Priority	Time implication	Resource implication
ILO FUNDAMENTALS, ACCEL Project team, constituents	Medium	Long-term	Medium

**Recommendation 6: Improve identification and monitoring of the incidence of child labour and its worst forms in supply chains, and the impact of measures to accelerate its eradication.**

The clandestine nature of child labour makes it hard to gather data about the phenomenon. Hence, the Project had a lack of systemic data about the impact it had on reducing child labour. Meanwhile, the evaluation team could only measure the extent to which instances of child labour fell based on anecdotal and circumstantial evidence.

Responsible unit(s)	Priority	Time implication	Resource implication
ILO FUNDAMENTALS, ACCEL Project team, constituents	Medium	Long-term	High

**Alongside the recommendations for the ILO in general, the Project findings also present potential avenues to reinforce results and sustainability by the constituents:**

- **Governments** should further develop monitoring systems. Similarly, it is worth building upon the success of WIND and SCREAM methodologies, by training government agencies on their implementation and helping them disseminate this knowledge to national and local actors. Finally, the implementation of further actions designed to counter child labour should be implemented through existing governance mechanisms to ensure sustainability of the actions being implemented.
- **Employers** should also take potential actions to reinforce the achievements of the Project. For example, employers’ organisations need to explore avenues to participate in Projects such as ACCEL to reinforce their capacities and experiences. At the same time, employers’ associations should develop existing partnerships and communication channels to upscale knowledge sharing activities at the national and regional level to further support knowledge exchange.
- **Trade unions** should further build upon worker empowerment that has taken place during the Project. This means that awareness raising activities regarding child labour, exploring opportunities to support the implementation of the SCREAM and WIND methodologies, as well as finding opportunities to participate within social dialogue and expanding knowledge exchange networks to combat child labour should be considered.
- Finally, the **development partner** should further explore the practise of having a phase out stage in countries where a Project would not be continued. This allows countries where a Project is not continued, to support the sustainability of achievements following the Project’s withdrawal. At the same time, it allows to ensure that available resources and savings are utilised to their full extent.

## 9. List of Acronyms

ASGM	Artisanal and Small-Scale Gold Mining
AU	African Union
COVID-19	Severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2), a contagious disease
CGECI	General Confederation of Enterprises of Côte d’Ivoire
CMU	Universal Health Coverage
CNS	Committee to Combat Trafficking, Exploitation, and Child Labour
CRI	Cotton Research Institute
DBMR	Direct Beneficiary Monitoring and Reporting
DWCP	Decent Work Country Programme
EAC	East African Community
ECAM	Employers’ Consultative Association Malawi
ECOWAS	Economic Community of West African States
EU	European Union
FAO	Food and Agriculture Organisation
FEI	Federation of the Egyptian Industries
FGD	Focus Group Discussion
GET Ahead	Gender and Entrepreneurship Together
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
HQ	Head Quarters
ILO	International Labour Organization
ILS	International Labour Standards
IOM	International Organization for Migration
IPEC	International Programme on the Elimination of Child Labour
MOM	Ministry of Manpower
MTE	Mid-Term Evaluation
NAP	National Action Plan
NGO	Non-governmental organisation
OECD/DAC	Organisation for Economic Co-operation and Development Assistance Committee
OSH	Operational Safety and Health
P&B	Programme & Budget
SCL	Stop Child Labour
SCREAM	Supporting Children’s Rights through Education, Art and Media
SDG	Sustainable Development Goal
SOP	Standard Operating Procedures
SOSTECI	Système d’Observation et de Suivi du Travail des Enfants en Côte d’Ivoire
SSAP	Accelerated Schooling Strategy
ToT	Training of Trainers
TPR	Technical Progress Report
UN	United Nations

UNDAF	United Nations Development Assistance Framework
UNICEF	United Nations Children’s Fund
UNIDO	United Nations Industrial Development Organization
UNSDPF	UN Sustainable Development Partnership Framework
USDOL	United States Department of Labor
VCA	Value Chain Analysis
VSLA	Village Saving and Loan Association
WIND	Work Improvement in Neighbourhood Development

## 3. Description of the Project

### 3.1. Context and background

Since the turn of the millennium, the number of children engaged in child labour has fallen from 245.5 million in 2000 to around 160 million in 2020. While this decrease in the number of working children is considerable, progress has been slowing down, and between 2016 and 2020, the rate of child labour rose again by 8.4 million children to its current recorded rate. Moreover, almost half of the children (79 million) engaged in child labour are performing hazardous work that threatens their health, safety, and development.<sup>1</sup>

One of the regions with the most significant increases in the number of working children in recent years is Africa. In the Sub-Saharan region, the number of children involved in labour increased from 59 million to 86.60 million between 2012 and 2020.<sup>2</sup> Some countries in Africa, among which are Cote d'Ivoire, Egypt, Malawi, Mali, Nigeria, and Uganda, have taken steps to address the increase in child labour. Efforts to combat child labour include the adoption and changes within the governments' national strategies and plans, the imposition of penalties for employing children and tightening inspection to ensure compliance with national and international laws and standards.

Despite the existing efforts, child labour remains a significant problem. The reason why the issue of child labour in supply chains globally and sub-Saharan Africa continues to be an issue stems from multiple factors. In many countries, families continue to be exposed to poverty, leading to the withdrawal of children from school to support their families. This issue is further compounded by some businesses in the supply chain lacking an understanding of child labour. In other cases, businesses, including family businesses, due to changes in economic circumstances, can be pushed into relying on child labour in reaction to price and cost measures in cases where shifts in these two variables are particularly extreme. Finally, states themselves sometimes lack consistent coverage or well-developed mechanisms to ensure that instances of child labour are understood, and if discovered, actions would be taken against them.<sup>3</sup>

To respond to the precarious conditions faced by children – globally and in sub-Saharan Africa – various international organisations, including the World Bank and United Nations agencies have already taken various steps. These include gathering data about child labour to understand the frequency of child labour and help design adequate responses to it. Furthermore, efforts have been made to institute child labour monitoring systems to detect and respond to cases of child labour, as in the case of the development of indicators on child labour led by the World Bank. At the same time, community empowerment has been seen as another tool that helps communities respond to child labour and help address instances of child labour at a local level and recognised the importance of awareness raising and commitment from civil society. Other efforts to decrease child labour implemented directly within communities include improving the quality of education and the amenities within schools, such as the initiative by WFP in the past to enhance access of children to education and fight child labour.<sup>4</sup> Meanwhile, the promotion of financial literacy has also been implemented to ensure that the mismanagement of financial resources does not

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<sup>1</sup> ILO (2021). Child labour: global estimates 2020, trends and the road forward. [online] ilo.org, p.12. Available at: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---ipecc/documents/publication/wcms\\_797515.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipecc/documents/publication/wcms_797515.pdf).

<sup>2</sup> ILO (2021). Child labour: global estimates 2020, trends and the road forward. [online] ilo.org, p.24. Available at: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---ipecc/documents/publication/wcms\\_797515.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipecc/documents/publication/wcms_797515.pdf).

<sup>3</sup> ILO, OECD, IOM and United Nations Children's. (2019). Fund Ending child labour, forced labour and human trafficking in global supply chains. pg. 17-26

<sup>4</sup> More information about WFP Programme Enhancing Access of Children To Education And Fighting Child Labour available at: <https://www.wfp.org/eu-projects/enhancing-access-children-education-fighting-child-labour>

push kids into poverty.<sup>5</sup> All these mechanisms, strengthened by the promotion of international partnerships for cooperation against child labour, such as those established between the ILO and FAO or UNICEF, help to increase stakeholder engagement, policy dialogue and advocacy to tackle child labour in Africa.

In this context of growing child labour rates in sub-Saharan Africa, the presence of multiple factors that drive child labour, including its worst forms, and the existence of previously implemented mechanisms that led to the need for Cote d'Ivoire, Egypt, Malawi, Mali, Nigeria, and Uganda to receive support in their efforts to reduce child labour.

## 9.7 Project description and background

The Project “**Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa (ACCEL-I Africa)**”, funded by the Ministry of Foreign Affairs of the Netherlands, aimed to accelerate action for the elimination of child labour in selected supply chains (gold, cacao, cotton, tea, and coffee) in Africa. The project started in November 2018 and covers 6 countries: Cote d'Ivoire, Egypt, Malawi, Mali, Nigeria, and Uganda.<sup>6</sup>

The development partner, the Government of the Netherlands, in consultation with ILO selected the six countries based on concerns regarding the presence of child labour in their supply chains and the aim to reduce instances of the phenomenon. Meanwhile, the supply chains were selected based on their readiness to promote more sustainable supply chains, their capacity to tackle risk factors, their greater workplace safety and companies' willingness and key players in the supply chain to promote sustainable positive change.<sup>7</sup>

The Project's design considered that child labour tends to be widespread at the lowest tiers of the supply chain. However, other stakeholders and actors in the supply chain, such as retailers and consumers, will play a role in making business decisions and choices that will have a ripple effect throughout the supply chain, affecting child labour. While in recent years, some supply chain actors, notably investors and global multi-stakeholder initiatives for different commodities, started to promote better business practices, more steps could be taken to ensure that human rights within the supply chains are ensured.<sup>8</sup> Being aware of these circumstances, the Project implemented a novel approach for the ILO, which would focus on accelerating the elimination of child labour based on a **supply chain approach**.<sup>9</sup> This meant that the Project targeted not only the local communities and the primary producers at risk of child labour but also included national constituents, local and national stakeholders, and private sector actors, including multinational organisations, to encapsulate a holistic approach towards supply chains.<sup>10</sup>

As the Project ran in six countries, presenting relatively varying operational environments, the specific supply chains and intervention means were **designed based on a consultative process**. This meant that while ACCEL-I Africa had a general strategy, each of the six countries in the Project had a tailored theory of change stemming from the national stakeholder consultations.<sup>11</sup>

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5 Eric E., Thevenon O. (2019). Child labour: Causes, consequences and policies to tackle it. Accessed at: [https://www.oecd-](https://www.oecd-ilibrary.org/docserver/f6883e26en.pdf?expires=1703163835&id=id&accname=guest&checksum=F25BEA6D20FE83A82861500606967961)

[ilibrary.org/docserver/f6883e26en.pdf?expires=1703163835&id=id&accname=guest&checksum=F25BEA6D20FE83A82861500606967961](https://www.oecd-ilibrary.org/docserver/f6883e26en.pdf?expires=1703163835&id=id&accname=guest&checksum=F25BEA6D20FE83A82861500606967961). pg. 47-69

6 ILO (n.d.). ACCEL-I Africa: Accelerate action for the elimination of child labour in Africa. [online] Available at: [https://www.ilo.org/wcmsps/groups/public/-/africa/-/ro-abidjan/documents/genericdocument/wcms\\_717650.pdf](https://www.ilo.org/wcmsps/groups/public/-/africa/-/ro-abidjan/documents/genericdocument/wcms_717650.pdf).

7 Inception and regional stakeholder interviews

8 Project Document Template (Prodoc) (n.d.) pg. 15-21

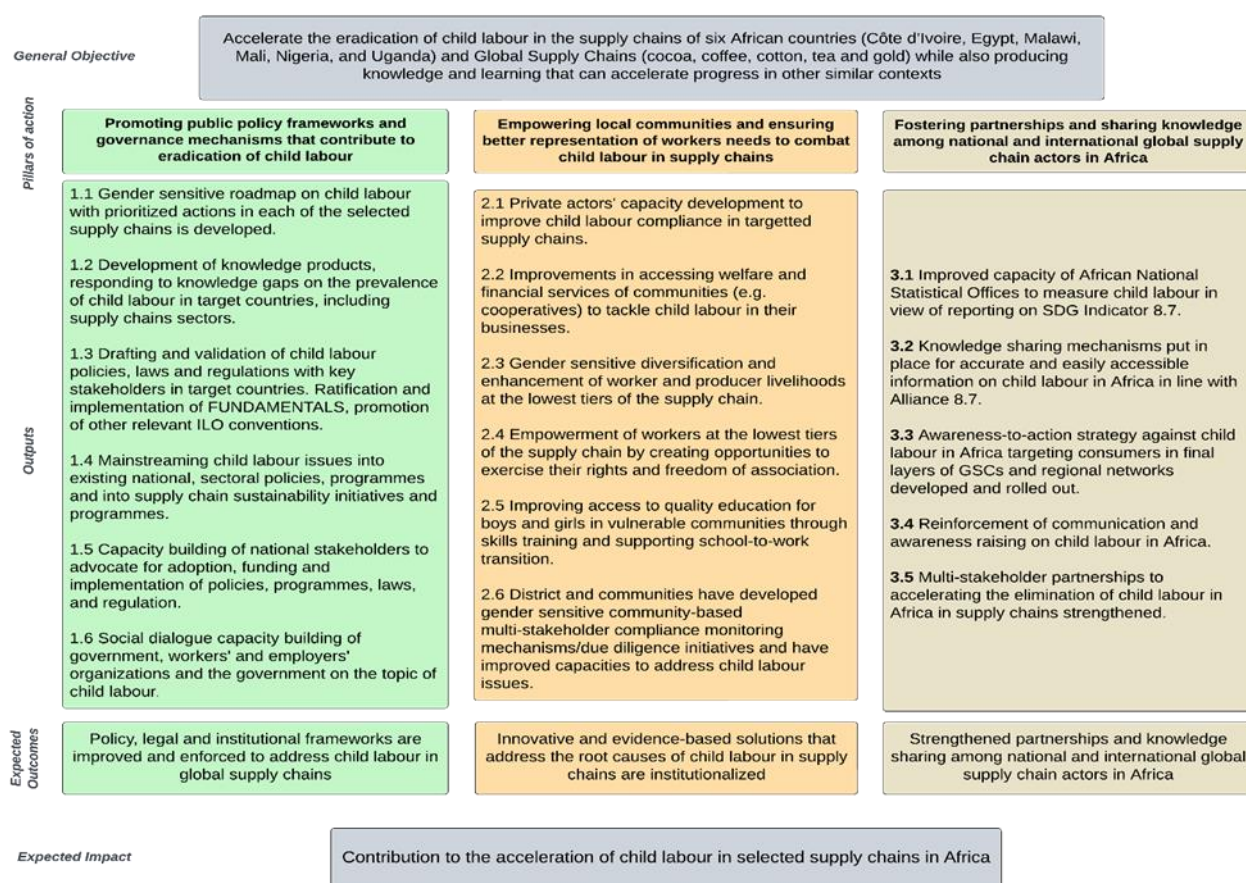
9 Interviews with ILO staff

10 Project Document Template (Prodoc) (n.d.) pg. 15-21 and Interview with Project staff

11 Interviews with National Project Teams

The intervention logic in all benefiting countries had three pillars of action to ensure that it would be possible to accelerate the elimination of child labour. The intervention logic is presented below:

Figure 1. Reconstructed Intervention Logic of the project



The **first pillar** focused on promoting public policy frameworks and government mechanisms that would accelerate child labour eradication. Therefore, the Project under the umbrella of Alliance 8.7, supported countries to develop roadmaps with prioritised actions to eliminate child labour in selected supply chains, bridging knowledge gaps on national child labour dynamics, mainstreaming child labour concerns into government initiatives. At the national level, the project supported project countries to update legal and regulatory frameworks, ratify conventions and recommendations on the domain, and strengthen social dialogue towards ending child labour.<sup>12</sup>



The **second pillar** focused on ensuring that workers and communities are empowered and better represented to address the root causes of child labour in selected supply chains. To that end, the Project worked with local partners to strengthen compliance mechanisms in communities, worked with final beneficiaries to provide healthcare coverage (e.g. in Cote d'Ivoire), provided training to address hazardous working conditions and facilitated beneficiary access to banking and village savings and loan association (VSLA) activities. Similarly, workers were sensitised about child labour and workers' rights. Meanwhile, children aged 14-17 were enrolled in courses designed to give them new skills and benefitted from the application of the Supporting Children's Rights through Education, Art and Media (SCREAM) methodology.<sup>13</sup>

The **third pillar** focused on developing partnerships and knowledge-sharing mechanisms among national and international global supply chain actors in Africa to facilitate the reduction of child labour on the continent. To facilitate the implementation of this pillar, the project organised knowledge-sharing conferences such as the regional conference on knowledge sharing or encouraged participants of the Project to share their good practices in regional forums.<sup>14</sup> Furthermore, the Project compiled good practices established during the implementation to support their dissemination and further drive the acceleration of child labour elimination.<sup>15</sup>

In pursuit of the Outcomes across all three pillars, the Project also incorporated cross-cutting concerns such as gender equality and non-discrimination, tripartism, international labour standards, and fair environmental transition. The project partners include governments, employers, worker organisations, civil society and community organisations, the African Union, UN agencies, supply chain actors, and research institutes.<sup>16</sup>

A second phase of ACCEL-I Africa Project has been approved from 2023 to 2028, and includes four of the original countries (Cote d'Ivoire, Mali, Nigeria, and Uganda). However, due to changes in the development partner's priorities, Ghana and Kenya will replace Egypt and Malawi. To ensure that the results of the achievements are sustained, Egypt and Malawi received a yearlong extension of the Project until mid-2024.

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<sup>13</sup> Ibid.

<sup>14</sup> ILO. (2023). Results Book: November 2018 - June 2023 and ILO. (2023). Harnessing Corporate Social Responsibility initiatives to address Child Labour. Accessed at: [https://www.ilo.org/africa/WCMS\\_885017/lang--en/index.htm](https://www.ilo.org/africa/WCMS_885017/lang--en/index.htm)

<sup>15</sup> ILO. (2023). Results Book: November 2018 - June 2023

<sup>16</sup> Ibid.



## 4. Purpose, scope and clients of the evaluation

### 9.7 Purpose of the evaluation

The final independent evaluation aims to understand the **relevance, coherence, validity of design, effectiveness, impact and sustainability** of the project's implementation and overall approach.<sup>17</sup> In particular, the evaluation examines the responsiveness of the Project to stakeholders, its coherence with other interventions, frameworks, and projects as well as their relation to national, ILO, UN, and AU priorities. It also analyses whether the project incorporated cross-cutting factors such as gender concerns, social dialogue and others into its design. The delivery of activities and achievement of outcomes, as well as the efficient use of resources and management and monitoring mechanisms, are also considered. Finally, the evaluation looks at whether the Project outcomes created impacts and whether those impacts can be sustained.

The evaluation criteria help identify the successful aspects of the Project as well as the extent to which challenges were encountered. Similarly, the analysis of these criteria supported the formulation of conclusions of the project implementation, identified good practices, lessons learned and supported the formulation of strategic recommendations. The ILO could use these findings at HQ, regional and field offices to make informed decisions regarding the improvement of the project's delivery in the future or when designing similar interventions and finding opportunities for replicability. This will also generate knowledge and fill in knowledge gaps about child labour in Africa's supply chains.

### 9.7 Evaluation scope

The final independent evaluation covers the period from November 2018 to December 2023. The extended project activities in 2024 in some countries are not covered by this Evaluation. The geographic coverage of the evaluation includes all ACCEL-I Africa project countries (Cote d'Ivoire, Egypt, Mali, Malawi, Nigeria, and Uganda) and the work carried out at the continental level. Furthermore, given the importance of cross-cutting factors, the evaluation integrated social dialogue and tripartism, international labour standards, gender and non-discrimination-related aspects, and fair environmental transition as cross-cutting concerns into its work.

### 9.7 Evaluation clients

Primary users of the final evaluation are ILO constituents, the Ministry of Foreign Affairs of the Netherlands and other development partners, ILO implementing partners, ILO Country Offices, ILO Regional Office for Africa, ILO DWTs, and HQ (technical departments, Evaluation Office, FUNDAMENTALS, PARDEV, and PROGRAM). The secondary users of the final independent evaluation are stakeholders involved in the project, interest partners, other ILO units and regions and other public stakeholders.

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<sup>17</sup> As impacts only occur months or years after project completion, the current evaluation analyses not the effective impact, but the likelihood of impacts occurring in the future.

## 5. Methodology and limitations

### 5.1 Data collection tools

For this evaluation, the evaluation team used a mixed-methods data collection and analysis approach.

#### 9.7.3. Desk research

Project documentation provided by the ILO was analysed to lay a foundation for the methodological design and to complement interviews and FGDs. It contributed to all evaluation criteria. Desk research was implemented in two phases:

**Initial desk research** was conducted in the inception phase when planning the evaluation. This helped the evaluation team better understand the project, clarify evaluation objectives, and support the development of data collection questionnaires.

**Desk research for data collection** was carried out during the data collection stage to inform the evaluation questions listed in Annex 2. The desk research also facilitated triangulation by helping support findings from interviews and FGDs.

#### 5.1.2 Interview programme

Interviews with stakeholders with national and global stakeholders were also conducted in two stages.

- **Initial interviews** were conducted with the ACCEL-I Africa management team (two interviews during the inception stage) and the national country teams (one interview with each of the six-country team members) in charge of implementing the Project in each of the six countries.
- **In-depth interviews** for data collection were conducted during the structured fieldwork phase and focused on informing specific evaluation questions.

The following interviews were conducted (with more details provided in Annex 6):

*Table 1. Interview Respondents*

Dimension	Stakeholders
<b>Regional stakeholders</b>	<p><b>ILO staff</b>—9staff at the regional and global levels.</p> <p><b>Development partner</b> – 1 interview (2 respondents)</p>
<b>National stakeholders</b>	<p><b>Cote d’Ivoire</b>—13 stakeholders interviewed.</p> <p><b>Egypt</b> – 10 stakeholders interviewed.</p> <p><b>Malawi</b> – 11 stakeholders interviewed.</p> <p><b>Mali</b> – 11 stakeholders</p> <p><b>Nigeria</b> – 11 stakeholders</p> <p><b>Uganda</b> – 10 stakeholders</p>

The interview programme was carried out by the evaluation team and supported by national experts. In Ivory Coast, the evaluation team was present on the ground to conduct interviews. In the other five project

countries (Egypt, Malawi, Mali, Nigeria, and Uganda), the evaluation team relied on trusted national experts. To ensure compatibility and that quality standards are maintained, the evaluation team created detailed questionnaires, which were slightly adjusted to ensure they responded to the country’s context. Afterwards, the evaluation team shared the questionnaires with national experts, providing them with instructions on how to utilise the questionnaire and dedicating time to respond to potential questions they might have.

The evaluation team selected the interviewees in close collaboration with the ILO country tea’s. Their selection was based on the extent to which they were involved in the project.

### 5.1.3 Focus group discussions

Initially, the evaluation team proposed a survey of parents. However, based on the discussions with the ILO, this was then changed to focus group discussions (FGDs) to better reflect the aims of the Project to improve the conditions of communities. The FGDs were carried out in four (Cote d’Ivoire, Mali, Nigeria, and Uganda) of the six countries targeted by the Project. In Egypt, FGDs were not carried out given the political situation, while in Malawi, a survey of beneficiaries was already under implementation, meaning that it was no longer possible to switch to conducting an FGD.

Their goal was to gauge to what extent the communities were able to benefit from the activities implemented by the project in their countries and to have a preliminary understanding of the extent to which the activities helped raise awareness about child labour and the extent to which communities are more capable of addressing root causes of child labour as well as gauging the preliminary impact of the activities.

In total 19 FGDs were conducted with a country by country break down in the table below:

*Table 2. Number of FGD discussions by country*

<b>Country</b>	<b>No. of FGDs</b>
<b>Cote d’Ivoire</b>	2 FGDs
<b>Mali</b>	5 FGDs
<b>Nigeria</b>	6 FGDs
<b>Uganda</b>	6 FGDs

Before conducting the FGD, the evaluation team prepared a standardised questionnaire and checked in with the relevant national experts to ensure they understood how to conduct the discussion. The national experts also consulted the ACCEL-I Africa country teams before the FGD to ensure that the questions were tailored to community activities. Furthermore, to account for the linguistic diversity of the communities, the evaluation team and the national experts relied on translators or local interpreters to ensure that communities could understand the questions and communicate with the experts.

### 5.14 Stakeholder workshop

The evaluation team organised national roundtables in each of the six countries, attended by the national ILO office and the main stakeholders. In each roundtable, the team presented the findings for the evaluation as a whole, as well as some examples or specific findings for each country. Ample time for

questions and feedback was provided and comments from the stakeholders were integrated in the final report.

## 5.2 Data analysis and reporting

In this evaluation, the evaluation team highlights the key successes and challenges that appeared during the implementation of the project, presents its strengths and weaknesses while also showcasing good practices of the project.

**The evaluation team relied mainly on qualitative** data collected through desk research, interviews with stakeholders and FGDs. The data gathered from these three sources was coded based on a data collection and coding template in Word. The data collection template corresponds to the evaluation matrix, the questions of which can be found in Annex 2. Furthermore, the names of all interviewees and FGD participants were anonymized, and the content of the interviews was summarized. Quantitative data that was received from the ILO was also used to analyse the project's financial information and to analyse the extent to which key indicators of the Project were achieved.

**The gathered data was triangulated**, meaning that multiple different data sources were analysed at the same time to respond to the same research questions. This contributed to enhancing the validity and reliability of the findings, as one data source was verified with others to test its validity. At the same time this contributed to addressing potential knowledge gaps, as information gaps in one source could potentially be clarified by verifying it with other documents. For example, gaps in project documentation could be addressed through interviews with stakeholders or focus group discussions.

## 5.3 Limitations

The methodology chosen by the evaluation team aimed to ensure that the data collection covers the project holistically and addresses existing knowledge gaps. However, some limitations were present:

- **Longer than expected inception period** – initially the inception report was supposed to last for a period of two to three weeks. However, due to the need to adjust the methodological approach and match other expectations of the client, the inception period lasted for around six weeks. The final evaluation deadline was also extended from 15 December 2023 to 30 March 2024, which resolved the short time frame for data collection as caused by the longer inception period and expansion of the field work.
- **Difficulties in implementing the focus group discussions** – initially the evaluation team proposed conducting a survey to cover beneficiaries, which was later changed to a focus group discussion. However, this change was implemented as the experience with the survey launched in Malawi showed that this approach would not be useful as data collection tool. Therefore, the team decided to change the survey to FGDs. Furthermore, given the bureaucratic steps needed to conduct a focus group discussion in Egypt, the evaluation team did not have enough time to arrange a focus group discussion. However, this was overcome by triangulating data from interviews, while in Malawi the survey still provided valuable insights into the project.
- **Linguistic diversity during fieldwork**—while all the countries had national languages spoken by the experts, in some communities, focus group members did not speak the national language or were more comfortable expressing themselves in a local language. However, in such cases an interpreter or someone from the village would facilitate communication. To account for potential biases, the national experts and evaluation team interacted with as many members as possible and encouraged them to voice their experience regarding the project. Similarly, multiple FGDs were conducted to gather a wider range of perspectives.



## 6. Evaluation Findings

### 6.1 Relevance

According to the OECD/DAC evaluation criteria, “relevance” indicates the extent to which an intervention addresses the needs of beneficiaries and stakeholders. Therefore, the following chapter will consider whether the Project was responsive to what key actors involved required and if it maintained responsiveness throughout its implementation period. The alignment to be assessed considers existing national, regional, and global priorities.

6.1.1. To what extent do intervention objectives, and design respond to beneficiaries and stakeholder needs and priorities?

#### *6.1.1.1. To what extent did ACCEL-I Africa address the needs of final beneficiaries?*

Child labour is still prevalent in key supply chains in Côte d’Ivoire, Egypt, Malawi, Mali, Nigeria, and Uganda.<sup>18</sup> Insights from desk research, country annexes developed during the initial stages of the Project, and the final evaluation reveal that poverty is the primary driver of child labour in these regions. Workers and their communities generally face precarious livelihood conditions and limited opportunities to diversify and generate new forms of income. Moreover, they lack occupational health and safety schemes, exacerbated by obstacles in applying the existent legal frameworks for their protection. Among other challenges, these factors were identified as root causes of child labour in the selected areas of the six project countries.<sup>19</sup>

In addition to these difficulties, children engaged in child labour typically have limited access to educational opportunities. Students sometimes drop out of school to participate in these activities to earn money to contribute to family income. According to beneficiaries, early school leaving also contributes to early marriages and young pregnancies within communities.<sup>20</sup> During and after COVID-19, the incidence of child labour increased as parents lost their jobs, forcing some children to drop out of school and persist in work, even after the lockdowns were lifted and schools reopened.<sup>21</sup>

Lastly, project documents and field interviews suggest that there is a strong cultural component to this phenomenon, as child labour is linked to traditional forms of child socialisation, such as Family Farms,<sup>22</sup> where parents do not see the work done by children as child labour but as acceptable training for future occupations or use children as a cheap source of income.<sup>23</sup>

**Desk research, interviews, and FGDs demonstrate the relevance of the project’s design as it focused on the root causes of child labour (including awareness) and core factors contributing to families’ need to rely on child labour.**

According to the beneficiaries, **the project addressed their needs by proposing interventions to raise awareness of the dangers of child labour, improving safety and social protection schemes, and promoting diversifying income solutions for the households of workers in the last tiers of the supply chain.** For example, in **Mali**, workers in cooperatives revealed a lack of knowledge about the harmful effects of child labour on children, as well as its causes, consequences and preventive measures. Finally,

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<sup>18</sup> International Labour Office and United Nations Children’s Fund. Child Labour: Global estimates 2020, trends and the road forward. 2021. Accessed at [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---ipec/documents/publication/wcms\\_797515.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipec/documents/publication/wcms_797515.pdf).

<sup>19</sup> Country annexes developed by ACCEL-I Africa Project.

<sup>20</sup> Interview with a stakeholder in Uganda

<sup>21</sup> International Labour Office. COVID-19 impact on child labour and forced labour: The response of the IPEC+ Flagship Programme. 2020. Accessed at: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---ipec/documents/publication/wcms\\_745287.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipec/documents/publication/wcms_745287.pdf)

<sup>22</sup> Interview with a stakeholder in Uganda

<sup>23</sup> Country annexes and interviews stakeholders in multiple project countries.

beneficiaries from VSLA groups in **Uganda** and Business groups from **Malawi** also indicated that the income-generating proposals of the project were directly relevant to alleviating poverty at the household level and, therefore, reliance on child labour.<sup>24</sup>

In addition to these challenges, the project identified that the negative consequences of child labour were closely linked to education.<sup>25</sup> In **Uganda**, for example, beneficiaries pointed out that child labour was a persistent problem in their community, and the direct consequences they identified are related to school drop-out and absenteeism, early marriages, increased idleness and environmental hazards.<sup>26</sup> By recognising these multiple needs, the Project established close communication with the local education authorities and implementing partners such as UNICEF to **promote targeted interventions**. Actions were addressed to vocational skills training programmes and implementing strategies to reduce school dropout, enrol out-of-school children and raise awareness among families.

Moreover, in collaboration with UNICEF, actions promoted building additional classrooms and promoting higher investment in infrastructure. Other relevant interventions include **Nigeria**, where young adults received skills training and start-up kits to boost their business<sup>27</sup>. In **Egypt**, the work to enhance the existing Dual Education model<sup>28</sup> in partnership with GIZ was considered relevant and also highlighted as best practice<sup>29</sup>, as well as the SCREAM Programme.

However, although the project design also included the development of baseline assessment studies to provide details on the needs of communities, cooperatives, and other actors, most baseline studies were not done in time to influence the project design significantly.<sup>30</sup> This was a drawback in terms of the strategic alignment and the evidence-based intervention of the project.

Furthermore, there is a concern that **the overall project design, presented as a “supply chain approach”, may not have been implemented to cover the full scope of the supply chains in the selected countries**. The project covered the community-level workers and cooperatives, the employer representatives and (only) some multinational corporations. However, it was noted that much of the exploitation of workers occurs by intermediaries. In **Cote D’Ivoire**, for example, the law specifies the minimum price per kilogram of cacao, but interviewees noted that the truck drivers picking up the cacao still negotiate lower prices (“*either sell it to me for the lower price or I will get the cacao somewhere else*”). These actors were not involved in the project. Therefore, the project lacked the capacity to engage the full supply chain from farm to shop.

#### *6.1.1.2. To what extent did ACCEL-I Africa address the needs of constituents?*

As a tripartite organisation, all projects by ILO should be designed in cooperation with, and addressing the needs of, the constituents. Given the comprehensive and consultative approach proposed by ACCEL-I Africa, the perspectives of multiple stakeholders, including government representatives (at the national and local levels), employers and workers’ organisations, were considered in the design and implementation stages.

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<sup>24</sup> FGDs with beneficiaries in Mali and Uganda, and survey of beneficiaries in Malawi.

<sup>25</sup> Country annexes developed by ACCEL-I Africa Project.

<sup>26</sup> FGD with beneficiaries in Uganda.

<sup>27</sup> Leaving the gold mining site and going back to school: Eliminating child labour in Nigeria

<sup>28</sup> The Project is administered by the Ministry of Education and Technical Education (MOETE)

<sup>29</sup> International Labour Office. Good Practices. Egypt Dual Education Model: Promoting, a smooth school-to-decent work transition for children of legal working age. 2023.

Accessed at: [https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-abidjan/documents/genericdocument/wcms\\_868018.pdf](https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-abidjan/documents/genericdocument/wcms_868018.pdf)

<sup>30</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project.

**Interviews with tripartite constituents confirm that the project addressed their needs and priorities as it aimed to eliminate child labour and strengthen social dialogue.**

Both data from the mid-term and final evaluation highlight that the development of country annexes in the design stage played a pivotal role in outlining the specifics of each national context, emphasising key policy, institutional, and social challenges, and identifying relevant actors within each supply chain. **Through a consultative process, multiple stakeholders actively participated in the initial and follow-up meetings, ensuring a comprehensive approach to the issue and a shared commitment to the national action plans.**

The **bilateral meetings with tripartite constituents and the establishment of National Steering Committees** were crucial mechanisms to address constituents' needs and promote dialogue.<sup>31</sup> As the ACCEL-I Africa Team in Malawi mentioned, this helped ensure each party's responsibility and reach a common understanding. The project actively involved representatives from local and national **governments** in the design and implementation. The project was relevant to government partners as the focus on supply chains has a structural part to play in the economies of each targeted country. As the design indicated, **the Project's approach focused on strengthening existing structures and institutions, especially at the national level.** Stakeholders from various countries noted that this reliance on existing structures was relevant and important for sustainability.

In the case of **employers' organisations**, their involvement helped recognise their interests, for instance, in building worker capacity. In **Cote d'Ivoire**, employers' organisations highlighted the importance of involvement in the implementation, not only the design.<sup>32</sup> In **Nigeria**, the employer's Consultative Association was able to mobilise members towards the elimination of child labour in the ASGM sector.<sup>33</sup> In **Uganda**, employers' federation indicated that the project was adjusted to their needs.<sup>34</sup> In **Egypt**, employers' organisations emphasised the need for more awareness sessions for employers in the cotton industry and beyond, and found the project understanding and responsive to their feedback.<sup>35</sup> Overall, the project involvement of employers' organisations has helped to provide tools for other employers and associations to become more involved and take action against child labour.<sup>36</sup>

A Cote d'Ivoire representative and the ILO staff noted a specific relevance for employers, namely the compliance with (forthcoming) trade agreements. Stricter obligations under trade agreements with the EU on due diligence can hinder export if the local companies do not comply with the regulations. The employer representative noted that this provided a huge impetus for employers in **Cote d'Ivoire** to participate actively in the Project.<sup>37</sup>

Regarding **Trade Unions'** needs and priorities, **most interviews indicate that their needs were targeted, although some organisations considered there were some limitations.** The promotion of dialogue with other tripartite actors, the work to guarantee compliance with institutional frameworks within working environments and the promotion of workers' protection were highlighted. The awareness-raising actions and capacity-building training indicate that ACCEL-I Africa successfully targeted their needs.

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<sup>31</sup> ILO. (2022). Technical Progress Report.

<sup>32</sup> Interview with a stakeholder in Cote d'Ivoire.

<sup>33</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. Pg.18

<sup>34</sup> Interview with a stakeholder in Uganda.

<sup>35</sup> Interview with a stakeholder from Egypt.

<sup>36</sup> [https://www.ilo.org/africa/technical-cooperation/accel-africa/WCMS\\_887120/lang--en/index.htm](https://www.ilo.org/africa/technical-cooperation/accel-africa/WCMS_887120/lang--en/index.htm)

<sup>37</sup> Interview with a stakeholder in Cote d'Ivoire and with ILO staff.



*“The project has met our expectations, as it has enabled the union to equip itself with national trainers on fundamental principles and rights at work, in particular the elimination of the worst forms of child labour in the cotton and gold value chains. The project has also enabled the union to build the capacity of 100 members (men and women) in the regions of Sikasso, Kayes, Ségou and Koulikoro on fundamental principles and rights at work, particularly the elimination of child labour in value chains, all of which has led the union to organise a number of activities in the field.”<sup>38</sup>*

Similar to unions, the cooperatives in the same country emphasise that the activities conducted under the ACCEL-I Africa project in the gold sector represent essential steps toward effectively combating child labour in this industry. In these instances, the actions were focused on establishing cooperatives, enhancing their capacity, and equipping them with business plans and production resources to address the underlying causes of child labour.<sup>39</sup> The focus on these actions with cooperatives could be considered one of the most relevant added values of the project, as these are the structures that are more closely linked to informal and rural workers and represent the weakest tiers of the supply chains.

Finally, the Project capacity to **identify and respond to the tripartite constituents’ needs was also provided by the knowledge needs assessments**. Through knowledge sharing workshops, ACCEL-I-Africa assessment captured the most pressing needs and the knowledge gaps in each country, which helped articulating project’s priorities and identifying new partnership opportunities. Most countries highlighted the need for increased and improved capacity building for both beneficiaries and stakeholders in the form of training programmes and generation of quality data. The assessment also highlighted the need to strengthen monitoring systems to ensure that children are withdrawn from labour and to develop campaigns to raise awareness of the consequences of child labour. Most of the project activities aimed to address these needs, albeit with different experiences for each supply chain.

6.1.2. To what extent did ACCEL-I Africa address national needs and priorities? (Local, national and government plans)?

In each selected country, governments at various administrative levels were already implementing policies to address child labour before the introduction of ACCEL-I Africa. Close alignment between ACCEL-I Africa and government priorities enhances governments’ commitment, ownership and, ultimately, the Project’s sustainability, given that its objectives are engrained in government priorities.

**ACCEL-I Africa successfully addressed most national needs and priorities regarding their fight against child labour. Moreover, the Project’s design reflects a general understanding of the opportunities and challenges in each context.**

In **Egypt**, the Strategic Framework and National Strategy for childhood and motherhood (2018-2030), led by the National Council for Childhood and Motherhood<sup>40</sup> was launched before ACCEL-I Africa, proving the country’s continued interest in tackling child labour. Interviews with government representatives highlight that the Project walked “hand in hand” with the national plan.<sup>41</sup> Their needs revolved around achieving legislative reform, strengthening labour rights and improving compliance and capacity building for ministry staff. They found ACCEL I-Africa to be very responsive to these priorities.

<sup>38</sup> Interview with a stakeholder in Cote d’Ivoire

<sup>39</sup> Interview with a stakeholder in Mali

<sup>40</sup> More information about the National Council available at: <https://beta.sis.gov.eg/en/egypt/society/child-welfare/national-council-for-motherhood-and-childhood/>

<sup>41</sup> Interview with a stakeholder in Egypt.

In **Mali**, the National Unit for the Fight against Child Labour expressed that the ACCEL-I Africa project addressed the national needs and priorities, although they believe there is room for improvement in some areas.<sup>42</sup> According to their representatives, the national needs are: *“to strengthen the legal and institutional framework, build the technical capacity of the players (state and non-state), strengthen the operational capacity of the structures responsible for combating child labour, and support poor families.”*<sup>43</sup>

In **Cote d’Ivoire**, ACCEL-I Africa addressed joint actions with the National Monitoring Committee to Combat Trafficking, Exploitation, and Child Labour (CNS), a pre-existing government office. Accordingly, they worked together through the project strategy. The CNS oversees the supervision, monitoring and evaluation of all government activities related to child labour and child trafficking, including making policy recommendations and harmonising laws with international conventions.<sup>44</sup>

To respond to national priorities, the project focused on specific supply chains based on their relevance to the respective economies and considered the dimension of child labour issues in each. In **Uganda** (tea and coffee), in **Egypt** (cotton), in **Mali** (gold and cotton), in **Côte d’Ivoire** (gold and cocoa), and in **Nigeria** (cocoa and gold). In all cases, these key export commodities represent a significant portion of the countries’ earnings from the trade market and rely heavily on child labour.<sup>45</sup>

An example of careful sector selection can be found in **Egypt**, where child labour is a persistent risk. Interviews with national representatives indicate that cotton farming in Egypt is not yet a machine-intensive industry. Children’s labour is therefore particularly important, as their physical abilities enable them to pick cotton efficiently during the harvest season.<sup>46</sup> However, documents highlight that concerns were raised regarding the selection of the coffee supply chain in **Malawi**, as it appears less justified than the other cases<sup>47</sup>, and interviews with Cocoa and Coffee organisations in **Cote d’Ivoire** indicate that the focus on one specific value chain has limited the cross-sectorial approach to child labour<sup>48</sup>.

Finally, addressing national needs and priorities is not only about aligning the project with government plans, but also with the interests of the many stakeholders involved in the value chain. Thanks to ACCEL-I Africa, the engagement of valuable supply chain actors such as employers, business organisations, private sector companies and NGOs, among others, helped the project to gain relevance in the national context and mobilise them against child labour. For example, through ILO and the initiative of the African Union Commission (AUC), stakeholders came together to support the implementation of the Ten-Year Action Plan to Eradicate Child Labour, Forced Labour, Trafficking in Persons and Modern Slavery (2020-2030), as well as to leverage corporate social responsibility initiatives and continue multi-stakeholder dialogue and engagement.

6.1.3. To what extent did ACCEL-I Africa align with the priorities of the ILO and coordinated its efforts with these of other UN agencies?

This section assesses whether ACCEL-I Africa design and implementation aligned with ILO’s priorities. This evaluates the coherence the project attained with the organisation’s priorities on a global and country level.

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<sup>42</sup> Interview with a stakeholder in Cote d’Ivoire.

<sup>43</sup> Interview with a stakeholder in Cote d’Ivoire.

<sup>44</sup> USDOL. (2022.). Cote d’Ivoire Child and Forced Labour Report. [online]. Available at: <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/cote-divoire>

<sup>45</sup> U.S. Department of Labour, Bureau of International Labour Affairs (2021). List of Goods Produced by Child Labour or Forced Labour. Available at <https://www.dol.gov/agencies/ilab/reports/child-labour/list-of-goods>

<sup>46</sup> Interview with a stakeholder in Egypt.

<sup>47</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. Pg.9

<sup>48</sup> Interview with a stakeholder in Cote d’Ivoire.

## Alignment with the ILO mandate and global strategies (ILO P&Bs, Decent Work Agenda, and DWCP)

**Desk research and interviews confirm that ACCEL-I Africa aligns with the ILO’s global framework and priorities.** For instance, the alignment with the International Programme on the Elimination of Child Labour (IPEC+) global goals to achieve a progressive elimination of child labour has helped the project target sectors and geographical focuses of IPEC+’s countries. Additionally, the Mid-term report already highlighted that ACCEL-I Africa was also in line with ILO’s Integrated Strategy on Fundamental Principles and Rights at Work 2017-2023,<sup>49</sup> the ILO Tripartite Declaration on Multinational Enterprises and Social Policy, the Resolution adopted by the International Labour Conference in 2016 and the Plan of Action agreed by the ILO Governing Body in March 2017 to reduce the decent work deficits in global supply chains.<sup>50</sup> In particular, the project design is strongly aligned with Outcome 8 of the ILO Programme and Budget 2018-2019, which is focused on protecting workers from unacceptable forms of work.<sup>51</sup>

Looking at the thematic priorities set out in the Integrated Strategy on Fundamental Principles and Rights at Work 2017-2023 and the categories of change for interventions, it is possible to establish that **ACCEL-I Africa has overall designed and implemented an integrated approach to tackling child labour.** There are many examples of how this has been pursued. For instance, the project’s focused, and established a direct link and communication with people in the informal economy, the rural workers, and those in the last tiers of the supply chain in order to improve their conditions and follow decent work principles.<sup>52</sup> Moreover, compliance initiatives with the fundamental principles and rights at work was a fundamental piece of ACCEL I-Africa design, as well as promoting freedom of association and building capacity for improving inspection for compliance. Finally, by proposing a strategy to address the root causes of child labour, the project addressed the factors that increase vulnerability and the principles and rights at work where they are most difficult to guarantee. Further evidence of the alignment with ILO priorities is provided by ACCEL-I Africa contribution to the Decent Work Country Programmes (DWCPs), which are considered the main vehicles for delivering ILO support to countries. In **Malawi**, the Project facilitated the launch of the second Decent Work Country Programme (DWCP II, 2020-2023) through technical and financial support, which articulates the commitment of the Government of Malawi to address decent work deficits<sup>53</sup>, including child labour, and resource mobilisation strategy through the Senior Programme officer.<sup>54</sup> In **Uganda**, the participation of ACCEL-I Africa in drafting the DWCP III included concerns regarding the high prevalence of child labour in the agriculture sector.<sup>55</sup>

Moreover, in **Côte d’Ivoire** and **Mali**, the project aligns with the national existing development frameworks through the DWCP. In the first case, the DWCP (2017-2020) is oriented towards prioritising and reinforcing the protection of working men and women, while in the second, the DWCP (2016-2018) focuses on promoting decent work for youth (girls and boys) in line with the sustainable development of the country.

However, the evaluation found one case where **alignment with the overall mandate of the ILO was doubted.** In **Cote d’Ivoire**, the Project included the provision of school meals (“cantine scolaire”) to enhance enrolment in primary education. While the activity was effective, the focus on school meals can be considered not part of ILO’s mandate. It was, therefore, not given a separate output indicator but was

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49 Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. p.9

50 Ibid. p.8

51 ILO. (n.d.).Project Document pg. 46

52 Interview with ACCEL-I Africa staff.

53 ILO. (2022). Technical Progress Report pg. 50

54 Ibid. pg. 68

55 Ibid. pg. 65

grouped under “social protection”.<sup>56</sup> Some ILO staff perceived the intervention as part of a comprehensive view of social protection schemes and aligned with the ILO’s mandate. Other staff members perceived that it was outside the scope of ILO’s mandate and could have been better implemented in close collaboration with other agencies, such as WFP or UNICEF.

### **Coordination with UN and regional actor priorities (AU, UNDAFs and SDGs).**

The **project’s objectives and design aligned with UN frameworks addressing child labour**. Firstly, the project is rooted in the Agenda 2030, particularly in the attainment of SDG Goal 8, which aims to foster sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. These principles converse with ACCEL-I Africa aim to promote decent work. Secondly, it aligns with SDG 1, to end poverty in all its forms and Goal 5, to achieve gender equality and empower all women and girls. However, concerning SDG 5, some assessments already indicate limitations towards this goal achievement during the implementation.

Specifically, **the ACCEL-I Africa Project supported the coordination of efforts to promote Alliance 8.7**, a global strategic partnership focused on scaling up solutions to guarantee the achievement of SDG Target 8.7. In the spirit of this alliance, it calls for the support of UN Member States, bilateral development partners, the AU, and the Regional Economic Commission to contribute to Africa’s efforts to develop *“immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms”*.<sup>57</sup>

For example, under the umbrella of Alliance 8.7 Action Group on supply chains, the project established a virtual community of practices on child labour in the Artisanal Small Scale Gold Mining in **Mali, Nigeria, and Côte d’Ivoire**.<sup>58</sup> Consequently, through ACCEL-I Africa support, **Côte d’Ivoire** became a guide country of Alliance 8.7 and developed a roadmap with the country’s strategic priorities, ensuring increasing stakeholder commitment to act against child labour.<sup>59</sup> Lastly, through the Alliance, the project also engaged with other UN agencies, namely, FAO, UNICEF, and IOM. According to the regional interviews, Alliance 8.7 was mostly strengthened through ACCEL-I Africa’s action.<sup>60</sup>

Additionally, the national positioning regarding the United Nations Development Assistance Framework (UNDAF) and other United Nations development frameworks demonstrates the closeness to the priorities of the United Nations: Côte d’Ivoire UNDAF 2017-2020 focused on human development, Mali UNDAF 2015-2019 focused on inclusive growth and sustainable development, Malawi UNDAF 2019-2023 on population management and inclusive human development, and inclusive and resilient growth. In Egypt, the UNPDF 2018-2022 addresses social justice, Nigeria’s UNSDPF 2018-2022 on equitable quality basic services and Uganda’s UNSDPF 2018-2022 on shared prosperity in a healthy environment.<sup>61</sup>

At the regional level, the **project’s alignment with the Africa Union 2063 agenda**, specifically in its pursuit of prosperity through the promotion of decent work, constitutes a key element and is also pertinent to Target 8.7. The project also contributed to implementing the African Union Plan of Action for the Promotion of Employment and Poverty Alleviation in Africa (adopted by the African Union Summit in

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<sup>56</sup> Review of the mandate and strategies of ILO, interviews with ILO, and field visit to a school in Cote D'Ivoire.

<sup>57</sup> ILO. (n.d.). Project Document pg. 38 and Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. Pg.8

<sup>58</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. p.25

<sup>59</sup> ILO. (2022). Technical Progress Report pg. 71

<sup>60</sup> Interview with ILO staff.

<sup>61</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project.

January 2015). The Addis Ababa Declaration to transform Africa through Decent Work for Sustainable Development (2015) underscores the commitment to adopt ILO conventions to advance the Fundamental Principles and the Right to Work Framework in Africa.

ACCEL-I Africa contributes to the Agenda's 7 aspirations, in particular to Aspiration 1 (a prosperous Africa based on inclusive growth and sustainable development), Aspiration 3 (an Africa of good governance, democracy, respect for human rights, justice and the rule of law), Aspiration 6 (an Africa, whose development is people-driven, relying on the potential of African people, especially its women and youth, and caring for children), and Aspiration 7 (Africa as a strong, united, resilient and influential global player and partner).<sup>62</sup>

**At the sub-regional level, evidence indicates harmony of ACCEL-I Africa with UN guidelines and priorities.**

The East African Community (EAC) Child Policy of 2016 established a unified approach to ratifying and incorporating international child rights instruments, ensuring equal rights and protections for all children across the region under the scope of the law.<sup>63</sup> Additionally, the Economic Community of West African States (ECOWAS) has taken strides by endorsing various sub-regional policy documents and guidelines addressing child labour, providing member countries with a comprehensive set of actions to tackle this critical issue.<sup>64, 65</sup>

6.1.4. To what extent did ACCEL-I Africa adapt to the COVID-19 pandemic?

After concluding its inception stage in 2019, ACCEL-I Africa's implementation started in 2020. Merely two months later, the COVID-19 pandemic emerged, having a direct and far-reaching impact globally. In addition to the direct effect on the project's scheduled plans, COVID-19 impacted the Project's beneficiaries, other relevant stakeholders (i.e., supply chain actors, families, workers' organisations, etc.), and their living conditions.<sup>66</sup> The economic and social challenges faced by supply chain actors became more sensitive and even more complex than before because of increasing market prices and the impact on the reduction in income levels.<sup>67</sup> Moreover, between 2020 and 2021, school closures affected over 15 million children, leading to a significant increase in child labour. Many children who took on child labour tasks during closures did not return to school after schools reopened.<sup>68</sup>

**Desk research indicates a direct impact of the COVID-19 pandemic on the project's goals and scheduled timelines across all countries, but multiple adaptations and temporary solutions were implemented to guarantee continuity.** Within the ACCEL-I Africa Project, lockdown measures for schools and offices resulted in the cancellation or adaptation of scheduled activities, such as training workshops, meetings, and other face-to-face encounters.<sup>69</sup> As a result, despite some setbacks, the support provided by the ILO to its stakeholders during this period was valued and appreciated.

The development of workshops, training programmes and consultation meetings in virtual modality and phone calls allowed the continuity of policy dialogues between Project representatives, key stakeholders, and partners. **These adjustments contributed specifically to guaranteeing the fulfilment of expected**

62 Project Document pg. 38

63 EAC. (n.d.)EAC Child Policy 2016. [online]. Available at: <https://ovcsupport.org/wp-content/uploads/2017/04/FinalEACChildRightsPolicy2016.pdf>

64 Project document pg.38

65 ECOWAS. (2023). ECOWAS action to eliminate child labour. [online]. Available at: <https://ecowas.int/ecowas-labour-ministers-adopt-ecowas-regional-action-plan-on-the-elimination-of-child-labour-and-forced-labour-in-west-africa/>

66 ILO. (2022). Technical Progress Report pg. 65

67 Ibid.

68 Ibid. pg. 66

69 Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. pg. 47

**Outcome 1**, focused on strengthening and improving institutional and legal frameworks to address child labour.<sup>70</sup> Some of these adaptations required budget reallocations. In the case of **Egypt**, the Project focused on strengthening the institutional capacity of the project partners in the field of occupational health and safety measures and raising awareness on COVID-19 measures and protecting children. ILO was able to make use of available resources from other current projects such as SLAIR and other gender projects. Evidence shows that the flexibility to adapt to changing circumstances was diverse among countries, as in some cases, the administrative work process and forms of contract limited the opportunities to adjust and avoid excessive delays.

**Outcome 3 actions, which focused on strengthening partnerships and knowledge sharing, were also adapted, although with several delays and problems. Important resilience measures were put in place, although this meant a delay to the Project's original plan. These were communicated to development partners.**

Multiple responses were developed, such as diversifying online communication channels, and creating a strong network involving relevant national and global stakeholders. Most of the trainings and meetings organised by the Project with multiple partners were successfully reorganised and developed, and new ad hoc initiatives were launched, although there was limited technological supply in some countries.<sup>71</sup> For example, ACCEL-I Africa worked with the International Training Centre of the International Labour Organization (ITCILO) to develop a self-guided online training course to improve communication on child labour.<sup>72</sup> The ILO also worked with UNICEF to introduce recommendations to governments on the impact of the COVID-19 pandemic on child labour.<sup>73</sup>

In **Uganda** and **Malawi**, capacity building included online training for key stakeholders on development systems to monitor and assess COVID-19 effects on the labour market and child labour issues. Unfortunately, in Malawi, activity reports indicated limited connectivity, modest completion rates and little support for participants.<sup>74</sup>

According to the mid-term report, **Outcome 2 was most affected by the fallout of the COVID-19 pandemic.**<sup>75</sup> Actions towards empowerment and the creation of innovative solutions with local communities to combat child labour were more difficult to achieve in remote communication.<sup>76</sup> The final evaluation indicates that the project was able to address some of the outputs during the COVID-19 restrictions, and others once the restrictions were lifted (although some were delayed). For instance, in **Egypt**, a nationwide tele-advisory session was held for OSH field inspectors to help them advise companies on COVID-19 prevention and protection measures. Moreover, a precautionary manual for safe return to work was published in cooperation with the Ministry of Labour and awareness materials on how to protect workers, especially children, from being infected of COVID-19 were delivered.<sup>77</sup>

Despite some issues mentioned regarding the adaption to the COVID-19 pandemic, stakeholders acknowledged ILO's flexibility. They also expressed their satisfaction with the support and communication provided by the ILO when it came to adjusting to this period.

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70 ILO. (n.d.). Technical Proposal for Cost Extension pg. 2

71 Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. pg.26-27

72 Available at: <https://www.itcilo.org/courses/self-guided-course-reporting-child-labour-media>

73 The report and recommendations are available at: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---ipec/documents/publication/wcms\\_747421.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipec/documents/publication/wcms_747421.pdf)

74 ILO. (2021). Technical Progress Report

75 Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. Pg.6

76 ILO. (n.d.). Technical Proposal for Cost Extension pg. 2

77 Technical Progress Report 2021 p.61



*“We received the same support for COVID 19, including videoconferencing. This support solved all the problems we encountered. We also received protection at COVID 19.”<sup>78</sup>*

*“Yes, it helped. This project started during the COVID-19 era and ILO helped us to make adjustments”<sup>79</sup>*

*“Yes, I think the project was managed effectively and received sufficient information. (...)Yes, it did. They were very flexible. (...) When face-to-face contact became an issue, they were flexible in making sure that some aspects of the project were carried out either hybrid or virtually.”<sup>80</sup>*

## 6.2. Coherence

According to the OECD/DAC criteria, this section evaluated the project’s capacity to build on synergies with existing actors and initiatives at the national and international level. It examined the project’s support to other interventions, and whether there was evidence indicating that it may have hindered them at any point (and vice versa). This evaluation looks at the project’s internal and external coherence. As for the internal, it assessed linkages between the intervention and other interventions carried out by ILO. The external evaluates consistency with the work of other actors and institutions in the same context.

6.2.1. Has ACCEL-I Africa been compatible with other interventions at country, sector, or institutional levels (e.g. ILO projects, UN agencies and development partners)?

### *6.2.1.1. To what extent has ACCEL-I Africa been compatible with other interventions at national level?*

Alignment with other interventions ensures that projects are mutually reinforcing and avoids overlap or duplication of activities. Within the ILO, collaboration between projects can also lead to efficiency gains through cost-sharing.

**Desk research and interviews found complementarity between ACCEL-I Africa and other projects at the national level, and no clear examples of overlap or duplication were found.**

Most interviewees emphasised the uniqueness of ACCEL-I Africa intervention, which helped multiple stakeholders, including state actors, governmental organisations, private sector entities, NGOs, and cooperative organisations, work together towards a unique purpose.<sup>81</sup> In relation to other UN agencies, there is evidence in some countries that the work of other organisations, such as UNICEF and IOM, has been complemented by ACCEL-I Africa’s work. Their common interest in ensuring that beneficiaries have access to minimum protection served as a joint approach to addressing the root causes of child labour.

ACCEL-I Africa in Egypt worked collaboratively with external partners, including UN agencies, GIZ and UNIDO, although some partnerships predated ACCEL-I Africa. For example, with the Better Work Programme, a pre-existing ILO partner, ACCEL-I Africa helped to reach out to garment factories in Egypt to support the eradication of the causes of child labour.<sup>82</sup> Moreover, ACCEL-I Africa partnered with multiple stakeholders to provide technical support within the Dual Education System, and helped developing pilot trainings on basic rights for children in apprenticeships to facilitate their transition from school to work.<sup>83</sup> These partnerships succeeded at the institutional and policy level. Finally, interviews suggest that ACCEL-I Africa complemented the work of the ILO’s Get Ahead training on women’s

<sup>78</sup> Interview with a stakeholder from Mali

<sup>79</sup> Interview with a stakeholder from Uganda

<sup>80</sup> Interview with a stakeholder from Nigeria

<sup>81</sup> Interview with a stakeholder from Cote d’Ivoire.

<sup>82</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project.

<sup>83</sup> Interview with a stakeholder from Egypt.

empowerment, as in collaboration with financial institutions involved, GET Ahead also provided an alternative source of income for the children of the families targeted by the ACCEL-I Africa Project.<sup>84</sup>

Moreover, actions with the former Stop Child Labour Coalition (SCL) led by HIVOS (Lead Partner) had a coherent strategy at the regional level. Alongside UNICEF Netherland and Save the Children, SCL has formed a 5-year new alliance called **Work: No Child's Business (WNCB)**, operating in multiple countries, including Mali, Cote de Ivoire and Uganda, to end all forms of child labour.<sup>85</sup> In **Uganda**, WNCB collaborated in the Eastern region on social responsibility programmes on gender and child labour issues.<sup>86</sup> Additionally, in partnerships with UN, FAO, UNICEF, and IOM, the WNCB initiative focused on providing policy development support. In **Côte d'Ivoire**, ACCEL-I Africa contributed to the WNCB in actions to evaluate the Project's effectiveness. Finally, in collaboration with UNICEF, the Project developed a value chain analysis (VCA) for the Rapid Assessment study on ASGM.<sup>87</sup>

While acknowledging the existence of some level of competition when working on ground intervention with other UN agencies, ACCEL-I Africa staff explained that there was a successful establishment of partnerships with UNICEF at various levels within the country, as ACCEL-I Africa crafted an evidence-based narrative that integrated different approaches. Specifically, an interviewee articulated *"Through a strategic partnership with UNICEF and IOM, we address various components of the root causes. UNICEF focuses on building and renovating schools, providing meals, and enhancing the quality of teachers. ACCEL-I Africa concentrates on social protection and income source diversification"*.<sup>88</sup>

In addition, ACCEL-I Africa demonstrated internal coherence with ILO, for example, when utilising the SCREAM methodology in various countries (**Egypt, Uganda, Nigeria, and Malawi**).<sup>89</sup> This approach, proposed by ILO's IPEC+ Programme, aims to raise awareness and empower children and youth about the importance of children's rights and to strengthen the global movement against child labour. This methodology equips young people with knowledge and skills to convey their messages through various forms of artistic expression (drama, creative writing, drawing and music) in a way that is also relevant to their culture and tradition.

6.2.2. Has there been internal coherence addressing the synergies and interlinkages between the project components?

*6.6.2.1 To what extent did ACCEL-I Africa ensure the alignment of its three pillars of action during Project implementation at a national and international level?*

The evaluation reviewed the relationship between the three pillars to determine whether ACCEL-I Africa had achieved internal coherence at national and international levels.

**Overall, the evaluation noted that the three project pillars were sufficiently aligned, especially at the national level, ensuring mutual reinforcement and complementarity.**

Each of the project's pillars was considered for its specific targeted outputs, ensuring its contribution to addressing the root causes of child labour and facilitating knowledge generation to accelerate this process. Additionally, the establishment of linkages and synergies between them has been important and

84 Interview with a partner from Egyp.

85 Hivos. (n.d.). Work: No Child's Business. [online]. Available at: <https://hivos.org/program/work-no-childs-business/>

86 Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. pg.16.

87 Ibid. pg.15

88 Interview with ILO staff.

89 Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. pg.11



successful, especially because of the promotion of social dialogue and collaboration between tripartite actors and supply chain actors.

At the implementation level, ACCEL-I Africa's dialogue with the tripartite actors guided actions to empower local communities and workers (focusing on Pillar 2). As a result, the knowledge generated by these actions was incorporated as good practice into formal governance mechanisms to develop further and improve policies (i.e. for better compliance), contributing to Pillar 1. There are several successful examples, such as the implementation of the social protection system, which show how these two pillars support each other.

In addition, numerous research reports, legal assessments, guidelines, and tools containing strategic data were developed and contributed to evidence-based policy development on child labour issues in some countries. Most of these studies were created in collaboration with strategic partners such as UNICEF, IOM, other ILO offices and national statistical offices. As a result, the knowledge produced under Pillar 3 directly contributed to Pillar 1.

However, the interviews revealed some limitations in the alignment of the third pillar with the other pillars at the international level. Although knowledge has been shared between some actors and a certain level of cooperation has been achieved, it is still a challenge to share knowledge between target countries on experiences of community empowerment and policy framework development at the national levels.

#### *6.6.2.2. To what extent did ACCEL-I Africa manage to ensure alignment between its three pillars of action when collaborating with other interventions?*

ACCEL-I Africa coherence and alignment when collaborating with other interventions emerged prominently in several interviews with Cote d'Ivoire representatives, particularly in relation to the partnership with UNICEF. A local partner of ACCEL-I Africa emphasised that ILO successfully aligned its intervention pillars during the intervention, for instance, in the training on the Work Improvement in Neighbourhood Development (WIND) approach, which assured an added value for beneficiaries.

While acknowledging the existence of some level of competition when working on ground intervention with other UN agencies, ACCEL-I Africa staff explained that there was a **successful establishment of partnerships with UNICEF at various levels**. *“Through this strategic partnership with UNICEF and IOM, we address various components of the root causes. UNICEF focuses on building and renovating schools, providing meals, and enhancing the quality of teachers. ACCEL-I Africa concentrates on social protection and income source diversification”*.<sup>90</sup>

Furthermore, while ACCEL-I Africa strategically directed its focus toward the market level, UNICEF tackled issues such as birth registration, wealth, and nutrition. Despite some shared responsibilities in areas such as social protection and youth employment, both programs maintained a clear approach, ensuring collaboration. As stated by the representative, the overarching goal is *“building these systems to address the root causes.”*<sup>91</sup>

### **6.3. Validity of Design**

The validity of design criterion considers whether the design of the Project was internally coherent and based on a logical chain of activities and results. It will consider whether the design of the Project was able to link its outputs logically to its outcomes, and to the expected impact, and considering the potential risks that ACCEL-I Africa could face.

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<sup>90</sup> Interview with ILO staff.

<sup>91</sup> Interview with ACCEL-I Africa staff.

6.3.1. To what extent are the project design (objectives, outcomes, outputs and activities and assumptions and risks) and its underlining theory of change logical and coherent?

The ACCEL-I Africa project included three distinct outcome dimensions, each comprising five or six outputs to achieve the outcomes. The outputs were not designed as chronological steps but rather as stand-alone outputs, which together provide a holistic approach towards each outcome. To ensure that these outcomes match the needs of stakeholders at the national level and are achievable, the Project implemented an inception phase. The inception phase was used as an opportunity to have discussions with constituents and other key stakeholders to ensure that the design of the Project could achieve its goals at the national level. Thus, the inception phase enabled the creation of country-specific theories of change and provided an opportunity to tailor activities that would best ensure that outputs across the six countries are achieved successfully. Moreover, the general design of the Project was in line with the FUNDAMENTALS Integrated Strategy, supporting logic and coherence.

The achievement of **Outcome 1**, *reinforced policy, legal, and institutional frameworks*, relied on a combination of mutually reinforcing outputs. Namely, the outcome dimension included the development of legal and policy documents, but also capacity building related to these documents, with a particular focus on social dialogue. Without capacity building, the implementation of the new or reinforced documents would be less certain. At the same time, without technical support for the development of concrete legal and policy documents, it is unlikely that capacity building alone would have led eventually to the same results. Therefore, the combination of all six outputs contributed logically to the achievement of the outcome.

The achievement of **Outcome 2** also relied on six standalone outputs related to different forms of community empowerment (financial services, OSH, education) and measurement of compliance. The selection of activities and outputs was based on good practices, tools, and evidence from previous ILO projects and were therefore expected to be most suitable for contributing to the outcome.

However, the outcome focuses specifically on the supply chain. The project outputs focus, in particular, on the community-level root causes and the poverty of the producers. There is less attention to local private sector intermediaries and multinational companies, both in the Theory of Change and in practice, who are often responsible for paying low prices (even below legal standards).<sup>92</sup>

**Outcome 3** regarding evidence and partnerships includes five outputs: four regarding the production and dissemination of knowledge and one on multi-stakeholder partnerships. There appears to be a logical linkage between the outputs and the outcome.

The Theory of Change expects that the combination of strengthened legal, policy, and institutional frameworks, empowered communities and compliance mechanisms, and strengthened evidence and partnerships together contribute to the reduction of child labour as an **impact**.

Furthermore, the three Outcomes align with the FUNDAMENTALS' Integrated Strategy based on ILO's conventions, resolutions, and declarations. This strategy identifies four categories of change: "public policies and governance" (aligns with Outcome 1), "empowerment and protection" (aligns with Outcome 2), knowledge and data as well as partnerships and advocacy" (aligns with Outcome 3).<sup>93</sup> As a result, the expected outcomes of the Project are closely aligned with those of what the Integrated Strategy seeks to

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<sup>92</sup> E.g. interviews from Cote D'Ivoire noted that the legal minimum price for cacao is not respected by intermediaries who pick up the cocoa from the communities.

<sup>93</sup> FUNDAMENTALS. (n.d.). Integrated Strategy on Fundamental Principles and Rights at Work 2017-2023

achieve. Therefore, the alignment shows that FUNDAMENTALS' strategy supports the Project's design, and that ACCEL-I Africa is one of the frontrunner projects in this regard.

6.3.2. To what extent did ACCEL-I Africa incorporate and address ILO's crosscutting issues?

*6.3.2.1. To what extent do the project design and its underlining theory of change address social dialogue and tripartism?*

As a tripartite organisation, the work of ILO is informed by the priorities of the tripartite partners, including, at the national level, the government, trade unions, and employer representatives. Social dialogue and tripartism can be seen as an objective (to strengthen social dialogue) or as a means (to adopt new policies through social dialogue).

**The ACCEL-I Africa project's design and Theory of Change put sufficient emphasis on social dialogue as a means and an objective.**

The project design clearly marked the importance of social dialogue by including reference to social dialogue in the Theory of Change, Output 1.6 *Social dialogue on child labour among worker's and employers' organisations and the government strengthened*, making social dialogue a direct objective of the project, as well as a means to achieve the outcome. Social dialogue is also mentioned in the indicators (e.g. *Number of stakeholders disaggregated by government, employers and workers organisation, private sector and civil society that take actions on Child labour reflecting the project technical advice*). The inclusion of the tripartite partners was clearly recognised in the activities.

At the same time, various other outputs of the project were realised as a result of social dialogue. For example, In **Uganda**, the development and implementation of the National Action Plan on Child Labour is done on a tripartite basis.<sup>94</sup> In **Malawi**, it was noted that the Plantations and Agriculture Workers Union worked very well in the implementation with the Tea Association of Malawi, with each party upholding to the side due to strengthened dialogue and a collective bargaining agreement between them.<sup>95</sup>

Many such examples were already noted in the mid-term evaluation (MTE). For example, ACCEL-I Africa **Nigeria, Mali and Egypt** have signed Implementation Agreements with employers' associations (FEI, National Council of Employers of Mali, and Nigeria Employers Consultative Association) to improve compliance on the elimination of child labour in the cocoa, cotton, and gold mining sector.<sup>96</sup>

Interviews with tripartite constituents in **Cote d'Ivoire** indicated that the Project had led to increased dialogue. For instance, it helped develop a joint action plan on child labour between cooperatives and employers. Moreover, engagement materialised faster because the regional office was in this country. At last, the effective actions increased the awareness of cooperative workers to advocate for their interests within the project. With ACCEL-I Africa's support, the unions set up a committee and implemented their own action plan, which included round tables to discuss child labour concerns and capacity-building workshops.

*6.3.2.2. To what extent do project design and its underlining theory of change address international labour standards?*

As a normative organisation, the ILO emphasises the ratification and implementation of its labour conventions as part of its projects and programmes. **The Theory of Change explicitly mentions the**

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<sup>94</sup> Interview with ILO staff.

<sup>95</sup> Interview with ILO staff.

<sup>96</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. pg.18

**promotion of International Labour Standards as part of its first outcome on strengthened legal, policy and institutional frameworks.**

Similar to social dialogue, the ratification of ILO Conventions is both an objective and a means to support the implementation of the project (e.g., conventions on child labour, OSH, etc.). The ratification of ILS has been mentioned specifically in the Theory of Change under Output 1.3: *Child labour policies, laws and regulations drafted and validated with key stakeholders and the ratification and implementation of Fundamental and other relevant ILO Conventions is promoted.*

The log frame indicated that several workshops were held in **Nigeria** and **Uganda** to raise awareness and build capacity for the ratification of, for example, Convention 184 on Safety and Health in Agriculture, and Convention 155 on OSH.<sup>97</sup> Furthermore in **Egypt**, main stakeholders were trained on Convention N°189 for Domestic workers.<sup>98</sup> A social partner from **Cote D'Ivoire** noted that “thanks to ACCEL-I Africa, Cote d'Ivoire ratified many conventions”.<sup>99</sup> A social partner from **Uganda** pointed out that “I also learned that countries have to ratify conventions. We have convention 184 i.e. the convention on occupational safety and health in agriculture generally that has not been ratified by Uganda”.<sup>100</sup> A **Malawian** stakeholder already recognised that “the ratification of other ILO conventions and the provision in the clauses in the National laws have really made positive impacts”.<sup>101</sup>

*6.3.2.3 To what extent did Project design and implementation mainstream gender and non-discrimination related aspects?*

ACCEL-I Africa proposed to address gender as a cross-cutting issue and integrate gender equality as a central concern throughout the design and implementation stages. This section examines whether the project established differentiated agendas, considering gender as a core dimension, by engaging with the gender dynamics and gender-related issues that arise in each context where ACCEL-I Africa intervenes.

**Overall, the project’s design and implementation included gender equality, non-discrimination, and the active involvement of women in its activities and outputs. However, some stakeholders doubt whether the position of women and family dynamics were sufficiently considered in the project design.**

Two outputs (1.1 and 2.3) focus specifically on gender-sensitive aspects. Similarly, various project indicators measure to what extent produced outputs include gender-sensitive approaches or terminology (e.g. *Number of legal instruments, developed or amended, with explicit project contribution, that are adopted or ready to be enacted at country or subnational level, reflecting gender and non-discriminatory considerations for accelerating the elimination of child labour in the participating countries*). Project indicators, mostly for outcome 2, include disaggregation of participants by gender.

However, it is unclear how the gender-disaggregated data is subsequently used (i.e. what was the rationale behind the disaggregation beyond showing the difference in results by gender). Furthermore, the project indicators insufficiently explain the concept of “gender considerations” in relation to the outputs. Therefore, it is unclear whether simply referring to gender equality would be sufficient for the indicator to be achieved or whether a more comprehensive gender equality approach was needed.<sup>102</sup>

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<sup>97</sup> Project LogFrame for Nigeria and Uganda.

<sup>98</sup> Interview with ACCEL staff in Egypt.

<sup>99</sup> Interview with a stakeholder in Cote d'Ivoire

<sup>100</sup> Interview with a stakeholder in Uganda

<sup>101</sup> Interview with a stakeholder in Malawi

<sup>102</sup> Review of the LogFrames for the project countries.

The workshops and discussions during the implementation in Cote d'Ivoire revealed the need to focus on women, acknowledging that fathers in local communities often require children to work due to financial constraints. This has led to a realisation that, given the socio-economic context, a child protection policy needs to link a child to its mother. Women need means to keep children out of child labour: *'How to withdraw this child workforce from the fathers? It is thanks to the mother, who, if she has resources, can tell the father: 'No, my child will not work. He will go to school'. Now, only fathers are being concerned by the project. But we must target the family at large.'*<sup>103</sup>

According to the mid-term evaluation, the Project had a comprehensive gender approach in the design stage and the key project progress trackers. The evaluation considered that the communication of the project was gender-sensitive, taking into consideration the differential experiences of girl and boy child workers.

Beyond this overall assessment, there are differences between countries in how gender has been mainstreamed in implementation. In Uganda and Malawi, national representatives highlighted some achievements in this area, mostly led by tripartite actors. In Uganda, the employers' association provided training on gender balance, gender equality, and sexual harassment in the workplace and considered the Project gender sensitive. In addition, the ACCEL-I Africa national team indicated that the initiatives were gender sensitive in terms of the target group and the interventions themselves.

In **Malawi**, ECAM highlighted gender mainstreaming in the Employment Act of 2021, which allows women time for breastfeeding and requires employers to provide adequate space for breastfeeding in the workplace. The national team considered that girls were also encouraged to participate in vocational training, the SCREAM programme and anti-child labour clubs. ACCEL-I Africa proposed capacity building for implementing partners through online e-learning training on gender-based violence and harassment, and enrolled representatives from the partner organisations. Unfortunately, reports indicated that the nominating organisations did not provide adequate support to ensure connectivity for participants, resulting in modest completion rates for the various courses.

Within the evaluations, some valuable actions could be replicated and scaled-up if interest to establish a gender-crossed agenda in the project's future edition. For instance, in **Egypt**, the project worked in partnership with ILO's Women Entrepreneurship Development Programme, the National Council of Women, the Cotton Research Institute (CRI) and the Ministry of Agriculture and Land Reclamation to implement the ongoing ILO training programme GET Ahead (Gender and Entrepreneurship Together). GET Ahead is a training package for poor women engaged in or wishing to start a small-scale business. Preliminary results indicate positive effects on women's financials, especially for the most vulnerable levels of the supply chain, with the lowest educational skills. ACCEL-I Africa facilitated access to these participants.<sup>104</sup>

In **Nigeria**, a comprehensive Integrated Support Package for abducted girls affected families and communities was implemented in partnership with other UN agencies. Through peer education and psychosocial support in the communities, the project aimed to strengthen skills and attitudes about HIV/AIDS and to discuss the causes and consequences of gender-based violence.<sup>105</sup>

**However, the mid-term report had already highlighted that although gender was considered as a cross-cutting issue in the studies conducted at the initial stages of the project, it is rather unclear how these**

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<sup>103</sup> Interview with a stakeholder in Cote d'Ivoire.

<sup>104</sup> ILO (2023) Good Practices. Egypt GET Ahead: Improving financial outcomes for workers in the cotton value chain through multi-sectoral partnerships.

<sup>105</sup> ILO. (n.d.). Project Document. pg. 37

**findings were considered for the implementation stages.** Moreover, they indicated that minimum consideration was provided to the gender dynamics of parents and caregivers, especially when considering the topic of access to social finance and social protection. Overall, the report considered that no strong country-level strategies appear to have been developed, except from CLMS Uganda.<sup>106</sup>

In line with the comments made in the mid-term report, interviews with the national representatives from Côte d'Ivoire express, for instance, that family dynamics in Africa still show an unequal division of childcare tasks. These are often difficult to address because of cultural components and financial constraints. Essentially, if mothers do not want their children to work, they must take full responsibility for their care. According to some project experts, this sustained phenomenon needs to be better integrated into the ACCEL-I Africa project.<sup>107</sup>

#### *6.3.2.4. To what extent do project design and its underlining theory of change address fair environmental transition?*

**The project did not integrate any specific aspects related to environmental transition into its theory of change and project design.** Instead, most of its attempts to address fair environmental transition can be observed indirectly and lack a systemic approach.

Of the envisioned project outputs, Output 2.3, which seeks to diversify the livelihoods of workers and producers, is one of the outputs which could be considered as an attempt to address environmental concerns. By diversifying their livelihoods beneficiaries could reduce their reliance on a specific supply chain which could lead to environmental degradation or could find more environmentally sustainable ways to conduct the activities they conduct.

In **Côte d'Ivoire**, cocoa farming WIND beneficiaries have started to explore ways to diversify the crops they grow and have started growing crops such as rice. Moreover, improvements in their working conditions, promoted during the project are done in ways which work with their environment such as using available wood to raise their cocoa filtering rack or using materials found in the community to create a pulley system for the well.<sup>108</sup>

It was also noted that some of the partners contracted by the ILO to implement activities have implemented environmental measures.<sup>109</sup> Hence, as evidence shows a systemic approach was not applied to ensure that stakeholders consider environmental concerns.

#### 6.3.3. Did risk assumptions and mitigation measures match, and how realistically were risks and assumptions conceived?

The ACCEL-I Africa project's log frame for each country included a risk assessment and mitigation measure for each of the indicators per output. The log frames are updated since the start of the project, for example, by including the continuing risks of the COVID-19 pandemic.<sup>110</sup> Additionally, the project included an overall risk register covering the Project at the regional level.<sup>111</sup>

<sup>106</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. pg.33

<sup>107</sup> Interview with ILO staff.

<sup>108</sup> FGDs with beneficiaries in Cote d'Ivoire

<sup>109</sup> Interview with ILO staff.

<sup>110</sup> Review of the LogFrames per country

<sup>111</sup> Review of all TPRs.



**Overall, it is clear from the documentation that the project team had developed a clear oversight over the potential risks at the Project level and by country.** The updates to the risk register show that it was somewhat maintained but not regularly reconsidered.

The risk register at the Project level included a detailed assessment per risk, including a description of the risk itself, an explanation of how the risk may arise, mitigation measures in place, impact and likelihood of the risk, its overall score, change compared to the previous period, owner of the risk, and additional risk responses. It is rather general, which is fine as it is complemented by the country-specific risk and mitigation lists.

While the risk register included a separate column, “additional risk responses”, these have not been updated over the years, besides the addition of COVID-19. The fact that it has not been updated is clear, given that mitigating actions in the 2022 report still refer to the earlier project stages (e.g. “*Initiate identification of staff before project launch, and recruitment process during the project inception phase*”).<sup>112</sup>

At the country level, the risks are both general (COVID-19-related delays) and specific (related to national strikes). Many indicators are accompanied by specific risks, including a lack of functioning telephone networks, closure of gold mines during the winter, lengthy decision-making procedures, etc.<sup>113</sup> Mitigation responses are mixed between more general statements (“continuing to provide support”) and more specific measures (“increased awareness-raising, advocacy”).

For some of the risks, the mitigation measures are not always directly linked to the risk (e.g. mitigating COVID-19-related delays by “*continuing to ensure the protection of its participants and the two methods of holding meetings are being utilised as appropriate through face-to-face or virtual meetings where applicable*”). Furthermore, the quality of the risk and mitigation register at the country level differs per country. **Mali** and **Cote d’Ivoire** had relatively well-designed risk registers reflecting on country-specific issues. **Nigeria** included mostly three risks (COVID-19, political processes, and security risks) for each indicator. The log frame for **Uganda** mostly included statements that there were “*no significant risks*”.

The MTE noted that the project’s effectiveness was hampered by the absence of timely baseline studies that could have offered valuable insights into specific challenges and obstacles and, therefore, have informed the risks.<sup>114</sup>

## 6.4. Effectiveness

According to the OECD/DAC criteria, the evaluation of effectiveness reports on whether the intervention achieved its intended objectives. The following section examines the extent to which the ACCEL-I Africa project was able to achieve its expected outputs and outcomes, and whether the results vary across different groups. This section also analyses the role of the tripartite partners and other stakeholders in achieving each of the expected outcomes and the main influencing factors that determined the effectiveness in meeting the project’s goals.

### 6.4.1 To what extent did the intervention achieve its outputs and targets?

ACCEL-I Africa outputs represent the translation of project objectives into effective actions. The attainment of these outputs serves as a reliable indicator of the Project’s capacity to implement its interventions, regardless of the factors that may have affected them or the expected or unforeseen

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<sup>112</sup> ILO. (2022). Technical Progress Report

<sup>113</sup> Logframes for Mali and Cote D’Ivoire.

<sup>114</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. pg.13

outcome that emerged as a result. A full list of indicators, targets, and achievements against the targets is provided in Annex 3.

**Both globally and at the country level, an overview of the progress of outputs shows that, in most cases, the project was able to perform its plans and achieve its targets.** However, there are some differences between the indicators and achievements for each of the expected outputs at the country level. The differences are mainly explained by the national scenarios (i.e., political context emergent), the level of involvement of the Project's actors at a country level and the different impacts of COVID-19 in each case. In the latter case, there is evidence that the pandemic constrained activities, causing short and long delays. In some cases, restructuring of activities and postponement of deadlines affected the implementation of some activities.

**For the indicators covered by Outcome 1, the results show that most of the outcome and output indicators were met.**

There is an overall achievement and even over-achievement in the Outcome 1 indicator, which refers to the number of actions developed and institutionalised by tripartite actors or stakeholders. In addition, countries reported achieving their targets for the number of research reports produced (*Output 1.2*) and the number of stakeholders who acted on child labour because of the project's technical advice (*Output 1.5*). However, only **Egypt** reported overachievement for the indicator '*number of legal instruments developed or amended with explicit project input, adopted (or ready to be enacted) at national or sub-national level, reflecting gender and non-discrimination considerations to accelerate the elimination of child labour in the participating countries*'. Mali, Uganda and Malawi (slightly) underperformed against this indicator.

At the country level, **Nigeria** reported overachievement on several indicators. It doubled the initial number of targeted policies, programmes and mechanisms to address child labour issues and successfully developed gender-sensitive roadmaps, research reports, and the drafting and validation of child labour policies, laws and regulations. With **Egypt**, it is the only country to have surpassed the targets in the number of proposals to mainstream child labour issues into existing policies and their gender considerations. For its part, **Malawi** overachieved duplicating the number of stakeholders that took actions on Child labour reflecting the project technical advice.

Finally, in terms of social dialogue and tripartism, **Mali** targeted a high number of spaces/areas and was able to meet its high expected targets. While **Uganda, Malawi** and **Egypt** achieved most of its targets, **Cote d'Ivoire** and **Nigeria** targeted much less and, in the latter case, failed to achieve them.

Regarding the indicators measuring Outcome 2 actions, it is important to highlight that all countries are targeted differently according to the national context and its specific challenges. For instance, in **Mali**, political instability at the national level posed a challenge. In response, ACCEL-I Africa, in collaboration with project partners and the tripartite structure, recommended moving forward with activities that could be immediately implemented at the ground level. This agreed-upon and collective decision facilitated the project's progress towards its targets by realigning actions and priorities. Another obstacle that impeded the achievement of some outputs in **Mali** was related to the beneficiaries' level of literacy. In some cases, these conditions caused delays in the implementation of certain activities.

**Overall, outcome and output indicators on Outcome 2 were achieved.** Initially, the number of communities addressing at least two major root causes of child labour was targeted and mostly over-achieved in terms of population scope. For instance, **Cote d'Ivoire** targeted 25 communities and achieved



27. **Malawi** targeted 9 and achieved 15. At the household level, the same result was found in **Uganda**, where the Project reached eight times the targeted population.

Regarding the indicators for the output measuring whether conditions have improved in terms of working conditions of cooperative organisations and their access to social and financial support services and capacity building (*Output 2.2*), targets were mostly met in all countries. **Côte d'Ivoire** significantly exceeded its targeted population to access cooperative organisations but under-achieved to reduce household action against child labour among them. In **Uganda**, the number of workers who improved their access to services, as well as household action, was far exceeded. **Egypt** significantly overachieved in the number of workers that have taken action in their household (1139 vs 250 initially expected).

In terms of gender indicators, although some outputs referred directly to gender aspects (1.1 and 2.3), most indicators measured whether outputs included gender approaches or presented data disaggregated by gender. Within Outcome 2, some achievements in the target population were different in terms of gender. For example, in **Côte d'Ivoire**, men were the main target group for increased access to cooperative organisations, whereas, in **Mali, Uganda, Egypt and Malawi** the overachievement of indicators related to actions within the household was led by women. These findings shed light on possible gender dynamics related to the private and public spheres in the fight against child labour. Additionally, among the indicators measuring children at risk of child labour, higher representation of girls in targeted and achieved populations was found in **Egypt, Malawi, and Uganda**.

Finally, the indicators measuring improvements in the incomes of vulnerable groups (*Output 2.3*) were achieved, with some differential results among countries. For instance, although **Nigerian** men and women were able to develop income-generating activities, they did not meet any of the targets to improve at least one of their current economic activities without including child labour. Indicators measuring if workers at the lowest tiers of the supply chain were empowered to exercise their fundamental principles and rights at work (join associations) show that **Malawi** was able to triplicate its targeted population.

Regarding the activities aimed at improving monitoring mechanisms to prevent child labour, **Mali** and **Malawi** over-achieved on all indicators, while others achieved only partially. Similarly, **Egypt** overachieved in the number of boys and girls enrolled in vocational training (due to its work on dual education systems), but underachieved in the number of children prevented or withdrawn from child labour and reintegrated into school as a result of ACCEL-I Africa.

Regarding Outcome 3, outputs related to communication were the least affected by the COVID-19 pandemic since new forms of online communications were established through platforms such as webpages (i.e., CLIC-Africa and the ACCEL-I Africa project web page), as well as social media applications like Twitter and Facebook accounts. However, some challenges in terms of access to technology showed some limitations. For instance, some workshops or trainings that could not be delivered.<sup>115</sup>

6.4.2. To what extent was the Project able to ensure the achievement of Outcomes?

#### *6.4.2.1. Achievement of Outcome 1*

**Outcome 1: Policy, legal and institutional frameworks are improved and enforced to address child labour in global supply chains.**

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<sup>115</sup> Interview with ILO staff.

The first pillar of the project sought to promote public policy and good governance mechanisms that would contribute to the reduction of child labour. These include policy, legal and institutional frameworks, mechanisms, and entities focused on eradicating child labour.

**Both desk research and interviews indicate that significant progress was made to strengthen legal, policy, and institutional frameworks, although results vary between countries.**

There is substantial evidence indicating that ACCEL-I Africa provided support in formulating and validating new policies designed to combat child labour on a national scale. It has also proven successful when integrating child labour concerns into pre-existing policies, programmes, and initiatives at the national level in partnership with multiple stakeholders.

Desk research, compared with interviews, indicates that **the project was effective in developing national frameworks and commitments on child labour**. ACCEL-I Africa supported the development of mechanisms and technical backstopping for the implementation of National Action Plans in most countries, as well as to the introduction of new and strengthened legislation.

In **Mali**, tripartite actors point to relevant successes when observing changes in the country's legal and policy framework. For example, the inclusion of article 138 on the minimum age for admission to work in the Labour Code and the list of dangerous and light work. They also believe that there have been changes in the attitudes of the community and stakeholders, who appear to be more aware of the scale of the problem. **Egypt** serves as a notable case for its achievement in its legal framework, with the collaboration of the ACCEL-I Africa Project. Among other multiple achievements, the tripartite meeting, which is inclusive of NAP NSC members, played a pivotal role in deliberating and validating the Child Law No.12 of 1996. Also, the hazardous work list for children was updated and endorsed, aligning with the provisions of ILO Convention 182. The minimum age for employment was increased from 14 to 15 years in line with the ILO Minimum Age Convention C138 for 1973 and in accordance with the Egyptian Constitution. In the Dual System context, students' contract and Ministerial Decree 111 were revised to meet with the national and international legislation on child labour. Finally, Decree 78 established an executive Child Protection Unit to oversee the NAP implementation progress.<sup>116</sup>

Additionally, ACCEL-I Africa has collaborated closely with government offices such as the Ministry of Manpower, Ministry of Education, National Council of Childhood and Motherhood, and Ministry of Gender, Labour, and Social Development (among others), as well as insurance funds and financial agencies to advocate for **mainstreaming the eradication of child labour across policies**. This has been exemplified in cases like **Malawi**, where the dissemination of the National Child Labour Mainstreaming Guide and the review of the National Occupational Safety and Health Profile led to the incorporation of child labour as an issue of consideration in the labour inspections (although voluntary, not mandatory).<sup>117</sup> Additionally, the project supported the government's efforts to review the Employment Bill by integrating the abolition of tenancy labour, which is considered a root cause of child labour.<sup>118</sup>

*"ILO got everyone around the table. ACCEL-I Africa allowed us to analyze all the legal instruments that have been implemented and their application. Today, all these instruments are being applied. Moreover,*

<sup>116</sup> Interview with a stakeholder in Egypt.

<sup>117</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. pg. 17

<sup>118</sup> ILO. (2022). Technical Progress Report pg. 19

*the 2015 The Labour Code evolved as well. Thanks to ACCEL-I Africa, Cote d'Ivoire ratified many conventions".<sup>119</sup>*

The following table provides some examples of the most relevant policy changes and policy updates in each country.

*Table 3 Examples of Policy changes and implementation by country<sup>120</sup>*

Country	Examples of Policy change/policy implementation
Cote d'Ivoire	<ul style="list-style-type: none"> <li>• A Decree on Light Work has been put in place.</li> <li>• National validation of the roadmap approved by Minister of Employment and Social Protection and admission of Cote d'Ivoire as one of the pathfinder countries of Alliance 8.7.</li> </ul>
Egypt	<ul style="list-style-type: none"> <li>• The minimum age for employment was increased from 14 to 15 years in line with the ILO Minimum Age Convention C138 for 1973 and in accordance with the Egyptian Constitution.</li> <li>• Decree number 767 for year 2022 issued by the Ministry of Social Solidarity (MOSS), issued regarding Combating Child Labour Centers bylaw.</li> <li>• Ministerial Decree 215 for 2021 for updating the Hazardous Worklist for children was updated, validated by the NAP NSC and published in the Egyptian Gazette by the Ministry of Labour in accordance with ILO Convention 182 for 1999 on the Worst Forms of Child Labour.</li> </ul>
Mali	<ul style="list-style-type: none"> <li>• Inclusion of article 138 on the minimum age for admission to work in the Labour Code.</li> <li>• Development of list of hazardous, light, decent and socializing work for children.</li> <li>• Cooperatives included the fight against child labour in their statutes and regulations, ensuring universal compliance.</li> </ul>
Malawi	<ul style="list-style-type: none"> <li>• The Employment (amendment) Act of 2021 which amended section 4 of the principle Act to abolish tenancy labour, also made an inclusion of allowing time for breast feeding, and an employer providing suitable space for breastfeeding at the workplace.</li> <li>• Incorporation of child labour as an issue of consideration in the labour inspections on the National Child Labour Mainstreaming Guide and the National Occupational Safety and Health Profile.</li> <li>• Operationalization of Compulsory Education Act.</li> </ul>
Nigeria	<ul style="list-style-type: none"> <li>• Revision of the Child Labour Policy and Labour Law in Nigeria (awaits passage into law)</li> <li>• Validation of the National Policy and the National Action Plan on the elimination of Child Labour.</li> </ul>
Uganda	<ul style="list-style-type: none"> <li>• The National Child Labor policy 2006 was reviewed by the Ministry of Gender.</li> <li>• Review of the Employment act 2006 (Amendment Bill, 2022)</li> <li>• National Action Plan on Child Labor (2020-2025).</li> </ul>

Communities in **Malawi** have established and are **implementing local bylaws** to ensure child labour is monitored and discouraged. They actively check on children's participation in schools and whether they are engaged in other activities. These bylaws also provide a mechanism for reporting child labour issues: *'Bylaws help to track child labour activities and report to the chief, if parents don't listen then they are*

<sup>119</sup> Interview with a stakeholder in Cote D'Ivoire

<sup>120</sup> Based on information collected in interviews results, TPRs, and other official ACCEL-I Africa documents.

*reported to Labour office and social welfare*'.<sup>121</sup> All cotton cooperatives in **Mali** have incorporated the fight against child labour into their statutes and regulations, ensuring universal compliance across the board. Today, a shared article prohibiting child labour is present in every cooperative, marking a collective commitment to eradicate this issue.<sup>122</sup>

Besides the design of laws and policies, some interviewees noted the success of ACCEL-I Africa through its **operational actions** that empowered ministry agents to guarantee policy compliance with international norms and procedures. For instance, inspectorate training has significantly improved compliance within cooperatives. As a result, inspectors have encountered fewer instances of children working, as people now grasp the ramifications of employing them.

**In some countries, the expected outcomes were not completely met within the project timeframe or did not achieve its expected coverage.** For instance, in **Malawi**, the ACCEL-I Africa team indicated that the delay in the adoption of the National Child Labour Policy affected the advocacy actions of stakeholders, as timeframes depended on the government's time and resources. This was also the case in Uganda, where some policies were not completed in time, affecting the development partner's resource allocation. Moreover, in Malawi, district representatives indicated that national policies and frameworks were difficult to implement at the district level due to unclear guidelines at local administration levels.

Furthermore, despite the introduction of laws and mechanisms, **compliance remains weak**, and communities are less informed, leading to higher informality rates. For instance, in the cocoa and coffee sector, although the Decree on Light Work has been introduced and international conventions have been signed, more awareness-raising is needed to tackle child labour effectively. Interviewees pointed to a need for public policy attention to develop a more comprehensive action.<sup>123</sup>

#### *6.4.2.2. Achievement of Outcome 2*

**Outcome 2: Innovative and evidence-based solutions that address the root causes of child labour in supply chains are institutionalised.**

The second outcome includes the supply chain approach envisaged by ILO, which aims to empower workers at the grassroots level within supply chains and improve the representation of workers within selected supply chains. Actions within this outcome were focused on improving access to productive, welfare, and financial services for workers, improving access to quality education for boys and girls in vulnerable communities, and the development of monitoring systems with a gender-sensitive and community-based approach.

Overall, the evaluation **found that visible progress was made towards this outcome, albeit with some limitations. Disparities in effectiveness were observed across different countries.**

ACCEL-I Africa **contributed to strengthening community members' ability to exercise their rights in terms of health and safety at work**, for instance, in **Cote d'Ivoire** and **Uganda**. This was achieved through awareness raising, training, and actions towards improving policy compliance. In **Cote d'Ivoire**, applying the WIND approach and tools (highlighted by beneficiaries and stakeholders) empowered workers and taught them about the dangers and the ways of protecting themselves and their children. These solutions not only enhance the health and safety of producers but also reduce the reliance on child labour, as

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<sup>121</sup> Interview with a stakeholder in Malawi

<sup>122</sup> Interview with a stakeholder in Mali

<sup>123</sup> Interview with a tripartite actors in Cote D'Ivoire

children are required less for tasks like gathering firewood. While these changes may appear incremental, they represent tangible progress:

*“We have the WIND approach. We didn’t know this approach before. It’s new to all of us. We started to discuss it in our environment, and the communities started to implement it. It improved the household conditions. There is no more smoke in the kitchen. Before, it would make the women sick, and their daughters would have to replace them and take care of the cooking and kitchen work. Now, they can go to school instead. So, it helped to improve mothers’ health and now the children are not pulled out of school”.*<sup>124</sup>

*‘They’ve realised that by using local materials, particularly clay, they can consume less wood and lime. So these are improvements that we’ve seen in some localities. So I say these are small things, but they are small things that have an effect. We’ve even written (...) to obtain the property rights to the (WIND) tool so that we can duplicate it. And we’ve already started another project with German cooperative’.*<sup>125</sup>

Another relevant initiative that ACCEL-I Africa supported was **the extension of Universal Health Coverage (CMU) for cocoa-producing farmers in Cote d’Ivoire**, by contributing to the National Health Insurance Fund to identify rural actors and raise awareness about the importance of social protection schemes to support cocoa producers. This successful initiative included private sector representatives’ assistance to the cooperatives by financing the payment of CMU cards.<sup>126</sup> According to regional interviews, as the intervention is linked to pre-existing government policies, its institutionalisation offers opportunities for structural change in the future.<sup>127</sup> However, despite its success, the benefit of this initiative is currently restricted to ‘heads of families’, which is usually a limitation in terms of gender sensitivity.<sup>128</sup>

ACCEL-I Africa also supported workers to join unions and cooperatives and to explore new and diverse forms of association, such as village savings associations. In **Egypt**, workers across the cotton supply chain were empowered to **exercise their Fundamental Principles and Rights at Work including joining unions and associations**. Additionally, Cotton Cooperatives workers were supported through training on cooperatives’ management using the ILO MYCOOP toolkit<sup>129</sup> and principles of fair trade in partnership with Fair Trade Egypt Association to have better access to local and international cotton markets. In **Uganda**, a project solution consisted of **utilising bank transactional history and providing training** on a Mobipay platform to enable farmers to access credits.

Under the Mobipay programme, all participating farmers and VSLA members were profiled. This profiling **enabled** the bank to track transaction history, encompassing savings, loans, as well as buying and selling inputs. By analysing these transactions, the banks could offer unsecured loans to farmers, ultimately reducing the prevalence of child labour within households. **Farmers’ borrowing behaviour underwent a transformation due to this initiative**. Rather than borrowing money for agricultural purposes, they redirected these funds towards essential needs such as school fees, healthcare, and food. **This change in financial behaviour reduced their reliance on child labour for cheap labour**. Moreover, linking these farmers with banks not only discouraged the use of child labour but also

<sup>124</sup> Interview with a stakeholder in Cote D’Ivoire

<sup>125</sup> Interview with ILO staff.

<sup>126</sup> Interview with ILO staff

<sup>127</sup> Interview with a stakeholder.

<sup>128</sup> ACCEL staff.

<sup>129</sup> More information available at: [https://www.ilo.org/global/topics/cooperatives/publications/WCMS\\_644824/lang--en/index.htm](https://www.ilo.org/global/topics/cooperatives/publications/WCMS_644824/lang--en/index.htm)

encouraged them to invest the borrowed funds back into their farms, enhancing agricultural productivity and potentially improving their livelihoods.

In **Mali**, interviews with partners highlight the implementation of income diversification mechanisms and the promotion of access to financial services. Partnerships with microfinance institutions have been established to this end, although differences in risk between the gold mining and cotton sectors are noted.<sup>130</sup>

Collaborative initiatives with local partners, including NGOs, Ministries and Regional Councils, aimed at **reintegrating working children into formal education**. For instance, in **Nigeria**, vocational training and the provision of educational resources helped address challenges faced by families, offering alternatives to child labour. According to Trade Unions, this contributed to the overall success of discouraging child labour in their communities.<sup>131</sup> In **Egypt**, ACCEL-I Africa interviews highlighted a notable collaboration with the Ministry of Education and GIZ to enhance the Dual Vocational Training System, applying a multi-dimensional approach that included legislative changes, capacity development and curricula. This included orientation sessions for students to raise awareness of their rights and obligations.<sup>132</sup> In **Mali**, the Accelerated Schooling Strategy – Passarelle (SSAP) in partnership with the MoE to re-enter boys and girls to school was highlighted as one of the country’s best practices achieving an increase in school attendance and a reduction in child labour.<sup>133</sup> In addition, **strong synergies and alignment with ILO initiatives resulted in the use of the SCREAM methodology in multiple initiatives in Nigeria, Uganda, Egypt and Malawi**. In **Nigeria**, partner NGOs highlighted that the SCREAM club has helped students get more engaged and encouraged them to become more outspoken to stand for their rights.<sup>134</sup> In **Uganda**, teachers were trained to raise awareness of the consequences of child labour and consider training on the SCREAM methodology will remain in the curriculum.<sup>135</sup>

For the educational projects, **the project team recommended and received an extension for the implementation period**, recognising that multiple initiatives faced setbacks and delays due to the COVID-19 pandemic, and the importance to sustain the support.

Finally, the project placed a strong emphasis on **promoting both bottom-up and top-down initiatives for effective monitoring mechanisms to combat child labour**, including different approaches to follow-up models. In **Nigeria**, the Steering Committee on Child Labour confirmed that the communities had become more empowered and able to monitor and combat child labour as a result of collective efforts, and under the leadership of community figures such as chiefs (traditional leaders), the head of a school, the youth leader, the religious leader, the women’s leader, and farmers’ representatives.<sup>136</sup> Similarly, a large proportion of beneficiaries in **Malawi** reported that their communities had greatly improved their ability to monitor child labour and to report cases when they became aware of them. However, although they have become much more willing to report, they are less confident about their ability to reduce the prevalence of child labour effectively.<sup>137</sup>

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<sup>130</sup> Interview with a partner in Mali.

<sup>131</sup> Interview with a stakeholder in Nigeria

<sup>132</sup> Interview with a stakeholder in Egypt.

<sup>133</sup> Interview with a stakeholder in Mali.

<sup>134</sup> Interview with a stakeholder in Nigeria

<sup>135</sup> Interview with a stakeholder in Uganda.

<sup>136</sup> Interview with a stakeholder in Nigeria.

<sup>137</sup> Beneficiaries survey in Malawi.



In **Egypt**, to enhance child labour monitoring, the Ministry of Labour updated the National Labour and Occupational Safety and Health (OSH) checklists in collaboration with ACCEL-I Africa to facilitate compliance with national labour standards and ensure unified **structured inspection visits with focus on protecting children, women, migrant workers and people with disabilities at the workplace**. This was achieved through the update of inspection tools and digitalised inspection systems.

Some **differences in achievements between countries** can be attributed to the unique impact of COVID-19 on each region, leading certain countries to implement distinct lockdown measures and experience greater socio-economic challenges than others. Another factor is the differences in the involvement of the tripartite actors and local stakeholders in each context, or the fact that some countries had already existing operating systems and mechanisms, and ACCEL-I Africa was effective in improving them. Nonetheless, interviews do not reflect a clear sensitivity to gender dynamics in the interventions within this outcome.

#### *6.4.2.3. Achievement of Outcome 3*

### **Outcome 3: Strengthened partnerships and knowledge sharing among national and international global supply chain actors in Africa.**

The ACCEL-I Africa Project proposed an approach to strengthen partnerships and collaboration between stakeholders and Project partners. Through close dialogue, capacity building and knowledge sharing, the design aimed to fill existing gaps and propose new solutions to address child labour in a collaborative manner.

The **evaluation findings indicate mostly achievements and valuable results within its outcome. However, in some countries, interviewees indicated different levels of involvement of tripartite actors or stakeholders in meetings and communication activities and a lack of capacity of the Project to extend some of the knowledge exchange beyond the national level.**

Results at the national level indicate that ACCEL-I Africa has been successful in promoting **increased communication and cooperation among stakeholders**. This has contributed to a common understanding of child labour issues, its legal frameworks, and underlying causes. Communication campaigns and actions through social media were highlighted as positive, especially for being sustained and deepened during the COVID-19 pandemic. There are multiple examples of communication and awareness raising campaigns in cooperatives and communities. In **Côte d'Ivoire and Malawi**, stakeholders highlight the importance of community involvement in these campaigns, as they are also involved in decision-making processes.<sup>138</sup> In **Nigeria**, a stakeholder stated that the awareness campaigns have challenged the previous norms associated with child labour in these communities.<sup>139</sup>

*“Through the project we learned that many companies have an issue with fighting child labour. Some have experts leading programmes which fight child labour. (...). So far, every company had its own strategy and action, but through the initiative they have come together. They highlighted that it’s important to communicate. The companies have found it interesting that the CSGI has been a partner that has contributed to sharing the good practices.”<sup>140</sup>*

<sup>138</sup> Interview with a stakeholder in Cote d'Ivoire and a stakeholder in Malawi.

<sup>139</sup> Interview with a stakeholder in Nigeria

<sup>140</sup> Interview with a stakeholder in Cote d'Ivoire.



*“Yes, the knowledge, awareness and capacity building has improved especially through the support of ILO country office who take us through trainings, we also move out to gain and share experience like with the path finder countries”<sup>141</sup>*

This was also the case for stakeholders linked to the financial services sector. These entities highlighted that ACCEL-I Africa facilitated collaboration between organisations that had not previously been involved in discussions at national and regional levels. In **Cote d’Ivoire**, they reported receiving support and clear information. In **Malawi**, the Ministry of Labour representative said that the project had brought together employers, civil society organisations and farmers’ organisations at the national level.

In **Malawi**, ACCEL-I Africa team and the partners participated in the National Technical Working Group meetings on child labour, which brought together all partners involved in intervention efforts. Additionally, the project supported partners in strategic meetings (such as the Alliance 8.7 meetings). In **Uganda**, actions such as the organisation of the World Day against child labour brought together stakeholders and actors. According to the country director, it improved dialogue. **Egypt** also actively participated in this event through its national stakeholders, beneficiaries and development partners to discuss the child labour situation and share their experiences and good practices.

Another successful strategy for effective partnerships and knowledge sharing was the **knowledge generation activities implemented by ACCEL-I Africa**. Both knowledge needs assessments and knowledge-sharing events at the national and regional level helped to achieve mutual understandings, engage stakeholders, share best practice and build new partnerships. For example, regional knowledge-sharing workshops brought together leaders from different organisations, such as private actors, associations, trade unions, employers’ organisations and others, to identify the innovative solutions being implemented in each country.<sup>142</sup> Other interviews highlighted the importance of events such as The African Forum on Child Labour, organised in partnership by the ILO and the African Union. This event allowed tripartite constituents to share good practices and lessons learned on child labour elimination, and an active role of ACCEL-I Africa among countries which are part of the Alliance 8.7<sup>143</sup>

Interviews also indicate successful collaborations with private sector actors. In **Mali**, ACCEL-I Africa’s partnership with Viamo, a digital platform for accessing information, has proven highly beneficial and effective in their awareness-raising objectives regarding the consequences of child labour and providing information on microfinance. The utilisation of Viamo’s advanced technology was crucial to guarantee the development of remote training and effective communication of important information.

At the regional level, ACCEL-I Africa implemented training programs to assist countries in generating their own data. These efforts were complemented by project support at the national level to develop and enhance monitoring systems for tracking child labour cases in each supply chain. Additionally, relevant networks were established at the same level, including the network for journalists and communication practitioners through online training in collaboration with the ILO International Training Centre.<sup>144</sup>

**However, as far as tripartite actors are concerned, in Uganda<sup>145</sup> and Malawi, some actors shared concerns about the lack of collaboration beyond the national level.** Certain deficiencies in communication and collaboration were identified at lower (district) or higher (regional) levels.

<sup>141</sup> Interview with a stakeholder in Uganda.

<sup>142</sup> More information available at: [https://www.ilo.org/africa/technical-cooperation/accel-africa/WCMS\\_875532/lang--en/index.htm](https://www.ilo.org/africa/technical-cooperation/accel-africa/WCMS_875532/lang--en/index.htm)

<sup>143</sup> Interview with ACCEL-I Africa staff.

<sup>144</sup> More information available at: [https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-abidjan/documents/genericdocument/wcms\\_870359.pdf](https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-abidjan/documents/genericdocument/wcms_870359.pdf)

<sup>145</sup> Interview with a stakeholder in Uganda

Government representatives indicated that there were limitations in facilitating communication beyond national cooperation<sup>146</sup>, while this was more common for employers' organisations. In addition, in **Malawi**, representatives at the district level also pointed to a lack of participation and inclusion of their demands in knowledge-sharing spaces such as the National Steering Committee<sup>147</sup>. Trade union organisations in **Uganda** also shared concerns about a lack of cooperation and participation in meetings and spaces created to promote social dialogue. District officials from **Malawi** also highlighted that although ACCEL-I Africa partially added some knowledge when mobilising communities and engaging them in programmes, the Project was not enough to work towards eradication of child labour.

6.4.3. To what extent did external and/or internal factors (in some countries) affect the achievements of the project?

ACCEL-I Africa project faced some external and unpredictable factors, which affected the Project's initial design. At times, these factors posed challenges, and some even limited the development of specific actions. Likewise, these factors impacted differently among countries and demanded contextual solutions and specific courses of action in each case.

**According to the evaluation, despite certain external factors and national contexts affecting plans and timelines, the ACCEL-I Africa project achieved its overall objectives, addressing the root causes of child labour.** Nonetheless, the most relevant affecting factors are highlighted.

As aforementioned, the most relevant and transversal factor was the impact of the COVID-19 pandemic. Tripartite actors and national ILO-ACCEL-I Africa teams indicated that field-related activities had been disrupted, leading to delayed or cancelled meetings. Due to COVID-19, local officers in **Malawi** reported partial delivery of materials because budget constraints were exacerbated by stakeholder inflation during restrictions. In specific cases, like **Uganda**, agreements proved challenging to implement, requiring negotiation for contract extensions and support for partners.<sup>148</sup> During this period, the passing of the country's national project coordinator directly affected the project.<sup>149</sup>

In **Malawi**, local representatives raised concerns during a two-month period when vocational beneficiaries were enrolled in a college that could not adequately accommodate them. Although they were eventually relocated, the move caused disruptions to the students. Furthermore, the Child Protection Committee reported that insufficient resources to support children in schools, including materials, fees and transport, occasionally undermined their efforts to keep children out of work. In terms of environmental factors, Cyclone Freddy affected two of the education interventions, with the loss of some school materials donated to children and school infrastructure renovated within the project.<sup>150</sup>

At the political level, interviews in **Mali** and **Nigeria** revealed concerns. In Mali, political instability hindered the execution of some agreements with employers' organisations. In response to this context, the project proposed to implement as many activities as possible on the ground, although some couldn't be implemented.<sup>151</sup> In Nigeria, community leaders highlighted that people were initially hesitant to trust the project because of several failed promises by the government in the past. While trust gradually increased over time, immediate acceptance was not achieved.

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<sup>146</sup> Interview with a stakeholder in Malawi

<sup>147</sup> Interview with a stakeholder in Malawi

<sup>148</sup> Interview with ILO staff.

<sup>149</sup> Interview with ILO staff

<sup>150</sup> Interview with a stakeholder in Malawi

<sup>151</sup> Interview with ILO Staff.

## 6.5. Efficiency

According to the OECD/DAC, the efficiency criterion considers the extent to which available resources can deliver expected activities, outputs, and outcomes in an economical and timely manner. Hence, this chapter will consider to what extent financial, time and human resources were used to achieve expected results in an economical manner. Furthermore, the flexibility of management arrangements contributes to achieving the Project’s goals and the sufficiency of monitoring and evaluation mechanisms.

6.5.1. Have resources (funds, human resources, time, expertise, etc.) been allocated strategically and efficiently to achieve expected results?

### 6.5.1.1. Were financial resources allocated strategically and efficiently to achieve expected project results?

The project was able to implement activities successfully with the available funding. Initially, the implementation of the budget encountered difficulties due to the onset of the COVID-19 pandemic. However, budget implementation improved as COVID-19 restrictions were eased. Furthermore, the Project was able to use the entirety of the budget the project as the remaining funds and savings were used to support the exit of the project in Malawi and Egypt.

The initial budget of the Project from November 2018 to October 2022 totalled USD \$27,167,131, with \$789,281.97 of the budget dedicated to flexible use to account for potential issues.<sup>152</sup> Following the cost extension of the budget, which extend ACCEL-I Africa’s runtime until June 2023, the total budget increased to \$28,856,821. The table below represents the implementation of the budget in percentage points in relation to the available funding in that year:

Table 4. Cumulative annual implementation of accel’s budget<sup>153</sup>

Budget (in USD)	Year	Spent (Cumulative)	PERCENTAGE OF TOTAL Budget IMPLEMENTED
<b>\$27,167,131</b>	<b>December 2019</b>	\$2,363,467.84	<b>8.7%</b>
	<b>December 2020</b>	\$6,973,266.42	<b>25.7%</b>
<b>\$28,856,821</b>	<b>December 2021</b>	\$13,277,135.51	<b>46.0%</b>
	<b>December 2022</b>	\$21,688,405.63	<b>75.2%</b>
	<b>December 2023<sup>154</sup></b>	N/A	<b>N/A</b>
	<b>June 2024<sup>155</sup></b>	N/A	<b>100%</b>

The relatively slower implementation rate of the budget prior to the cost extension can be justified by the COVID-19 pandemic, which interrupted planned activities and field visits due to implemented sanitary and safety measures across the countries targeted by ACCEL-I Africa.<sup>156</sup>

<sup>152</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. pg. 29.

<sup>153</sup> Compile based on the 2019-2023 TPRs.

<sup>154</sup> Data for 2023 is not available as the evaluation was submitted prior to the completion of the 2024 TPR.

<sup>155</sup> The figures for June 2024 are based on provisional estimations provided in the TPRs and are subject to change.

<sup>156</sup> ILO. (n.d.). Technical Proposal for Cost Extension pg. 1-2 and TPR 2022. pg. 72.

During its implementation period, the project was also able to make savings due to currency exchange rate fluctuations and lower-than-expected overhead cost expenditures. These, as well as other potential savings, will be used to support the transition strategy for Malawi and Egypt, where the Project will be phased out after June 2024.<sup>157</sup> Therefore, it is likely that the available budget will be implemented fully by the end of the Project's runtime.

**At the national and local levels, stakeholders were generally satisfied with the financial resources that were available to implement activities. However, local stakeholders tended to emphasise their lack of resources more often.**

Country teams noted that for the chosen scope of the project, they had enough resources to implement their activities and to ensure that operational costs were covered.<sup>158</sup> This remained true even during various social and economic downturns caused by COVID-19 and global developments. On the other hand, some constituents and partners noted that during implementation, they did not have the needed resources to ensure the full effectiveness of activities. For example, some stakeholders noted that while working groups on child labour were set up, they needed more equipment to become fully operational, while others noted that they needed more vehicles for on-the-ground activities.<sup>159</sup> Furthermore, increasing the availability of funds to constituents would have contributed to knowledge outputs related to knowledge exchange, given that at least one constituent organisation could not go to the Durban conference, given the lack of funds.<sup>160</sup>

*6.5.1.2. Were human resources allocated strategically and efficiently to achieve expected project results?*  
**Project-relevant documentation points to a mostly sufficient allocation of human resources to achieve the expected results, both at regional and national levels.**

The mid-term evaluation noted that the human resources allocated to the project were sufficient to achieve the expected results. The innovative and integrated approach of the project posed some challenges in terms of the overall workload, but was considered to be highly effective, as, for example, the Social Finance Office was set up and managed jointly by different departments.<sup>161</sup> Moreover, according to ACCEL-I stakeholders, social finance activities increased due to the excellent results in the initial countries, which led to an extension of activities beyond the original plan.<sup>162</sup>

The current evaluation revealed that the Project had a good allocation of human resources. At the national level, there was a total of four ILO staff in each country and they were also supported by six international staff and three regional administrative staff.<sup>163</sup> Combined with only mid-career and senior staff working on the Project, it meant that ACCEL was not only one of the best staffed ILO development cooperation projects, but also one featuring a significant degree of expertise among its staff.<sup>164</sup> The well distributed allocation of human resources contributed to the Project's flexibility, the successful

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<sup>157</sup> ILO. (2023). Technical Progress Report pg. 55

<sup>158</sup> Interviews with ILO staff

<sup>159</sup> Interviews with various stakeholders

<sup>160</sup> Interview with a stakeholder in Cote d'Ivoire

<sup>161</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project.

<sup>162</sup> Interview with ILO Staff

<sup>163</sup> Comment issued and approved by ILO staff.

<sup>164</sup>

implementation of day-to-day tasks and the capacity to meet envisioned objectives.<sup>165</sup> It was also noted that the available staff contributed to sufficient coverage of the different aspects of ACCEL-I Africa.<sup>166</sup>

#### *6.5.1.3. Was the timeline of the project planned in a reasonable manner?*

Originally, the project was supposed to have a 5-year implementation period, starting in November 2018 and ending in November 2022. Based on the latest available progress report, the delivery of activities was “satisfactory”<sup>167,168</sup> However, it must be noted that this does not point to major inherent issues in the planned project timeline. Instead, the team had to account for major external difficulties such as COVID-19, which led to a 7-month extension of ACCEL-I Africa until June 2023. Similarly, as **Egypt** and **Malawi** will no longer be present in the next phase of ACCEL-I Africa, the ongoing activities in the two countries were extended for another year to ensure ownership and sustainability.<sup>169</sup>

Despite some minor delays, the onset of COVID-19 was the biggest hurdle to the timely implementation of the ACCEL-I Africa project. Initially, the project had an inception phase which sought to gather the constituents and other key stakeholders in the field of child labour with the intention of designing individual work plans for each of the six countries. Following the validation of the country plans, country annexes, which were not part of the initial planning, were developed and presented to the development partner for approval. Following the approval of the development partner in December 2019, the project commenced at the country level. However, the onset of the pandemic and the subsequent protection measures, such as lockdowns and travel restrictions, led to the postponement and cancellation of field activities, data collection exercises and meetings.<sup>170</sup>

Another factor which led to the project running beyond the envisioned timeline was the omission of **Egypt** and **Malawi** from ACCEL-I Africa Phase II. Therefore, the team sought to ensure stakeholder capacity and sustainability of results in these two countries by extending the project timeline.

Finally, some delays occurred due to bureaucratic hurdles or stakeholders and constituents encountering issues and hurdles in carrying out activities related to the project (difficulties opening bank accounts, slow responses from government partners in Egypt, etc.).<sup>171</sup> While planning for these issues is not always possible, and their occurrence depends on a mix of internal and external factors, they did not have a detrimental impact towards ACCEL-I Africa’s achievement of results.

6.5.2. To what extent were Project management and governance mechanisms effective to the achievement of the Project objectives?

#### *6.5.2.1 To what extent did the project management and governance arrangements efficiently contribute to the achievement of the project’s objectives?*

At the regional level, all six country offices play a role in the implementation of ACCEL-I Africa. They were supported by a technical and support team based in ILO’s Regional Office in Abidjan. Technical backstopping is provided by the FUNDAMENTALS branch of the ILO with support from the Enterprise and Social Protection departments. Furthermore, the Project also had long-term consultants whose role was

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<sup>165</sup> Interviews with ILO staff

<sup>166</sup> Interview with ILO staff

<sup>167</sup> According to a self-assessment presented in the Progress Report for 2021-2022, the satisfactory ranking means that a majority of outputs are on schedule (60-80%) based on the implementation plan and a majority of the indicator milestones (60-80%) are met.

<sup>168</sup> ILO. (2022). Technical Progress Report pg. 42

<sup>169</sup> Interviews with ILO staff

<sup>170</sup> ILO. (n.d) Technical Proposal for cost extension pg. 1-2

<sup>171</sup> ILO. (2022). Technical Progress Report pg. 63-64

to provide support regarding aspects of the project that required a high level of specialisation. At the country level, the country teams oversaw Project implementation in their respective country.<sup>172</sup>

**The data gathered during this evaluation shows that, in general, constituents and stakeholders at the country level were satisfied with the management and governance arrangements of the project. At the same time the country teams also showed a considerable degree of adaptability to overcome obstacles that could delay the project. However, in some cases, bureaucratic hurdles regarding the distribution of funds delayed the work of stakeholders.**

Interviewed stakeholders highlighted the high standard of ILO's communication, which allowed them to stay in the loop on the project's developments.<sup>173</sup> Similarly, stakeholders also expressed their satisfaction with the management and technical support they received.<sup>174</sup> Available project documentation also showed the flexibility of the country teams to ensure that the Project meets its objectives at the national and community levels. At the national level, some countries encountered political challenges. For example, in **Egypt**, to overcome long wait times for approvals and feedback, the country team focused on sending specific requests and developing short-term plans, prioritising activities to ensure that goals were achieved.<sup>175</sup>

Meanwhile, in **Mali**, given the complex political situation and the subsequent imposition of sanctions by ECOWAS, it became difficult to pay the local implementing partners through the regional office. In response, a decision was made to transfer the money directly through ILO HQ to ensure that partners could conduct their activities.<sup>176</sup> At the community level, the Project management also remained flexible. In **Nigeria's** Ondo state, issues with electricity supply were present, and communication and reporting were affected. To address this issue, the Project team provided power supplies to the community offices to facilitate communication.<sup>177</sup>

Nevertheless, it was noted that multiple delays occurred when accessing funds. Stakeholders in Uganda and Malawi noted that the period between signing an agreement and receiving funds took up to 6 months, which delayed the implementation of activities.<sup>178</sup>

6.5.3. Was the M&E system designed to measure the project's performance, outcome indicators and contribute to learning?

*6.5.3.1. To what extent was the M&E system designed to effectively measure the project's performance through outcome indicators?*

The ACCEL-I Africa project was guided by an M&E system that covered the regional level (the project's implementation across the countries, according to the project Theory of Change) and the national level. The overarching Theory of Change for the Project formed the basis for its adaptation to the context of each project country, considering the local needs and selected sectors. As a result, each country was monitored using its framework, which included the same outcome indicators across the six countries, and similar, adjusted, output indicators and targets per country.<sup>179</sup>

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<sup>172</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. pg. 90

<sup>173</sup> Interviews with stakeholders in Malawi and Uganda

<sup>174</sup> Interviews with stakeholders in Malawi and Uganda

<sup>175</sup> ILO. (2022). Technical Progress Report pg. 64

<sup>176</sup> Ibid. 65

<sup>177</sup> Ibid. 66

<sup>178</sup> Interviews with stakeholders in Malawi and Uganda

<sup>179</sup> Section 6.6.1.2 was developed based on a review of the project logframes for Cote D'Ivoire, Mali, Uganda and Nigeria.

**Overall, the M&E framework and indicators allowed for project monitoring across the countries and activities, but some of its indicators lacked credibility and clarity on what was measured, thereby hindering a detailed assessment of the project's progress.**

For Outcome 1: *“Policy, legal and institutional frameworks are improved and enforced to address child labour in global supply chains”*, the three indicators are mostly quantitative and measure the number of mechanisms, legal instruments and regulations that were developed or amended as a result of the project. However, the indicators do not measure whether these new and amended documents were actually “improved” or “reinforced” as a result of the project.

Similarly, the indicators require that the documents include gender and non-discriminatory considerations, but it does not measure whether such “considerations” are actually in line with ILO’s gender equality standards.

For Outcome 2: *“Innovative and evidence-based solutions that address the root causes of child labour in supply chains are institutionalized”*, four indicators were designed. However, the formulation of the indicators created challenges towards their measurement. The first two indicators reflect on the number of communities and the number of men and women who have “addressed at least two major root causes of child labour”. The indicator does not describe the meaning of “addressed” and how this term should be measured. Given that many root causes (poverty, lack of access to education) still exist in the six countries, despite progress made by the project, it could be argued that the targets cannot possibly be achieved.

The third indicator refers to the “number and % of boys and girls of households in or at *risk of child labour that received project supported services and are prevented, protected/withdrawn from child labour*”. Firstly, the inability to correctly measure the existence of child labour in general (due to its hidden nature) also prevents exact monitoring of the number of children prevented/protected/withdrawn from child labour. It is expected, according to the explanation of the indicator, that the targets of this indicator are achieved through the completion of educational services. However, attendance of education does not exclude child labour during weekends or evenings. Therefore, the ILO cannot guarantee that the children beneficiaries were indeed prevented/protected/withdrawn from child labour.

Fewer issues were found with the output indicators. These indicators mostly measure the direct results of an activity (number of participants, number of documents) and serve their purpose.

#### *6.5.3.2. To what extent were country offices, DWTs, Regional Office, and HQ capable of contributing to monitoring and supporting ACCEL-I Africa’s successful implementation?*

The indicators under Outcome 2 relied mostly on ACCEL-I Africa’s mechanism called Direct Beneficiary Monitoring and Reporting (DBMR), aiming to closely monitor each beneficiary once they are registered in the database.<sup>180</sup> Each beneficiary partaking in any of the activities in each of the six countries was tracked using this database, including, for example, their number of children, enrolment in school, and participation in activities. The M&E and Knowledge Management Officer conducted a series of training on the use of DBMR for the country teams as well as the national partners.

**The DBMR was a useful tool to monitor the Project’s actions and to gain an overall overview of the activities and beneficiaries of the project. However, it was completed insufficiently accurately to provide a detailed and accurate insight into the project’s achievements.**



Information on the beneficiaries was collected by local implementing partners, who interacted on a daily basis with the beneficiaries. While the national ILO staff oversaw this exercise, the responsibility for data collection and accuracy lay with the partners. Interviews with ILO staff and a review of the database show that measures were taken to ensure the correct use of the database (e.g. including answer options to avoid typos or wrong answers). As a result, the dataset per country was rather clean and easy to use for analysis. Furthermore, the ILO offices undertook random checks of the correctness of the database by calling beneficiaries and enquiring about their participation in activities. This avoided misrepresentation by local partners.<sup>181</sup>

At the same time, it shows that the training and answer options were not sufficient to fully avoid errors in the database. Examples were shown to the evaluation team where a beneficiary was reported to have children attending school in one column, while in the other column, it is reported that their children do not attend school. Therefore, it should be noted that the DBMR can provide valuable insights into the overall project progress and achievements but lacks exact accuracy.

In addition, the development of Technical Progress Reports (TPRs) throughout the intervention was essential for monitoring and assessing the relevance of the interventions for beneficiaries. These reports outlined progress towards the expected targets and outputs while also acknowledging any limitations in achieving them. For instance, TPRs documented delays and the impact of the COVID-19 pandemic on planned activities. This is observed in the national process tracing documentation for **Cote d'Ivoire, Egypt, Malawi, Nigeria, and Uganda.**

#### *6.5.3.3. Was the timeline of the project planned in a reasonable manner?*

Given that the project design was agreed upon with, and approved by, the development partner, the M&E framework could not be used to introduce large-scale changes to the project design or its activities. However, the two previous sections have demonstrated that lessons learned could be drawn from the tools used to measure the project's progress.

## **6.6. Impact**

According to the OECD/DAC criteria, impact focuses on the extent to which a Project can create higher-level changes in terms of significance, transformative potential, scope, or timescale. Therefore, the following chapter will consider the extent to which the projects outcomes will be able to accelerate the reduction of child labour in selected supply chains. Usually, impact occurs only months or years after project completion. Therefore, the current chapter measures the likelihood that impact will occur in the future.

### 6.6.1. Can a long-term impact be envisaged for the project high level results?

The project's Theory of Change foresees that strengthened legal and policy frameworks, increased empowerment of communities and monitoring mechanisms, and improved partnerships will together contribute to a reduction in child labour prevalence in the project countries.

**Interview and FGD respondents have already noted some decrease in child labour, although the exact prevalence and subsequent decrease are hard to measure quantitatively.**

**One of the signs of reduced child labour is the perceived increase in school attendance.** The transformative effects of the project were obtained mainly through awareness-raising campaigns addressed to communities and parents working in the cocoa sector regarding the importance of education and the dangers of child labour. This resulted in an observable tendency for children to attend school

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<sup>181</sup> Interview with ILO staff and review of the DBMR database.

instead of working in fields: *‘People used to go to the farm with the kids and have them carry loads. But we no longer see these things; kids go to school.’*<sup>182</sup>

In **Malawi**, a notable increase in child enrolment to schools resulted in overcrowded classrooms. This surge is attributed to parents being encouraged and enthusiastic about sending their children to school. Child labour activities have seen a significant reduction, with the Child Protection Committee not observing children engaged in such work on tea estates.<sup>183</sup> Smallholder farmers have also reduced their involvement of children in child labour. In addition, communities that were previously unaware of the issue have become vigilant: *‘Yes, child labour activities have decreased (...). Before the project communities were not aware about child labour but now, they are keen to observe no child or neighbour’s child engage in child labour activities’*.<sup>184</sup> Survey respondents in Malawi found that the project allowed the community to increase the knowledge of dangers of child labour for children and reduce the spread of child labour.<sup>185</sup> In terms of knowledge increase, among the total of 26 respondents, 17 stated that the Project helped them to increase the knowledge a lot. However, regarding the reduction of child labour, only 11 out of 25 survey participants responded that the community’s ability to reduce the spread of child labour has increased a lot because of the Project.

The Project also seems to have influenced **how people perceive the importance of education**. Notably, there’s an **increase in children attending school**, especially in the project’s targeted communities. The provision of educational materials has visibly transformed the children’s determination, and parents, witnessing their equipped children, are more inclined to support their education. In **Mali**, focus group discussion participants expressed appreciation and satisfaction that their children, who have benefited from ACCEL-I Africa, can now “write their names and dial phone numbers.” The interviewees note a positive shift due to the increased rescue of children from cotton fields and gold panning sites and a subsequent **doubling of children’s enrolment in reception schools** in certain regions during the three years of the Project’s implementation.<sup>186</sup>

They also confidently affirmed their belief that children should be in school rather than engaged in labour.<sup>187</sup> Interview respondents from **Nigeria** also reported a positive change, specifically noting a **decline in children engaging in street vending**. They attribute this improvement to interventions ACCEL-I Africa. Like in the case of Mali, in **Nigeria**, there is an **observable shift in mindset**, which is considered crucial by the interviewees, as it reflects a growing recognition of the value of education among parents and a hopeful vision for their children’s future.<sup>188</sup>

Interview respondents from **Egypt** noted a **definite reduction of child labour** in the governorates covered by the Project, coupled with a **greater awareness of the negative impact of child labour on children**. These changes are being attributed to the economic empowerment of farmers, notably through access to micro-

<sup>182</sup> Interview with a stakeholder in Cote d’Ivoire and FGD with beneficiaries in Cote d’Ivoire.

<sup>183</sup> Interview with a stakeholder in Malawi.

<sup>184</sup> Ibid.

<sup>185</sup> Malawi Survey of beneficiaries.

<sup>186</sup> Over the three years of Project implementation, NGO CAEB successfully identified and rescued 2,035 child workers from the cotton and gold mining value chains, comprising 1,154 boys and 881 girls. All these children have been recovered, supervised in the SSA/P centers, and transitioned into the formal education system. ONG CAEB, Chambre des Mines du Mali.

<sup>187</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. p.30.

<sup>188</sup> Interview with ILO staff.

loans and e-wallets facilitated by the Project.<sup>189</sup> Furthermore, some interviewees in **Egypt** state that vocational training on effective methods of cotton collection has left **little space for child labour**.<sup>190</sup> Vocational training has also been perceived as the right answer to child labour by the interviewees in **Côte d'Ivoire**. They expressed a belief that addressing child labour effectively involves providing an alternative solution. Often, simply relocating children from plantations and reintroducing them to schools would lead to frustration with a lengthy education process and a lack of tangible results. However, vocational training empowers the youth to choose their profession rather than accept an imposed one, which increases their motivation significantly. Thus, the interviewees confidently asserted that vocational training serves as a viable pathway for children extracted from cocoa plantations, gold mines and similar environments. **They have pointed out that vocational training programmes coupled with an increased awareness among parents thanks to the Project have led to a decline in child labour.** The impact, largely driven by communication, is tangible. Due to a lack of precise measurement tools, the interviewees could only speak of an estimated impact in terms of numbers. Nonetheless, the respondents affirm that positive influence is unmistakable.<sup>191</sup>

A pronounced **shift of mindset** consisting of prioritising education over child labour, and a subsequent child labour reduction is observable at the level of **Egyptian families**, although the interviewees were unable to quantify it when it comes to the impact of ACCEL-I Africa.<sup>192</sup> Moreover, certain interviewees expressed a belief that child labour reduction can be noted **only to a certain extent**, expressing a need for further action.<sup>193</sup>

Another sign of reduced child labour is increased **health improvement**, as evidence from **Mali** suggests that due to ACCEL-I Africa Mali's downstream work and general sensitisation regarding children's rights and agency and, consequently, an augmented empowerment of workers, there has been an increase in issuing of birth certificates and children's health was reported to have improved, as they no longer engage in hazardous agricultural work, such as applying fertiliser.<sup>194</sup>

Furthermore, the **engagement of the private actors** to support public policies around universal health coverage is another sign of a potential decrease in child labour in the future: *'We noted with interest that they are leading in support of public policies. We have companies that encourage the families and the supply chain to register for universal health coverage or even to finance the contributions for the family members.'*<sup>195</sup> Interview data from **Cote d'Ivoire** do not yet show any direct impact, as according to CNAM, children and women are not in general included in universal health coverage.<sup>196</sup> However, a proposal to extend the coverage towards children and their mothers, backed by private companies' support, has a strong potential for a long-term impact.

In Uganda, there is a **noticeable effort to track non-compliant families and safeguard their children**. At the national level, there is a growing momentum and a call from the ministry for discussions on child labour. Awareness-raising **activities have changed perceptions of child labour within communities**. Like

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189 Interview with a stakeholder in Egypt.

190 Interview with a stakeholder in Egypt.

191 Interview with a stakeholder in Côte d'Ivoire

192 Interview with a stakeholder in Egypt.

193 Interview with a stakeholder in Egypt.

194 Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project.pg.3

195 Interview with a stakeholder in Cote d'Ivoire

196 Interview with a stakeholder in Cote d'Ivoire

in Malawi, augmented awareness of parents regarding the hazards of child labour translated into increased awareness and non-compliance monitoring at the community level.<sup>197</sup>

**Occupational health and safety advancements exhibit a potential for long-term changes.** There is a positive trend in reducing child labour through an innovative WIND approach focused on improving the health and safety of producers. The key idea is to make producers aware that adopting certain provisions in their plots can enhance their well-being, thereby minimising the need for child labour. According to interview data from Côte d'Ivoire, in certain communities, there is evidence of successful adoption of health and safety measures, such as improved cooking stoves.<sup>198</sup> Women have embraced these changes, reporting reduced consumption of limewood, resulting in less reliance on children for wood-fetching activities. By utilising local materials like clay, they have achieved more efficient resource use, leading to less wood and lime consumption. These seemingly small adjustments are proving to have a meaningful impact, contributing to the reduction of child labour due to improved health and safety practices.

The project also focused on the **economic independence of women**, enabling them to gain a decent income and enhance their personal development. This approach empowers women to engage in various activities, diversify their sources of income, and increase their purchasing power, which is instrumental in addressing the root causes of child labour: *'It is still far from perfect as traditionally, social values did not allow women to be respected equally to their husbands, but thanks to the project, things are slowly changing'*.<sup>199</sup> The project has played a role in challenging traditional social values that have hindered gender equality. While acknowledging that there is still progress to be made, the community recognises that change is occurring, indicating a shift in social norms that may ultimately contribute to the reduction of child labour. This finding also points to the role of gender mainstreaming in the next ACCEL-I Africa project edition.

The reduction in child labour is seen as a positive change, though some consider it **not as substantial as expected**: *'People felt it's a good thing for us. People felt a change, but it's as not massive as we expected'*.<sup>200</sup> Thus, continued support from organisations like the ILO is desired to impact further. The capacity-building and awareness-raising efforts conducted **can have a lasting impact beyond the project's duration**, especially when employing a Training-of-Trainers (ToT) approach, as demonstrated in **Uganda and Egypt**, whether it is applied upstream or downstream.<sup>201</sup>

**Notwithstanding the progress, lack of adequate impact measurement tools appears as an obstacle to assess the high-level impact in some countries, as also described in section 6.5.3.** Certain interviewees in **Malawi** perceived the project as a work in progress, signalling a lack of data to justify impact and no monitoring tools to follow up on activities. In **Uganda**, the interviewees were also unable to estimate the scale of child labour reduction: *'We haven't comprehensively studied that, but in the communities where we worked, there was some improvement. But we are unable to quantify it.'*<sup>202</sup> This has also been an issue in **Côte d'Ivoire**, where interviewees confirmed the project had an impact based on the estimated number of children enrolled in vocational training but lacked the tools to measure it beyond that point.<sup>203</sup>

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<sup>197</sup> Interview with a stakeholder in Uganda

<sup>198</sup> Interview with a stakeholder in Cote d'Ivoire

<sup>199</sup> Interview with a stakeholder in Cote d'Ivoire

<sup>200</sup> Interview with a stakeholder in Cote d'Ivoire.

<sup>201</sup> Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project. pg.32

<sup>202</sup> Interview with a stakeholder in Uganda

<sup>203</sup> Interview with a stakeholder in Cote d'Ivoire

In this regard, the role of school attendance to address child labour is important, but the increase in attendance is not an automatic guarantee for reduced child labour. Children can still be engaged in dangerous forms of work after school or in the weekends. Therefore, attendance as a proxy indicator for reduced child labour should be used carefully.

6.6.2. To what extent are partnerships and knowledge exchange opportunities established during the Project capable of reducing child labour in targeted supply chains?

Overall, partnerships established within the framework of the project are seen as valuable tools in the fight against child labour. **The interview data revealed that majority of country stakeholders believe that partnerships can lead to a greater synergy of actions which can translate into a greater efficiency in reducing child labour.**

However, the extent to which partnerships can reduce child labour in targeted supply chains may vary based on the commitment and structure of stakeholders in each country. Nonetheless, the positive actions and commitment seen, for example, in **Egypt** provide encouraging evidence that partnerships can make a substantial difference in the fight against child labour.

As a general trend, the project's strong advocacy and communication efforts have led to increased commitment among national stakeholders to combat child labour. This commitment is evident in the various actions taken by different stakeholders, both at the tripartite and individual levels in **Egypt**. Tripartite constituents have been actively reviewing child labour laws and policies, offering recommendations to enhance the legal and institutional framework and provide legal protection for children. The Ministry of Manpower (MOM) has demonstrated its dedication by submitting two action pledges to update the Hazardous Work List and strengthen the capacities of OSH and labour inspectors to combat child labour.

Furthermore, the Egyptian MOM Minister issued a decree to establish a sustainable Child Unit within MOM, comprising technical departments. The Federation of the Egyptian Industries (FEI) has submitted two action pledges as well, focusing on compliance enhancement among member companies and the mobilization of resources to combat child labour, along with strengthening the capacity of relevant FEI units at the national level. Additionally, the CRI has taken steps to disseminate crucial information to workers in the cotton supply chain, demonstrating proactive efforts to combat child labour.<sup>204</sup>

**Interview data also reveals extensive examples of experience sharing.** Overall, the shared experiences encompass a range of activities, including health, safety, labour inspections, collaboration with labour unions, and the establishment of networks with employers. **These experiences can offer insights and inspiration to other countries and actors involved in the fight against child labour.** An interviewee pointed out that partnerships established through the project are likely to continue and have provided platforms for stakeholders to continue engaging and sharing best practices.<sup>205</sup>

In the area of universal health insurance and health and safety at work, the collaboration with labour inspectorates in **Côte d'Ivoire** has been significant. It marked the first time that labour inspectors ventured into cocoa plantations and company offices. This unique context necessitated a different approach, such as unannounced inspections, which could be informative for others. The engagement with labour unions has also proven fruitful, especially in the development of action plans. Teachers within these unions have

<sup>204</sup> ILO. (2022). Technical Progress Report pg. 48

<sup>205</sup> Interview with a stakeholder in Malawi

played a significant role in combating child labour, showcasing the potential for similar efforts in other contexts. Moreover, the establishment of a network of employers is also a notable achievement. This local network of companies has been employed to combat child labour and could serve as a model for other countries seeking to address the issue.<sup>206</sup>

**By contrast, at a district level, interviews with district officials in Malawi revealed that consortiums do not have established structures at the district level,** and there is no coordinating committee specifically designated for this project. While coordination and collaboration have brought committees and communities together, there is uncertainty about the overall impact.<sup>207</sup> Some interviewees also pointed to a lack of resources to attend **regional** events. To enhance regional cooperation and exchange experiences with other countries, stakeholders noted that additional financial resources are required.<sup>208</sup>

## 9.7. Sustainability

According to OECD/DAC criteria, sustainability analyses the extent to which a project's achievements can be maintained in the future. This section will consider the extent to which stakeholders have shown ownership of Project results and the extent to which they are able to maintain and replicate them independently. Finally, the potential enablers and barriers of sustainability will also be considered.

6.7.1. To what extent have stakeholders shown ownership of ACCEL-I Africa's results towards eliminating child labour from supply chains?

The sustainability of project results depends to a large amount on the capacity of stakeholders to maintain the results. Besides the available skills and resources, their capacity depends on their willingness and ownership of project results (closely linked to their perceived relevance of the results).

**The overall perspective of country stakeholders on project sustainability appears positive, and stakeholders confirmed their commitment to continue the efforts made under ACCEL-I Africa.**

**There is a palpable sense of commitment among (tripartite) partners, with a focus on sustainability beyond the project's duration.** Strong advocacy and communication efforts of the Project have increased the commitment of national stakeholders to fight child labour. This has been evidenced in the number of actions taken by different stakeholders on the tripartite or individual level.<sup>209</sup>

Overall, in most countries, the government emphasises its ongoing duty to eradicate child labour, and local government leaders express a commitment to sustaining interventions at their level, showcasing a holistic and enduring approach to the issue.<sup>210</sup> For example, the state structure in **Cote D'Ivoire** responsible for combating child labour expressed a strong dedication to the cause, asserting that the question of continuing the fight does not arise.<sup>211</sup> The government of **Uganda** acknowledges its responsibility to persist in eradicating child labour, with or without the project's direct support. Local government leaders have demonstrated their commitment to maintaining some of the project's interventions at the grassroots level.<sup>212</sup>

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<sup>206</sup> Interview with a stakeholder in Cote d'Ivoire

<sup>207</sup> Interview with a stakeholder in Malawi

<sup>208</sup> Ibid.

<sup>209</sup> ILO. (2022). Technical Progress Report pg. 48

<sup>210</sup> Interview with ILO staff

<sup>211</sup> Interview with a stakeholder in Cote D'Ivoire

<sup>212</sup> Interview with a stakeholder in Uganda



The trade union in **Cote d'Ivoire** emphasises its proficiency and abundant human resources, citing proven experience in implementing projects against child labour.<sup>213</sup> Similarly, in **Mali**, the trade union, equipped with the necessary skills and proven experience, sees the information and training received during the project as vital for the ongoing fight against child labour in Mali's gold panning sector.<sup>214</sup>

The Employers Federation (FUE) of **Uganda** is committed to combat child labour with its well-equipped staff and informative training materials. They have developed accessible booklets that signal their readiness to address child labour effectively. However, the challenge lies in securing sufficient financial resources. They are dedicated to engaging with the media, even in the face of financial constraints, and plan to implement programs for employers to disseminate information to the public. **FUE also emphasises their continuous engagement with lower local governments, ensuring they are an integral part of their future initiatives at the local level.** This collaboration with local governments is based on a mutual understanding of their enduring presence and support.<sup>215</sup>

6.7.2. To what extent will communities working in targeted supply chains in selected countries remain empowered to address the root causes of child labour?

The ACCEL-I Africa project focused, to a large extent, on putting mechanisms in place at the community level to support community members to monitor and address child labour. Therefore, the sustainability of the project relies on the ability of community members to continue utilising and promoting these mechanisms.

**As a result of the ACCEL-I Africa project, communities may, to a large extent, remain empowered to address the root causes of child labour. This stems from an observable shift towards a sociological understanding of child labour, community commitment and mobilisation in addressing the root causes of child labour across countries.**

**Community members across countries expressed a strong commitment to the cause and a determination to sustain the fight against child labour** even if external assistance were to be reduced. They have gained valuable skills and understanding, and their cooperative structure is seen as a vehicle for driving continued efforts: *'We the community we won't let things go. We seek sustainability so we won't give up the fight (...) people understood what is good and wrong, the cooperative will do its best. When you put something in place and it's important for you, you won't let it disappear.'*<sup>216</sup> In **Mali**, the communities' desire for the project's extension to other untouched areas reflects a proactive engagement and interest in expanding the positive impacts to broader regions.<sup>217</sup> In **Malawi**, evidence shows that youth empowerment through ACCEL-I Africa translates into extending this support to other community members, e.g., creating job opportunities for fellow young people.

The project has also contributed to an increased **understanding of child labour as an issue among communities.** For example, in **Uganda**, when they apprehend someone involved in child labour, they inquire about the underlying reasons for their engagement in such activities. This approach allows them to comprehend the extent of the problem and distinguish between child labour and legitimate child

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<sup>213</sup> Interview with a stakeholder in Cote D'Ivoire

<sup>214</sup> Interview with a stakeholder in Mali

<sup>215</sup> Interview with a stakeholder in Uganda

<sup>216</sup> FGD with beneficiaries in Cote D'Ivoire.

<sup>217</sup> Interview with a stakeholder in Mali



work.<sup>218</sup> This change is an important facilitator of sustainability as communities will continue to know and understand the concept of child labour in the future.

While the data shows considerable community empowerment, **the extent to which communities will continue to remain empowered in addressing the root causes of child labour depends on their resources and contextual factors.** Supportive partnerships and resources may be necessary to ensure the longevity and impact of these efforts. Success will also hinge on the effectiveness of education programs that emphasise the importance of keeping children in school while showing cultural sensitivity. Furthermore, future crises such as COVID-19 may affect the capacity of communities to ensure livelihoods without child labour.<sup>219</sup>

In Nigeria community empowerment is supported by communities mobilising resources to address child labour themselves.<sup>220</sup> However, to ensure sustainability of these efforts, communities cannot be left on their own. Instead, ensuring sustainability, relies on integrated approaches by constituents and private actors to support communities in case of socioeconomic difficulties or other unforeseen events.

FGDs revealed that community health centres in **Mali** are adequately equipped to address the challenge of child labour. Yet, there is an acknowledgement that more effort is required for the effective supervision of nationals. The scarcity of financial resources to secure ongoing operations is a challenge for the workers' union despite a strong willingness to work.<sup>221</sup> In **Malawi**, businesses will continue with the aim of reducing child labour. However, business groups need continual support with monitoring and technical support, in addition to expanding support to other communities.<sup>222</sup>

6.7.3. What are the main opportunities and barriers towards the sustainability (and replicability) of the project?

*6.7.3.2. What are the enablers and barriers of sustainability towards ending child labour in the target countries?*

The following section presents other factors (besides willingness) that may positively (enablers) or negatively (barriers) influence the sustainability of the project results.

### **Enablers**

One of the key enablers of the project's sustainability lies in the **use of existing government structures** and the ability of the project to integrate mechanisms and tools within existing actions and budget lines. In **Côte d'Ivoire**, some national stakeholders like SOSTECI possess an earmarked budget for monitoring child labour and even expanding SOSTECI. While additional resources are welcome, they recognise that using their own resources will suffice to sustain ACCEL-I Africa's results.<sup>223</sup> Some other stakeholders also mentioned their capability to manage (some of) the activities within their existing budget or at least within their existing structures and mandates. The project results book echoes this appreciation when it highlights

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<sup>218</sup> Interview with a stakeholder in Uganda

<sup>219</sup> Interviews with stakeholders and FGDs with beneficiaries

<sup>220</sup> Interview with country stakeholders

<sup>221</sup> Interview with a stakeholder in Mali

<sup>222</sup> Interview with a stakeholder in Malawi

<sup>223</sup> Interview with a stakeholder in Cote d'Ivoire

the existence of technical expertise at the national level as a success factor, usually linked to the benefit of existing structures (governmental and non-governmental) prior to the Project.<sup>224</sup>

In **Malawi**, ECAM maintains regular contact with employers and has integrated child labour issues into their interactions with members. They have employed a cost-effective method for disseminating key messages on eliminating child labour. Furthermore, ECAM has introduced child labour and corporate social responsibility (CSR) categories in the Employer of the Year Awards to incentivize employer compliance and support in tackling the underlying causes of child labour.<sup>225</sup>

Another important outcome fostering sustainability is the **introduction of new or strengthened laws and policies**. The integration of measures targeting child labour in national frameworks constitutes a lasting foundation and commitment for government action (as it can only be undone by changing the law again). Even in the case of new disasters or a lack of resources for further implementation, the legal foundation to address child labour remains in place.

**Fostering collaborative efforts that transcend sectors and communities** appears as a potential promise of the project's sustainability. The project has established strong collaboration with various stakeholders. For example, in **Malawi**, government departments, associations, cooperatives, and community-level monitoring structures in the districts where they operate. Partnerships with well-established organisations committed to eliminating child labour are in place and are operational even without the project's presence. Furthermore, collaboration with the private sector to support child labour elimination through educational initiatives and quality education is a key component. The dissemination of the child labour survey in the tea and coffee supply chains is aimed at informing policies and programs, providing that the committee remains.<sup>226</sup>

Evidence from **Egypt** also shows that partnering with more private sector entities and other cotton-related initiatives, along with expanding the second phase of the Project to other governorates, are seen as potential enablers of sustainability.<sup>227</sup>

**The establishment of various bodies**, such as community dialogue forums, anti-child labour clubs, stakeholder consultation frameworks, and income-generating activities, are identified as actions that will contribute significantly to sustainability in **Mali**. These structures and initiatives serve as institutional foundations, fostering community engagement, collaboration, and economic empowerment, thereby enhancing the likelihood of enduring positive outcomes beyond the project's initial implementation.<sup>228</sup>

The preparation of a **strategic retreat** for the next edition of ACCEL-I Africa has been recommended as a strategy to ensure project results sustainability. Engaging with the government and the private sector, as well as community and religious leaders, to develop a succession plan, once the project ends, has a good chance of enhancing the sustainability efforts.<sup>229</sup>

**Barriers**

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224. ILO (2023) Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL Africa) project. Results Book November 2018 – June 2023. ILO Regional Office for Africa. Available at: [https://www.ilo.org/africa/technical-cooperation/accel-africa/WCMS\\_886536/lang--en/index.htm](https://www.ilo.org/africa/technical-cooperation/accel-africa/WCMS_886536/lang--en/index.htm)

225 Interview with a stakeholder in Malawi.

226 Interview with a stakeholder in Malawi.

227 Interview with a stakeholder in Mali.

228 Interview with a stakeholder in Mali.

229 Interview with ILO staff.

The barriers to sustainability in child labour elimination are multifaceted and relate to both external and contextual factors affecting the project countries, as well as the capacity and resources of the main stakeholders.

Political **instability** constitutes a considerable barrier to sustainability towards ending child labour. On a domestic level, this is especially the case in **Mali**, attributed to a complex interplay of factors, including ethnic tensions, economic challenges, history of coups and the presence of extremist groups.<sup>230</sup> On a regional level, the **ECOWAS** region struggles with **governance issues, corruption and authoritarian rule**, among other factors which create serious obstacles to child labour elimination.<sup>231</sup>

**Natural disasters** like the tropical Cyclone Freddy recently affecting **Malawi** can disrupt the project's progress in affected districts.<sup>232</sup> The progress of climate change, in general, affecting **sub-Saharan Africa** will constitute further barriers to child labour elimination.<sup>233</sup> In those areas addressing child labour remains a concern as natural disasters and other crises (such as another pandemic) will enhance poverty and therefore cause a potential increase in child labour, as happened during COVID-19.

Government and community structures exist for sustainability but **lack adequate resources, especially in ensuring ongoing monitoring and sensitization to prevent an increase in child labour**: *'Capacity and knowledge yes! But zero resources, for instance, no vehicle at Labour Office to monitor child labour activities in the district'*<sup>234</sup>. **Malawian** stakeholders noted that they require a coordinating office, computers, and resources to establish essential structures, integrate child labour initiatives, and enhance community capacity. Further training and skills development are essential, along with exchange visits to districts implementing similar projects for learning and collaboration. Additionally, involving district teams and participating in exchange programs abroad would contribute to their efforts.<sup>235</sup>

Interviewees in **Cote D'Ivoire** emphasised that **stakeholders had not yet reached a sufficient level of maturity to maintain the activities autonomously** once the project had ended, which would require several years of training and the setting up of local organisations.<sup>236</sup> Challenges remain, such as the need for partners to take ownership of the project, emphasising full involvement and training of local leaders from village levels upwards. In **Uganda**: *'The only challenge that I see is the mindset of the partners who should take up the mantle of owning the project and this should include the full involvement and training of the local leader right from the village levels upwards'*<sup>237</sup>.

The continuity of child labour elimination depends on continued support for these structures, especially at the district level, where resources may be limited and may require government budget allocation to ensure long-term success: *'If we don't support those structures the whole thing can easily collapse. Especially the district local government. The term of office of local governments has expired and new ones shall be elected and may need training again.'*<sup>238</sup>

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<sup>230</sup> Interview with ILO staff.

<sup>231</sup> ILO. (2022). Technical Progress Report pg. 65.

<sup>232</sup> Interview with ILO staff.

<sup>233</sup> Interview with a stakeholder in Malawi.

<sup>234</sup> Interview with a stakeholder in Malawi.

<sup>235</sup> Interview with a stakeholder in Malawi.

<sup>236</sup> Interview with ILO staff.

<sup>237</sup> Interview with a stakeholder in Uganda.

<sup>238</sup> Interview with a stakeholder in Uganda.

### 6.7.3.3. *What opportunities for replicability or upscaling exist?*

The replicability of a project implies the ability to conduct the same activities in another locality, sector, or country. Upscaling the project means that the activities previously implemented in one area or sector would be expanded to, for example, the whole province or country.

**The activities of ACCEL-I Africa have good potential for both replication and upscaling in other areas, sectors, and countries.**

The main enabler of the potential upscaling and replication of the project lies in its **use of flexible, yet well-tested ILO methodologies** such as WIND and SCREAM. The fact that these tools have been used in different ACCEL-I Africa countries and sectors demonstrates that the approaches can be easily adapted to maintain their relevance. The fact that local stakeholders were trained to use the methodologies independently from ILO means that they can continue applying them to other communities (conditional to the availability of resources).

Secondly, while ACCEL-I Africa used an area- and sector-specific approach in each project country, some of the results transcended **specific sectors and localities**. The SOSTECI tool and Universal Health Care in **Cote D'Ivoire** are excellent examples of results that were piloted in the cacao sector in specific communities, but which can be applied easily to other sectors and areas as well, since they were not specifically conceived for cacao or for Soubre and M'Batto. These experiences can be shared with other countries as well.

Increased efforts to **exchange knowledge and good practices** between countries and sectors are an important facilitator to identifying opportunities for replicability and discussing potential areas where approaches may need small amendments to be suitable and relevant. Interviews with ILO staff found that, under ACCEL-I Africa I, there was limited exchange between national offices, and interviewees expressed interest in enhancing cross-country collaboration in future phases of the project.<sup>239</sup>

The main barriers to replicability relate to the barriers of sustainability, particularly the **lack of resources to replicate or upscale independently from the ILO**.

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<sup>239</sup> Interviews with ILO staff

## 9. Conclusions

### RELEVANCE

The project's approach focused on tackling the root causes of child labour, which was deemed highly relevant by both stakeholders and beneficiaries. Some of the most relevant activities included raising awareness on what constitutes child labour, as well as the introduction of schemes for parents/workers to enhance their financial stability and their overall safety at work. The project relied on various well-tested tools of the ILO (WIND, SCREAM) to ensure its relevance.

However, while presenting the project as using a "supply chain approach", some of the key actors involved in the supply chains were not involved in the project. These include intermediary organisations (to some extent), multinational organisations, and major international companies. As they are responsible for the work and payment of farmers, they have significant influence over some root causes of child labour. However, interviews showed that their involvement was limited, and therefore, some root causes could not be effectively addressed.

At the national level, the project ensured its relevance by relying on and strengthening existing frameworks, mechanisms, and structures, which in turn contributed to the sustainability of the project as well. Close alignment between project activities and stakeholder needs was achieved by pursuing a highly consultative process with multiple stakeholders, who actively participated in the design and intervention, guaranteeing a shared commitment to the national action plans.

The project's design reflects a good understanding of the challenges in each national context and was able to align with ILO mandates and global frameworks towards the elimination of child labour. The project's objectives and design were also aligned with UN frameworks addressing child labour, especially when contributing to the promotion of Alliance 8.7.

### COHERENCE

In terms of coherence, the evaluation found complementarity with other projects at the national level. Most interviewees highlighted the uniqueness of the ACCEL-I Africa intervention, which used a supply chain approach and was seen as a beneficial element for tripartite constituents and other stakeholders and partners to bring in their expertise.

As for external partners, most countries were able to work effectively with other (UN)organisations, such as UNICEF and IOM, which brought value to ACCEL-I Africa's work. This is also the case with Work: No Child's Business (WNCB), which worked with ACCEL-I Africa in several countries, including Mali, Côte d'Ivoire, and Uganda. ACCEL-I Africa also demonstrated a high degree of internal coherence with other ILO bodies, for example, in the use of the SCREAM approach in several countries.

Internally, various examples of interlinkages between the three pillars of the project were found, for example, in the use of research to inform policymaking and the translation of national-level policies into community-level bylaws or implementation mechanisms.

### VALIDITY OF DESIGN

In general, the project's outcomes and outputs, which are mutually reinforcing, were linked logically to their outcomes and the expected impact on the prevalence of child labour.

The project design included most of the cross-cutting concerns identified by ILO. Social dialogue was incorporated into the Theory of Change as a direct objective and means to achieve outcomes. The promotion of ILS was included in the first outcome as well.

Overall, the project incorporated elements of gender equality, non-discrimination, and the active participation of women in both its design and execution. Yet, stakeholders note that a more strategic and comprehensive approach to gender issues is needed in some countries. Furthermore, the project also lacked an explicit integration of environmental transition aspects in its theory of change and design, with only some activities touching on aspects of environmental transition indirectly.

## EFFECTIVENESS

The evaluation shows clear progress towards Outcome 1. Collaboration, especially through the Steering Committees, promoted dialogue between tripartite constituents and other stakeholders, which proved essential to ensure effective interventions. The project was able to contribute to the improvement of the legal framework on child labour in supply chains in most countries. Success was also attributed to the operational capacity at the national level, which promoted compliance with national and international standards. Within this Outcome, ACCEL-I Africa also advocated for the adoption and funding of programmes and regulations to eradicate child labour. Despite the overall achievement, some interviews indicated that national policies and frameworks were difficult to implement at the district level due to unclear guidelines at local administration levels.

Regarding Outcome 2, the evaluation found substantial evidence of progress towards this outcome, albeit with some limitations. Overall, ACCEL-I Africa contributed to strengthening community members' ability to exercise their rights in terms of health and safety at work, financial stability, and access to education. Disparities in effectiveness across countries can be attributed to the differential impact of COVID-19, different socio-economic and national contexts, and pre-existing systems in each case.

The trends indicate mostly achievements and valuable results within Outcome 3. ACCEL-I Africa has been successful in promoting increased communication and cooperation among stakeholders, as well as the production of knowledge. However, some interviewees indicated limitations and different involvement of tripartite actors or stakeholders in meetings and communication activities and a limited capacity to extend knowledge sharing beyond the national levels.

## EFFICIENCY

In general, financial, human, and time resources made available to the project were sufficient. Documentation shows that the project is on track to use up the entirety of its budget and that it was able to make needed adjustments during its implementation to ensure that the needed adjustments to implement activities and ensure that the project are phased out properly in Egypt and Malawi. Similarly, the available staff was deemed sufficient to achieve the intended goals. Furthermore, while the project ran beyond its expected timeline, these changes stemmed mostly from external factors (e.g., the COVID-19 pandemic) rather than issues in the design of the intended timeline.

The established M&E framework contributed to the monitoring of the project, yet room for improvements within the M&E mechanism was present. A holistic Theory of Change was designed for the project, while indicators were adjusted to each country (though highly similar). While the indicators measured the project's progress to a large extent, some of the indicators lacked credibility and clarity on what was measured, thereby hindering a detailed assessment of the project's progress.

## IMPACT

Targeting boys and girls in rural areas at risk of child labour, along with farmers, their families, and rural communities, the project aimed for a comprehensive reduction of child labour across six countries. The project's preliminary impact is evident in improved school attendance, vocational training, health, and work safety awareness. The focus on health and safety, social insurance, and income diversification aims for a comprehensive reduction in child labour.

With a multi-faceted approach, the project shows potential for sustained positive impact, though challenges in impact measurement and data monitoring must be addressed. Collaboration with international organisations, adaptive strategies, and changes in policy and legal frameworks contribute to reducing child labour in targeted supply chains.

The project empowered communities by fostering a sociological understanding of child labour and promoting commitment across countries. Partnerships within the project, especially on a national level, are seen as valuable tools for child labour reduction, creating synergy and efficiency with confirmed relevance and minimal overlap, according to the majority of stakeholders.

## SUSTAINABILITY

Country stakeholders exhibit a highly positive and committed perspective on project sustainability, emphasising a dedication to eradicating child labour beyond the project's duration. Governments, particularly at the local level, express ongoing commitments, showcasing a holistic and enduring approach. Tripartite partners and state structures responsible for the cause demonstrate robust ownership and assert unequivocal dedication to the continued fight against child labour. There is a collective desire for the project's positive outcomes to endure long after its conclusion. Similarly, communities show a significant degree of ownership of project results, with capacity-building efforts expected to have a lasting impact.

However, sustainability varies across countries, with resource limitations posing a challenge for several stakeholders. The tools and approaches used by the project have a high potential for replicability and upscaling to cover additional sectors and localities on the condition that resources are available.



## 9. Lessons Learned and good practices

### Lessons learned

#### 1. Gender should be mainstreamed in project design and implementation

The mid-term report and current evaluation interviews underscore a deficiency in a strategic gender approach in the project design, with stakeholders noting the absence of clear gender strategies, especially concerning parents and caregivers, which are crucial in addressing child labour issues. Furthermore, variations exist among countries in the extent to which gender has been integrated into the implementation process. The M&E framework also does not define clearly what is meant by “gender considerations” and does not go beyond measuring the participation of female beneficiaries. As a result, the potential role of women in combating child labour was not optimally used, and effectiveness and impact could have been enhanced if family dynamics were better considered. The impact of the project on women could also not be measured.

#### 2. Private sector intermediaries and multinational organisations have a core role to play in addressing poverty and other root causes.

The project focused on working with supply chains to address the issue of child labour. However, the supply chain approach was mostly focused on working with the communities. Examples were found of private sector intermediaries that pressure farmers to sell products such as cocoa below market rates. Therefore, while legal frameworks were strengthened and communities were empowered in their occupational health and safety, and income diversity, the impact of ACCEL-I Africa on poverty was hindered by the behaviour of intermediaries and multinational organisations.

### Good practices

#### 1. The use of existing ILO tools to enhance effectiveness and replicability.

The project used an innovative WIND strategy focused on improving the health and safety of workers and the SCREAM method to enhance access to education. In the project countries where these tools were implemented, they have proven to be adaptable, relevant, and effective. Instead of designing new tools, the use of existing tools is more efficient and has an almost guaranteed effectiveness (if demonstrated by past practice). Some of the ACCEL-I Africa successes can be upscaled and replicated by training national or local actors on using the tools, and experiences can more easily be exchanged between countries and sectors.

#### 2. The use of an overarching Theory of Change with activities and implementation approaches adaptable to local contexts.

The ACCEL-I Africa project covered six different countries and a variety of sectors. Each country followed the three pillars of the project and quite similar indicators for success but was flexible in adopting the activities needed to achieve the outcomes and targets. As a result, stakeholders and beneficiaries in each country applauded the relevance of the project while, at the same time, regional ILO management could use the overarching ToC and M&E framework to monitor and manage the project. However, the benefits of sharing experiences between countries could have been explored more.

#### 3. Vocational training programmes as a key strategy in the reduction of child labour

In Egypt, vocational training focused on efficient cotton collection methods has successfully minimised child labour in the sector. Similarly, in Côte d’Ivoire, interviewees highlight vocational training as a crucial

solution to address child labour in cocoa plantations and gold mines. The success lies in providing an alternative to simply relocating children to schools. Vocational training empowers youth to choose their professions, significantly boosting motivation. Interviewees assert confidently that this approach serves as a viable pathway for children from challenging environments like cocoa plantations and gold mines. The positive impact is evident, with vocational training programs and increased parental awareness leading to a tangible decline in child labour. Despite the lack of precise measurement tools, respondents affirm the unmistakable positive influence of vocational training on child labour reduction. This example underscores the importance of tailored vocational training initiatives in specific contexts, contributing to successful child labour prevention efforts.

The evaluation also found **country specific good practices** which are presented below:

In **Malawi**, the focus on the implementation of a collective bargaining agreement and social dialogue which took place between the Plantations and Agriculture Workers Union and the Tea Association of Malawi supported the implementation of Project activities. This highlights that by fostering collaboration between constituents not only benefits those directly involved in the Project but can also have cascading effects through supporting the achievement of Project Outcomes. Similarly, the experience in **Uganda** highlights that established partnerships can contribute to the sustainability of Project results. For example, the FUE's willingness to continue working with local governments based on support and mutual understanding, will help promote ownership at the local levels of government and ensure continued efforts towards eliminating child labour.

The case of **Cote D'Ivoire** reveals the potential transformative impact of the WIND approach. The methodology has contributed to improvements in the health and safety of working environments in local communities. Through the introduction of measures in the workplace, such as improved ventilation to reduce smoke in kitchens and installing pulleys on wells, has had a spillover effect into people's houses where these mechanisms are also being implemented. This means that alongside the immediate effect of making work environments safer there is medium- and long-term potential to have a general improvement in the health of affected communities.

**Nigeria** provides a successful case of community involvement and collective organisation in the fight against child labour. Through local community leadership, coupled with strong engagement of community members, knowledge was shared within communities. As a result, training lessons were shared, awareness was raised more quickly, and support for monitoring mechanisms was easier to develop. For instance, the formation of the Community Child Labour Monitoring Committees (CCLMC) successfully empowered communities to take ownership of child labour issues and mobilise local resources to address them effectively. This initiative has the potential to be sustained in the governance structures. For its part, **Mali** provides another example of collective organisation in the development of cooperative organisations. This initiative led to better management, capacity building (increased awareness of decent work and training) and synergies with other cooperatives. This was also highlighted as a valuable step in the work towards the right to organise and freedom of assembly.

**Egypt's** implementation of the improvement to the existing Dual Education System (DES) is highlighted by several stakeholders as a national best practice. Several enabling factors were combined to make this initiative successful. One of these is related to the collaboration with government structures (MOETE) as well as with the private sector and international cooperation agencies (GIZ). This partnership has favoured achievements in the three pillars of the project at national level, including policy change and development, community empowerment and collaborative partnership to reduce child labour.

## 9. Recommendations

Based on the evaluation’s findings and conclusions, the evaluation team has developed the following recommendations.

**Recommendation 1: Promote exchange of experiences and good practices between project countries, both for stakeholders and for ILO project teams.**

The ACCEL-I Africa project covered different countries and sectors, while maintaining an overarching common Theory of Change and M&E framework. This could have formed the basis for active exchange on how similar activities and mechanisms were implemented and how their effectiveness could be enhanced. However, interviewees noted that limited exchange between countries has taken place (even though they acknowledged the clear benefits of doing so).

Future multi-country projects should allocate resources to facilitate exchange between countries, either - as a minimum- by sharing experiences and good practices, or -ideally- by organising study visits for stakeholders to learn how a certain mechanism functions in another country, and why.

Actions to implement this recommendation can include:

- *Mapping good practices and identifying the transferrable elements of the good practice* (i.e. what can be adopted by other countries, and what is context-specific and therefore non-transferrable).
- *Identifying groups of countries with similar systems and similar needs regarding a certain topic* (e.g. similar needs and systems regarding social protection, health insurance etc) which would facilitate the adoption of a practice by another country.
- *Ensure that study visits are practical and result in a concrete roadmap with action points on how to implement a similar system* (including potential risks and barriers that may affect the success of the system).
- *Link with the Accelerator Lab 8.7 to ensure that good practices are not only shared within ACCEL-I Africa, but with the wider FUNDAMENTALS branch, as to benefit other projects as well.*

Responsible unit(s)	Priority	Time implication	Resource implication
ACCEL-I Africa regional and national teams	High	Short-term	Medium

**Recommendation 2: Improve gender mainstreaming within the project design.**

Various interviewees questioned the ultimate impact of the project on child labour, as the project did not sufficiently consider how decisions are taken within families and what roles women can play. The M&E framework was not sufficiently detailed to measure how the project impacted women and how gender equality in different outputs was measured.

Future, similar projects addressing child labour through root causes should include an assessment of local family and gender dynamics and tailor project activities accordingly. This includes not only empowerment of women but also training for men on the benefits of strengthening the role of women in certain aspects of family management.

Actions to implement this recommendation can include:

- *Developing a comprehensive gender strategy at the start of the project.* The strategy should include, for example, instructions for conducting local gender-sensitive needs assessments; gender-sensitive indicators; and gender-sensitive tools and activities that address both men and women.

- *Monitor closely how activities interact with family dynamics and how this affects their effectiveness.* This requires closer contact with communities to regularly discuss the state of the project and its activities.
- *Consider involving additional stakeholders linked to women’s empowerment,* for example NGOs and Ministries responsible for women and families. They can consult the project on adjusting activities to better reflect gender dynamics and therefore enhancing effectiveness.

Responsible unit(s)	Priority	Time implication	Resource implication
ACCEL-I Africa regional and national project teams	High	Short-term	Medium

**Recommendation 3: Ensure that the supply chain approach aims to involve all relevant supply chain actors, at local, national and global levels**

Ultimately, the incidence of child labour depends not only on the behaviour and awareness of communities, but also on the multinational companies and their decisions and ability to pay fair prices and promote decent work for farmers. Even if communities are aware of the dangers of child labour and the importance of education, poverty may hinder them from actually sending their children to school. Therefore, the engagement of the multinational companies, as well as the intermediaries that pick up the products from the farmers, is crucial.

The project managed to include some of the key actors within supply chains including local communities into combating child labour. However, more could be done to include actors such as private sector intermediaries and multinational companies. By incorporating this aspect into project design, whether by improving community protections against predatory purchasing practices or by including activities with these actors, the ability to combat factors contributing to child labour could increase. In particular, it could facilitate improved monitoring of child labour and its eradication in supply chains. It could also help identify cases where significant progress is made in the course of the project, and devise incentives to bring benefits to national employers and producers who have demonstrated a commitment to the eradication of child labour in their supply chains.

Actions to implement this recommendation can include:

- *Enhancing communication regarding compliance with trade agreements.* The ACCEL-I Africa project (as well as other ILO initiatives) have shown that private actors are mostly driven by requirements of trade agreements, as to not lose business. This can be leveraged more to increase the number of intermediaries and multinationals.
- *Consider introducing a label or network for multinational companies working with ACCEL-I Africa* (e.g. as is done with companies partnering with ILO’s Better Work programme). This can even be done in collaboration with the Accelerator Lab 8.7. to make it a world-wide initiative covering different sectors. Some revenue can be obtained from this label that can help sustain activities with communities.

Responsible unit(s)	Priority	Time implication	Resource implication
ILO FUNDAMENTALS, ACCEL-I Africa Regional project team, constituents	High	Medium-term	Medium

**Recommendation 4: Continue active engagement with other (UN) agencies to address all dimensions of society that influence child labour (e.g. health, nutrition, education).**

The phenomenon of child labour is caused by multiple factors and root causes, requiring interventions that may go beyond the mandate of the ILO. Collaboration with other agencies (e.g. UNICEF for education, or

WFP or FAO for agricultural projects and food provision) allows ILO to focus on its core, specialised activities while still ensuring a coordinated and holistic approach to the issue of child labour.

Actions to implement this recommendation can include:

- *Review the activities conducted under ACCEL-I Africa I and assess whether all activities linked to ILO’s strongest strategic advantage.* For example, the *cantine scolaire* in Cote D’Ivoire was questioned by some interviewees as to whether it was indeed under ILO’s mandate.
- *Conduct a mapping of root causes of child labour that ILO would not cover, and identify relevant agencies to partner with.* The ACCEL-I Africa project countries also noted activities of other UN agencies, which covered different localities. Instead of implementing different activities in each locality, UN agencies should pool resources to address child labour more holistically across the main, vulnerable, localities.
- *Closely engage with the Accelerator Lab 8.7* to avoid overlaps and maximise efficiency in countries where both the Lab and ACCEL-I Africa II are active.

Responsible unit(s)	Priority	Time implication	Resource implication
ILO FUNDAMENTALS, ACCEL-I Africa Project team	Medium	Long-term	Low

**Recommendation 5: Ensure that laws and regulations adopted at the national level are complemented by clear guidance for implementation at the level of local administration**

An important aspect of the project has been capacity building support for the adoption of appropriate laws, regulations, policies and action plans for the eradication of child labour. The evaluation report has been able to cite a number of instances, in the countries covered by the project in its first phase of support for these measures. However, in a number of cases interviewees have indicated that these measures at the national level have not been complemented by clear guidance at the level of local administration.

This appears to be an important shortcoming, which needs to be addressed and overcome during the second phase of the project. The success of the project will depend in large part on synergies between the higher-level policy work at the national level, and the grassroots and community-based initiatives at the local level, in particular in the areas where the incidence of child labour is significant in commodity supply chains. It is recommended that the second phase of the project give high priority to the preparation and issuance of such guidance materials, backed by training programmes, and adapted to the specific situation of diverse actors and intended beneficiaries in the target areas.

Responsible unit(s)	Priority	Time implication	Resource implication
ILO FUNDAMENTALS, ACCEL-I Africa Project team, constituents	Medium	Long-term	Medium

**Recommendation 6: Improve identification and monitoring of the incidence of child labour and its worst forms in supply chains, and the impact of measures to accelerate its eradication**

The overall objective of the project is very clearly to promote the accelerated eradication of child labour in the supply chains of African participating countries. Ultimately, the project after its second phase will have to be evaluated by reference to this basic objective, more than anything else. The evaluator will need to assess whether the incidence of child labour in these specific supply chains has been significantly reduced; and, if so, what are the measures which have had most impact on child labour.

Moreover, this is a large project in financial terms, and one which at the conclusion of phase II will have had a full decade of implementation. The information made available for the present evaluation has not been able to shed much light on trends of child labour incidence, either more generally or in the specific

supply chains under review. It is suggested that, because so much child labour is clandestine, it is difficult to have a clear idea of the situation. However, some anecdotal information has been provided, identifying some country situations where there appears to have been progress, and some factors which have led to this. An example is the vocational training programme in cotton producing areas of Egypt, which appear to have reduced the scope for using child labour.

At the global level, the ILO has attached great importance to its global estimates of child labour and forced labour. Over the years, it has developed a range of methodological tools for capturing the incidence of child and forced labour, even in circumstances where much of the labour is clandestine. For the next phase of the project, it is recommended that rigorous efforts should be made to address these concerns, using the available methodological tools, and promoting cooperation between the project and the ILO’s global activities. It is suggested that, at the earliest opportunity, every effort is made to identify the geographical areas where the incidence of child labour and its worst forms appear to be most serious, for each of the commodities and participating countries for the second phase of the project. Furthermore, by supporting national actors in developing adequate monitoring systems (like in Cote D’Ivoire), rapid assessments and baseline studies can then be conducted on a regular and systematic basis, enabling national stakeholders and ILO to capture the most important trends over the lifetime of the project.

Responsible unit(s)	Priority	Time implication	Resource implication
ILO FUNDAMENTALS, ACCEL-I Africa Project team, constituents	Medium	Long-term	High

Alongside the recommendations for the ILO in general, the Project findings also present potential avenues to reinforce results and sustainability by the constituents:

- Among the potential avenues that could be explored by **governments** are the further development of monitoring systems. Similarly, it is worth building upon the success of WIND and SCREAM methodologies, by training government agencies on their implementation and helping them disseminate this knowledge to national and local actors. Finally, the implementation of further actions designed to counter child labour should be implemented through existing governance mechanisms to ensure sustainability of the actions being implemented.
- **Employers** could also take potential actions to reinforce the achievements of the Project. For example, employers’ organisations need to explore avenues to participate in Projects such as ACCEL to reinforce their capacities and experiences. At the same time, employers’ associations should develop existing partnerships and communication channels to upscale knowledge sharing activities at the national and regional level to further support knowledge exchange.
- **Trade unions** should further build upon worker empowerment that has taken place during the Project. This means that awareness raising activities regarding child labour, exploring opportunities to support the implementation of the SCREAM and WIND methodologies, as well as finding opportunities to participate within social dialogue and expanding knowledge exchange networks to combat child labour should be considered.
- Finally, the **development partner** should further explore the practise of having a phase out stage in countries where a Project would not be continued. This allows countries where a Project is not continued, to support the sustainability of achievements following the Project’s withdrawal. At the same time, it allows to ensure that available resources and savings are utilised to their full extent.

## Annex 1. Terms of Reference (ToR)

### Terms of Reference

### Final independent evaluation

**Project “Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL) RAF/18/08/NLD”**

**RFP No. ILO/ROAF/RFP/2023/004 ACCEL\_01**

#### 1. Key facts

Title of projects being evaluated and Project DC Code	Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL) (RAF/18/08/NLD)
Type of evaluation	Independent Evaluation
Timing of evaluation	Final Evaluation
Duration of the project	1 November 2018 – 30 June 2023
Donor	The Ministry of Foreign Affairs of the Netherlands
Administrative Unit in the ILO	ILO Regional Office – Africa
Countries covered	Africa Region, with focus on Côte d’Ivoire, Egypt, Malawi, Mali, Nigeria, Uganda
Technical Unit(s) in the ILO responsible for backstopping the project	Fundamental Principles and Rights at Work Branch (Fundamentals), Labour Administration, LABADMIN/OSH, the Manufacturing, Mining and Energy Unit (E2M), Forestry, Agriculture, Construction and Tourism Unit (FACT) of the Sectoral Policies Department (SECTOR), SKILLS Branch of the Employment Policies Department, ENTERPRISES, and its Units such as the Cooperatives Unit (SOCPRO)
P&B outcome (s) under evaluation	Outcome 8 of the P&B 2018-2019, on protecting workers from unacceptable forms of work. Link to country specific outcomes is attached as Annex.
SDG(s) under evaluation	Goal 8, Goal 1, Goal 5  Contributes to the Alliance 8.7: a strategic partnership to achieving Sustainable Development Goal Target 8.7
Budget	USD 28,856,821.00
Dates for Evaluation	March-May 2023



Evaluation Manager	Ms Bharti BIRLA, ILO DWT for South Asia, India
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## 2. Background information

The Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL) is being implemented in Africa, in selected supply chains in Côte d'Ivoire, Egypt, Malawi, Mali, Nigeria and Uganda. Africa is the region with the highest prevalence of child labour (1 in 5 children are engaged in child labour) and as the only region in the world, where child labour has increased since 2012. The vast majority (85 per cent) of child labour in Africa is in agriculture and its various subsectors: crop production, animal husbandry, forestry, fishing, and aquaculture.

The project implementation began in November 2018 and is expected to conclude in June 2023, with a total budget of USD 28,856,821.00.

In line with the ILO's Policy Guidelines for Results-Based Evaluation, all projects with a duration of over 30 months and funding of over 5 million USD must undergo both a mid and final independent evaluation. A mid-term independent evaluation of ACCEL Africa was conducted in March 2022<sup>240</sup>.

The Final Evaluation is expected to be carried out over a period of three months, from March to May 2023, the results of the evaluation will feed into a final workshop to present the evaluation results in May 2023.

The final evaluation will be managed by an independent ILO official (Evaluation Manager) not linked with the project and overseen by the Africa Regional Evaluation Officer and finally by ILO/EVAL (the ILO Evaluation Office). It will be conducted by an external evaluation company with no previous links to the project.

## 3. Description of the Project

ACCEL Africa is funded by the Government of the Netherlands with the aim to tackle child labour in the global supply chains.

The project aims to accelerate the elimination of child labour in Africa, through targeted actions in selected supply chains in Côte d'Ivoire, Egypt, Malawi, Mali, Nigeria, and Uganda. To achieve this goal, works on:

- ▶ public policy and good governance
- ▶ empowerment and representation
- ▶ partnership and knowledge sharing among global supply chain actors working in Africa

Target countries and GSCs were selected based on a set of criteria such as: countries Alliance 8.7 Pathfinder countries and IPEC+ countries; the prevalence of child labour in specific supply chains, possible synergies with actions by Alliance 8.7 and other ILO initiatives. As a result, the Netherlands and the ILO jointly selected: Côte d'Ivoire, Egypt, Malawi, Mali, Nigeria and Uganda, and to address child labour in the supply chains of cocoa, coffee, cotton, tea and gold.

<sup>240</sup> The report is available [here](#)

## Project strategy:

The ACCEL project aimed to address child labour in these six countries and selected GSCs in a way that not only contributes to the sustained eradication and prevention of child labour but also produce knowledge and learning that can accelerate progress in other similar contexts. The project interventions are aimed to address child labour in a multi-country and multi-sectoral approach with specific attention to GSCs, enhancing synergies, and developing innovative solutions in contexts where more than one prominent driver of child labour coexist. The Project interventions also focus on accelerating action for the elimination of child labour in supply chains in agriculture, mining, and the rural economy.

**Cross-cutting issues.** In addition to the outcome areas, the Project addresses gender as a cross-cutting issue. **Research** has been an essential and integral component of the entire project, to inform all project interventions and to provide the information as a basis for advocacy. The project strategy promotes the use of **innovation** in terms of interventions, processes, and mechanisms. In particular, it promotes innovative mechanisms to fund child labour elimination, as well as interventions to address root causes of child labour (such as social finance). The project also ensures that lessons learned, state-of-the-art knowledge generated, and ILO's technical expertise are systematically used in the design and implementation of interventions, in particular regarding livelihoods / diversification strategy.

The ACCEL Africa takes

- A **normative approach** to eliminate child labour through the promotion of the ratification and/or effective implementation of ILO's fundamental conventions and recommendations in all target countries. It also promotes relevant ILO Conventions and Recommendations concerning agriculture and mining, notably the Safety and Health in Agriculture Convention (No. 184) and the Safety and Health in Mines Convention (No. 176).
- A **supply chain approach**, to analyse and effect change through the selected supply chains, considering the issues and interventions that are more appropriate at each of the tiers that compose the selected supply chain. In this manner, the project engaged with the private sector and with relevant industry bodies and fora as well as with global union federations to support the adoption and monitoring of responsible business conduct and transparency. The project also conducted assessments of selected value chains, using established ILO methodologies to identify opportunities for upgrading the skills of workers and management of those enterprises where child labour is a problem.

## Stakeholders and target group:

The key stakeholders for the project include:

- ▶ Governments, and primarily labour, education, social welfare, agriculture, mining and trade ministries, and other relevant government bodies at the national and subnational levels;
- ▶ Employers' organizations, industry associations and their members;
- ▶ Workers' organizations and their members;
- ▶ Actors along the supply chains, including the financial sector), buyers, traders, cooperative organizations and SMEs;
- ▶ Community, traditional and religious leaders;
- ▶ Civil society organizations and research / academic institutions;
- ▶ Multi-stakeholder and sectoral initiatives;
- ▶ UN Organizations.
- ▶ Vulnerable families and children
- ▶ The development partner: Ministry of Foreign Affairs of the Netherlands

## Project Outcomes

The project outcomes include the following:

- ▶ Outcome 1: Policy, legal and institutional frameworks are improved and enforced to address child labour in global supply chains
- ▶ Outcome 2: Innovative and evidence-based solutions that address the root causes of child labour in supply chains are institutionalized
- ▶ Outcome 3: Strengthening partnership and knowledge sharing among global supply chain actors working in Africa.

## 4. Purpose, objectives, and scope of the evaluation

### Purpose of evaluation

The purpose of the evaluation is two-fold: for accountability, and for learning including to develop cross-learning, success stories to innovate and feed into regional learning on social dialogue-based interventions and strategies.

Primary user of the evaluation findings are the ILO constituents, the development partner/s, ILO implementing partners, ILO Country Offices, ILO Regional Office for Africa, ILO DWTs and HQ (technical departments, Evaluation Office, PARDEV and PROGRAM). Secondary user of the evaluation findings are other interest partners, stakeholders, academic, other ILO units and regions, and public in general.

### Accordingly, the final independent evaluation has the following objectives:

1. Establish the relevance and coherence of the project design and implementation strategy in relation to the ILO, UN, AU and national development frameworks (i.e. SDGs, UNSDCF, etc.) and how the project is perceived and valued by project beneficiaries and partners.
2. Assess the extent to which the projects have achieved the stated objectives at country and regional levels and expected results, while identifying the supporting factors and constraints that have led to them; including identifying the unexpected positive and unexpected results of the project;
3. Assess the implementation efficiency of the project in terms of financial, human, etc. resources
4. Analyse the extent to which the projects outcomes will be sustainable;
5. Establish the project impacts at institutional and target groups levels
6. Identify lessons learned and potential good practices, especially regarding models of interventions that can potentially be replicated;
7. Assess the contribution of the project to generate knowledge in terms of knowledge gaps and expand reflection on child labour in Africa (e.g identification of lessons to be learned);
8. Provides strategic recommendations to the project stakeholders including ILO constituents, the development partners, and other key stakeholders to promote sustainability of the actions and results achieved.

### Scope of evaluation

The scope of the evaluation covers the entire project period from the start of the implementation to its end and all project objectives and results focusing not only on what has been achieved but how

and why. The evaluation should be carried out in adherence with the relevant parts of the ILO Evaluation Framework and Strategy; ILO Policy Guidelines for Evaluation: Principles, Rationale, Planning and Managing for Evaluations and UNEG Principles. For all practical purposes, this ToR and ILO Evaluation policies and guidelines define the overall scope of this evaluation. Recommendations, emerging from the evaluation, should be strongly linked to the findings of the evaluation and should provide clear guidance to stakeholders on how they can address them.

The geographic coverage of the evaluation will be ACCEL project countries (Cote d'Ivoire, Egypt, Mali, Malawi, Nigeria, and Uganda) and the continental project work. The evaluation will cover all components of the project and assess the coherence and linkages among these vis-à-vis the Project's development objective.

The evaluation will integrate gender equality and non-discrimination as a crosscutting concern throughout its deliverables and process. Evaluation should be addressed in line with EVAL guidance note n° 4 and Guidance Note n° 7 to ensure stakeholder participation. Furthermore, it should pay attention to issues related to social dialogue, international labour standards and fair environmental transition. The impact of the COVID19 in the completion of the project results also need to be taken into account.

## 5. Evaluation criteria and questions (including Cross-cutting issues/ issues of special interest to the ILO)

The evaluation should address relevance to beneficiary needs, validity of the design, coherence, effectiveness, efficiency, potential for sustainability and impact as defined in the [ILO Policy Guidelines for results-based evaluation, Nov-2020](#). The evaluator may adapt the evaluation criteria and questions, but any fundamental changes should be agreed between the evaluation manager and the evaluator and reflected in the inception report.

The evaluation will follow the UN Evaluation Standards and Norms, the Glossary of key terms in evaluation and Results-Based Management and utilise the Organisation for Economic Co-operation and Development Assistance Committee (OECD DAC) evaluation criteria as outlined below:

- ▶ **Relevance and strategic fit** – the extent to which the objectives are in keeping with Sub-Regional, national and local priorities and needs, constituents' priorities and needs, and the donor's priorities for the project countries;
- ▶ **Coherence** - The compatibility of the intervention with other interventions in a country, sector or institution;
- ▶ **Validity of design** – the extent to which the project design, logic, strategy and elements are/ remain valid vis-à-vis problems and needs;
- ▶ **Effectiveness** - the extent to which the project can be said to have contributed to the development objective and the immediate objectives through the project outputs; in addition to building synergies with national initiatives and with other projects;
- ▶ **Efficiency** – the extent to which the outputs achieved are derived from an efficient use of financial, material and human resources;
- ▶ **Effectiveness of management arrangements** – how the management arrangements have impacted the implementation and especially the results of the project
- ▶ **Impact** - positive and negative changes and effects caused by the Project at the Sub-Regional and National levels, i.e. the impact with social partners (governments, employers' and workers' organizations) and various implementing partner organisations;

- ▶ **Sustainability** – the extent to which adequate capacity building of Project stakeholders has taken place to ensure mechanisms are in place to sustain results and whether these are likely to be maintained beyond project completion.

The evaluation will consider gender and non-discrimination (including people with disabilities, youth, migrants, etc.) as a cross cutting issue, as follows:

- ▶ **Relevance:** How the intervention’s design and implementation contributed (or not) toward the ILO goal of gender equality and non-discrimination, international and regional gender equality conventions, and national gender policies and strategies.
- ▶ **Effectiveness:** Extent to which intervention results were defined, monitored, and achieved (or not), and their contribution (or not) toward gender equality and non-discrimination.
- ▶ **Efficiency:** Analysis of the intervention’s benefits and related costs of integrating gender equality and non-discrimination (or not).
- ▶ **Sustainability:** Extent to which intervention has advanced strategic gender-related needs and of other vulnerable groups.
- ▶ **Impact:** Intervention’s long-term effects on more equitable gender relations or reinforcement/exacerbation of existing inequalities as of other vulnerable groups.

The objectives of the evaluation will be operationalized through the following evaluation questions clustered around the criteria mentioned above.

#### Relevance:

- The extent to which the intervention objectives, and design respond to beneficiaries, global (e.g., SDGs, ILO P&B and Decent work agenda, fair transition to environment), country (e.g. national development plans, UNDAFs, DWCPs), and partners/Institution needs, policies, and priorities, and continue to do so if circumstances have changed.
- To what extent has ACCEL Africa been aligned to national and local priorities and needs and specific constituents’ priorities and needs?
- Does the design of the ACCEL Africa reflect adequate knowledge on the issue and background knowledge on the specificities (challenges and opportunities) of each country’s context?
- To what extent is ACCEL Africa aligned with the donor’s priorities for the Project countries?
- How did the intervention’s design and implementation support the implementation of national and international gender policies and strategies?
- How ready was ACCEL Africa to adapt and taken an increased challenge after the COVID-19 pandemic negatively affected the efforts referent to the fight against child labour in Africa.

#### Coherence:

- To what extent has ACCEL been compatible with other interventions at country, sector, or institutional levels (e.g. ILO projects, UN agencies and development partners)?
- Has there been *internal coherence* addressing the synergies and interlinkages between the project components as well as *external coherence regarding* the consistency, complementarity, harmonization and coordination of the Project intervention with constituents’ and other partners’ interventions in the same context?

#### Validity of design:

- To what extent are the project design (objectives, outcomes, outputs and activities and assumptions and risks) and its underlining theory of change logical and coherent and addressing ILO crosscutting themes such as social dialogue and tripartism, international labour standards and fair environmental transition?

- To which extent did risk assumptions and mitigation measures matched, and how realistically were risks and assumptions conceived?
- To what extent an M&E system was designed to measure the project's performance, including outcome indicators and contribute to learning?
- How has the COVID-19 pandemic affected the project implementation, and what project design elements were established for mitigation purposes?
- To what extent has gender and non-discrimination of vulnerable groups mainstreaming been addressed in the design and implementation of the project?

#### **Effectiveness:**

- The extent to which the interventions achieved, their objectives and its results, including any differential results across groups?
- What were the major factors influencing the success (or not) of achieving the Project objectives?
- To what extent has the ACCEL Africa project's strategy been effective in the development and use of evidence-based research items? And to what extent has ACCEL Africa been effective in knowledge generation and sharing and capacity building?
- Are the conceptual and methodological tools developed and the country-level activities perceived as useful in achieving the ACCEL Africa project's specific objectives by (i) ILO constituents (Government and social partners)?
- How stakeholders' participation in the implementation has contributed to the effectivity of the project?
- To what extent did the external factors such as COVID19 lockdown and/or internal crisis (in some countries) have affected the achievements of the project?
- How suitable are training, capacity building and other material developed under the project for the target groups? Has the capacity development been well targeted? Were the right people trained?

#### **Efficiency:**

- Have resources (funds, human resources, time, expertise, etc.) been allocated strategically and efficiently to achieve expected results?
- To what extent were the Project management arrangements and Project governance effective to the achievement of the Project objectives, taking into account the COVID19 lockdown and/or crisis in the countries covered and globally?
- Was the budget spent according to the proposed budget lines? Was the rate of spending acceptable and according to plan?
- The monitoring and oversight of the project – how efficient were these and whether these have affected the delivery of the projects. How effective was the role of country offices, DWTs, Regional Office, and HQ in technical supporting and monitoring of the project? To what extent have management capacities and arrangements supported the achievements of results? What have been the lessons learnt?

#### **Orientation to impact and sustainability:**

- What is the expected sustainability of the project results on elimination of child labour in global supply chains and have these been mainstreamed in countries?
- Have the tri-partite partners contributed towards developing or strengthening systems and structures to promote social dialogue in the countries. What is the overall perspective of country stakeholders on the Project results sustainability?
- What is the preliminary impact of the Project and which target groups were more benefited? Can a long-term impact be envisaged for the project high level results and potential for

scalability and replicability?

- To what extent the project has identified child labour knowledge gaps and questioned existing knowledge in the targeted countries and the continent, towards advancing an improved knowledge base on the subject.
- To what extent can good practices of the Project be replicated in the respective beneficiary countries independently by country stakeholders, considering the increased challenges brought about by the COVID-19 pandemic?

## 6. Methodology

The evaluation will use a mixed methods approach of qualitative and quantitative research methods.

Envisaged steps include:

- ▶ Inception phase: desk review: review of Project documentation (quantitative and qualitative) as provided by the Project team, preliminary interviews with the project and the development partner (donor) and development of the inception report (that have to be approved by the evaluation manager prior to move to the next step)
- ▶ Data collection from stakeholders and field visits: surveys, meetings, focus group discussions, interviews, field observations, or other methods that involve direct contact with the respondents at all levels (including final target group and from field to national and regional levels)
- ▶ Presentation of preliminary findings to the stakeholders' workshop(s) at the national as well as at the regional level.
- ▶ Report writing: a draft version and final version integrating the comments by the project stakeholders, ILO evaluation team, project team.

Since this project covers interventions in several countries, there is a project-level 'Theory of Change' (ToC) and country specific ToCs that need to be looked into. The evaluation company is expected to develop an analytical framework to help analyse this evaluation the continental/regional and country levels.

Accordingly, the evaluation should apply a mixed methods approach including triangulation of data sources and data collection techniques. The advantage of this approach is that it permits findings derived from one method to be verified using a different method. The evaluation will apply participatory approach and will engage all key stakeholders both internal to ILO and external (institutions, communities, and individuals).

The evaluation will comply with evaluation norms, standards and follow ethical safeguards, as specified in the ILO's evaluation procedures and at UNEG documentation.

### **Sources of information:**

The selected consultant company will be provided necessary support to enable access to the stakeholders and relevant documentation needed to conduct the evaluation, and will include:

- Project document
- Evaluability assessment and mid-term evaluation reports
- Project related documentation (progress reports, publications, workshop reports etc.)
- Project outputs
- Regional and Country level key regional and national documents
- Access to key stakeholders
- Etc.

### **Stakeholders to be consulted**



Proposed stakeholders to be consulted include:

- Project CTA, M&E Officer, Project team members, including country specific project team
- Development Partner
- Decent Work Team related to the covered countries
- ILO Africa Regional Office (that holds the managerial responsible entity for the project)
- ILO Country Offices Directors
- Relevant HQ backstopping teams from different collaborating technical departments
- Tripartite constituents at regional (where applicable) and national level – Government at national, state and local level, trade unions and employers' organizations
- Implementing partners at regional and national level
- Research institutions collaborating with the project
- External collaborators
- Project beneficiaries

The evaluation will be managed Evaluation Manager, based in New Delhi India, in coordination with the Evaluation Regional Officer (Senior Monitoring and Evaluation Officer), based at ILO Regional Office in Africa.

## 7. Main deliverables

The evaluation consultant company will provide the following deliverables and tasks:

**Deliverable 1: Inception report.** The inception report will include among other elements, a *brief key stakeholders' analysis* ( importance of each stakeholder) and proposed list of key stakeholders to be interviewed, the evaluation questions and data collection methodologies and techniques, the *analytical framework*, the evaluation tools (interview, guides, questionnaires, etc.), project countries to be visited with clear justification of the selection, work plan and dates for deliverables based on the objectives of this evaluation. The inception report should have a specific sub-set of questions for countries. The selection of country visits will be done in consultation with the Evaluation Manager and Project CTA, and proposed schedule of field visits or remote interviews will be prepared. The mixed method research plan will be proposed along with provision for the triangulation of data where possible. The evaluation company will prepare an inception report as per the ILO Checklist 3: Writing the inception report.

**Deliverable 2: Presenting preliminary findings at the Stakeholder Workshops organized in 6 project countries and a final workshop at regional level,** which will be technically managed by the evaluators with logistic support by the project after the data collection phase with participation of the key stakeholders from the project countries and presentation of the preliminary findings. The evaluators will use the outcomes of the meeting to finalize the draft evaluation report.

**Deliverable 3 and 4: Draft Report (English) and Final Evaluation report in English and French with ILO/EVAL evaluation executive summary (English and French):** The consultant company will prepare a draft report and submit to the evaluation manager for methodological review. Once approved as such, the evaluation manger will circulate to the key stakeholders for comments and review of factual errors. Then, the evaluators will finalize the report addressing these comments and the report will be submitted for final review and approval to EVAL/ILO. The details of the process are as under:

- ▶ The Evaluation Report should include action-oriented, practical, and specific recommendations assigning or designating audiences/implementers/users. The Evaluation

Report should be prepared as per the ILO Checklist 4.2: Preparing the Evaluation Report which is annexed in this ToR cover a maximum of 12 recommendations.

- ▶ The evaluation questions should be presented in an integrated manner under each evaluation criteria (and not answered individually)
  
- ▶ **The evaluation report should follow this outline:**
  - Cover page with key project and evaluation data ([using ILO EVAL template](#))
  - Executive Summary
  - Acronyms
  - Description of the project
  - Purpose, scope and clients of the evaluation
  - Methodology and limitations
  - Clearly identified findings for each criterion
  - Conclusions
  - Lessons learned and good practices (briefly in the main report and using ILO EVAL template [4.1](#) and [4.2](#) , annexed to the report)
  - Recommendations
- Annexes:**
  - ToR
  - Evaluation questions matrix
  - Data Table on Project Progress in achieving its targets (outputs and outcomes) by indicators with comments
  - Evaluation schedule
  - Documents reviewed
  - List of people interviewed
  - Data collection tools
  - Lessons learned and good practices (using ILO-EVAL template 4.1 and 4.2)
  - Any other relevant documents
- ▶ The report should be finalised as per the ILO Checklist 4.2: Preparing the Evaluation Report, link is provided in this TOR. The quality of the report and evaluation summary will be assessed against the ILO Checklists 4.2, 4.4 and 4.9 provided in link in the annexure.
- ▶ All drafts and the final report including other supporting documents, analytical reports and raw data should be provided in electronic version compatible with MS WORD for windows.
- ▶ The evaluation report should not be more than 30-40 pages excluding the annexes.

**Deliverable 5: EVAL template Executive summary:** Based on the Evaluation findings, the Evaluator will also prepare a 4-page summary which will be designed as a quick fact information brief for circulation to the key stakeholders.

## 8. Management arrangements

### Evaluation Management – Role and responsibilities

An ILO official, Ms Bharti Birla, Chief Technical Advisor – based in ILO Decent Work Team for South Asia, New Delhi, India will be the Evaluation Manager and will manage the evaluation with oversight of the Regional Evaluation Officer based in ILO Regional Office for Africa and EVAL.

The Evaluation Manager (EM) responsibilities include managing the respective contract with the evaluation consultant company, consulting on methodological issues and facilitating access to primary and secondary data. The EM will be also responsible for the following tasks:

- Prepare the TOR and ensure consultation with all key stakeholders before TOR is finalized
- Facilitate and recruit independent evaluation company
- Ensure proper stakeholders involvement;
- Approve the inception report;
- Review, approve and circulate draft and consolidate comments from key stakeholders
- Review and submit the final report to ILO Evaluation Office for approval;

#### **ILO Evaluation Office, ILO HQ:**

The ILO Evaluation Office, at ILO HQ will approve the final report. The evaluation report will be considered final only when it is approved by ILO Evaluation Office.

#### **Role and responsibility of Project and Country Office teams:**

The overall responsibility to support the EM and the consultant company for evaluation will be with the CTA of the project. In consultation with the CTA and M&E officer, the responsible staff of ILO Country Offices, as well as the Africa Regional Office (ROAF) regarding the regional component, will handle all arrangements with the chosen evaluators and provide any logistical and other assistance as required. The management team will be responsible for the following tasks:

- Provide country specific interventions' background materials,
- Prepare a list of recommended interviewees,
- Obtain relevant approvals and consent from key stakeholders to undertake evaluations and interviews,
- Help in schedule meetings for field visits and coordinating in-country logistical arrangements,
- Be interviewed and provided inputs as requested by the evaluator during the evaluation process,
- Review and provide comments on the draft evaluation reports,
- Provide logistical and administrative support to the evaluator, including travel arrangements (if applicable) and all materials needed to provide all deliverables.

#### **Evaluation team**

The **external independent evaluation company** will be responsible for all deliverables mentioned above. The responsibilities include the following:

- Providing guidance and definition of roles and tasks in this evaluation throughout the evaluation phases and ensuring quality control and adherence to ethical guidelines,
- Defining the methodological approach and drafting the inception report (including all data collection tools), producing the preliminary findings presentation, draft reports and drafting and presenting a final report,
- Providing any technical and methodological advice necessary for this evaluation,
- Ensuring the quality of data (validity, reliability, consistency, and accuracy) throughout the analytical and reporting phases. This includes consultation with all key stakeholders,
- Ensuring the evaluation is conducted per TORs and timeline, including following ILO and UNEG guidelines, methodology and formatting requirements and adheres to evaluation report quality standards: as referred to above,
- Liaising with the evaluation manager,
- Facilitating meetings with stakeholders (scheduling, debriefing and/or stakeholders' workshop),
- Be flexible on the evaluation timeline if it takes longer time and effort to complete the interviews/data collection through remote methods,
- Contributing to the report dissemination and communication (if any) by participating in webinars, and
- Supporting or providing inputs to evaluation communication products.

## 9. Technical qualification of the company/evaluators

- Due to the scale and complexity of ACCEL Africa, the realisation of this evaluation requires the expertise of an evaluation team, **composed of an international evaluator as a team leader, supported by national level evaluators for each project country.**
- The evaluation is expected to take place face-to-face. Therefore, the team of evaluators shall ensure their availability to travel before applying for this assignment (team leader not to visit all countries necessary).
- **Qualifications of the evaluation lead:** At least 7-10 years of experience evaluations of the UN and multi-lateral agencies with experience as evaluation team leader; with proved participation in at least 3 evaluations in the Africa region in related areas of work. The Lead Evaluator should be fluent in French and English. Working knowledge of Arabic would be an advantage. The Lead Evaluator shall be the focal point for the ILO and guide the work of the national level evaluators and submit a comprehensive deliverable to the ILO.
- **The Evaluators team** should have at least 5 years of experience in evaluation of UN and multi-lateral organizations led projects and interventions in the related areas in the specific country for which they are being selected.
- **The evaluators responsible for national level** should be fluent in English or French and, for Egypt in addition must have excellent knowledge of speaking and written Arabic. Moreover, relevant local languages of the country for which they are responsible will be also relevant.
- **All evaluators** selected should have:
  - Contextual knowledge of the UN and ILO. An understanding of ILO social dialogue, International Labour Standards, and tripartism will be an advantage
  - Experience in qualitative and quantitative evaluation methods and an understanding of issue related to validity and reliability;
  - Knowledge in gender and non-discrimination; (i.e. people with disabilities) and child labour will be an asset.
  - Previous work experience in Africa region (national evaluators in the country covered).

## 10. Workplan and Time Frame:

Estimated level of efforts - The evaluation needs to be carried out as per the tentative timeline given below and will be spread over February - May 2023. The company shall provide detailed timeline of the evaluation based on the methodology proposed, within the overall timeline given below.

Tasks/ Responsibilities	Responsible person	Time frame
<b>Finalization of ToR</b>	Evaluation Manager/ Regional Eval Focal Point	<b>15 December 2022</b>
<b>Preparation of list of stakeholders with E-mail addresses and contact numbers</b>	CTA, M&E officer, Project teams in ILO CO Offices	<b>10 Nov 2022</b>
<b>Translation of finalized ToR into French</b>	Project Team	<b>15 Dec 2022</b>
<b>Circulation of the final TOR to stakeholders</b>	Evaluation Manager	<b>16 Dec 2022</b>
<b>Incorporation of comments</b>	Evaluation Manager/ Regional Eval Focal Point	<b>10 Jan 2023</b>

<b>RFP disseminated for applications</b>	Evaluation Manager/ Regional Eval Focal Point	<b>20 January- 20 Feb 2023</b>
<b>Selection of the company by ILO and contracting process</b>	Evaluation Manager CTA, Project team	<b>21 Feb-15 March 2023</b>
<b>Start of Evaluation Methodical briefing by the evaluation manager</b>	CTA, Evaluation Manager, Evaluation Company	<b>After 15 March 2023</b>
<b>Development and Submission of Inception Report to Evaluation Manager</b>	Evaluation Company	<b>28 March 2023</b>
<b>Review of Inception Report by the Evaluation Manager and integration of feedback</b>	Evaluation Company	<b>3 April 2023</b>
<b>Data collection and travel to project sites</b>	Evaluation Company	<b>15 March – 15 April 2023</b>
<b>Stakeholder workshops at National and Regional Level</b>	Project Evaluation Company	<b>Between 20 March-10 April 2023</b>
<b>Draft report submitted for methodological review to the Evaluation Manager in English.</b>		<b>15 April 2023</b>
<b>Review by Evaluation Manager</b>	Evaluation Manager	<b>20 April 2023</b>
<b>Draft after the review submitted in English and French</b>		<b>Latest by 25 April 2023</b>
<b>Sharing the draft report with all concerned stakeholders for comments and receipt of comments</b>	Evaluation Manager	<b>26 April 2023 – 10 May</b>
<b>Consolidated comments on the draft report, send to the evaluator</b>	Evaluation Manager	<b>12 May 2023</b>
<b>Finalization of Evaluation Report</b>	Evaluation Company	<b>20 May 2023</b>
<b>Submission of the Communication material – Brief: Evaluation Outcomes</b>	Evaluation Company	<b>20 May 2023</b>
<b>Submission of the final report to ILO Evaluation Office</b>	Evaluation Manager	<b>25 May 2023</b>
<b>Approval of the final evaluation report</b>	<b>ILO Evaluation Office</b>	<b>30 May 2023</b>

### **Resources:**

The company giving expression of interest, should submit the detailed budget with breakdown of all work items as RFP requests, References should consider:

- Submit CVs of the proposed team and the team leader. The languages the evaluators should be clearly mentioned. The team member covering specific project country should be fluent in the country specific language.
- Professional fee/day for the team leader and team members/national evaluators

- Number of days need for evaluation by category of team members.
- Proposed travel costs

The project will provide logistical support as possible in the different countries and to organize the stakeholders' workshops.

## 11. Legal and ethical matters

The evaluation will comply with UN Norms and Standards. The evaluator will abide by the [EVAL's Code of Conduct](#) for carrying out the evaluations. UN Evaluation Group (UNEG) ethical guidelines will be followed. The evaluator should not have any links to project management, or any other conflict of interest that would interfere with the independence of the evaluation.

Evaluators should have personal and professional integrity and abide by the [UNEG Ethical Guidelines](#) for evaluation and the Code of Conduct for Evaluation in the UN system to ensure that the rights of individuals involved in an evaluation are respected. Evaluators must act with cultural sensitivity and pay particular attention to protocols, codes and recommendations that may be relevant to their interactions with women. Evaluators will be expected to sign the respective ILO Code of Conduct to show that they have read and understood the UNEG Code of Conduct for Evaluation in the UN System process. ILO policy guidelines for evaluations are in line with the UNEG Norms and Standards (<http://www.unevaluation.org/document/detail/1914>)

Ownership of data from the evaluation rests jointly with the ILO and the consultant. The copyright of the evaluation report will rest exclusively with the ILO. The use of data for publication and other presentations can only be made with written agreement of the ILO. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

The selected consultant company will report directly to the Evaluator Manager.

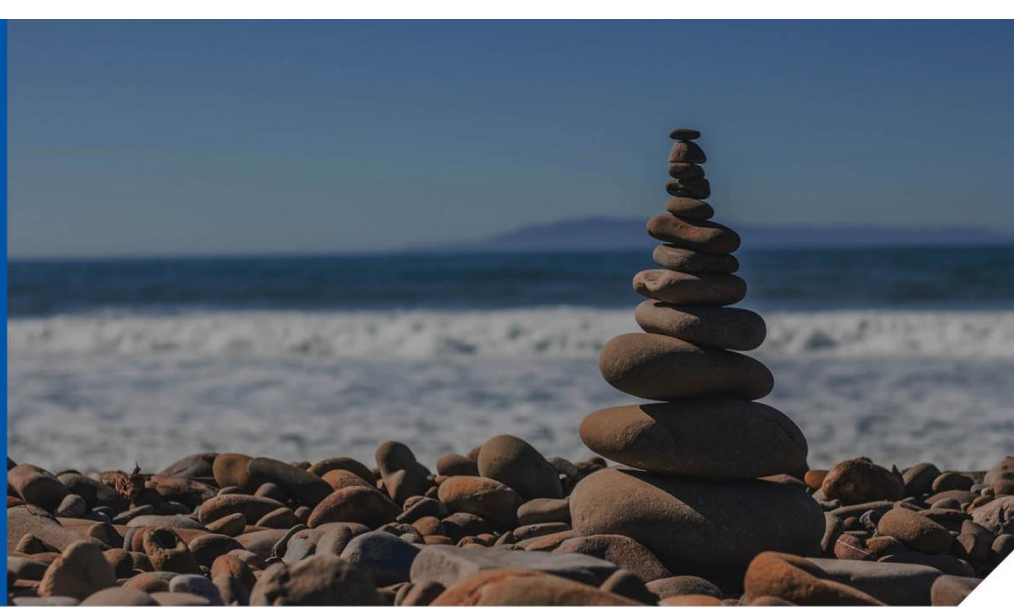


International  
Labour  
Organization

▶ Evaluation Office



*i-eval* Discovery





## Annex 2. Evaluation matrix

TABLE 5. EVALUATION QUESTIONS TO MEASURE RELEVANCE

TOR QUESTIONS	SUB QUESTIONS	METHODS	INDICATORS
To what extent do intervention objectives, and design respond to beneficiaries and stakeholder needs and priorities?	To what extent did ACCEL-I Africa address the needs of final beneficiaries?	<ul style="list-style-type: none"> <li>- Desk research of project documentation and documents on needs of beneficiaries.</li> <li>- Interviews with ILO staff, constituents, donor, other key national and regional stakeholders.</li> <li>- Survey with parents</li> </ul>	<p>Extent to which the project objectives addressed the needs of beneficiaries as reported in documents and literature.</p> <p>Extent to which interviewed staff and stakeholders believe that project design addressed beneficiaries' needs.</p> <p>Share of survey respondents who agree or disagree that the project addressed their needs</p>
	To what extent did ACCEL-I Africa address the needs of constituents?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, constituents.</li> </ul>	<p>Extent to which the project objectives addressed the needs of constituents as reported in research documents.</p> <p>Extent to which interviewed staff and stakeholders believe that the project design addressed constituents' needs.</p>
	To what extent did ACCEL-I Africa address the needs and priorities of private sector organisations?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, supply chain actors.</li> </ul>	<p>Extent to which the project objectives addressed the needs of supply chain actors as reported in research documents.</p> <p>Extent to which interviewed staff and stakeholders believe that project results addressed supply chain actors' needs.</p>
	To what extent did ACCEL-I Africa address Ministry of Foreign Affairs of the Netherlands needs and priorities?	<ul style="list-style-type: none"> <li>- Desk research on donor objectives.</li> <li>- Interview with ILO staff and donor.</li> </ul>	<p>Extent to which the project objectives addressed the needs of the donor as reported in research documents.</p> <p>Extent to which interviewed staff and donor believe that project results addressed donor's needs.</p>
	To what extent did ACCEL-I Africa address the needs and priorities of other stakeholders?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff and</li> </ul>	<p>Extent to which the project objectives addressed the needs of other stakeholders as reported in research documents.</p>

		other key national and regional stakeholders.	Extent to which interviewed staff and stakeholders believe that project results addressed national and regional stakeholders' needs.
<p><b>To what extent intervention objectives, and design respond to national and global, and continue to do so if circumstances have changed?</b></p>	<p>To what extent did ACCEL-I Africa address national needs and priorities? (Local, national and government plans).</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation and the UN development strategies.</li> <li>- Interview with ILO staff, constituents, and other key national stakeholders.</li> </ul>	<p>Extent to which project results and objectives listed in the project documentation are aligned with national documents.</p> <p>Extent to which interviews point to the alignment of Project outputs and outcomes with national level documentation.</p>
	<p>To what extent did ACCEL-I Africa address ILO's priorities? (ILO P&amp;Bs, Decent Work Agenda, and DWCP).</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation, ILO planning and development documents.</li> </ul>	<p>Extent to which project results and objectives listed in the project documentation are aligned with ILO P&amp;B other global level documents and priorities such as fair transition to environment.</p>
	<p>To what extent did ACCEL-I Africa address UN and regional actor priorities? (AU, UNDAFs and SDGs).</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation and UN development documents.</li> <li>-</li> </ul>	<p>Extent to which project results and objectives listed in the project documentation are aligned with descriptions of relevant UN SDG goals.</p>
	<p>To what extent did the Project remain flexible when faced with changes in circumstances?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interview with ILO staff, constituents, donor, other key national and regional stakeholders.</li> </ul>	<p>Extent to which Project documentation revealed changes in Project planning and implementation to respond to changes in circumstance.</p> <p>Extent to which interviews with staff and key stakeholders revealed changes in Project planning and implementation to respond to changes in circumstance.</p>
	<p>Does the design of the ACCEL-I Africa reflect adequate knowledge on the issue and background knowledge on the specificities (challenges and</p>	<p>To what extent does ACCEL-I Africa's design reflect an understanding of the opportunities and challenges provided by each country's context?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interview with ILO staff, constituents, donor, other key national and regional stakeholder.</li> </ul>

opportunities) of each country's context?		- Survey of parents	stemming from the operating environment of a given country. Share of parents who agree or strongly agree that the project addresses key challenges in their country/area.
	To what extent did ACCEL-I Africa include its constituents and other key stakeholders in the Project's design and implementation?	- Desk research of project documentation. - Interview with ILO staff, constituents, and other key national stakeholders.	Extent to which Project documentation highlights stakeholder activity in the design and implementation of the Project. Extent to which interviews with stakeholders highlight their involvement in the design and implementation of the Project.
How did the intervention's design and implementation support the implementation of national and international gender policies and strategies?	To what extent does ACCEL-I Africa's design and implementation support the implementation of national gender policies and strategies?	- Desk research of project documentation. - Interview with ILO staff and key national stakeholders.	Extent to which Project documentation reveals that the design and implementation of the Project supported national gender policies and strategies. Extent to which interviews with staff and stakeholders point to the design and implementation of the Project supporting national gender policies and strategies.
	To what extent does ACCEL-I Africa's design and implementation support the implementation of international gender policies and strategies?	- Desk research of project documentation. - Interview with ILO staff and key national stakeholders.	Extent to which Project documentation reveals that the design and implementation of the Project supported international gender policies and strategies. Extent to which interviews with staff and stakeholders point to the design and implementation of the Project supporting international gender policies and strategies.
How ready was ACCEL-I Africa to adapt and taken an increased challenge after the COVID-19 pandemic negatively affected	To what extent did ACCEL-I Africa adapts its approach following the start of the COVID-19 pandemic?	- Desk research of project documentation. - Interview with ILO staff, constituents, donor, other key national stakeholders.	Extent to which project documentation points to changes in the Project approach following the start of COVID-19. Extent to which interviews with staff and stakeholders point to changes in the Project approach following the start of COVID-19.

<p>the efforts referent to the fight against child labour in Africa?</p>	<p>To what extent did the COVID-19 response respond to the needs of the Project's beneficiaries?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interview with ILO staff, constituents, and other key national stakeholders.</li> <li>- Survey of parents</li> </ul>	<p>Extent to which potential changes, according to Project documentation, point to meeting needs of Project's beneficiaries. Extent to which potential changes, according to staff and national interviews, point to meeting needs of Project's beneficiaries.</p> <p>Share of survey respondents who agree or strongly agree that the COVID-19 response aligned with their needs.</p>
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**TABLE 6. EVALUATION QUESTION TO MEASURE COHERENCE**

TOR QUESTION	SUB-QUESTIONS	METHODS	INDICATORS
<p>To what extent has ACCEL-I Africa been compatible with other interventions at country, sector, or institutional levels (e.g. ILO projects, UN agencies and development partners)?</p>	<p>To what extent has ACCEL-I Africa been compatible with other interventions at national level?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, constituents, donor, sector level actors, other key national and regional stakeholders.</li> </ul>	<p>Examples from Project documentation of the Project working with other national interventions in a similar field. Extent to which interviews with staff and stakeholders point to the compatibility between ACCEL-I Africa and projects backed by national stakeholders.</p>
	<p>To what extent has ACCEL-I Africa been compatible with other interventions at sector level?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, constituents, donor, sector level actors, other key national and regional stakeholders.</li> </ul>	<p>Examples from Project documentation of the Project working with other sectoral interventions in a similar field. Extent to which interviews with staff and stakeholders point to the compatibility between ACCEL-I Africa and projects backed by sectoral actors.</p>
<p>Has there been internal coherence addressing the synergies and interlinkages between the project components</p>	<p>To what extent did ACCEL-I Africa ensure the alignment of its three pillars of action during Project implementation at a local level?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- ILO staff interviews and national stakeholders.</li> </ul>	<p>Examples from Project documentation how the Project ensured that its three pillars of action are applied when intervening at the local level. Extent to which interviews find the approach applied sufficiently coherent with at a local level.</p>

	To what extent did ACCEL-I Africa ensure the alignment of its three pillars of action during Project implementation at a national level?	<ul style="list-style-type: none"> <li>- Desk research of project documentation</li> <li>- ILO staff interviews and national stakeholders.</li> </ul>	Examples from Project documentation how the Project ensured that its three pillars of action are applied when intervening at the national level. Extent to which interviews find the approach applied sufficiently coherent with at a national level.
	To what extent did ACCEL-I Africa manage to ensure alignment between its three pillars of action when collaborating with other interventions?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- ILO staff interviews and national stakeholders.</li> </ul>	Examples from Project documentation how the Project ensured that its three pillars of action are applied when working together with other interventions. Extent to which interviews find the approach applied sufficiently coherent when working with other interventions.

**TABLE 7. EVALUATION QUESTIONS TO MEASURE VALIDITY OF DESIGN**

<b>TOR QUESTION</b>	<b>SUB-QUESTIONS</b>	<b>METHODS</b>	<b>INDICATORS</b>
To what extent are the project design (objectives, outcomes, outputs and activities and assumptions and risks) and its underlining theory of change logical and coherent and addressing ILO crosscutting themes such as social dialogue and tripartism, international labour standards and fair	To what extent is the Project design able to link its activities and outputs towards the successful achievement of outcomes.	<ul style="list-style-type: none"> <li>- Desk research and project documentation.</li> <li>- Interviews with national stakeholders.</li> </ul>	Extent to which Project documentation shows that the chosen activities and outputs successfully contributed to outcomes as envisioned in the theory of change. Extent to which interview data shows that the chosen activities and outputs are able to successfully contribute to outcomes envisioned in the theory of change.
	To what extent do the project design and its underlining theory of change address social dialogue and tripartism?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff.</li> </ul>	Examples to which the theory of change integrating social dialogue and tripartism concerns into its Outputs and Outcomes. Extent to which interviews show that the Project aligned with ILO policy driver of social dialogue and tripartism.

<b>environmental transition?</b>	To what extent do project design and its underlining theory of change address international labour standards?	- Desk research of project documentation. - Interviews with ILO staff.	Extent to which the theory change integrating international labour standard concerns into its Outputs and Outcomes. Extent to which interviews show that the Project aligned with ILO policy driver of promoting international labour standards.
	To what extent do project design and its underlining theory of change address fair environmental transition?	- Desk research of project documentation. - Interviews with ILO staff.	Examples to which the theory change integrating fair environmental transition into its Outputs and Outcomes Extent to which interviews show that the Project aligned with fair environmental transition. .
	To what extent did Project design and implementation mainstream gender related aspects?	- Desk research of project documentation and documentation on ILO's gender objectives. - Interviews with ILO staff.	Extent to which the project objectives are aligned with ILO's goals for gender equality. Extent to which interviews point to Project support towards the ILO policy driver of promoting gender equality.
	To what extent did Project design and implementation mainstream non-discrimination related aspects?	- Desk research of project documentation. - Interviews with ILO staff	Extent to which Project objectives aligned with the promotion of non-discrimination. Extent to which interviews point to the Project supporting the promotion of non-discrimination.
	<b>To what extent did risk assumptions and mitigation measures matched, and how realistically were risks and assumptions conceived?</b>	To what extent was ACCEL-I Africa able to correctly identify the risks that the Project could face?	- Desk research of project documentation. - Interviews with ILO staff.
To what extent were mitigation measures implemented to meet the identified risks?		- Desk research of project documentation. - Interviews with ILO staff.	To what extent does Project documentation show that the Project was able to mitigate against potential risks that the Project could face. The extent to which interviews with stakeholders perceive that sufficient mitigation was taken against potential risks.

**TABLE 8. QUESTIONS TO MEASURE EFFECTIVENESS**

<b>TOR QUESTION</b>	<b>SUB-QUESTIONS</b>	<b>METHODS</b>	<b>INDICATORS</b>
<p><b>To what extent did the intervention achieve, its outputs, including any differential results across groups?</b></p>	<p>To what extent did ACCEL-I Africa project interventions achieved their outputs?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> </ul>	<p>Project documentation and log frame.</p>
	<p>What, if anything, hindered the achievement of outputs?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff and national stakeholders.</li> </ul>	<p>Project documentation and log frame Examples of factors mentioned by interviewees which led to differences in results across countries.</p>
	<p>To what extent did the attainment of outputs differ between countries?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff and national stakeholders.</li> </ul>	<p>Project documentation and log frame. Extent to which interviewees felt that there was a difference between country results.</p>
<p><b>To what extent did the intervention achieve, its outcomes, including any differential results across groups?</b></p>	<p>To what extent were policy, legal and institutional frameworks improved and enforced to address child labour in targeted supply chains in selected countries as well as regionally?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff and national stakeholders.</li> </ul>	<p># of new and/or developed existing policy, legal and institutional frameworks developed to combat child labour at national and regional level in targeted supply chains. Examples of new and/or developed existing policy, legal and institutional frameworks developed based on Project documentation. Examples of new and/or developed existing policy, legal and institutional frameworks mentioned by interviewees.</p>
	<p>To what extent were mechanisms which could accelerate the elimination of child labour</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff</li> </ul>	<p># of new and/or developed mechanisms to combat child labour at national and regional level in targeted supply chains. Examples of new and/or developed existing mechanisms based on Project documentation.</p>



	<p>established in targeted supply chains in selected countries as well as regionally?</p>	<p>and national stakeholders. - Survey of parents</p>	<p>Examples of new and/or developed existing mechanisms mentioned by interviewees. Share of parents who agree or strongly agree that they perceived improvements towards addressing the root causes of child labour.</p>
	<p>To what extent were mechanisms accelerating the elimination of child labour through better representation and protection of workers established in targeted supply chains in selected countries?</p>	<p>- Desk research of project documentation. - Interviews with ILO staff and national stakeholders. - Survey of parents</p>	<p># of (new) and/or developed mechanisms to combat child labour by improving the representation and protection of workers at national and regional level in targeted supply chains. Examples of new and/or developed mechanisms to represent and protect workers based on Project documentation. Examples of new and/or developed mechanisms mentioned by interviewees. Share of parents who agree or strongly agree that they perceive an improvement in the representation and protection of workers.</p>
	<p>To what extent were national and global partnerships strengthened to reduce child labour in supply chains at the national and international level?</p>	<p>- Desk research of project documentation. - Interviews with ILO staff, national and regional stakeholders.</p>	<p># of (new) partnerships established to reduce child labour. Examples of (new) partnerships established to combat child labour based on available Project documentation. Examples of interview data pointing to (new) partnerships established to combat child labour.</p>
	<p>To what extent was knowledge sharing improved to reduce child labour in supply chains at the national and international level?</p>	<p>- Desk research of project documentation. - Interviews with ILO staff, national and regional stakeholders.</p>	<p>Examples of improved knowledge sharing based on Project documentation. Examples of improved knowledge sharing based on interviews. Examples of methods developed to ensure knowledge circulation based on project documentation and interviews.</p>
<p><b>Have the tri-partite partners contributed towards developing or strengthening systems and structures to promote social dialogue in the countries?</b></p>	<p>To what extent did governments' capacity to support social dialogue mechanisms in</p>	<p>- Desk research of project documentation. - Interviews with ILO staff, and national stakeholders.</p>	<p>Examples of strengthened government capacity to contribute to social dialogue mechanisms based on Project documentation. Extent to which interviews point to strengthened government capacity to promote social dialogue.</p>

	Project countries improve?		
	To what extent did employers' capacity to support social dialogue mechanisms in Project countries improve?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, and national stakeholders.</li> </ul>	<p>Examples of strengthened employer capacity to contribute to social dialogue mechanisms based on Project documentation.</p> <p>Extent to which interviews point to strengthened capacity of trade unions to promote social dialogue.</p>
	To what extent did trade union's capacity to support social dialogue mechanisms in Project countries improve?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, and national stakeholders.</li> </ul>	<p>Examples of strengthened trade union capacity to contribute to social dialogue mechanisms based on Project documentation.</p> <p>Extent to which interviews point to strengthened capacity of trade unions to promote social dialogue.</p>
<b>What were the major factors influencing the success (or not) of achieving the Project objectives?, To what extent did the external factors such as COVID19 lockdown and/or internal crisis (in some countries) have affected the achievements of the project?</b>	What were the main enabling factors contributing to the achievement of ACCEL-I Africa project objectives?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, constituents and national stakeholders.</li> </ul>	<p>Examples of enablers towards ensuring successful achievement of results based on Project documentation.</p> <p>Examples of enablers towards ensuring successful achievement of results based on interviews.</p>
	To what extent did COVID-19 related issues affect the achievements of the Project?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, constituents and national stakeholders.</li> </ul>	<p>Extent to which Project documentation reveals that COVID-19 effected the implementation of activities.</p> <p>Extent to which interviews highlight difficulties created by COVID-19 as a factor in effecting the implementation of activities.</p>
	To what extent did political, security and economic crisis effect the achievements of the Project?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, constituents, and national stakeholders.</li> </ul>	<p>Extent to which Project documentation reveals that political, security and economic crisis effected the implementation of activities.</p> <p>Extent to which interviews highlight difficulties created by political, security and economic crisis as a factor in effecting the implementation of activities.</p>

	To what extent did other factors affect the achievements of the Project?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, constituents and national stakeholders.</li> </ul>	Extent to which Project documentation reveals that other factors effected the implementation of activities. Extent to which interviews highlight difficulties created by other factors influencing the implementation of activities.
<b>How has stakeholders' participation in the implementation contributed to the effectivity of the project?</b>	To what extent has the participation of constituents contributed to ACCEL-I Africa's effectiveness?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, constituents and national stakeholders.</li> </ul>	The extent to which constituents played a role in the implementation of the Project Outcomes. Examples of how constituents supported the implementation of ACCEL-I Africa activities based on interview data.
	To what extent has the participation of supply chain actors contributed to ACCEL-I Africa's effectiveness?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, supply chain actors and national stakeholders.</li> </ul>	The extent to which supply chain actors played a role in the implementation of the Project Outcomes. Examples of how constituents supported the implementation of ACCEL-I Africa activities based on interview data.
	To what extent has the participation of implementing partners contributed to ACCEL-I Africa's effectiveness?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, implementing actors and national stakeholders.</li> </ul>	The extent to which implementing partners played a role in the implementation of the Project Outcomes. Examples of how implementing partners supported the implementation of ACCEL-I Africa activities based on interview data.
<b>Was ACCEL-I Africa project's strategy effective in the development and use of evidence-based research items? And to what extent has ACCEL-I Africa been effective</b>	To what extent did ACCEL-I Africa address existing knowledge gaps in the eradication of child labour?	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, constituents and other key national stakeholders.</li> </ul>	Examples of existing knowledge and the contributions of the Project towards filling in those gaps based on Project documentation. Examples of existing knowledge and the contributions of the Project towards filling in those gaps based on interviews.

<b>in knowledge generation and sharing and capacity building?</b>	To what extent did ACCEL-I Africa's knowledge products contribute to capacity building of beneficiaries, tripartite constituents and other key stakeholders?	- Desk research of project documentation. - Interviews with ILO staff, constituents and other key national stakeholders.	Examples of how the capacities of stakeholders have developed through knowledge generation carried out during the Project based on Project documentation. Examples of how the capacities of stakeholders have developed through knowledge generation carried out during the Project based on interviews.
	To what extent have ACCEL-I Africa's knowledge products been applied in other contexts to tackle child labour?	- Desk research of project documentation. - Interviews with ILO staff and national stakeholders.	Extent to which ACCEL-I Africa's findings on child labour have been applied outside the Project based on Project documentation. Extent to which ACCEL-I Africa's findings on child labour have been applied outside the Project based on interviews.

**TABLE 9. EVALUATION QUESTION TO MEASURE EFFICIENCY**

TOR QUESTION	SUB-QUESTIONS	METHODS	INDICATORS
<b>Have resources (funds, human resources, time, expertise, etc.) been allocated strategically and efficiently to achieve expected results?</b>	Were financial resources allocated strategically and efficiently to achieve expected project results?	- Desk research of project documentation. - Interviews with ILO staff and donor.	Examples of how the Project ensured cost-effectiveness based on project documentation and by interviewees. Extent to which interviewees perceived that the Project was implemented in a cost-effective manner.
	Were human resources allocated strategically and efficiently to achieve expected project results?	- Desk research of project documentation. - Interviews with ILO staff and donor	Examples of increasing efficiency of human resources as listed in project documentation and by interviewees. Extent to which interviewees perceived that the Project efficiently used its human resources.
	Was the timeline of the project planned in a reasonable manner?	- Desk research of project documentation. - Interviews with ILO staff and donor.	Extent to which Project documentation reveals a timely delivery of activities. Extent to which interviewees believe that there was sufficient

			time resources to implement the Project.
<p><b>To what extent were the Project management arrangements and Project governance effective to the achievement of the Project objectives, taking into account the COVID19 lockdown and/or crisis in the countries covered and globally?</b></p>	<p>To what extent did the project management and governance arrangements efficiently contribute to the achievement of the project's objectives?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff and global and national stakeholders.</li> </ul>	<p>Extent to which the Project documentation shows that Project management mechanisms enabled the achievement of Project results. Extent to which interviews perceive that the established Project management mechanisms supported the achievement of the Project's goals.</p>
	<p>To what extent did the project management and governance arrangements ensure fluent and efficient adaption to the changes brought by COVID-19?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff and national stakeholders.</li> </ul>	<p>Extent to which the Project documentation shows that Project management mechanisms enabled the achievement of Project results following the on-set of COVID-19. Perceptions of stakeholders, based on interviews regarding the adaptability of management mechanisms following the on-set of COVID-19.</p>
<p><b>To what extent an M&amp;E system was designed to measure the project's performance, including outcome indicators and contribute to learning?</b></p>	<p>To what extent was the M&amp;E system designed to effectively measure the project's performance through outcome indicators?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff and donor.</li> </ul>	<p>The extent to which Project documentation reveals that established M&amp;E mechanisms enabled sufficient monitoring of the Project's performance against established indicators. The extent to which interviews point to satisfaction with the performance measurement mechanisms.</p>
	<p>To what extent were country offices, DWTs, Regional Office, and HQ capable of contributing to monitoring and supporting ACCEL-I Africa's successful implementation?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff.</li> </ul>	<p>Examples in Project documentation highlighting the contributions of ILO offices to the monitoring and support of Project implementation. Extent to which interviews highlight the contributions of ILO offices to monitoring mechanisms.</p>
	<p>To what extent has the M&amp;E mechanism contributed to lessons learned during the</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff and stakeholders.</li> </ul>	<p>Examples of M&amp;E mechanisms supporting the implementation of the Project and contributing to lessons learned based on Project documentation. To what extent do interviews point to the sufficiency of M&amp;E</p>

Project's implementation?

mechanisms to guide Project implementation and contribute to the lessons learned.

**TABLE 10. EVALUATION QUESTIONS TO MEASURE IMPACT**

<b>TOR QUESTION</b>	<b>SUB-QUESTIONS</b>	<b>METHODS</b>	<b>INDICATORS</b>
<p>What is the preliminary impact of the Project and which target groups were more benefited? Can a long-term impact be envisaged for the project high level results and potential for scalability and replicability?</p>	<p>To what extent will changes in policy, legal and institutional frameworks continue contributing to the reduction of child labour in the targeted supply chains in selected countries?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, constituents, and national stakeholders.</li> <li>- Survey of parents</li> </ul>	<p>Extent to which policy, legal and institutional frameworks contributed and will continue to contribute to the reduction of child labour in the targeted supply chains of selected countries based on Project documentation.</p> <p>Extent to which interviewed stakeholders believe that policy, legal and institutional frameworks contributed and will continue to contribute to the reduction of child labour in the targeted supply chains of selected countries.</p>
	<p>To what extent will innovative and evidenced solutions stemming from the project will continue contributing to the reduction of child labour in targeted supply chains in selected countries?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, constituents and national stakeholders.</li> </ul>	<p>Extent to which innovative and evidence-based solutions contributed and will continue to contribute to the reduction of child labour in the targeted supply chains of selected countries based on Project documentation.</p> <p>Extent to which interviewed stakeholders believe that innovative and evidence-based solutions contributed and will continue to contribute to the reduction of child labour in the targeted supply chains of selected countries.</p>
	<p>To what extent will communities working in targeted supply chains in selected countries continue to remain empowered to</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, constituents, and national stakeholders.</li> <li>- Survey of parents</li> </ul>	<p>Extent to which community became more empowered and will continue to exercise their rights within targeted supply chains based on Project documentation.</p> <p>Extent to which interviewed stakeholders perceive that communities have become more</p>

	address the root causes of child labour?		empowered and will continue to exercise their rights. Share of survey respondents who agree or strongly agree that they feel empowered to exercise their rights and address root causes of child labour
	To what extent are partnerships established during the Project capable of reducing child labour in targeted supply chains?	- Desk research of project documentation - Interviews with ILO staff, constituents, national and regional stakeholders.	Extent to which of partnerships became more viable of tackling child labour in supply chains and will continue to do so according to Project documentation. Extent to which interviews point to partnerships becoming more capable of tackling child labour and continuing to do so in supply chains.
	To what extent will the exchange of knowledge and experience contribute to the reduction of child labour in targeted supply chains in selected countries?	- Desk research of project documentation. - Interviews with ILO staff, constituents, national and regional stakeholders.	Examples of knowledge exchange contributing and continuing to contribute to the eradication of child labour in supply chains based on Project documentation. Extent to which interviews note that knowledge exchange has contributed and will continue to contribute to the eradication of child labour in supply chains.

**TABLE 11. EVALUATION QUESTIONS FOR SUSTAINABILITY**

TOR QUESTIONS	SUB-QUESTIONS	METHODS	INDICATORS
What is the overall perspective of country stakeholders on the Project results sustainability?	To what extent have tripartite partners shown ownership of ACCEL-I Africa's results towards eliminating child labour from supply chains?	- Desk research of project documentation. - Interviews with ILO staff and constituents.	Extent to which Project documentation points to constituents showing ownership of Project results. Extent to which staff and stakeholder interviews point to constituents showing ownership of Project results.
	To what extent have communities shown ownership of ACCEL-I	- Desk research of project documentation. - Interviews with ILO staff and	Extent to which Project documentation points to local communities showing ownership of Project results.



	Africa's results towards eliminating child labour?	national stakeholders.	Extent to which staff and stakeholder interviews point to local communities showing ownership of Project results.
	To what extent have national stakeholders shown ownership of ACCEL-I Africa's results towards eliminating child labour?	- Desk research of project documentation. - Interviews with ILO staff and national stakeholders.	Extent to which Project documentation points to Project partners showing ownership of Project results. Extent to which staff and stakeholder interviews point to Project partners showing ownership of Project results.
	To what extent are ACCEL-I Africa's achievements towards the elimination of child labour in supply chains sustainable?	- Desk research of project documentation. - Interviews with ILO staff, constituents and national stakeholders.	Extent to which Project documentation points to the sustainability of the Project's achievements. Extent to which interviews with national stakeholders point to the sustainability of the Project's achievements.
<b>To what extent can good practices of the Project be replicated in the respective beneficiary countries independently by country stakeholders, considering the increased challenges brought about by the COVID-19 pandemic?</b>	To what extent have ACCEL-I Africa's achievements towards the elimination of child labour in global supply chains been mainstreamed?	- Desk research of project documentation. - Interviews with ILO staff and global stakeholders.	Examples of mainstreaming ACCEL-I Africa's results in global supply chain based on Project documentation. Interviewee examples of how results have been mainstreamed in the global supply chains to eliminate child labour.
	To what extent can national stakeholders replicate the Project independently?	- Desk research of project documentation. - Interviews with ILO staff, constituents and national stakeholders.	Extent to which Project documentation points to the capacity of national stakeholders to replicate results independently. Extent to which interviews with staff and national stakeholders show that the national stakeholders can continue to replicate Project results independently.

	<p>What are the potential enablers and barriers that could undermine efforts to replicate the Project for national stakeholders?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, constituents and national stakeholders.</li> </ul>	<p>Examples of enablers and barriers that could undermine efforts to replicate the Project by national stakeholders.</p> <p>Examples of enablers and barriers that could undermine efforts to replicate Project results according to interviews with national stakeholders.</p>
<p><b>What is the expected sustainability of the project results on elimination of child labour in global supply chains and have these been mainstreamed in countries?</b></p>	<p>What are the enablers of sustainability towards ending child labour in the target countries?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, sector level actors and national stakeholders</li> </ul>	<p>Examples of enabling factors listed in the project documentation.</p> <p>Perceived enabling factors for sustainability by interviewees.</p>
	<p>What are the barriers to sustainability towards ending child labour in the target countries?</p>	<ul style="list-style-type: none"> <li>- Desk research of project documentation.</li> <li>- Interviews with ILO staff, sector level actors and national stakeholders</li> </ul>	<p>Examples of barriers to the achievement of sustainable results in project documentation.</p> <p>Perceived barriers to sustainability by interviewees.</p>

## Annex 3. Data table on progress in achieving targets by indicators with comments

Indicator	Baseline	End of Project targets (by country, where applicable by sex – F/M)	End of Project achievements (by country, where applicable by sex – F/M)
<b>Outcome 1: Policy, legal and institutional frameworks are improved and enforced to address child labour in global supply chains.</b>			
No. of actions/programmes/mechanisms, developed with explicit project contribution, that are institutionalized by public institutions, workers' and employers' organizations, the private sector as well as the civil society organizations reflecting gender and non-discriminatory considerations for accelerating the elimination of child labour in the participating countries.	N/A	Cote d'Ivoire: 2 Egypt: 3 Mali: 5 Malawi: 6 Nigeria: 6 Uganda: 7	Cote d'Ivoire: 8 Egypt: 3 Mali: 5 Malawi: 6 Nigeria: 12 Uganda: 8
No. of legal instruments, developed or amended, with explicit project contribution, that are adopted (or ready to be enacted) at country or subnational level reflecting gender and non-discriminatory considerations for accelerating the elimination of child labour in the participating countries.	N/A	Cote d'Ivoire: 0 Egypt: 3 Mali: 5 Malawi: 3 Nigeria: 1 Uganda: 6	Cote d'Ivoire: 0 Egypt: 7 Mali: 1 Malawi: 2 Nigeria: 2 Uganda: 2
Descriptions of changes in child labour related policies, laws and regulations enacted or adopted that reflect gender considerations as apply.	N/A	Results provided based on a quality analysis designed to assess the changes.	
<b>Output 1.1: Roadmap on child labour with prioritized actions in targeted Supply Chains developed in consultation with ILO constituents and key stakeholders.</b>			

A Roadmap on child labour with prioritized actions in each of the selected supply chains is developed taking into account gender considerations.	N/A	Cote d'Ivoire: 2	Cote d'Ivoire: 1
		Egypt: 1	Egypt: 1
		Mali: 1	Mali: 2
		Malawi: 2	Malawi: 1
		Nigeria: 2	Nigeria: 4
		Uganda: 1	Uganda: 1

**Output 1.2: Research reports and accompanying data sets on the prevalence of child labour including targeted Chains sectors in response to current knowledge gaps developed**

No. of research reports and accompanying data sets developed.	N/A	Cote d'Ivoire: 3	Cote d'Ivoire: 5
		Egypt: 3	Egypt: 2
		Mali: 3	Mali: 8
		Malawi: 3	Malawi: 2
		Nigeria: 4	Nigeria: 6
		Uganda: 3	Uganda: 4

**Output 1.3: Child labour policies, laws and regulations drafted and validated with key stakeholders in target country and the ratification and implementation of Fundamental and other relevant ILO Conventions is promoted.**

Descriptions of changes in child labour related policies, laws and regulations that reflect gender considerations as apply, drafted by the project in consultation and validated by key stakeholders in target countries.	N/A		Results provided based on a quality analysis designed to assess the changes.
No. of Child labour policies, laws and regulations, that reflect gender considerations as apply, drafted and validated with key stakeholders in target countries.	N/A	Cote d'Ivoire: 1	Cote d'Ivoire: 1
		Egypt: 3	Egypt: 7
		Mali: 4	Mali: 6
		Malawi: 3	Malawi: 2
		Nigeria: 4	Nigeria: 10
		Uganda: 2	Uganda: 1

**Output 1.4: Proposals for mainstreaming child labour issues into existing national, sectorial policies, programmes and into supply chain sustainability initiatives and programmes.**

No. of proposals for mainstreaming child labour issues into existing national, sectorial policies, programmes that reflect gender considerations as apply.	N/A	Cote d'Ivoire: 2	Cote d'Ivoire: 1
		Egypt: 3	Egypt: 5
		Mali: 4	Mali: 5
		Malawi: 3	Malawi: 2
		Nigeria: 5	Nigeria: 10
		Uganda: 10	Uganda: 7
No. of proposals for mainstreaming child labour issues into supply chain sustainability initiatives and programmes, that reflect gender considerations as apply.	N/A	Cote d'Ivoire: 1	Cote d'Ivoire: 1
		Egypt: 3	Egypt: 5
		Mali: 3	Mali: 3
		Malawi: 2	Malawi: 1
		Nigeria: 2	Nigeria: 6
		Uganda: 10	Uganda: 7

**Output 1.5: Capacity of national stakeholders to advocate for adoption, funding and implementation of policies, programmes, laws and regulation.**

No. of stakeholders (desegregated by government, employers and workers organization, private sector and civil society) that take actions on Child labour reflecting the project technical advice.	N/A	Cote d'Ivoire: 200 (139 F/61 M)	Cote d'Ivoire: 387 (73 F/314M)
		Egypt: 300 (150 F/150 M)	Egypt: 2213 (1019 F/1194 M)
		Mali: 600 (300 F/300 M)	Mali: 978 (359 F/619 M)
		Malawi: 700 (350/350)	Malawi: 1695 (794 F/901 M)
		Nigeria: 600 (280F/320 M)	Nigeria: 1 348 (605 F/743 M)
		Uganda: 1050 (525F/525 M)	Uganda: 4365 (2392F/1973 M)

**Output 1.6 Social dialogue on child labour among worker's and employers' organizations and the government strengthened.**

No. of social dialogue spaces/roundtables at national and sub-national levels that	N/A	Cote d'Ivoire: 3	Cote d'Ivoire: 2
		Egypt: 3	Egypt: 6
		Mali: 25	Mali: 24

integrate child labour in their agendas.

Malawi: 5

Malawi: 6

Nigeria: 6

Nigeria: 1

Uganda:24

Uganda: 18

**Outcome 2: Innovative and evidence-based solutions that address the root causes of child labour in supply chains are institutionalized.**

No. of communities that addressed themselves at least 2 major root causes of child labour in SC (e.g. education, economic services, etc.)

N/A

Cote d'Ivoire: 25

Cote d'Ivoire: 27

Egypt: 2

Egypt: 5

Mali: 10

Mali: 109

Malawi: 9

Malawi: 15

Nigeria: 12

Nigeria: 12

Uganda: 15

Uganda: 19

No. of men and women that have addressed, at household level, at least 2 major root causes of child labour in SC (e.g., income, education, finance, social welfare, etc. / desegregated by type of service).

N/A

Cote d'Ivoire: 1213 (608 F/ 605 M)

Cote d'Ivoire: 1030 (514 F/ 516 M)

Egypt: 300 (225 F/ 75 M)

Egypt: 495 (340 F/ 155 M)

Mali: 500 (250 F/250 M)

Mali: 1359 (784 F/575 M)

Malawi: 350 (245 F/ 105 M)

Malawi: 500 (295 F/ 205 M)

Nigeria: 500 (260 F/240 M)

Nigeria: 1 083 (382F/701 M)

Uganda: 500 (300 F/200 M)

Uganda: 4 100 (2389 F/1711 M)

No. and % of boys and girls of households in or in risk of child labour that received project supported services and are prevented, protected/withdrawn from child labour (desegregated by age groups and by category of child labour).

N/A

Cote d'Ivoire: 1364 (682 F/ 682 M)

Cote d'Ivoire: 1078 (526 F/ 552 M)

Egypt:1800(1110 F/ 690 M)

Egypt: 2639 (1453 F/ 1186 M)

Mali: 2145 (1075 F/1070 M)

Mali: 2203 (885 F/1318M)

Malawi: 1182 (709 F/ 473 M)

Malawi: 1310 (629 F/ 681 M)

Nigeria: 1 409 (700 F/709 M)

Nigeria: 1 801 (889 F/912 M)

Uganda: 5 526 (2 757 F/2 769 M)

		Uganda: 1 500 (760 F/740 M)	
No. and type of innovative solutions at national/sub-national level in process of implementation to eliminate child labour in supply chains.	N/A	Cote d'Ivoire: 1 Egypt: 2 Mali: 6 Malawi: 2 Nigeria: 6 Uganda: 3	Cote d'Ivoire: 2 Egypt: 3 Mali: 6 Malawi: 1 Nigeria: 4 Uganda: 2

**Output 2.1: Private sector in the selected supply chains have strengthened their capacities for improving compliance (due diligence and remediation) on child labour.**

No. of SC private sector actors that develop new or improved mechanisms for child labour compliance, taking into consideration the project contribution.	N/A	Cote d'Ivoire: 7 Egypt: 20 Mali: 10 Malawi: 5 Nigeria: 15 Uganda: 5	Cote d'Ivoire: 5 Egypt: 63 Mali: 17 Malawi: 13 Nigeria: 25 Uganda: 2
No. of PPPs to promote more effective interaction between private compliance initiatives and public enforcement activities established.	N/A	Cote d'Ivoire: 2 Egypt: 2 Mali: 4 Malawi: 6 Nigeria: 1 Uganda: 2	Cote d'Ivoire: 2 Egypt: 2 Mali: 0 Malawi: 0 Nigeria: 0 Uganda: 1

**Output 2.2: Men and women in member-based organizations, such as cooperatives, have better access to productive, welfare and financial services and improved their capacity to address child labour issues within their business.**

No. of men and women members of supported organisations.	N/A	Cote d'Ivoire: 160 (48 F/112 M) Egypt: Egypt 1000(500 F/500 M)	Cote d'Ivoire: 6601 (536 F/6065 M) Egypt: 1162 (341 F/821 M) Mali: 1 706 (1 070 F/636 M)
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		Mali: 750 (400 F/350 M)	Malawi: 0
		Malawi: 3000 (1500 F/1500 M)	Nigeria: 877 (408 F/469 M)
		Nigeria: 500 (220 F/280M)	Uganda: 3060 (1694 F/1366M)
		Uganda: 200 (120 F/80M)	
No. of men and women members of the supported organizations that have new or improved access to productive, welfare and financial services (desegregated by type of service).	N/A	Cote d'Ivoire: 713 (314 F/399 M)	Cote d'Ivoire: 894 (355 F/539M)
		Egypt: Egypt 800 (400 F/400 M)	Egypt: Egypt 1083 (799 F/284 M)
		Mali: 750 (375 F/375 M)	Mali: 980 (770 F/210 M)
		Malawi: 800 (480 F/320 M)	Malawi: 546 (240 F/306 M)
		Nigeria: 600 (260 F/340 M)	Nigeria: 750 (400 F/350 M)
		Uganda: 300 (160 F/140M)	Uganda: 3060 (1694 F/1366M)
No. of men and women members of the supported organizations that have taken action in their households not allow child labour.	N/A	Cote d'Ivoire: 500 (150 F/350 M)	Cote d'Ivoire: 21 (4 F/ 17 M)
		Egypt: Egypt 250 (125 F/125 M)	Egypt: Egypt 1139 (700 F/329 M)
		Mali: 250 (125 F/125 M)	Mali: 880 (657 F/223 M)
		Malawi: 350 (220 F/130 M)	Malawi: 546 (240 F/306 M)
		Nigeria: 500 (160 F/240 M)	Nigeria: 266 (150 F/116 M)
		Uganda: 500 (260 F/240M)	Uganda: 3 007 (1 476 F/1 531M)

**Output 2.3: Workers and producers at the lowest tiers of the supply chain are supported to diversify and enhance their livelihoods with special attention to the specific needs of women.**

No. of vulnerable men and women that developed new self-consumption and/or	N/A	Cote d'Ivoire: 500 (400 F/100 M)	Cote d'Ivoire: 576 (430 F/ 146 M)
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income generating activities that do not include child labour		Egypt: Egypt 50 (25 F/25 M)	Egypt: Egypt 209 (145 F/64 M)
		Mali: 500 (250 F/250 M)	Mali: 399 (399 F/0 M)
		Malawi: 200 /100 F/100 M)	Malawi: 500 (210 F /290 M)
		Nigeria: 500 (220 F/280 M)	Nigeria: 709 (272 F/437 M)
		Uganda: 300 (185 F/115M)	Uganda: 803 (466 F/337M)
No. of men and women that have improved at least one of their current economic activities, without including child labour	N/A	Cote d'Ivoire: 500 (250 F/ 250 M)	Cote d'Ivoire: 162 (31 F/ 131 M)
		Egypt: Egypt :250 (125 F/125M)	Egypt: Egypt :126 (83 F/ 43 M)
		Mali: 500 (250 F/250 M)	Mali: 874 (437 F/437 M)
		Malawi: 250 (125 F/125 M)	Malawi: 500 (290 F/210 M)
		Nigeria: 500 (220 F/280 M)	Nigeria: 0 (0 F/0 M)
		Uganda: 300 (185 F/115M)	Uganda: 3060 (1694F/1366M)

**Output 2.4: Workers at the lowest tiers of the supply chain are empowered to exercise their fundamental principles and rights at work including through joining unions and associations.**

No. of men and women workers at the lowest tiers of the supply chain that, individually or collectively, propose and/or implement initiatives to improve compliance on child labour under the framework of the four FPRW at their workplace.	N/A	Cote d'Ivoire: 350 (35 F/ 315 M)	C Cote d'Ivoire: 46 (16 F/ 30 M)
		Egypt: 1000 (315 F/685 M)	Egypt: 1043 (246 F/769 M/28 Not Identified)
		Mali: 200 (100 F/ 100M)	Mali: 86 (42 F/44 M)
		Malawi: 500 (250 F/250 M)	Malawi: 4130 (2601 F/1529 M)
		Nigeria: 500 (220 F/280 M)	Nigeria: 515 (253 F/262 M)
		Uganda: 600 (300 F/300M)	Uganda: 125 (53 F/72M)

**Output 2.5: Boys and girls in vulnerable communities' access relevant quality education, and skills training, including support for the school-to-work transition.**

No. of boys and girls withdrawn or prevented from child labour that attend/reintegrate schools due to influence of the project.	N/A	<p>Cote d'Ivoire: 1064 (532 F/ 532 M)</p> <p>Egypt: Egypt 1800 (900 F/900 M)</p> <p>Mali: 1 845 (945 F/ 900 M)</p> <p>Malawi: 1000 (600 F/400 M)</p> <p>Nigeria: 1109 (629 F/500 M)</p> <p>Uganda: 1200 (600 F/600M)</p>	<p>Cote d'Ivoire: 1075 (525 F/ 550 M)</p> <p>Egypt: Egypt 1000 (315 F/685 M)</p> <p>Mali: 1583 (674 F/ 909 M)</p> <p>Malawi: 1010 (534 F/476 M)</p> <p>Nigeria: 1400 (678 F/722 M)</p> <p>Uganda: 4758 (2572 F/2186M)</p>
No. of working legal age boys and girls that attend vocational training and post training support according to their individual needs.	N/A	<p>Cote d'Ivoire: 300 (150 F/ 150 M)</p> <p>Egypt: Egypt : 600 (300 F/300 M)</p> <p>Mali: 300 (150 F/ 150 M)</p> <p>Malawi: 300 (180 F/120 M)</p> <p>Nigeria: 300 (150 F/ 150 M)</p> <p>Uganda: 300 (155 F/145M)</p>	<p>Cote d'Ivoire: 3 (1 F/ 2 M)</p> <p>Egypt: Egypt : 1100 (731 F/369 M)</p> <p>Mali: 620 (211 F/ 409 M)</p> <p>Malawi: 300 (95 F/205 M)</p> <p>Nigeria: 401 (211 F/190 M)</p> <p>Uganda: 1 218 (635 F/583M)</p>

**Output 2.6 District and communities have developed community-based multi-stakeholder compliance monitoring mechanisms/due diligence initiatives and have improved capacities to address child labour issues, taking into account individual needs of boys and girls.**

No. of district and communities that have implemented new or improved activities that explicitly address child labour including community action plans, monitoring mechanisms on	N/A	<p>Cote d'Ivoire: 35</p> <p>Egypt: 4</p> <p>Mali: 10</p> <p>Malawi: 15</p>	<p>Cote d'Ivoire: 36</p> <p>Egypt: 5</p> <p>Mali: 163</p> <p>Malawi: 20</p>
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child labour and OSH for young workers.	Nigeria: 12 Uganda: 5	Nigeria: 12 Uganda: 6
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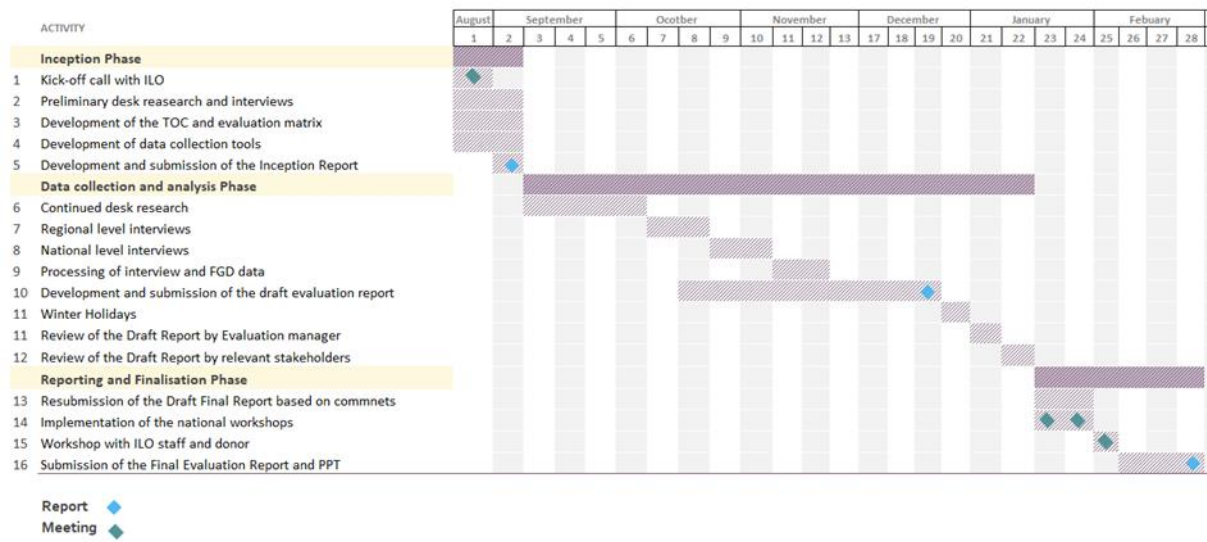
No. of district and communities that have implemented or supported new or improved public services (health care, quality education etc.), economic works (irrigation, roads, etc.), social protection nets and welfare programmes (any of them linked to the project support).	N/A Cote d'Ivoire: 35 Egypt: 2 Mali: 10 Malawi: 5 Nigeria: 12 Uganda: 5	Cote d'Ivoire: 39 Egypt: 2 Mali: 79 Malawi: 40 Nigeria: 9 Uganda: 11
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No. of district and communities that have developed and validated community-based multi-stakeholder compliance monitoring mechanisms/ due diligence initiatives to act as models/good practice for implementation in supply chain areas not targeted by the project.	N/A Cote d'Ivoire: 35 Egypt: 1 Mali: 10 Malawi: 5 Nigeria: 12 Uganda: 5	Cote d'Ivoire: 0 Egypt: 2 Mali: 79 Malawi: 115 Nigeria: 12 Uganda: 0
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**Output 2.7: Feasibility Study and Design Phase for a Development Impact Bond (DIB), or a similar innovative finance mechanism, developed.**

No. of innovative finance mechanisms designed, including a feasibility study.	N/A Cote d'Ivoire: 1 Egypt: N/A Mali: N/A Malawi: N/A Nigeria: N/A Uganda: N/A	Cote d'Ivoire: 0 Egypt: N/A Mali: N/A Malawi: N/A Nigeria: N/A Uganda: N/A
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## Annex 4. Evaluation schedule



## Annex 5. Documents reviewed

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- EAC. (n.d.) EAC Child Policy 2016. [online]. Available at: <https://ovcsupport.org/wp-content/uploads/2017/04/FinalEACChildRightsPolicy2016.pdf>
- Eric E., Thevenon O. (2019). Child labour: Causes, consequences and policies to tackle it. Accessed at: <https://www.oecd-ilibrary.org/docserver/f6883e26en.pdf?expires=1703163835&id=id&accname=guest&checksum=F25BEA6D20FE83A82861500606967961>. pg. 47-69
  - ECOWAS. (2023). ECOWAS action to eliminate child labour. [online]. Available at: <https://ecowas.int/ecowas-labour-ministers-adopt-ecowas-regional-action-plan-on-the-elimination-of-child-labour-and-forced-labour-in-west-africa/>
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  - ILO (n.d.). ACCEL-I Africa Regional Conference: Knowledge Sharing for Partnerships on the Elimination of Child Labour in Supply Chains. [online] Available at: [https://www.ilo.org/africa/technical-cooperation/accel-africa/WCMS\\_867133/lang--en/index.htm](https://www.ilo.org/africa/technical-cooperation/accel-africa/WCMS_867133/lang--en/index.htm)
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- ILO. (2021). Technical Progress Report
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    - ILO. (2023). Harnessing Corporate Social Responsibility initiatives to address Child Labour. Accessed at: [https://www.ilo.org/africa/WCMS\\_885017/lang--en/index.htm](https://www.ilo.org/africa/WCMS_885017/lang--en/index.htm)
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- Ibrahim, A., Abdalla, S. M., Jafer, M., Abdelgadir, J., & de Vries, N. (2018). Child labor and health: a systematic literature review of the impacts of child labor on child's health in low- and middle-income countries. *Journal of Public Health*, 41(1). <https://doi.org/10.1093/pubmed/fdy018>
- Includovate. (2022). Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project.
- Project Document Template (Prodoc) (n.d.)
- U.S. Department of Labour, Bureau of International Labour Affairs (2021). List of Goods Produced by Child Labour or Forced Labour. Available at <https://www.dol.gov/agencies/ilab/reports/child-labour/list-of-goods>
- UNICEF. (2023). Child Labour: Eradicating Child Labour in Egypt. [online]. Available at: <https://www.unicef.org/egypt/media/10761/file/Child%20Labour%20in%20Egypt.pdf>
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## Annex 6. List of interviews and FGDs

<b>Global and regional level interviews</b>	
1.	Sophie de Connick
2.	Silvia Possenti
3.	Minoru Ogasawara
4.	Angelica
5.	Coffee Agoussou
6.	Frederic Lapeyre
7.	Peter van Rooij
8.	Gabriel Lawin
9.	Ines Bentchikou
10.	Renate Kersten
11.	Charlotte Bernhard

<b>Cote d'ivoire</b>	
1.	Agence de Promotion de Inclusion Financières (APIF), Alan Beugré
2.	ANADER Soubre, Bernabé Comoe
3.	Evaluation monitor, Angelica M. Marmolejo
4.	Caisse Nationale d'Assurance Maladie (CNAM), Maurice Aka
5.	Confédération Générale des Entreprises de Côte d'Ivoire (CGECI), Edouard Ladouyou
6.	Ex Coordinateur du Projet ACCEL-I Africa, Euphrem
7.	Conseil Café Cacao, Christian Djadji
8.	Direction Générale du Travail DGT, Fanta Coulibaly Kagembega
9.	Directeur de Zakuéoua
10.	ACCEL-I Africa Team
11.	Direction de la lutte contre le travail des enfants (DLTE) (SOSTECI), Martin N'Guettia
12.	Comité intersyndical de lutte contre le travail des enfants (CILTE), Jonas Kokora

13.	L'Apprentissage et de l'Insertion Professionnelle (DAIP), Davis Tuo
14.	FGD with women WIND beneficiaries
15.	FGD with WIND beneficiaries

<b>Egypt</b>	
1.	ACCEL-I Africa, Marwa Salah, Karima Noureldin, Heba Abdelhalim
2.	ILO ILS, Coen Compier
3.	Ministry of Labour
4.	Better Work project team
5.	Cotton research institute, Hisham Mosaad
6.	GETAHEAD, Rehab and Safinaz
7.	FEI, Sayed Tork
8.	MOSS, Reem Kamal
9.	Banque Misr, Ahmed Adel
10.	GIZ, Nader Nabil, Ranya Atef

<b>Malawi</b>	
1.	District officials (also members of the District Child Labour Committee) in Ntchisi
2.	District officials (also members of the District Child Labour Committee) in Mulanje
3.	District officials (also members of the District Child Labour Committee) in Thyolo
4.	Business group members in Ntchisi
5.	Business group members in Mulanje
6.	Cooperative head and members
7.	Child protection Committee TA Chabuka in Thyolo
8.	ACCEL-I Africa National Team
9.	Ministry of Labour

<b>10.</b>	National Smallholder Tea Growers Association (NSTGA) in Thyolo
<b>11.</b>	Tea Association of Malawi (TAML) in Blantyre
<b>12.</b>	Final Employers Consultative Association of Malawi (ECAM) in Blantyre
<b>13.</b>	Malawi Congress of Trade Unions
<b>14.</b>	Teachers' Union of Malawi (TUM)
<b>15.</b>	Impact Centre for Economic Empowerment and Development (ICEED)

<b>Mali</b>	
<b>1.</b>	L'Institut National de la Statistique (INSTAT), Chiaka Cisse
<b>2.</b>	Cellule nationale de lutte contre le travail des enfants (CNLTE), Amadou Thiam
<b>3.</b>	Syndicat national de l'éducation et de la culture (SNEC), Soumaila H Maiga
<b>4.</b>	Conseil National du Patronat du Mali (CNPM), Abdoulaye Traore
<b>5.</b>	ONG CAEB, Ibrahim Bolozogola
<b>6.</b>	ONG CAEB, Sékou Traore
<b>7.</b>	Chambre des Mines du Mali, Bakary Guindo
<b>8.</b>	Institution de micro finance RMCR, Samba Walbane
<b>9.</b>	Fédération Régionale des sociétés coopératives des producteurs de coton, Samuel Zonou
<b>10.</b>	Conseil régional de Kayes, Samba Walbane
<b>11.</b>	VIAMO, Abdoul Faye
<b>12.</b>	FGD SSA Beneficiaires
<b>13.</b>	FGD Cooperatives
<b>14.</b>	FGD Inclusion
<b>15.</b>	FGD SSA Services techniques education
<b>16.</b>	FGD WIND

<b>Nigeria</b>	
<b>1.</b>	NECA Director
<b>2.</b>	Accel Team

3.	CCLMC Fagbo
4.	Country Director, ILO
5.	Director, FMLE
6.	TUC Focal Person
7.	SSCCL Ondo
8.	Implementing NGO I
9.	Implementing NGO I
10.	Community Leader - Aponmu
11.	Community Leader - Fagbo
12.	Youth Focus Group - Aponmu
13.	Youth Focus Group - Fagbo
14.	Men Focus Group - Aponmu
15.	Men Focus Group - Fagbo
16.	Women Focus Group - Aponmu
17.	Women Focus Group - Fagbo

<b>Uganda</b>	
1.	MobiPay, Eric Nana Agyei
2.	Nascent RDO, Annah Kamusiime, Barbara Odongo
3.	ACCEL-I Africa Project Team
4.	Uganda Cooperative Alliance (UCA), Ivan Asimwe, Patrick Sserubula
5.	Country Director, Jealous Chirove
6.	Ministry of Gender, Labour and Social Development, Alex Asimwe, Isma Kalanda
7.	Federation of Uganda Employers (FUE), Douglas Opio, Harriet Auma
8.	Kyambogo University (KYU), Gloria Geria
9.	National Organisation of Trade Unions (NOTU), Richard Bigirwa, Anthony Turyahebwa

<b>10.</b>	Uganda Bureau of Statistics (UBOS), Mulindwa Matovu
<b>11.</b>	FGD Katanga Savings Group -Katanga Sub-county, Kikuube
<b>12.</b>	FGD Simple Life youth Savings Group -Katanga Sub-county, Kikuube
<b>13.</b>	FGD Uganda Bugambe Tea Estate_
<b>14.</b>	FGD Uganda Kisaro Tea Estate- Kikuube District
<b>15.</b>	FGD Uganda, Mugisa per Mungu Savings Group- Ibambiro villiage, Katanga Sub county, Kikuube District
<b>16.</b>	FGD Uganda-Kyambara Youth Vsla

## Annex 7. Data collection tools

### Interview questionnaires

The following questions can be posed to ILO staff at regional and HQ level, as well as development partners.

1. Introduction		
Could you briefly introduce yourself, your organization and how you were involved in the ACCEL-I Africa project? Since when were you involved in ACCEL-I Africa?		
Relevance		RESPONDENTS
1	What do you see as the main challenges to address child labour across the six countries and selected sectors? Do they have sufficient commonalities to ensure that one common Theory of Change would suit their needs?	Regional ILO staff, ILO HQ, regional partners
2	At the project design stage, how have you identified the risk at regional and country-level, which could affect the project? Was your risk mitigation strategy effective?	Regional ILO staff
3	What were your specific needs and interests in the ACCEL-I Africa project? Would you say that project activities considered your priorities?	Donor
4	Were you consulted in the design of the ACCEL-I Africa project and its activities? And in the implementation? Did the project remain flexible during its implementation during the project, especially to challenges like COVID-19?	Regional partners
COHERENCE and validity		RESPONDENTS
1	Were there any other projects or initiatives targeting child labour in the selected countries or at regional level? Do you see any complementarity or mutual reinforcement between those efforts? Or overlaps?	Regional ILO staff, ILO HQ, regional partners, donor

2	Has the ACCEL-I Africa project been able to support – or be supported by - other ILO projects? Can you give examples?	Regional ILO staff, ILO HQ
3	<p>Do you think the project sufficiently integrated the cross-cutting concerns of ILO in its design? Namely:</p> <ul style="list-style-type: none"> <li>- Social dialogue and tripartism</li> <li>- Promotion of ILS</li> <li>- Gender equality and non-discrimination</li> <li>- Environmental sustainability</li> </ul>	Regional ILO staff, ILO HQ
4	<p>The ACCEL-I Africa project included three dimensions, namely the system level, supply chain level, and knowledge production. Do you believe these three dimensions were the most suitable to address child labour?</p> <p>Have you noticed that the three dimensions reinforced each other and interlinked?</p>	Regional ILO staff, ILO HQ, regional partners, donor

BOX 1. EFFECTIVENESS		BOX 2. RESPONDENTS
BOX 3. 1	BOX 4. Have you seen any changes in the legal and political framework affecting child labour in the Project countries? What changes have you seen?	BOX 5. Regional ILO staff, ILO HQ, regional partners, donor
<p>BOX 6.</p> <p>BOX 7.</p>		
BOX 8. 2	BOX 9. Have you seen any examples of established or improved mechanisms to address the root causes of child labour?	BOX 10. Regional ILO staff, ILO HQ, regional partners, donor
<p>BOX 11.</p> <p>BOX 12.</p>		



<b>BOX 13.</b>	<b>3</b>	BOX 14.The project also aimed to create and strengthen partnerships towards the reduction of child labour. Have you noticed increased collaboration between different actors to combat child labour? If yes, how is the increased collaboration helping support this effort?	BOX 15.Regional ILO staff, ILO HQ, regional partners, donor
BOX 16.			
<b>BOX 17.</b>			
<b>BOX 18.</b>	<b>4</b>	BOX 19.Lastly, the project aimed to produce knowledge and evidence on child labour. Do you feel that the knowledge and awareness of this phenomenon has increased due to the ACCEL-I Africa project in the Project countries?	BOX 20.Regional ILO staff, ILO HQ, regional partners, donor
<b>BOX 21.</b>			
<b>BOX 22.</b>	<b>5</b>	BOX 23.Do you think the project was overall a success and, if yes, what do you think were the main factors contributing to the project’s achievements?	BOX 24.Regional ILO staff, ILO HQ, regional partners, donor
<b>BOX 25.</b>			
<b>BOX 26.</b>	<b>6</b>	BOX 27.What do you think were the main challenges that the project faced? Do you think any of its objectives were not achieved?	BOX 28.Regional ILO staff, ILO HQ, regional partners, donor
<b>BOX 29.</b>			
<b>EFFICIENCY</b>		<b>RESPONDENTS</b>	
<b>1</b>		Do you feel like that the use of available resources (financial, human and time) was well managed? Could anything have been improved?	Regional ILO staff, ILO HQ, donor
<b>2</b>		Were the existing M&E mechanisms able to sufficiently track the progress of the Project’s implementation? Did these mechanisms allow to ensure that sufficient changes were implemented and that lessons were learned during the Project’s implementation?	Regional ILO staff, ILO HQ, donor

<b>3</b>	Were ILO's different offices able to successfully collaborate to ensure the proper functioning of the M&E mechanism? Were there any specific factors which contributed to this?	Regional ILO staff, ILO HQ, donor
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<b>IMPACT</b>	<b>RESPONDENTS</b>
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<b>1</b>	Have you seen progress towards the reduction of child labour in the countries benefiting from the Project?	Regional ILO staff, ILO HQ, regional partners, donor
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<b>2</b>	Have you noticed growing compliance practiced in supply chains which will help reduce child labour?	Regional ILO staff, ILO HQ, regional partners, donor
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<b>3</b>	Do you think that partnerships established during the Project will be able to continue the work towards the reduction of child labour?	Regional ILO staff, ILO HQ, regional partners, donor
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<b>4</b>	Do you think that creation and exchange of knowledge during the implementation of the Project has contributed to the reduction of child labour in global supply chains?	Regional ILO staff, ILO HQ, regional partners, donor
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<b>Sustainability</b>	<b>RESPONDENTS</b>
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<b>1</b>	Have national stakeholders shown a level of ownership over Project results that will ensure that the achievements of ACCEL-I Africa last into the future?	Regional ILO staff, ILO HQ, regional partners, donor
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<b>2</b>	Are there any factors which will enable the countries to sustain results after the Project closure?	Regional ILO staff, ILO HQ, regional partners, donor
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<b>3</b>	Do you see any risks that child labour could increase in the countries again after the Project closure?	Regional ILO staff, ILO HQ, regional partners, donor
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The following questionnaire can be used for the **government officials, trade unions, employer representatives, as well as national ILO staff**. Of course, questions will be rephrased based on the respondent.

<b>1. Introduction</b>		
<b>Could you briefly introduce yourself, your organization and how you were involved in the ACCEL-I Africa project? Since when were you involved in ACCEL-I Africa?</b>		
<b>Relevance</b>		<b>RESPONDENTS</b>
<b>1</b>	What do you see as the main challenges to address child labour in SECTOR X in Country X? Why do you think child labour is present at all?	Constituents and ILO staff
<b>2</b>	The ACCEL-I Africa activities focused on adjusting national policies, and creating partnerships, including strengthening social dialogue. In your view, were these the most suitable activities to address child labour in SECTOR X in Country X? Especially considering your needs?	Constituents and ILO staff
<b>3</b>	What were your specific needs and interests in the ACCEL-I Africa project? Did the project activities consider your priorities?	Constituents
<b>4</b>	Were you consulted in the design of the ACCEL-I Africa project and its activities? And in the implementation? Did the project adjust to your needs throughout the project, especially to challenges like COVID-19?	Constituents
<b>COHERENCE</b>		<b>RESPONDENTS</b>
<b>1</b>	Have you been involved in any other projects or initiatives targeting child labour in SECTOR X in Country X? If yes, did you notice any overlaps between the ACCEL-I Africa project and the other initiative, or did the initiatives complement each other?	Constituents and ILO staff

<b>2</b>	To what extent do you find the approach of focusing on policy development, community empowerment and knowledge production balanced in its application in your country?	Constituents and ILO staff
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<b>EFFECTIVENESS</b>		<b>RESPONDENTS</b>
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<b>1</b>	Have you seen any changes in the legal and political framework affecting child labour in Country X? What changes have you seen? Have these changes already created results?	Constituents and ILO staff
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<b>2</b>	At supply-chain level, the project aimed to increase mechanisms to address root causes of child labour. Have you noted any examples of that?	Constituents and ILO staff
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<b>2</b>	The project also aimed to create and strengthen partnerships at national level. Have you noticed an increase in collaboration of your organization with other actors, to combat child labour? Has social dialogue improved in this regard as well?	Constituents and ILO staff
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<b>3</b>	Lastly, the project aimed to produce knowledge and evidence on child labour in SECTOR X in Country X? Do you feel that your knowledge and awareness of this phenomenon has increased due to the ACCEL-I Africa project?	Constituents
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<b>4</b>	Were there any specific lessons that you learned from other countries? Do you feel like you could apply these lessons in your own country?	Constituents
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<b>5</b>	Do you think the project was overall a success and, if yes, what do you think were the main factors contributing to the project's achievements?	Constituents and ILO staff
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<b>6</b>	What do you think were the main challenges that the project faced? Do you think any of its objectives were not achieved?	Constituents and ILO staff
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6	Do you feel that your participation contributed to the success of the project? What contributions do you feel you made to ACCEL-I Africa and to combatting child labour?	Constituents
<b>EFFICIENCY</b>		
		<b>RESPONDENTS</b>
1	How do you see the management of the ACCEL-I Africa project by ILO? Do you think the project was managed effectively? Did you have sufficient communication with ILO, and did you receive sufficient information?	Constituents
<b>2</b>		
2	Do you think the project was well-managed by ILO and national and regional level? Did you receive sufficient guidance from the regional office?	ILO
<b>3</b>		
3	Do you think the human resources and financial resources were sufficient, considering the objectives of the project? Where did you see gaps?	ILO
<b>4</b>		
4	Were you able to make any savings on any of the activities? Were there any activities that were more costly than expected?	ILO
<b>5</b>		
5	Do you think the support you received when implementing the Project worked just as well when unforeseen issues (e.g. COVID-19) happened? Did this support help to address the issues you encountered?	Constituents
<b>IMPACT</b>		
		<b>RESPONDENTS</b>
1	To what extent have you seen progress towards the reduction of child labour in Country X and Sector Y?	Constituents and ILO
<b>2</b>		
2	Have you noted increased compliance in Country X and Sector Y which contributes to the reduction of child labour?	Constituents and ILO

<b>3</b>	Have you noticed that local communities are more capable of exercising their rights and addressing cases of child labour in Country X and Sector Y?	Constituents and ILO
<b>4</b>	Do you think that partnerships established during the Project will be able to work towards the reduction of child labour?	Constituents and ILO
<b>1. Sustainability</b>		<b>2. RESPONDENTS</b>
<b>3. 1</b>	<b>4.</b> To what extent do you think you can continue working towards the eradication of child labour in Sector X in country Y? Do you think you have sufficient capacity and knowledge to do so?	<b>5.</b> Constituents
<b>6.</b>		
<b>7. 2</b>	<b>8.</b> What do you see as the main challenges that may hinder the project from having long-term impact on child labour in Sector X? Do you see any risks that child labour could increase again after the project closure?	<b>9.</b> Constituents and ILO
<b>10.</b>		
<b>11. 3</b>	<b>12.</b> Are there any factors that you think will help you, but also all other stakeholders to sustain the results of ACCEL-I Africa after the project closure?	<b>13.</b> Constituents and ILO
<b>14.</b>		

The following questionnaire will be used to interview **supply chain actors, companies and other private sector representatives**.

### Introduction

**Could you briefly introduce yourself, your organization and how you were involved in the ACCEL-I Africa project? Since when were you involved in ACCEL-I Africa?**

<b>Relevance</b>		<b>RESPONDENTS</b>
<b>1</b>	What do you see as the main challenges to address child labour in SECTOR X in Country X? Why do you think child labour is present at all?	All

2	The ACCEL-I Africa activities focused on capacity and compliance of companies, strengthening the capacities of workers, adjusting national policies, and creating partnerships. In your view, were these the most suitable activities to address child labour in SECTOR X in Country X? Especially considering the needs of the private sector?	All
3	What were your specific needs and interests in the ACCEL-I Africa project? Did the project activities consider your priorities?	All
4	Were you consulted in the design of the ACCEL-I Africa project and its activities? And in the implementation? Did the project adjust to your needs throughout the project?	All
<b>COHERENCE</b>		<b>RESPONDENTS</b>
1	Have you been involved in any other projects or initiatives targeting child labour in SECTOR X in Country X? If yes, did you notice any overlaps between the ACCEL-I Africa project and the other initiative, or did the initiatives complement each other?	All
<b>EFFECTIVENESS</b>		<b>RESPONDENTS</b>
1	Have you seen any changes in the legal and political framework affecting child labour in Country X? What changes have you seen? Have these changes already affected your work?	All
2	Have you seen the creation of other mechanisms affecting child labour in Country X? If so, have these changes already affected your work?	All
3	The project also aimed to create and strengthen partnerships at national level. Have you noticed an increase in collaboration of your organization with other actors, to combat child labour? If yes, how is the increased collaboration helping you?	All

4	Lastly, the project aimed to produce knowledge and evidence on child labour in SECTOR X in Country X? Do you feel that your knowledge and awareness of this phenomenon has increased due to the ACCEL-I Africa project?	All
5	Do you think the project was overall a success and, if yes, what do you think were the main factors contributing to the project's achievements?	All
6	What do you think were the main challenges that the project faced? Do you think any of its objectives were not achieved?	All
7	Do you feel that your participation contributed to the success of the project? What contributions do you feel you made to ACCEL-I Africa and to combatting child labour?	All
<b>EFFICIENCY</b>		<b>RESPONDENTS</b>
1	How do you see the management of the ACCEL-I Africa project by ILO? Do you think the project was managed effectively? Did you have sufficient communication with ILO, and did you receive sufficient information?	All
<b>IMPACT and Sustainability</b>		<b>RESPONDENTS</b>
1	To what extent do you think your organization can continue working towards the reduction of child labour in Sector X in country X? Do you think you have sufficient capacity and knowledge to do so?	All
2	What do you see as the main challenges that may hinder the project from having long-term impact on child labour in Sector X? Do you see any risks that child labour could increase again after the project closure?	All
3	Are there any factors that you think will help you, but also all other stakeholders from sustaining the results of ACCEL-I Africa after the project closure?	All



The following questionnaires apply to **ground-level, community-based organisations** who supported the implementation of ACCEL-I Africa and provide support to the ultimate beneficiaries.

<b>Introduction</b>	
<b>Could you briefly introduce yourself, your organization and how you were involved in the ACCEL-I Africa project? Since when were you involved in ACCEL-I Africa?</b>	
<b>Relevance</b>	<b>RESPONDENTS</b>
<b>1</b> What do you see as the main challenges to address child labour in SECTOR X in Country X? Why do you think child labour is present at all?	All
<b>2</b> The ACCEL-I Africa activities focused on activities addressing national laws and policies, as well as addressing the capacities of various organisations at supply chain level, such as the private sector companies, but also organisations of workers and cooperatives.  In your view, were these the most suitable activities to address child labour in SECTOR X in Country X? Especially considering the needs of the private sector?	All
<b>3</b> What were your specific needs and interests in the ACCEL-I Africa project? Did the project activities consider your priorities?	All
<b>4</b> Were you consulted in the design of the ACCEL-I Africa project and its activities? And in the implementation?	All
<b>COHERENCE</b>	<b>RESPONDENTS</b>
<b>1</b> Have you been involved in any other projects or initiatives targeting child labour in SECTOR X in Country X? If yes, did you notice any overlaps between the ACCEL-I Africa project and the other initiative, or did the initiatives complement each other?	All
<b>EFFECTIVENESS and IMPACT</b>	<b>RESPONDENTS</b>

1	Have you seen any changes in the legal and political framework affecting child labour in Country X? What changes have you seen? Have these changes already affected children and families, and your organisation?	All
2	To what extent have you noticed that communities in country X in sector Y have become more empowered to exercise their rights and freedom of assembly?	All
3	Have you seen the establishment of any mechanisms that help reduce child labour in Sector X and Country Y?	All
4	The project also aimed to create and strengthen partnerships at national level. Have you noticed an increase in collaboration of your organization with other actors, to combat child labour? If yes, how is the increased collaboration helping you?	All
5	Lastly, the project aimed to produce knowledge and evidence on child labour in SECTOR X in Country X? Do you feel that your knowledge and awareness of this phenomenon has increased due to the ACCEL-I Africa project?	All
6	Overall, have you noticed any signs in your area and community that child labour has decreased as a result of the project?	All
7	Do you think the project was overall a success and, if yes, what do you think were the main factors contributing to the project's achievements?	All
8	What do you think were the main challenges that the project faced? Do you think any of its objectives were not achieved?	All

<b>9</b>	Do you feel that your participation contributed to the success of the project? What contributions do you feel you made to ACCEL-I Africa and to combatting child labour?	All
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<b>10</b>	Do you think your community has become more empowered and capable of monitoring and combating child labour? Can you give examples of how you see this increased empowerment or capacity of community members?	All
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<b>EFFICIENCY</b>	<b>RESPONDENTS</b>
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<b>1</b>	How do you see the management of the ACCEL-I Africa project by ILO? Do you think the project was managed effectively? Did you have sufficient communication with ILO, and did you receive sufficient information?	All
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<b>IMPACT and Sustainability</b>	<b>RESPONDENTS</b>
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<b>1</b>	To what extent do you think your organization can continue working towards the eradication of child labour in your community? Do you think you have sufficient capacity and resources to do so?	All
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<b>2</b>	What do you see as the main challenges that may hinder the project from having long-term impact on your community? Do you see any risks that child labour could increase again after the project closure?	All
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<b>3</b>	Are there any factors that you think will help you, but also all other stakeholders from sustaining the results of ACCEL-I Africa after the project closure?	All
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**Focus Group Discussion questionnaires**

The following questions represent the FGD template which was used when conducting community interviews.

**The following introductory questions for everyone:**

1. Are you familiar with the ILO ACCEL-I Africa project and the activities that have been carried out in your community? Could you tell me what activities you participated in, or what materials or support you received?
2. Before starting the project, did you know that certain forms of child labour are bad for the child?
3. Do you think child labour is a problem in your community? What do you think are the causes of this problem?
4. Before starting the project, do you have enough knowledge about the causes of child labour and how to reduce child labour?

**Activity-based questions (questions to adapt based on activities that took place in the specific community!):**

1. *Rights at work training: You have participated in training aimed at contributing to a better understanding of your rights at work? Did you find the training interesting, and did you learn anything new?*
2. After the training, were you able to make a change at work or in your life? Do you think your job has become more secure?
3. Financial inclusion/livelihood activities: You have received support to improve your ability to generate income, through vocational training, facilitated access to financial resources and financial education. Do you think these activities were helpful for your personal situation?
4. After receiving this support, do you feel more able to support yourself and your family financially? How has this support affected your life?
5. Social protection: *Have you noticed that thanks to the support of the project, you have more access to welfare services, including the provision of hygiene material and school supplies? Do you think this support is useful to your community to combat forced labour and child labour?*
6. How has the provision of social protection to you and community members affected your life and the well-being of your family? Have you noticed a change in children's school attendance following school meals?
7. Compliance: The project sought to improve compliance measures which seek to prevent and reduce child labour. Has this contributed to a reduction in forced and child labour?

**Impact and Sustainability**

1. Have you noticed a reduction in child labour in your community, thanks to the project activities we discussed previously? Can you explain how these activities have helped reduce child labour?
2. Do you think you and the community have enough knowledge and capacity to continue fighting child labour in the future? What challenges do you see?

**Survey (executed only in Malawi and then discontinued)**

**Introduction questions:**

- Country of the respondent [can be completed by the national expert]
- Community of the respondent [can be completed by the national expert]
- Gender of the respondent: Male/ Female/ Other/ Prefer not to say
- Employment status: I am employed / Unemployed / Business owner with no staff / Business owner with employees / Other

**Questions about relevance and the strategic fit of the project**

- To what extent were the following aspects of the ACCEL-I Africa project necessary to reduce child labour in your community? (*Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know*)
  - *Improvement of child labour monitoring mechanisms,*
  - *facilitating access to small loans,*
  - *Diversification of income generating activities,*
  - *Protecting workers' rights,*
  - *Promoting the freedom of assembly and organization of workers,*
  - *provision of training to children*
  - *facilitating children's transition to work*
- To what extent was your community able to participate in the design and planning of the project to ensure that the needs of your community were addressed? (*Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know*)
- To what extent do you think the project's response was sufficient to address external shocks (such as COVID-19) to your community? (*Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know*)

**Questions about project effectiveness and impact**

## Capacity of community members

- To what extent do you think your community has improved its ability to monitor whether child labour takes place within the community? (*Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know*)
- To what extent do you think your community has increased its knowledge about the dangers of child labour for children? (*Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know*)

- To what extent do you think your community has improved its ability to reduce the spread of child labour?*(Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know)*
- Have you improved your knowledge of where to report cases of child labour, if you would notice them? *(Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know)*
- Have you become more willing to report cases of child labour if you would notice them? *(Yes/ No/ I am not sure)*

#### Economic opportunities

- To what extent do you think your community reduced its reliance on child labour as important source of income? *(Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know)*
- To what extent have you noticed an increase in opportunities to have different sources of income? *(Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know)*
- To what extent have you noticed an increase in opportunities in your community to access financial services, such as small loans?*(Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know)*
- To what extent have you noticed an increase in opportunities for working community members to join union or associations of workers?*(Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know)*
- To what extent have you noticed an increase in opportunities for children to access education? *(Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know)*
- Do you think your community members have become more aware of their rights regarding health and safety at work? *(Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know)*
- Do you think working conditions have improved in your community? *(Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know)*

#### Changes in business owner behavior

- Do you think business owners in your community are more aware of the risks and dangers of child labour for children? *(Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know)*
- Do you think business owners in your community increased their ability to reduce the spread of child labour? *(Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know)*
- Do you think business owners in your community have become more aware about health and safety of employees at work? *(Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know)*

- Do you think that business owners in your community have taken steps to ensure better compliance with child labour regulations? (*Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know*)

**Questions about project sustainability**

- To what extent do you think that future challenges (new pandemics, economic difficulties, sociopolitical instability, etc.) will lead to increased instances of child labour in your community? (*Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know*)
- If the project was to end today, to what extent do you think your community can continue to work towards reducing instances of child labour on its own? (*Not at all/ A little/ To some extent/ To a great extent/ To a significant extent/ I don't know*)

## Annex 8. Lessons learned and good practices

Project DC/SYMBOL: RAF/18/08/NLD

Name of Evaluator: PPMI Group

Date: [Click here to enter a date.](#)

### Lessons learned

*The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.*

<b>LESSON LEARNED ELEMENT</b>	<b>Gender should be mainstreamed in project design and implementation</b>
<b>Brief description of lessons learned</b> (link to specific action or task)	The potential role of women in combating child labour was not optimally used, and effectiveness and impact could have been enhanced if family dynamics were better considered. The impact of the project on women could also not be measured.
<b>Context and any related preconditions</b>	There is a deficiency towards a strategic gender approach in the project design, with stakeholders noting the absence of clear gender strategies, especially concerning parents and caregivers, which are crucial in addressing child labour issues. Furthermore, variations exist among countries in the extent to which gender has been integrated into the implementation process. The M&E framework also does not define clearly what is meant by “gender considerations” and does not go beyond measuring the participation of female beneficiaries.
<b>Targeted users / Beneficiaries</b>	FUNDAMENTALS and women in communities benefiting from the Project
<b>Challenges /negative lessons - Causal factors</b>	While women were able to benefit from the implementation of the Project, better gender mainstreaming could have created larger scale impact.
<b>Success / Positive Issues - Causal factors</b>	N/A
<b>ILO Administrative Issues</b> (staff, resources, design, implementation)	Gender issues should have been more integrated in the design based on consultations with the stakeholders and ILO’s previous experiences

<b>LESSON LEARNED ELEMENT</b>	<b>Private sector intermediaries and multinational organisations have a core role to play in addressing poverty and other root causes.</b>
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<b>Brief description of lessons learned</b> (link to specific action or task)	While legal frameworks were strengthened and communities were empowered in their occupational health and safety, and income diversity, the impact of ACCEL-I Africa on poverty was hindered by the behaviour of intermediaries and multinational organisations.
<b>Context and any related preconditions</b>	The project focused on working with supply chains to address the issue of child labour. However, the supply chain approach was mostly focused on working with the communities. Examples were found of private sector intermediaries that pressure farmers to sell products such as cocoa below market rates.
<b>Targeted users / Beneficiaries</b>	Beneficiaries working in the lowest tiers of the supply chain.
<b>Challenges /negative lessons - Causal factors</b>	Without integrating more multinationals and private sector intermediaries it becomes harder to holistically address the pressures faced by workers at the lowest tier of the supply chain and reduce predatory behaviour.
<b>Success / Positive Issues - Causal factors</b>	N/A
<b>ILO Administrative Issues</b> (staff, resources, design, implementation)	There is a need for a greater integration of private sector intermediaries and international organisation into Project design and activities.

## Good Practices

<b>GOOD PRACTICE ELEMENT</b>	<b>The use of existing ILO tools to enhance effectiveness and replicability.</b>
<b>Brief summary of the good practice</b> (link to project goal or specific deliverable, background, purpose, etc.)	The project used an innovative WIND strategy focused on improving the health and safety of workers and the SCREAM method to enhance access to education. In the project countries where these tools were implemented, they have proven to be adaptable, relevant, and effective.
<b>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</b>	Instead of designing new tools, the use of existing tools is more efficient and has an almost guaranteed effectiveness (if demonstrated by past practice).
<b>Establish a clear cause-effect relationship</b>	The use of existing tools that have worked previously contributes to efficiency as there is no need to create new or additional tools. Furthermore, the replication and upscaling of tools that worked previously, creates a higher likelihood of success given that the tool has already been tested.
<b>Indicate measurable impact and targeted beneficiaries</b>	Beneficiaries at the lowest tiers of the supply chain.

<b>Potential for replication and by whom</b>	Some of the ACCEL-I Africa successes can be upscaled and replicated by training national or local actors on using the tools, and experiences can more easily be exchanged between countries and sectors.
<b>Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)</b>	N/A
<b>Other documents or relevant comments</b>	N/A

<b>GOOD PRACTICE ELEMENT</b>	<b>The use of an overarching Theory of Change with activities and implementation approaches adaptable to local contexts.</b>
<b>Brief summary of the good practice</b> (link to project goal or specific deliverable, background, purpose, etc.)	Each country followed the three pillars of the project and quite similar indicators for success but was flexible in adopting the activities needed to achieve the outcomes and targets. As a result, stakeholders and beneficiaries in each country applauded the relevance of the project while, at the same time, regional ILO management could use the overarching ToC and M&E framework to monitor and manage the project.
<b>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</b>	The Project was implemented in six countries encountering the issue of child labour. However, their internal contexts were different in terms of where child labour is prevalent, socioeconomic conditions and other factors. To account for this the Project undertook in-depth consultation with national stakeholders to account for these differences and integrate them into its intervention.
<b>Establish a clear cause-effect relationship</b>	Adjusting the ToC to the national context while ensuring that it is in line with the overarching ToC and M&E framework helps ensure relevance to national stakeholders, while also facilitating the Project's oversight.
<b>Indicate measurable impact and targeted beneficiaries</b>	FUNDAMENTALS
<b>Potential for replication and by whom</b>	FUNDAMENTALS and ILO staff
<b>Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)</b>	N/a
<b>Other documents or relevant comments</b>	N/a

<b>GOOD PRACTICE ELEMENT</b>	<b>Vocational training programmes as a key strategy in the reduction of child labour</b>
<b>Brief summary of the good practice</b> (link to project goal or specific deliverable, background, purpose, etc.)	Vocational training empowers youth to choose their professions, significantly boosting motivation. Interviewees assert confidently that this approach serves as a viable pathway for children from challenging environments like cocoa plantations and gold mines. This underscores the importance of tailored vocational training initiatives in specific contexts, contributing to successful child labour prevention efforts.
<b>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</b>	In Egypt, vocational training focused on efficient cotton collection methods has successfully minimised child labour in the sector. Similarly, in Côte d'Ivoire, interviewees highlight vocational training as a crucial solution to address child labour in cocoa plantations and gold mines. The success lies in providing an alternative to simply relocating children to schools.
<b>Establish a clear cause-effect relationship</b>	The positive impact is evident, with vocational training programs and increased parental awareness leading to a tangible decline in child labour. Despite the lack of precise measurement tools, respondents affirm the unmistakable positive influence of vocational training on child labour reduction.
<b>Indicate measurable impact and targeted beneficiaries</b>	Youth beneficiaries applicable for VET training.
<b>Potential for replication and by whom</b>	FUNDAMENTALS
<b>Upward links to higher ILO Goals</b> (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	N/a
<b>Other documents or relevant comments</b>	N/a