



Asia Regional Child Labour Project

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LIST OF ABBREVIATIONS

AITUC	All India Trade Union Confederation
ANTUF	All Nepal Federation of Trade Unions
ARC	Asia Regional Child Labour (project)
ARCLP	Asia Regional Child Labour Programme
BBS	Bangladesh Bureau of Statistics
BEF	Bangladesh Employers Federation
BRIDGE	Bridge Project: From Protocol to Practice: A Bridge to Global Action on Forced Labour
CBS	Central Bureau of Statistics, Nepal
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CIF	Children of India Foundation
CL	Child labour
CLARISSA	Child labour Action Research Innovation in South and South East Asia
CLEAR	Country Level Engagement and Assistance to Reduce Child Labour
CLFZ	Child Labour Free Zone
CLM	Child Labour Monitoring
CLMC	Child Labour Monitoring Committee
CLMS	Child Labour Monitoring System
CLS	Child Labour Survey
COVID-19	Coronavirus Disease 2019
CSEC	Commercial Sexual Exploitation of Children
CSO	Civil Society Organization
CTA	Chief Technical Advisor
DFID	(UK) Department for International Development
DIFE	Department of Inspection for Factories and Establishments (Bangladesh)
DWCP	Decent Work Country Programme
DWT	Decent Work Team
ESDO	Eco-Social Development Organization (Bangladesh)
FAO	Food and Agriculture Organization of the United Nations
FGD	Focus Group Discussion
FNBI	Federation of Nepal Brick Industries
FCDO	United Kingdom's Foreign, Commonwealth and Development Office
FL	Forced Labour
FPRW	Fundamental Principles and Rights at Work
GBP	Great Britain Pound
GEFONT	General Federation of Nepalese Trade Unions
HQ	Headquarters
IA	Implementation Agreement
ICLS	International Conference of Labour Statisticians
ICT	Islamabad Capital Territory
ILO	International Labour Organization
ILS	International Labour Standards
JVS	Janhit Vikas Samiti
KII	Key Informant Interview
KP	Khyber Pakhtunkhwa (province, Pakistan)

LFS	Labour Force Survey
M&E	Monitoring and Evaluation
MOHR	Ministry of Human Rights (Pakistan)
MOLE	Ministry of Labour and Employment (Bangladesh)
MoLESS	Ministry of Labour, Employment and Social Security (Nepal)
MOP&HRD	Ministry of Overseas Pakistanis and Human Resource Development (Pakistan)
MSME	Micro, Small and Medium Enterprises
MTE	Midterm Evaluation
My-PEC	Myanmar Programme on the Elimination of Child Labour
NACG	National Action and Coordination Group
NCLS	National Child Labour Survey (Bangladesh)
NGO	Non-Governmental Organization
NPA	National Plan of Action
NPA-ECL	National Plan of Action to Eliminate of Child Labour 2021-2025 (Bangladesh)
NPC	National Project Coordinator
NTUC	Nepal Trade Union Congress
OECD-DAC	Organisation for Economic Co-operation and Development-Development Assistance Committee
OSH	Occupational Safety and Health
PBSA	Pakistan Boy Scouts Association
PGGA	Pakistan Girl Guides Association
PWF	Pakistan Workers Federation
RAP	Regional Action Plan
RBM	Results Based Management
RMI	Responsible Mica Initiative
ROAP	Regional Office for Asia and the Pacific
SACG	South Asia Coordinating Group on Action Against Violence Against Children
SAIEVAC	South Asia Initiative to End Violence Against Children
SDG	Sustainable Development Goal
SWT	School-to-Work Transition
TdH	Terre des Hommes
ToC	Theory of Change
TOR	Terms of Reference
TPR	Technical Progress Report
TVET	Technical and Vocational Education and Training
UK	United Kingdom
UN	United Nations
UNSDF	United Nations Sustainable Development Framework
UNEG	United Nations Evaluation Group
UNICEF	United Nations Children's Fund
USD	United States Dollars
UDDOL	United States Department of Labor
WDACL	World Day Against Child Labour
WFCL	Worst Forms of Child Labour
WVI	World Vision India

EXECUTIVE SUMMARY

PROJECT BACKGROUND

The “Asia Regional Child Labour (ARC) Project” was implemented by the International Labour Organization (ILO) with funding from the United Kingdom (UK) Foreign, Commonwealth and Development Office (FCDO) in six countries – Afghanistan, Bangladesh, India, Myanmar, Nepal and Pakistan. The original project duration from 2 May 2019 to 31 September 2023, was subsequently extended until 31 March 2024 through a no-cost extension.

The project aimed to reduce vulnerability to child labour and enhance the protection of children from exploitation in the six countries. Towards this objective, the project worked with ILO constituents and project partners in three outcome areas:

- Building a credible knowledge base on the causes and drivers of child labour, and effective interventions to address them;
- Aligning legislation and policies with international conventions on child labour and enforcing and implementing them; and
- Developing and applying a holistic approach to eradicating child labour, particularly its worst forms, in selected regions of each country.

The project strategies included research, through national quantitative surveys and qualitative studies; enhancing public awareness about child labour; supporting the constituents to improve legal and policy frameworks and law enforcement capacity; and piloting local interventions using integrated area-based approaches toward preventing and responding to child labour.

During its implementation the project faced significant challenges including the COVID-19 pandemic in 2020, the military coup in Myanmar on 1 February 2021, the Taliban takeover in Afghanistan in August 2021, and a significant budget reduction from GBP 8 million to GBP 5.5 million due to financial constraints faced by the donor. These events had an impact on project intervention scope, planning and budgeting. In Myanmar, as per the UN Country Team (UNCT) guideline deterring engagement with the military regime following the coup, the project only worked with social partners and other stakeholders and did not pursue government policy advocacy. The project ceased its operations in Afghanistan after the Taliban took control, following the donor’s decision.

EVALUATION OBJECTIVES AND METHODOLOGY

The final evaluation provides the ILO, FCDO and project partners with an assessment of the project’s achievements of its objectives, and its relevance, coherence, effectiveness, impact, efficiency, and sustainability. The evaluation also assesses the project contribution to ILO cross-cutting themes, including gender equality, inclusion of vulnerable groups and social dialogue.

The evaluation used a mixed methods data collection approach comprising document analysis, key informant interviews, beneficiary focus group discussions and a survey of training participants. The evaluation team collected data both remotely and in-country in Bangladesh, India, Nepal, and Pakistan and remotely in Myanmar and Afghanistan in December 2023 and January 2024. The team interviewed 124 key informants including constituent stakeholders, ARC project staff, donor representatives, ILO country office staff, ILO technical backstopping staff, implementing partners and beneficiaries.

SUMMARY OF FINDINGS AND CONCLUSIONS

Relevance

The evaluation found that the project interventions were relevant to address the child labour situation in the countries at the time of the project design and continued to be relevant in the aftermath of the COVID-19 pandemic, as child labour risks increased with school closures and loss of family livelihoods. In Myanmar children's vulnerability to exploitation escalated with the economic and social instability following the coup, increasing the need to redouble child labour efforts. The project's stakeholder consultations during the inception phase promoted the relevance of the intervention to the needs and interests of ILO constituents, and most evaluation respondents continued to highly value the project interventions. Despite the widespread support and engagement of stakeholders at various levels, the onset of the COVID-19 pandemic deflected attention from child labour among some constituents, reducing the level of engagement among some national governments and social partners.

The logic of the project's three components - building the knowledge base; aligning policy with international standards and building capacity for implementation; and implementing integrated interventions on the ground - was both relevant and coherent overall. The evaluation noted the adaptability of the design per country and the added value of the regional intervention. However, strategies for raising public awareness and advocacy strategies targeting policy makers were not clearly distinguished and positioned, which hampered clear reporting and evaluation of the results. The intention that the project's research evidence would be used in a sequential manner to support policy advocacy did not generally prove feasible given the time required to complete research, and the project advanced policy advocacy and other interventions wherever possible, following various implementation delays. In Myanmar, given the unfavourable political landscape the research purpose was adapted to serve the design of local interventions.

Coherence

Overall, the project was highly coherent with the efforts of national constituents and other concerned stakeholders towards the elimination of child labour, exhibited particularly through project support to elaborate national action plans on child labour where they exist.

Within the ILO, a coherent approach was ensured through the oversight role of decent work teams in New Delhi and Bangkok. The country offices and the project team made efforts to ensure collaboration with related development cooperation projects working on child labour and forced labour or building upon forerunner projects. This was most evident in Myanmar where an integrated approach among three child labour projects served efficiency and impact, and was also seen in Bangladesh, India, Nepal and Pakistan. In general, the project aligned with the Decent Work Country Programmes which represent the constituents' decent work agendas in each country. Nevertheless, in Pakistan a divergent view emerged among senior ILO officials regarding the alignment of the project's community-level interventions with the ILO's strategic and tripartite mandate.

Externally, the project successfully partnered with other UN agencies, significantly with UNICEF, one of ILO's key global partners in the movement to eliminate child labour, in Myanmar, Nepal, and Pakistan, and also with the Food and Agriculture Organization (FAO) and other agencies within the Alliance 8.7 Secretariat in Nepal. The project actively engaged with regional alliances to eliminate child labour including the South Asia Initiative to End Violence against Children (SAIVEC) at inter-government level, and the South Asia Coordinating Group on Action Against Violence Against Children (SACG), and in global advocacy events.

Effectiveness

Despite significant external challenges, the ARC Project achieved most of its intended outcomes and outputs in Bangladesh, India, Nepal, Myanmar and Pakistan. In Afghanistan the project contributed toward improving the available knowledge on child labour prior to the project's closure in the country.

Towards **building a credible knowledge base**, a large body of knowledge has been produced across all the participating countries, providing updated data on the scale of child labour in Afghanistan, Bangladesh, Nepal, selected provinces of Pakistan and regions of Myanmar. A key contribution in Afghanistan, Bangladesh, Nepal and Pakistan was to support government statistics offices to align measurement of child labour with internationally recognised definitions. In India, it was not possible for the project to support updated national data on child labour as the country has not yet transitioned to a child labour definition aligned with ILO guidelines. In Myanmar too, national data could not be updated, but the child labour assessment in targeted areas served the design of local interventions and captured the effects of COVID-19 and the coup on child labour, importantly also informing ILO Governing Body considerations. Useful studies on the nature of child labour in hazardous sectors were conducted, including mica mining and brick kilns in India, domestic work, waste picking and auto repair workshops in Pakistan, and jointly with the Bridge project, contributions to brick industry research and child labour in bonded labour communities in Nepal.

Implementation delays meant that many research products were completed later in the project life or are still ongoing, and only a few studies have reached full dissemination and policy advocacy. An exception is in Pakistan where research on child labour in domestic work provided the impetus for legal amendment, while policy development and tangible action plans recently followed the completion of the child labour surveys in Punjab and Gilgit Baltistan. Public awareness campaigns were implemented through a variety of innovative mass media campaigns, ensuring that attention was drawn to issues involving child labour, especially around the annual World Day Against Child Labour (WDAFL) campaigns.

Towards **policy alignment with international conventions and enforcement capacity**, progress was strongest in Bangladesh and Nepal, while advances were made in Pakistan and to a lesser extent in India. In Bangladesh significant regulatory framework improvements were achieved - ratification of C138, updating of the hazardous worklist for children and elaboration of the National Plan of Action on child labour. Similarly in Nepal, key advances were made through the revision of hazardous worklist, increased capacity to implement the national masterplan on child labour through support to the Alliance 8.7 mechanism, and development of software for child labour free municipality monitoring. In Pakistan, legal amendments were achieved in relation to hazardous work in Punjab and child domestic work in Islamabad Capital territory, the latter supported by advocacy by media actors trained by the project. Action plans arising from the child labour surveys in Punjab and Gilgit Baltistan are underway with ILO and UNICEF support. However, significant gaps remain in alignment of the legal framework with the child labour conventions.

In India, sectoral and supply chain policy advocacy integrating child labour gained momentum, although this was limited to the mica sector in Jharkhand state where a regulatory policy promoting protect of workers in mica processing was introduced by the state government. The project completed a Master Plan for decent work in the mica supply chain, awaiting discussion by policy makers.

The project mapped social protection schemes available in the respective countries, as well as applicable services for school-to-work transition in India, but the evaluation concluded that these policy convergence elements did not advance significantly.

Regarding **local intervention models**, the project partners implemented a variety of holistic area-based and sector focused community models to identify and assist children vulnerable to child labour in Bangladesh, India, Nepal, Myanmar, and Pakistan. Through a pilot model approach, the services including education referrals for children engaged in child labour, social protection access, and access to alternative livelihoods benefited significant numbers of children and their families in targeted communities. The models were most effective where the interventions could be linked with government institutions at district or subdistrict levels responsible for monitoring and responding to child labour cases. All the models enabled increased community-level awareness of child labour and engagement in monitoring child labour, while the work in India and Pakistan demonstrated the importance of empowering children and youth as advocates for children's rights. Access to social protection emerged as a high priority for beneficiary families in helping to keep their children out of child labour in the countries where it was facilitated.

Making cross-model comparisons, the evaluation concluded that an area-based approach remains an important foundation of local child labour interventions, where child labour may occur in more than one type of workplace or sector, as well as in private households. The local interventions with a sectoral focus including those in the mica belt in India and the brick kilns in Nepal afforded the opportunity for the ILO to bring its full decent work agenda into play. The 'child labour free zone' approaches applied by the partners in Bangladesh, Nepal and Myanmar, were shown to be effective in removing children from child labour, but tended to be focused on child protection, rather than integrated in the ILO's full decent work framework.

Enabling factors. The evaluation highlighted several key factors which facilitated the project's achievements. The ILO's technical expertise in measuring child labour, its normative authority on the child labour conventions, and expertise in Fundamental Principles and Rights at Work (FPRW) were crucial. In addition, the ILO's history of working in the countries and its existing relationships with constituents and implementing partners, the prior commitment of some of the governments to meeting their obligations under the conventions, integrated planning across related projects and building on existing projects, most evident in Myanmar; and the choice of implementing partners with long experience addressing child labour in the intervention sites, all enabled success.

Cross-cutting themes. The promotion of **international labour standards** was integral to the project's objectives and interventions and extended beyond the child labour conventions to other standards associated with the FPRW, including occupational safety and health, Freedom of Association and the Right to Organise.

Gender responsive and socially inclusive strategies were not given a high priority in the design but were pursued under implementation in some countries, such as the focus on child domestic work in Pakistan, female empowerment in advocacy for children's rights and decent work for mica workers in India, and economic resilience for women headed households in Myanmar. The sectoral focus areas, though justified by clear rationales, in some countries tended to focus on areas where boys are usually engaged, while areas where girls predominate, such as home-based work and commercial sexual exploitation of children, received less attention. The interventions could also have done more to ensure equal participation of boys and girls and women and men in child labour monitoring and advocacy, which tended to be female dominated. Few interventions were directed towards inclusion of children with disabilities apart from some small-scale interventions in India.

Social dialogue and tripartism. As part of national-level consultations on policy and research, the project engaged with its three tripartite constituents as a standard practice in most participating countries, except for Myanmar where engagement with the government was necessarily excluded. The evaluation found that engagement of the employers and trade unions was weak in some countries,

and stronger where the organizations had a direct role to play in implementation. Freedom of association and collective bargaining towards the elimination of child labour were not seen across the countries but are beginning to emerge in the mica sector in India with the recent establishment of workers' information centres, and promotion of worker cooperatives for marketing mica.

Although **environmental sustainability** issues were not visible across the local interventions, the importance of a safe and healthy working environment and the effects of work practices on the environment were part of the messaging in mica mining and brick industry local interventions.

Impact

The project made significant impacts flowing from each of its intervention pillars. The body of knowledge on the nature and extent of child labour has been extended, with modest influence on laws and policies. Key impacts have been produced on the legal and policy frameworks of the respective countries, though in most target countries there remain gaps with respect to both the legal framework and enforcement resources and capacity.

In terms of child labour prevalence and risk, the numbers of children and families reached by the local interventions in each country are yet to be captured in the project's final reporting, however the project reports and evaluation interviews point to significant changes in the lives of children and their families. These include the removal of around 1,200 children from child labour in Bangladesh, and 200 female child domestic workers removed from child labour in Pakistan through direct assistance. In Nepal, six municipalities were declared child labour free, and in Bangladesh, a whole district. Impacts were also demonstrated in building community resilience to fight root causes of child labour, especially in India, Bangladesh, and Myanmar.

Efficiency

Overall, the project has operated efficiently. It has produced most of its planned outputs and outcomes within its human resources and a reduced budget. The onset of the COVID-19 pandemic was a significant hindering factor, together with political crises, and significant budget cuts. All of these caused implementation delays and reduced the scope of activities. The agile management response led by the CTA enabled flexibility and adaptation to ensure that work progressed when COVID-19 delayed research or community level interventions.

Internally, the ILO's recruitment practices delayed implementation, with initial gaps filled by the FUNDAMENTALS team and other country office staff. The project operated with lean human resources overall, however the regional and country-level teams have managed the implementation effectively.

The monitoring, evaluation and learning system evolved to capture and report results against the logical framework, mostly in qualitative form. Although improvements were made to the logical framework indicators after the Baseline Study, issues with the formulation of indicators limited the usefulness of the system in reporting and evaluating the results. The management system featured frequent project-wide progress meetings and semi-annual reviews which facilitated learning exchange among the team, and a robust process for documentation of ARC experience and tools prior to the project end.

Sustainability

While the project lacked detailed country-level sustainability strategies, it was guided by an approach that emphasized early planning for sustainability and the principle of transfer of responsibility for project interventions to the national agencies and constituents.

Regarding each outcome area, the child labour survey reports completed in Afghanistan, Bangladesh, Nepal and Pakistan can continue to inform policy and programming on child labour. The rapid assessment in Myanmar can also serve to inform expansion of child labour interventions in Kayin state. Associated with the completion of the surveys, improved national capacity to collect and analyse child labour data, and in some countries including child labour modules in regular labour force surveys is likely to continue. The sectoral research products may have lasting effects provided ILO Country Offices or new programmes can continue to promote policy dialogue on the findings, for example in the brick kiln and mica sectors in India, and waste picking in Pakistan.

The evaluation cannot determine the likelihood that increased awareness about child labour will remain among the public and across the participating communities, but the increased capacity and commitment of trained media personnel in Nepal and Pakistan, and of the community volunteers engaged across the countries are supportive factors.

At policy level, policy advances supported by the project will remain in place to protect children from engagement in child labour, particularly in hazardous work in Bangladesh, Nepal, and Pakistan, while the impact of policy developments in the mica sector is yet to be fully realized.

Overall, the new laws and policies introduced are likely to have lasting impact, but their effectiveness will depend on strengthened capacity for monitoring and enforcement, which varies considerably across the countries. The prospects for sustaining national programmes for child labour appear strongest in Nepal and Bangladesh, where substantial resources have been committed to rolling out the national plans on child labour. In Nepal, the brick industry's commitment to eliminating child labour through its Code of Conduct promises sustained improvements, while in India the blueprint developed to address decent work and child labour in the mica mining belt will require ongoing advocacy to bring about lasting and scaled improvements.

The evaluation concluded that the prospects of sustaining the local pilot interventions that brought about these community impacts are strongest where they were linked with government mandated structures at higher levels, and with planning structures that attract resources, such as village development plans in India and child labour free municipalities in Nepal. The commitment of the Pakistan Workers Federation and its Domestic Workers Union affiliate favours the sustainability of the community volunteer interventions in Punjab. Likewise, the advocacy efforts of the Girl Guides and Boy Scouts associations will likely continue; while the community development and child labour monitoring models in Myanmar require ongoing support by development actors to sustain them.

Based on the evaluation findings the evaluation noted the following **lessons learned**:

- **Project design needs to be realistic about the time required for research results to contribute to policy change.** It was ambitious to expect the knowledge products to be completed, disseminated, and contribute to policy change within the project timeframe.
- **Responding to host government needs and interests facilitates impact.** In Nepal and Bangladesh, the project directly served the requests of the host governments which contributed to significant achievements in each outcome area.
- **Agility in project management and planning is critical in times of crisis.** In a global environment that is increasingly unpredictable and crisis-affected, agile project management approaches such as applied by the ARC Project are required, enabling rapid adjustments to workplans and potentially necessitating deviation from a rigid results-based management approach.

- **An integrated approach among related projects at country level enhances efficiency and impact, especially in times of crisis.** Myanmar’s integrated project interventions across the three projects addressing child labour enabled efficiency and supported impact and scale-up.
- **Intervention scope needs to be balanced relative to resources.** In India the ARC project’s initial scope on the ground was too broad for the timeframe and resources. A greater impact is likely to be achieved with longer and more intensive interventions in fewer locations.

The project also demonstrated several **good practices**:

- **Integrating child labour interventions at community level in mandated government institutions.** In several countries, the ARC Project integrated community child labour interventions within relevant government frameworks. These included activating the mandated sub-district Child Labour Committees linked with community watch groups in Bangladesh, building child labour monitoring on child-friendly municipality committees in Nepal, and in India including child labour in Village Development Plans and promoting the role of traditional leadership in overseeing interventions at the village level.
- **Decent work approach in the mica mining sector and supply chain in India.** In the mica mineral mining states of Jharkhand and Bihar, the project and its partners initiated a supply chain approach to addressing child labour, addressing the working conditions and push factors in child labour on the ground as well creating momentum for changes in the regulation and formalization of mica mining and processing.
- **Empowering communities and children to end child labour.** Community ownership was established through different mechanisms in Bangladesh, India, Myanmar, Nepal and Pakistan. In India, the children’s clubs’ members advocated and took action for child rights and reported child exploitation. In Pakistan, children and youth were empowered to advocate against child labour through the girl guides and boy scouts associations. In Bangladesh and Myanmar, the child labour watch groups gained the trust of the community, and in Pakistan community groups were empowered to monitor child domestic work.
- **Creating a child labour e-learning programme in Myanmar to facilitate access.**

RECOMMENDATIONS (Full version can be found in the report body)

1. **Continue to implement child labour focused programmes in the sub-region towards SDG Target 8.7, ensuring that capacity building strategies apply ILO’s expertise on the decent work agenda and Fundamental Principles and Rights at Work to the extent possible at policy and ground levels.** For example, in supporting area-based local intervention demonstration models, consider ARC project good practices in applying ILO OSH improvement tools for adults as well as children of working age and enhancing access of vulnerable families to national social protection and economic development services. As demonstrated in ARC project interventions in the mica mining sector in India, interventions should also extend to upstream policy advocacy for formalization of sectors where children are engaged in hazardous work.
2. **Strengthen the engagement of the ILO’s social partners, trade unions and employers’ organizations in advocacy and concrete actions for child labour elimination.** The ARC project demonstrated that trade unions and employers’ organizations can play an important role in the fight against child labour when directly engaged in actions. For **trade unions**, actions might include including child labour in workers’ information services, involving trade union federations in efforts to formalize

informal sector workers such as domestic workers, engaging trade unions to conduct advocacy campaigns, as in Myanmar. **Employers' organizations** and business networks can be directly involved in updating business codes of conducts to prohibit child labour in target sectors, educating their members regarding the prohibition of child labour, and advocating with their members regarding national laws.

3. **Continue to design national policy advocacy on child labour around the Committee of Experts on the Application of Conventions and Recommendations (CEACR) guidance to countries.** The ARC Project took this approach in several countries with positive results. Given the ILO's normative role and mandate, ILO's child labour projects can leverage the CEACR recommendations to countries to promote actions by the constituents.
4. **Strengthen gender responsive strategies and focus on vulnerable groups in future child labour programming in the region.** Project design and implementation phases should analyse the **gender dynamics** of girls' and boys' engagement in child labour in specific locations and sectoral contexts and ensure that interventions tackle sectors where girls or boys predominate. ILO and its implementing partners also need to strengthen efforts to involve both boys and girls as change agents, developing activities that engage them in different cultural settings. **Concerning vulnerable groups**, future interventions should make efforts to identify child labour issues in relation to disability, migrant populations, bonded labour groups, and children in conflict situations, and include tangible strategies. The ARC project made some initiatives in these directions, though mostly on a small-scale.
5. **Promote convergence of enabling policy and services at national and state level.** Ensure future projects engage at the national and state or province levels to promote policy and programme convergence of social protection services to reduce family vulnerability as well as education access policies, aligned with the national minimum age for work, and match such services with the downstream interventions.
6. **Seek funding opportunities to continue to engage in child labour programming in Afghanistan, prioritising the brick kiln, coal mining, and agriculture sectors where child labour was found to have a high prevalence.** In the current political environment where direct engagement with government partners may be challenging, interventions aimed towards building the capacity of Workers' and Employers' Organizations as well as interventions towards supporting micro, small and medium enterprises (MSMEs) in increasing their capacities to improve OSH and withdraw children engaged in hazardous and Worst Forms of Child Labour (WFCL) may be more viable.
7. **Continue the programmatic response to support implementation of Bangladesh's National Plan of Action on Elimination of Child Labour.** Specific efforts should:
 - a) Utilise the National Child Labour Survey results to help the constituents identify sectors and locations of prevalence and provide opportunities for policy dialogue arising from the National Child Labour Survey and the hazardous sector establishments survey.
 - b) Provide further capacity building support to the Department for Inspection of Factories and Establishments, as a key actor supporting the roll-out and monitoring of the National Plan of Action, and coordinating progress between divisional, district and national levels.
 - c) Promote the ESDO/ILO child labour free district model with the Government of Bangladesh towards funding through the forthcoming government project. In the interim, prior to government take-up of the approach, seek alternative funding to expand the model to other districts, considering expansion in urban areas and sectors where girls as well as boys are involved in child labour.

8. **ILO and its partners should continue a programmatic response to address child labour in India focusing on policy and enabling environment interventions.** Ongoing efforts should be directed toward:
- a) Renewed engagement with the national government to improve national child labour data availability.
 - b) Consolidating the progress made in the mica sector in Jharkhand and Bihar at the state policy level and consider further investment to apply the mica sector model in another mining sector locality, prioritising one of the states where the project interventions began but were short term.
 - c) Elevating advocacy for convergence of social protection policies, and school-to-work transition programmes at the state level.
9. **Build on the contributions of the ARC project in ongoing child labour programming in Myanmar.** Specifically:
- a) Continue engaging with ARC project partners through the ongoing child labour projects and the ILO Liaison Office to sustain the local interventions, including the community CLM watch groups.
 - b) Expand community-level work addressing child labour reaching Kayin state that was not pursued in the ARC Project due to funding cuts, utilising the results of the situation assessment.
 - c) Implement a strategy to promote and market the e-learning courses, consulting with FUNDAMENTALS to adapt the courses for other countries in the region. Integration of the e-learning products in the ILO International Training Centre programmes or at ILO HQ would ensure continuous access, sustainability, and outreach of the programme. ILO in Myanmar could additionally consult with employers and workers organizations on the need for advanced level learning packages.
10. **Build on ARC Project's contribution to child labour programming in Nepal through ILO support to expand the geographical coverage of child labour free municipalities addressing prioritised population groups and sectors and directing ILO's technical support to promote a wider decent work approach within the child labour free municipality programme.**
- a) In expanding the scope of interventions prioritise areas with high-risk sectors and strengthen the interventions with migrant workers in the brick industry, while complementing the work with bonded labourers under phase II of the Bridge Project
 - b) Support the Ministry of Labour, Employment and Social Security and the Alliance 8.7 to strengthen the Child Labour Free Municipality model by building capacity of municipalities to take a wider decent work perspective, beyond child protection, including promotion of decent working conditions for all, and access of vulnerable households to social protection.
11. **The ILO Pakistan Country Office should consider the strategic priorities for continuing to address child labour, building on ARC Project experience.** This may include:
- a) Continued partnership with UNICEF and other UN agencies to support province/territory policy and action plans on child labour arising from the child labour surveys that remain to be completed.
 - b) Identifying the national and province/territory laws that continue to require amendment to align with international standards on child labour and continue advocacy with decision-makers to introduce laws against child domestic labour in provinces and territories.
 - c) Conducting a stocktake of the child labour monitoring and referral mechanisms piloted by ARC, as well as other potential mechanisms such as the district vigilance committees, and identify the optimal strategies for scale up, recognising that different systems may be required in different provinces and territories.

1. PROJECT CONTEXT AND DESCRIPTION

1.1 CONTEXT

The sustainable development goals (SDGs) call for a renewed global commitment to ending child labour. Specifically, Target 8.7 of the SDGs calls on the global community to “take immediate and effective measures to eradicate force, 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”.

When the Asia Regional Child Labour (ARC) Project was designed in 2018, the most recent global estimates of child labour available were the ILO’s Global Estimates of Child Labour (Fifth edition), published in 2017. This report found that globally the world had achieved a downward trend in child labour since 2000, but the pace of decline had slowed in recent years.¹ In 2016, according to the report, the Asia-Pacific region accounted for 62 million child labourers, of whom 28 million were in hazardous work, mainly in agriculture, mining, brick-making and domestic work. Children were also involved in other worst forms of child labour (WFCL) such as forced labour, trafficking, commercial sexual exploitation of children and armed conflict. The report highlighted the need to accelerate efforts toward the 2025 target.

Afghanistan, Bangladesh, India, Nepal, and Pakistan in South Asia and Myanmar in Southeast Asia, remain countries with a high prevalence of child labour. Children in these countries are employed in both the formal and informal sectors, but child labour predominates in the informal economy. They work across a range of often hazardous sectors such as stone quarrying and mineral mining, domestic work, brick kilns, trading, waste-collecting, and manufacturing. The data, however, are often outdated, and not aligned with recently agreed international definitions of child labour. In 2018, most of the countries had ratified the international instruments against child labour, while Bangladesh had yet to ratify the Minimum Age for Employment Convention No. 138; but all of them had gaps in their implementation. These gaps included lists of hazardous work for children, regulation of the minimum working age, and lack of legislation covering forced and bonded child labour.

ILO has a long history of supporting efforts to combat child labour in Asia and particularly in the South Asia sub-region and starts from the premise that tackling child labour must be mainstreamed into broader socio-economic policies, and involve tripartite constituents at the national, provincial, and local levels. The ILO is one of four partners within the United Kingdom (UK) government’s Asia Regional Child Labour Programme (ARCLP), designed to spearhead the UK government response to stepping up action on child labour in Asia as part of its efforts to tackle modern slavery in the region.²

1.2 PROJECT DESCRIPTION

OVERVIEW

The ILO is implementing the Asia Regional Child Labour Project with funding of 5.5 million GBP³ from the United Kingdom (UK) Foreign, Commonwealth and Development Office (FCDO). The project initially

¹ [Global Estimates of Child Labour: Results and Trends 2012-2016. ILO. 2017.pdf](#)

² The four partners are ILO, UNICEF, UNICEF’s research branch, Innocenti, and a civil society consortium, Child Labour Action Research Innovation in South and South East Asia, led by the Institute for Development Studies.

³ The initial project budget amounted to GBP 8 million. The Efficiency section discusses the factors associated with the budget reduction and its implications for the project.

covered six countries - Afghanistan, Bangladesh, India, Myanmar, Nepal, and Pakistan.⁴ However, implementation of activities in Afghanistan were halted following the regime change in August 2021.⁵ The original period of performance from 2 May 2019 to 31 September 2023 was extended to 31 March 2024 through a no-cost extension granted in May 2023.⁶

The project was designed to accelerate the eradication of child labour, particularly its worst forms, in countries in Asia and contribute to the achievement of Sustainable Development Goal target 8.7. It was guided by the ILO's Integrated Strategy on Fundamental Principles and Rights at Work (FPRW) which calls for four-pronged change efforts through: Public Policies and Governance, Knowledge and Data; Empowerment and Protection, and Partnerships and Advocacy.⁷ The project is situated within the operational framework of the ILO's IPEC+ Global Flagship Programme on Child Labour and Forced Labour.

PROJECT OBJECTIVES AND INTERVENTION LOGIC

The ARC project aim was to reduce vulnerability to child labour and enhance protection of children from exploitation in Afghanistan, Bangladesh, India, Myanmar, Nepal and Pakistan. It worked with its constituents and other partners in the six countries towards three outcomes:⁸

- Outcome 1: A credible knowledge base on extent of child labour, its drivers and causes, informs policies;
- Outcome 2: Laws and policies consistent with international standards against child labour are implemented; and
- Outcome 3: A holistic approach to tackling the Worst Forms of Child Labour is applied and proven successful in selected regions of each country.

The design proposed interconnecting relationships between the three outcomes, with the knowledge base informing the revision of laws and adoption of policies, the implementation of which is promoted at the local level. The lessons learned and success obtained from interventions in target areas were intended to contribute to the evidence base that will shape ongoing interventions to better address the push and pull factors that cause vulnerability to child labour.

The project logical framework, developed through several iterations, comprises an overall project-wide framework and six country level frameworks. The country-specific logical frameworks vary slightly from the general one in that not all outputs are delivered by all the participating countries. Table 1. shows the project-wide logical framework consisting of Outcomes and supporting Outputs.

⁴ The countries were selected based on their inclusion in FCDO's multi-partner Asia Regional Child Labour Programme.

⁵ The decision to halt activities in Afghanistan was made in accordance with FCDO policy.

⁶ The no-cost extension was granted through an amendment to the FCDO Memorandum of Understanding with ILO dated May 2, 2023.

⁷ [ILO. Integrated Strategy on Fundamental Principles and Rights at Work, 2017-2023](#)

⁸ Outcomes wording as per final logical framework.

Table 1: Project Logical Framework⁹

Outcome 1 Credible knowledge base on extent of child labour, its drivers and causes, informs policies
Output 1.1 National level surveys on child labour disaggregated by gender, age group and worst forms developed and implemented
Output 1.2 In regions targeted, qualitative research, rapid assessments and ethnographic studies done to identify causes and drivers of the most prevalent WFCL
Output 1.3 Advocacy materials produced and disseminated for communication of research results to the policy makers, government officials, social partners, UN agencies, and concerned civil society organizations
Outcome 2. Laws and policies consistent with international standards enforced and National Plans of Action against child labour implemented
Output 2.1 Ratification of ILO conventions and revision of the NPA and the hazardous work list through advocacy
Output 2.2 Capacity for law enforcement and implementation of NPAs enhanced
Output 2.3 strengthening the delivery mechanisms of social protection programs so that they are accessible to vulnerable families (In Bangladesh, India and Pakistan this output is merged with Output 3.2 as it is part of field-level activities)
Output 2.4 Advocacy with MoE to eliminate barriers to compulsory schooling up to the minimum age for employment and adapt TVET to labour market
Output 2.5 Strengthen the capacity of stakeholders (government, CSOs, Platforms) to work together at the regional level for child labour elimination
Output 2.6 Advocacy with business and Ministry of Trade and Commerce to eliminate CL from supply chains
Outcome 3. Holistic approach to tackling WFCL developed, applied and proved successful in selected regions of the country
Output 3.1 Research results used to raise public awareness on CL
Output 3.2 Community-level child labour monitoring systems operated by civil servants, elected representatives, social partners and community volunteers (established)
Output 3.3 Facilitation of local government initiatives to address the causes of child labour to create child labour free zones
Output 3.4 Documentation of good practices and lessons learned

BENEFICIARIES AND INSTITUTIONAL PARTNERS

The intended direct beneficiaries are the ILO's tripartite constituents - governments at national, provincial, and local levels, employers' organizations, and workers' organizations. In Myanmar, the project did not engage with the government, however, following the military coup in August 2021 and the UN Country team guidance on non-engagement. The project was also intended to benefit families and children engaged in, or at risk of engaging in child labour in targeted communities. The project was implemented through implementation agreements with Non-Government Organizations (NGOs), and local governments, partnerships with UN agencies, and through capacity building provided directly by the ILO project staff and technical specialists.

⁹ This framework presents the final project-wide logframe revised in February 2022.

PROJECT MANAGEMENT STRUCTURE

The ARC Project management team is based in the ILO Country Office, New Delhi. The project is managed by a Chief Technical Advisor (CTA) under the overall guidance of the Director, Decent Work Team (DWT)-Country Office New Delhi. Technical support is provided by the DWT in South Asia that covers five of the six countries in which the project operates, along with the FPRW Specialist based in Bangkok. ILO-FUNDAMENTALS in Geneva plays a coordinating role with other technical departments, as well as with FCDO and the Alliance 8.7. The FUNDAMENTALS Research and Evaluation Unit technically oversees the research component in Bangladesh, India and Pakistan, and also assists with child labour surveys and qualitative studies in the other countries.

The regional team includes a Monitoring and Evaluation (M&E) Officer and a Senior Administration and Finance Assistant. In each country the project was staffed by a National Project Coordinator (NPC), assisted by a part-time Finance and Administration Assistant, apart from Afghanistan which only had an NPC. The NPCs report directly to the respective ILO CO Directors and implement the project under the technical supervision of the CTA. Financial management is decentralised to the Delhi office.

PROJECT STATUS

The project began with an official six-month inception phase, during which consultations were held with national constituents to validate and refine the approach and the project document was developed, leading to the launch of implementation on 1 November 2019. An independent evaluability assessment and Mid-Term Evaluation (MTE) were completed between June and December 2022.

2. EVALUATION OBJECTIVES AND METHODOLOGY

2.1 OBJECTIVES AND SCOPE

The overall purpose of the final evaluation of the ARC project is to promote accountability and learning for the ILO and its partners. As guided by the Terms of Reference (TOR, **Annex H**) the evaluation specifically assesses the following:

- Relevance and validity of the project design;
- extent to which the project has achieved its objectives and expected results, as well as any unexpected results;
- the project immediate and potential long-term impacts, including trends in media spaces with respect to child labour issues;
- sustainability of results;
- implementation efficiency regarding financial and human resources and management arrangements.

It also identifies lessons learned and emerging good practices that can be applied in future efforts and provides recommendations to stakeholders to promote sustainability and towards future similar interventions.¹⁰

The evaluation integrates an assessment of the project's contribution to the ILO's cross-cutting themes, including gender and non-discrimination, international labour standards, social dialogue and a just transition to environmental sustainability.¹¹

The temporal scope covers the project from its inception in May 2019 until the conclusion of evaluation data collection in January 2024. It covers the full geographical area of the project interventions, including all six countries where interventions have taken place. The scope of inquiry was limited in Afghanistan, however, as project activities ceased in the country following the Taliban takeover in August 2021. Given the security concerns in Myanmar under military rule, the evaluation report does not include the names of the project's partner organizations or names of their individual representatives.

2.2 METHODOLOGY

APPROACH

The evaluation takes a theory-based approach, assessing whether and how the project achieved its desired results from the standpoint of its Theory of Change (TOC) and logical framework; also adhering to the ILO's results-based evaluation principles. It draws on a mix of qualitative and quantitative data, including evidence and examples from the field. Regarding ethical standards, the evaluation team followed the ILO Code of Conduct for evaluators as well as UN Evaluation Group Ethical Guidelines. In compliance with ILO requirements, consent of parents or guardians was obtained for all interviews conducted with children. In particular, the evaluation team applied principles of gender mainstreaming and cultural sensitivity throughout the evaluation process following ILO guidance.¹² This involved a

¹⁰ The primary users of this evaluation are the ARC project team, ILO Country Office Delhi, constituents and partners of the ARC Project, ILO HQ FUNDAMENTALS, ILO Regional Office for Asia and the Pacific and the FCDO.

¹¹ [ILO Policy Guidelines for Results Based Evaluation. Principles, rationale, planning and managing for evaluations. 4th Edition. 2020](#)

¹² [Supplementary Guidance Note: Integrating gender equality in ILO monitoring and evaluation. 2023](#)

gender balance within the evaluation team, gender balance in field work sampling as far as possible, sex disaggregation of quantitative results and analysis of gender dynamics in the project's interventions.

EVALUATION CRITERIA AND QUESTIONS

The questions that guide the evaluation are framed within the Organization for Economic Cooperation and Development-Development Assistance Committee (OECD/DAC) criteria: relevance, coherence, effectiveness, efficiency, impact orientation and sustainability¹³. The questions were posed by the ILO in the TOR and reviewed and adjusted by the evaluation team during the inception phase. An evaluation framework was developed, stating for each of the key evaluation questions the information required, data collection methods and sources. (Annex A).

Table 2: Evaluation Questions

Evaluation Criteria and Questions
Relevance: The extent to which the project's objectives and design respond to the needs of beneficiaries and institutional needs including their policies and priorities
<ol style="list-style-type: none"> 1. To what extent was the ARC project design (Objectives, outcomes, outputs, activities) relevant and realistic to the situation on the ground; and its underlying theory of change, risk analysis, and context analysis logical and coherent to address relevant priorities and needs? To what extent did the project adapt its design and results framework in response to the evolving political and social context, including the onset of COVID-19? 2. To what extent did the project's stakeholders and beneficiaries perceive the project to be relevant to their needs and interests? 3. To what extent did the project design respond to ILO's cross-cutting issues (International labour standards, social dialogue, gender and non-discrimination and a just transition towards environmental sustainability)? Regarding gender equality and non-discrimination, to what extent has the project identified and integrated into its actions the specific needs of girls and boys, men and women, and vulnerable groups? 4. How could the project's design have been improved to achieve the desired outcomes and impact?
Coherence: The compatibility and synergies of the project interventions with other interventions in a country, sector, or institution
<ol style="list-style-type: none"> 5. To what extent has the project established links and coordinated with other efforts to address child labour by key tripartite-plus organizations (government, employer and worker organizations, civil society, UN agencies, other donors and other innovative/non-traditional partners)? How can ILO build upon and improve coordination and collaboration with these organizations, including non-traditional partners, in future efforts? 6. To what extent has the project complemented or collaborated with other relevant ILO efforts in the countries or region?
Effectiveness: The extent to which the intervention achieved, or is expected to achieve, its objectives, including any differential results across groups
<ol style="list-style-type: none"> 7. To what extent has the project accomplished its primary objectives and planned outcomes? What are the key internal or external factors that limited or facilitated the achievement of these objectives and outcomes? 8. To what extent has the project addressed the midterm evaluation recommendations,

¹³ OECD.2019. Better criteria for better evaluation. Revised evaluation criteria definitions and principles for use.

<p>including the recommendations of the evaluability assessment, and did the actions taken improve project performance?</p> <p>9. To what extent were the different project models for tackling child labour effective? What learnings did the project generate and how effective were the strategies for sharing learning at national level and regional level?</p> <p>10. To what extent did the project make progress on ILO's cross-cutting issues (international labour standards, social dialogue, gender and non-discrimination and just transition to environmental sustainability)?</p>
<p>Impact orientation: The extent to which the project has generated or is expected to generate significant positive or negative, intended or unintended, higher-level effects</p>
<p>11. What impacts has the project achieved regarding policy and awareness of child labour issues, and are the results achieved likely to produce long-term effects? What actions or mechanisms did the project set up to promote the achievement of long-term effects?</p> <p>12. How could the project impact have been improved?</p>
<p>Efficiency: The extent to which the project intervention delivers, or is likely to deliver, results in an economic and timely way.</p>
<p>13. What internal (e.g. administrative processes, staffing, budget) and external factors (such as COVID-19, political turmoil) affected the project's delivery and how did the project management respond to these factors?</p> <p>14. Given the size and scope of the project, were the management arrangements, human resources, timeframe, technical capacity, and financial resources sufficient and adequate to achieve the project objectives and results? Were resources allocated strategically to achieve results in different geographical locations, responding to their unique needs?</p> <p>15. How effective was the monitoring, evaluation and learning system in enabling adaptive management toward the achievement of results?</p>
<p>Sustainability: The extent to which the net benefits of the intervention continue or are likely to continue after the project ends.</p>
<p>16. To what extent do the project strategies and interventions, including the sustainability plan at the level of individuals, organizations and tripartite constituents, promote sustainability?</p> <p>17. Which project outcomes are most likely to be sustained and transferred to relevant institutions when the project ends? What actions might the project or its stakeholders take to promote the sustainability of key outputs and outcomes?</p> <p>18. To what extent can the project's approach (or parts of it) and results be replicated or amplified by national partners or other actors, considering the institutional and financial dimensions?</p>
<p>Lessons Learned, Promising Practices and Scaling-up</p>
<p>19. What promising practices and lessons learned can be identified from the implementation of this project that can guide similar future projects?</p> <p>20. How can future interventions build upon and scale the achievements of ARC, considering the lessons, opportunities and challenges encountered by the ARC project?¹⁴</p>

SCHEDULE

The evaluation began with an inception phase undertaken from 6 November to 1 December 2023 during which the team held consultations with the regional and country-level project staff under the guidance of the evaluation manager and commenced the desk review. In consultation with the project staff the evaluation team consolidated the list of key informants for interview and field visit locations.

¹⁴ The final question is addressed as part of the sustainability discussion and in the evaluation recommendations.

The inception report was submitted on 1 December 2023, describing the evaluation methodology and workplan.

Data collection took place from 5 December 2023 to 15 January 2024 and included the ongoing desk review, in-country interviews (in-person and online) and field visits conducted by national consultants in Bangladesh, India, Nepal and Pakistan, and online interviews in Myanmar and Afghanistan¹⁵. The evaluation team provided a presentation of the initial evaluation findings to ARC project staff and other ILO staff on 7 February 2024 to serve validation purposes and solicit feedback. Data analysis, report drafting, and finalization took place from mid-January to mid-March 2024.

DATA COLLECTION METHODS

The evaluation drew on a variety of data sources, combining qualitative and quantitative evidence to address the evaluation questions and triangulated this evidence as far as possible to strengthen the validity and credibility of the findings. The evaluation used the following methods:

Document Review. The evaluation team reviewed a wide range of secondary sources including the project design and strategy documents, technical progress reports, budget documents and research products to inform responses to the evaluation questions. It also reviewed UN and ILO global frameworks and country-level strategic documents including Decent Work Country Programmes (DWCPs) and UN Sustainable Development Cooperation Frameworks for the participating countries. The desk review included a review of the reported media presence of the project and child labour issues. The list of documents reviewed is included at **Annex B**.

Key informant interviews. In-depth semi-structured interviews were conducted with key informants. The respondents included government, workers' and employers' organization representatives, tripartite constituents, implementing UN and NGO partners, civil society organizations, and consultants, and local government representatives in Bangladesh, India, Nepal and Pakistan, implementing UN and NGO partner organizations and workers' and employers' organizations in Myanmar,¹⁶ and the former project coordinator in Afghanistan. International respondents included the donor representatives and representatives of regional children's rights bodies. Within the ILO the respondents were ARC project staff in the six countries and ILO programme managers and technical officers at country office level and at HQ FUNDAMENTALS. The list of respondents is given in **Annex C**. The interviews were guided by semi-structured protocols designed for each stakeholder group and were conducted either in-person or online via Zoom or Teams platforms. **Table 3** shows the key informants per ILO and stakeholders at international and country levels.

Table 3: Summary of Key Informant Interview Respondents

Group	Male	Female	Total
ILO – ARC	6	6	12
Other ILO	12	8	20
Total ILO	18	14	32
Donor	2	1	3
Regional	2		2
Bangladesh	14	3	17

¹⁵ In Afghanistan it was only possible to interview the former National Project Coordinator due to time constraints and given the limited scope of activities undertaken in the country.

¹⁶ Government officers were not interviewed in Myanmar because the ILO and the project does not engage with the military government according to the UN Country Team guideline following the military coup.

India	17	7	24
Myanmar	6	10	16
Nepal	16	4	20
Pakistan	6	4	10
<i>Total stakeholders</i>	62	29	91
Total	81	43	124

The evaluation team conducted 124 key informant interviews, 81 male (65%) and 43 female (35%). Twenty-six per cent of respondents were ILO current or former staff and 74 per cent were stakeholder representatives.

Site Visits and Focus Group Discussions. The local evaluation team conducted site visits (ranging from two to four days) in a sample of locations where the project carried out community-based interventions in Bangladesh, India, Nepal and Pakistan. These field visits provided case studies of the intervention models under Outcome 3.

Sampling was based on intervention mappings, including the implementing partners, types of interventions, geographical locations, and project staff ratings of progress (high, medium, low) in Bangladesh, India, Nepal and Pakistan. Using this information, the evaluation team in consultation with the project staff purposively selected sites with a wide range of project interventions in locations that could be reached feasibly within the time available. Focus groups were held with community leaders, parents, and children in each location, with separate male and female groups when possible, and observations were conducted in workplaces and early childhood education centres.

In Bangladesh, the implementing partner, Eco-Social Development Organisation (ESDO) conducts community-based activities in Thakurgaon District, one of eight districts in Rangpur Division in the north-west of the country. Two of five sub-districts were selected based on travel distance, given security concerns prior to the national election on 7 January 2024. The national evaluator conducted six focus groups with local leaders, parents and child beneficiaries in the two subdistricts.

In India, project sites in the mica mining belt in Jharkhand state were selected, where interventions have advanced over a longer period than in other states, Meghalaya and Rajasthan.¹⁷ The partner's (TdH) implementation covers Koderma district (10 villages) through the Child India Foundation (CIF) and Giridih district (5 villages), through the Jago Foundation. Given the remoteness of some villages, and the timeframe available, 4 villages out of 10 in Koderma district were nominated by the local partner where the full range of community-based activities have taken place. The local evaluator conducted eight focus groups in these villages with local leaders, early childhood centre staff, women's self-help groups, mica mining families, teachers and vocational training beneficiaries.¹⁸

In Nepal, the project works in four municipalities; however, the wide spread of the municipalities permitted a visit to only one of them. Kapilbastu Municipality was selected based on the unique interventions supporting communities working in the brick kiln industry. The local evaluator conducted FGDs with brick kiln owners, parents and children in two sub-district locations, interviewed the municipal mayor and observed activities in an early childhood development centre.

¹⁷ Bihar state was also selected initially, but the timing was not feasible for the partner.

¹⁸ Partner representatives from Giridih district also met the evaluator in Koderma district.

In Pakistan, the national consultant held group discussions with providers and beneficiaries of auto repair vocational training in Lahore in Punjab province, as well as with the Girl Guides Association and their members who participated in awareness raising and sensitization activities, also in, Punjab.

The evaluation team held 20 focus group discussions with a total of 194 participants, 61 male and 133 female. **Table 4** shows the number of focus groups and participants for each country, by gender.

Table 4: Focus Group Participants

Country	Male	Female	Total
Bangladesh			
Local leaders (2 groups)	20	1	21
FGDs with parents (2 groups)	4	14	18
FGDs with children (2 groups)	19	0	19
<i>Total Bangladesh</i>	43	15	58
India			
Women's Self-Help Groups (2 groups)		34	34
Mica mining family reps	0	8	8
Children's club (Balmanch – 2 groups)	3	36	39
Mica community group	1	23	24
Vocational training beneficiaries		5	5
School teachers	2	2	2
<i>Total India</i>	6	108	114
Nepal			
Parents	0	2	2
Children	5	3	8
Brick kiln owners/managers	4	0	4
<i>Total Nepal</i>	9	5	14
Pakistan			
Girl Guides Association	0	3	3
Girl Guide Members	0	2	2
Vocational training participants	3	0	3
<i>Total Pakistan</i>	3	5	8
Grand Total	61	133	194

The evaluation team notes that no female children attended the FGD in Bangladesh, which the implementing partner explained as due to finding very few girls in child labour in the district, and because the location of the meeting venue was far from the homes of the few girls who were assisted. In contrast female community participants and child beneficiaries predominated in India, where boys were also members of the children's clubs but were reportedly much less active than girls. The gender responsiveness of the project interventions is discussed in the analysis of the project's relevance and effectiveness.

Training Participants Perceptions Survey. An online perception survey was also developed and administered via SurveyMonkey to beneficiaries of the ARC project's training and capacity building activities in five of the six project countries – Bangladesh, India, Myanmar, Nepal, and Pakistan. The online survey comprised of questions assessing the respondent's perceptions regarding the relevance, effectiveness, efficiency, sustainability, and impact of the training. The survey questionnaire is presented in **Annex G**. The survey was open for responses from 3-17 January 3, 2024. To solicit responses, several reminder emails were sent to participants. The survey was administered to a total of 241 training recipients across the five countries and received a total of 42 responses (17%). Among

the responses, 24 were from Myanmar, 8 from Nepal, 7 from Pakistan, 2 from Bangladesh and 1 from India.

DATA ANALYSIS

The evaluation team took detailed notes of the key informant interviews (KIIs) and focus group discussions (FGDs) and analysed the material by evaluation question and collaborated to triangulate the results with findings from the document review and survey to address each evaluation theme and question. The team conducted internal debriefs at regular intervals during data collection to discuss progress and any adjustments that were needed in the interviewee sample. As part of the document review, the evaluation analysed the project's reported quantitative and qualitative results against the outputs and outcomes of the logical framework.

LIMITATIONS OF THE METHODOLOGY

Remote data collection in Myanmar limited the depth of information and range of stakeholder groups whom the team could interview. Interviews were carried out by the team leader assisted by an interpreter. It was not possible to interview community beneficiaries by gathering them for online interviews given the unstable political situation and ongoing conflict in the country.

The evaluation duration was relatively short compared with the period foreseen in the TOR as there was a delay in the consultant contracting. Together with the end of year vacation period, this constrained the timeframe for data collection and analysis. However, with the project staff support the team was able to secure a reasonable number and range of stakeholder interviews per country and at international level.

The number of community intervention site visits was also limited by the evaluation timeframe and resources. This applied in India, Nepal and Pakistan where activities were implemented in a wide range of geographical locations. To address this limitation the evaluation team conducted remote interviews with partners and key informants from several of the non-visited locations.

A relatively small percentage (17 per cent) of the survey sample responded, despite repeated reminders from the evaluation team. As a result, the conclusions drawn from the survey may not be representative of the wider population of training participants.

3. EVALUATION FINDINGS

3.1 RELEVANCE

Relevance Questions
To what extent was the ARC project design relevant and realistic to the situation on the ground; and its underlying theory of change, risk analysis, and context analysis logical and coherent to address relevant priorities and needs?
To what extent did the project adapt its design and results framework in response to the evolving political and social context, including the onset of COVID-19?
To what extent did the project's stakeholders and beneficiaries perceive the project to be relevant to their needs and interests?
To what extent did the project design respond to ILO's cross-cutting issues (International labour standards, social dialogue, gender and non-discrimination and a just transition towards environmental sustainability)? ¹⁹
How could the project's design have been improved to achieve the desired outcomes and impact?

RELEVANCE TO THE SITUATION ON THE GROUND

The need for the ARC project was clearly justified in the project inception phase and resulting project document, which provided a comprehensive situation analysis of child labour issues and the regulatory frameworks in the six countries. The analysis identified gaps in up-to-date information about the prevalence and nature of child labour; varying needs to bring national policy in line with the child labour conventions and to strengthen implementation of policy and enforcement capacity; and priority child labour situations to be addressed in high-risk sectors and locations of high child labour prevalence. The project's Baseline Study completed in 2022 elaborated the specific gaps in national policy frameworks and implementation that required attention from an international labour standards perspective.

The inception phase focused on consultations with the ILO's constituents and other stakeholders regarding the child labour situation and their needs for technical assistance, and the project was designed to help constituents implement or update their national plans of action on child labour. The unpredictable onset of the COVID-19 pandemic in March 2020 and the series of political and environmental crises that shook the participating countries meant that major adjustments had to be made to some country-level outputs and workplans. COVID-19 affected all countries, initially causing delays as mobility restrictions were applied and then requiring innovations in methodologies to shift to virtual modes.

In several countries the general assumption of relative political stability was not met. Myanmar and Afghanistan are the prime examples. Following the Taliban takeover in Afghanistan the project proposed to reorient its approach in the country by shifting from working with and providing funding to the government towards working with social partners, community groups and actors involved in the humanitarian response and the promotion of human rights, aligned with ILO's crisis response, and aiming to ensure that child labour issue remained an important consideration in the humanitarian efforts of all actors. However, the proposal to continue was not approved by the donor. In Myanmar,

¹⁹ This question includes a second part "Regarding gender equality and non-discrimination, to what extent has the project identified and integrated into its actions the specific needs of girls and boys, men and women, and vulnerable groups?" which is answered in response to a similar question under the criteria of "Effectiveness".

the plan to work with the government towards implementing the National Plan on Child Labour was dropped, given the UN Country Team policy of non-engagement with the military government, and the strategies were re-focused on local area interventions and awareness raising. The effects of the military coup and the ensuing economic and social instability on children's vulnerability to child labour, as well as the use of children in armed conflict documented by the ILO and its partners, heightened the need to expand child labour efforts.

The evaluation team was informed by ILO key informants that the COVID-19 crisis was one of the factors that deflected the interest of some government ministries and other constituents in addressing child labour. In India, government priorities and interests shifted post-COVID, and the plan to progress national child labour data using ILO statistical guidelines was deferred. It should be noted, however, that the research published by the ILO in partnership with UNICEF suggested that at global, regional and country levels the crisis has reversed earlier gains in reducing child labour, making it more urgent to tackle child labour and hazardous work among children and youth in the region.²⁰ As discussed later in the report regarding the project's effectiveness and efficiency, the project adapted its workplans and activities in response to the crisis, while maintaining the overall framework of outcomes and outputs.

The **geographic scope** of interventions on the ground proved to be realistic and manageable in most countries; however, the scope was quite widespread with uneven depth in India and Pakistan. In India the project planned initially to work in eight states, but eventually worked in four at community level, and intensively in only two states. This was partly because some of the international NGO partners ran into registration challenges under the Foreign Contribution Registration Act. Due to the time and resource constraints one of the regional actors observed that more intensive interventions in fewer places would be more impactful.

In terms of sectors of child labour where the project focused attention in each country, there are gaps that could be noted, such as child domestic labour in Bangladesh, and urban forms of child labour more generally. However, the strategy in Bangladesh of expanding the existing area of coverage by previous interventions in the rural Rangpur division was valid.

STAKEHOLDER AND BENEFICIARY PERCEPTIONS OF RELEVANCE

Drawing on the evaluation interviews with stakeholders, most of the national government stakeholders interviewed were highly positive about the project's relevance to their needs and interests, though the sample was biased toward those who have been actively engaged. This was the case at the national level in Bangladesh and Nepal, where the team was able to interview national government stakeholders. In Bangladesh, for example, the Bangladesh Bureau of Statistics (BBS) and Ministry of Labour and Employment (MOLE) representatives were highly appreciative of the support to the National Child Labour Survey.

In Nepal, government stakeholders find all interventions of the project highly relevant to their priorities. However, the Ministry of Labour, Employment and Social Security (MoLESS) would like to see more municipalities supported. The evaluation team was not able to interview national or state-level government representatives in India, reflecting the nature of the project's engagement; however,

²⁰ ILO and UNICEF. COVID-19 and Child Labour. A Time of Crisis, a time to act. 12 June 2020.

https://www.ilo.org/ipec/Informationresources/WCMS_747421/lang--en/index.htm

ILO. COVID-19 and Child Labour in Myanmar. 2021. Accessed at https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-yangon/documents/publication/wcms_831313.pdf

district officials in Bihar and Jharkhand found the interventions relevant to their interests, especially the support to participatory Village Development Planning in Bihar, which is set to incorporate child labour in government mandated village development plans.

Perceptions varied among the employers' organizations and trade unions. Trade union federation representatives that have been active participants in Nepal and Myanmar informed that the project served very important needs in the countries, while those interviewed in Bangladesh were non-committal regarding the relevance to their agenda. Employer federation representatives also varied in their response. The Employers Federation of Bangladesh representatives were highly appreciative of the project's support to the NCLS, while those involved in the brick kiln supply chain work in Nepal were highly engaged and found the project aligned with their mandate. A representative of an employers' organization in Myanmar found the project aligned with the federation's own child labour action plans aligned with the National Plan of Action, but their members were only involved in joining the E-learning programme, which they felt was too elementary for their level of knowledge.

Community-level perceptions of local community leaders, volunteers and ultimate beneficiaries are discussed in the context of the effectiveness of the results; however, the value of the interventions was highlighted by family members and children at risk or engaged in child labour in India, Bangladesh and Pakistan.

COHERENCE OF THEORY OF CHANGE AND RESULTS FRAMEWORK

The design theory was developed based on the desk review and stakeholder consultations during the project inception, following the initial concept submitted to FCDO. The theory of change (TOC) underlying the project strategy and results framework posits a dual set of change pathways addressing the contributing causes of child labour on both the supply side ("push factors" such as poverty, discrimination, social norms and culture) and the demand side ("pull factors" such as policy, services, enforcement gaps, lack of data on child labour to guide policy). These pathways comprise the expected results and planned outputs, accompanied by assumptions and risks. A diagram of the TOC is included in the evaluation TOR.

The theory of change was translated into the logical framework as follows:

Outcome 1 is supported by three outputs summarized as: (1.1) implementation of national level surveys on child labour aligned with ILO definitions; (1.2) qualitative research rapid assessments and ethnographic studies done to identify causes and drivers of WFCL; and (1.3) advocacy materials produced and disseminated for communication of results to policy makers, officials, social partners, UN agencies, and CSOs.

Outcome 2 has a very broad scope and is supported by six outputs concerned with (2.1) revision of regulatory frameworks for child labour; (2.2) enhanced capacity for law enforcement and implementation of national action plans; (2.3) strengthened social protection delivery mechanisms; (2.4) advocacy with ministries of education to eliminate barriers to compulsory schooling up to the minimum age for work and TVET adaptations; (2.5) strengthened capacity of stakeholders for regional collaboration; and (2.6) supply chain advocacy with business and ministries of trade and commerce.

Outcome 3 with its focus on ground-level solutions, is supported by four outputs: (3.1) research results used to raise public awareness on child labour; (3.2) community-level child labour monitoring systems established, operated by civil servants, elected representatives, social partners and volunteers; (3.3) support to local government initiatives to address the causes of child labour to create child labour free zones; and (3.4) documentation of good practices and lessons learned.

The evaluation found that the key components of the theory, translated into outcomes and contributing outputs in the logical framework are coherent, and the proposed causal relationships (outputs leading to outcomes) are generally well-linked. Nevertheless, there are some gaps and weak linkages. Advocacy arising from research results and for policy change (Outcome 1) and awareness raising of the general public and local communities (placed under Outcome 3) could have been more clearly distinguished in the logical framework. The evaluation team observed that the project reported on communications activities and campaigns interchangeably towards Outcome 1 (Output 1.3) and Outcome 3 (Output 3.1 for locally implemented awareness campaigns). Some activities were reported under both outputs in the 2023 TPR, in India for example. National awareness campaigns that often targeted the public, for example associated with the WDAFL, do not appear in the output description and yet were extensively reported for output 1.3, regardless of linkage with research findings, and their linkage with the knowledge base outcome is unclear. Given the effort that went towards communications campaigns they might have been gathered under a separate outcome.

One of the strengths of the design is that it was flexible and adaptable per country, and certain outputs were omitted if not relevant in a particular country context. Another strength was the inclusion of a regional component of activities (Output 2.5: Strengthen the capacity of stakeholders (government, CSOs, Platforms) to work together at the regional level for child labour elimination), which was not in the original logframe but was an important value-added in a multi-country project.

The strategy proposed linkages between the three pillars, such that knowledge from research would contribute to policy development, and to some extent the interventions on the ground. As also noted by the midterm evaluation, this proved to be mostly impractical, despite the importance of an evidence-based approach to policy advocacy. In practice, the three pillars of the design were mostly delivered independently, rather than in coherence with each other. One of the exceptions is the mica supply chain work in India where the policy advocacy underway on the different levels of the supply chain drew on the project research and was informed by the partners' experience of working with mica mining communities.

Given delays due to external and internal factors, the project generally proceeded with policy advocacy and public awareness campaigns such as WDAFL events before research was completed or even commenced. This was a practical approach toward achieving results within the project timeframe. There are exceptions where the interventions followed the proposed sequence, such as in Pakistan where the project research on the waste-picking and automotive sectors contributed to the revision of the hazardous work list for children in Punjab. In several cases, the project helped the governments to utilise the results of pre-ARC project studies in their policy work, for example, the hazardous work list revision in Bangladesh.

The validity of the indicators of achievement at the outcome and output level was discussed in the Evaluability Assessment associated with the MTE, and before that reviewed by the project baseline study. This evaluation concurs that many of the indicators were either misplaced in the hierarchy or impractical in terms of data collection, so that reporting of evidence did not match the form of the indicator. This is discussed as part of the assessment of the project's response to the MTE and in the assessment of the M&E system generally in the section addressing Efficiency.

GENDER EQUALITY, NON-DISCRIMINATION, AND OTHER CROSS-CUTTING ISSUES

The project document did not highlight a strategy to address gendered dimensions of child labour, and the project's gender strategy document developed midway under implementation was very broad, mostly relating to disaggregation of data by sex. Little attention was paid to gender diversity in the design documents and strategies. People with disabilities are similarly not addressed strategically, although a few interventions in India targeted education support to children with disabilities.

Regarding vulnerable groups, including scheduled castes, migrants, and bonded labourers, such as the those under the *haliya* and *haruwa-charuwa* systems in Nepal,²¹ the vulnerabilities of children in these groups are highlighted in the project document, and the intervention locations were selected in areas with ethnic minority and tribal populations (e.g. mica mining belt in India). Beyond this the design itself did not establish specific strategies to reach these groups or influence discrimination against them.

The design is aligned with the five Fundamental Principles and Rights at Work (FPRW), but the degree to which a holistic decent work agenda was built-in strategically was left to each country team to develop.

Environmental sustainability concerns were touched upon as part of the decent work agenda in the mining sub-sectors and brick kiln sector but were not the focus of the activities.

AREAS FOR IMPROVEMENT IN THE DESIGN

Overall, the project design was robust in its scope, but could have been strengthened in the following ways:

- Limiting the expected knowledge base outcomes to production of knowledge products and utilization in policy advocacy, rather than expecting related policy changes to occur within the project timeframe.
- More systematic attention to understanding and addressing gender and non-discrimination issues in child labour.
- Establishing limitations to the scope of ground-level interventions - the selection of sandstone, mica and coal mining sectors in India appeared to be too broad and geographically disperse to establish impact within the project time and resources.
- More systematic strategies to engage the ILO's core constituents at all levels.

3.2 COHERENCE

Coherence Questions
To what extent has the project established links and coordinated with other efforts to address child labour by key tripartite-plus organizations (government, employer and worker organizations, civil society, UN agencies, other donors, and other non-traditional partners)? How can ILO build upon coordination and collaboration with these organizations in future efforts?
To what extent has the project complemented or collaborated with other relevant ILO efforts in the country or the region?

PARTNERSHIPS AND COORDINATION

The importance of establishing links with a wide range of child labour actors was emphasized in the project-wide strategy. The project coordinates and collaborates with the ILO's traditional constituents, governments, employers and workers organizations as well as with various non-traditional actors, including NGOs, journalists, and responsible business initiatives, both national and global.

²¹ Haliya is a system of bonded labor practiced in the western regions of Nepal. Haliya are agricultural bonded labourers for landlords to undertake heavy manual labor. Male labourers are called *kamaiya* and female labourers *kamlari*. The haruwa-charuwa system is a similar forced-labour system based on debt bondage, prevalent in the eastern Terai region. *Haruwa* means "forced tiller" and are usually adult males, while *charuwa* means "forced cattle-herder" and are usually women and children. https://en.wikipedia.org/wiki/Haruwa-charuwa_system.

These systems were abolished after protests between 2000 and 2008 but still exist in some areas.

Coordination with government ministries and departments was integral to the ARC Project design through its support to elaborating national laws and policies and in the elaboration of national plans of action on child labour. The project coordinated closely with national government departments and coordination committees most extensively in Bangladesh and Nepal, where there was a strong national government demand for technical assistance. In Bangladesh, the project through the NPC acted as the ILO's focal point on the National Child Labour Welfare Council, which monitors implementation of the National Child Labour Elimination Policy. Similarly in Nepal, the project has collaborated with and supported the range of child labour actors working on child labour through the Alliance 8.7 partners and helped establish the Secretariat structure. In India, government partnerships have been developed at the state level, specifically in supporting the government's research institute in Uttar Pradesh, and with policy makers in Jharkhand state. The project's partnerships with government in Pakistan focused on the province level in supporting legal amendments since labour laws have been devolved to province-level jurisdiction since 2010.

Regarding links with the social partners, the employers' and workers' organizations, the evaluation found varying degrees of engagement were achieved, as raised in the previous section. Several trade union federations, Nepal Trade Union Congress (NTUC), General Federation of Nepalese Trade Unions (GEFONT), and All Nepal Federation of Trade Unions (ANTUF), were direct partners in Nepal in the implementation of the child labour free municipality models in various parts of the country, helping to support the municipalities in monitoring child labour. The brick kiln industry through the Federation of Nepal Brick Industries (FNBI) is a key partner in industry policy and direct interventions. In Myanmar also, trade union federations were engaged in advocacy campaigns in diverse parts of the country. The Myanmar employers' federation representative informed the evaluation that they have their own child labour programme and have not partnered extensively with the ARC project.

In Pakistan, while the project engaged the Pakistan Workers Federation (PWF) and the Domestic Workers Union in Punjab, and in tripartite consultations regarding legislation, a senior ILO official believed that engagement with ILO's core constituents could have been stronger across the project. In Bangladesh, the project engaged the employers and workers in discussion of the results of the NCLS and implications for future directions, while the trade unions appear to have been engaged most directly at the district and sub-district level in child labour monitoring. In India, the evaluation found little evidence of engagement with trade unions at the national level; however, in a recent development the All India Trade Union Confederation (AITUC) collaborated in setting up a Workers' Resource Centre in Jharkhand that will reach out to mica sector workers. In the mica sector especially, the project's partnership with the global Responsible Mica Initiative (RMI) proved to be fruitful in advancing a decent work agenda, including child labour, in the sector.

The project maintained existing partnerships with NGOs and CSO groups in the countries and explored new partnerships especially in its advocacy and supply chain advocacy work. In Bangladesh the ILO has had a long engagement with the Bangladesh Shishu Adhikar Forum, which continued during ARC, as well as with the Eco-Social Development Organisation (ESDO). New partnerships were developed in Pakistan with the Pakistan Girl Guides Association (PGGA) and the Pakistan Boy Scouts Association (PBSA) with effective results. Similarly in Myanmar, the project forged or strengthened engagement with local NGOs as implementing partners. In India, where many actors are active in the child labour space, strong partnerships were forged with TdH, ActionAid and JVS, which also promoted complementary work between the organizations.

As one of the four partners in the FCDO's wider ARCLP, the ARC Project participated in regional exchange consultations with UNICEF's Regional Office for South Asia, and UNICEF's Florence-based research office, Innocenti. In Bangladesh and Nepal, the project represented ILO on the IDS-led civil society consortium platform focusing on action research on drivers of WFCL. The FCDO convened

regional meetings among the implementing agencies annually. One of the donor representatives interviewed by the evaluation team highlighted the overall quality of coordination between all the partners.

As mentioned earlier, in introducing a regional output in its intervention framework, the project was able to contribute to the inter-governmental South Asia Initiative to End Violence against Children (SAIVAC) and to support the national structures associated with the alliance. Globally, ARC has been an active participant in events including the 5th Global Conference on Child Labour held in Durban in 2022 and sponsored the participation of child beneficiaries and constituents.

ARC undertook numerous research and implementation efforts in cooperation with other UN agencies at country level, with UNICEF in particular. Key examples include cooperation with UNICEF in Nepal in the brick kiln sector, with UNICEF and FAO in the Alliance 8.7 effort in Nepal, in Bangladesh with UNICEF and prominent NGOs in WDACL campaigns, collaboration with UNICEF on the child labour surveys in Pakistan, and in Myanmar on exploring the potential to integrate the child labour monitoring system in existing UNICEF-led Child Protection Information Management System.²²

COORDINATION WITHIN ILO COUNTRY PROGRAMMES

Within ILO, the technical backstopping by the DWT for South Asia, the Fundamentals Specialist for Asia and the Pacific and FUNDAMENTALS branch at HQ has promoted a unifying strategic approach to the project. The involvement of the Research and Evaluation Unit also ensured a coherent approach in aligning survey methodologies with the ILO approved statistical definitions.

Regarding country-wide programming, the project is broadly aligned with the programming strategies in each country through the respective decent work country programmes.²³ In this sense, in most countries a coherent strategy is exhibited within the workstreams and thematic clustering in the country offices. For example, in Bangladesh child labour is part of the labour administration cluster of the country strategy and DWCP 2022-2026. In Pakistan, project management staff offered differing views on the extent of coherence with the DWCP efforts. One view was that the project was not sufficiently integrated with the country's decent work strategy, partly due to its regional management structure.

The evaluation found that the ILO country offices and the project team mostly achieved strong coherence between the ARC project and other development cooperation projects as follows:

India. ILO CO staff confirmed that significant effort was made to promote collaboration and coordination among related projects, under a One ILO approach. As examples, joint activities were implemented by the ARC project with the USDOL-funded MAP16 (2016-2024) project²⁴, through a series of consultative workshops in Uttar Pradesh state to develop the Uttar Pradesh Action Plan for the Elimination of Child Labour, in collaboration with UNICEF and other actors. Both MAP16 and the ARC Project worked in Bihar state, and the project included MAP16 partners in their activities whenever possible. A further collaboration was with the Inditex-funded project (2017-2021) addressing FPRW in the cotton sector.

²² The NPC for Myanmar indicated that this approach was ultimately not pursued due to UNICEF's requirement for local partners to sign a Terms of Use agreement.

²³ As a requirement of all projects, the project reports its contribution and budget against the respective Country Programme Outcomes of the ILO's Programme and Budget.

²⁴ Measurement, Awareness -Raising and Policy Engagement (MAP16) Project on Child Labour and Forced Labour.

Myanmar. The project built upon and supplemented the existing USDOL-funded Myanmar Programme for the Elimination of Child Labour (My-PEC) project and was joined by the ARISE project that addresses child labour in conflict affected areas. An explicit coordination mechanism was established, supervised by the My-PEC CTA, which included joint implementation and shared funding of specific activities such as development of child labour e-learning modules to address stakeholder capacity needs in times of conflict and crisis, WDAFL campaigns, development of the Child Labour Monitoring System, the COVID-19 study and Child Labour Assessment, and the production of visual impact stories. Staff of the three projects and the liaison office representatives told the evaluation team that they found the approach efficient and motivating in the face of challenges in the conflict context in the country. The donors, FCDO and USDOL demonstrated flexibility in permitting the contribution of funds from the two projects. Country collaboration also occurred with the Vision Zero Fund on webinars promoting OSH, among other aspects.

Nepal. The key development cooperation collaboration in Nepal was with UNICEF under the USDOL funded Bridge Project (2015-2023) towards the completion of the research on employment relationships in the brick industry²⁵, and in joint research by local research groups in bonded labour communities, as discussed in the Effectiveness section.

Bangladesh. There were no other concurrent child labour projects in the country with which ARC could collaborate, but the project represents a continued history of development cooperation on child labour through USDOL and other donor support. Further, the NPC identified opportunities to collaborate with other Country Office efforts, such as the UNDP Multi-Partner Trust Fund's UN Partnership to Promote the Rights of Persons with Disabilities in cross-project resourcing in support of the Bangladesh Bureau of Statistics to include a disability module in the labour force survey.

Pakistan. Within the ILO country office, the ARC NPC formed a child labour/bonded labour forum among all the projects working on these issues. The aim was to synergize and avoid duplication of effort. This also facilitated the selection of the sectors in which the ARC project worked. Due to the presence of dedicated projects on the cotton and paper products supply chains and the brick kiln industry, ARC focused on other sectors - domestic work, automobile repair, and waste picking. The project collaborated with the ongoing "International Labour and Environmental Standards Application in Pakistan's SMEs" (ILES) project. As part of the ILES project, employers' organizations were provided child labour-related training on the *Compliance Plus* tool – a self-assessment tool for enterprises on labour inspections. Additionally, it provided technical support to the ILES project in facilitating sessions related to child labour and the worst forms of child labour during a "stakeholder consultation on Fundamental Principles and Rights at Work", contributing to Baluchistan's Provincial Action Plan to Eliminate Forced Labour and Child Labour.

²⁵ [Employment Relationship Survey in the Brick Industry in Nepal. ILO and UNICEF. 2021](#)

3.3 EFFECTIVENESS

Effectiveness Questions
To what extent has the project accomplished its primary objectives and planned outcomes? What are the key internal or external factors that limited or facilitated the achievement of these objectives and outcomes?
To what extent were the different project models for tackling child labour effective? What learnings did the project generate and how effective were the strategies for sharing learning at national and regional levels? ²⁶
To what extent has the project addressed the midterm evaluation recommendations, including the recommendations of the evaluability assessment, and did the actions taken improve project performance?
To what extent did the project make progress on ILO's cross-cutting issues (international labour standards, gender and non-discrimination, social dialogue, and just transition to environmental sustainability)?

ACHIEVEMENT OF OBJECTIVES

This section assesses the project's achievements towards each of its outcomes, including the strengths and shortcomings identified by the evaluation. A detailed report of the results against the Outcome-level indicators is given in **Annex D**. The project's indicators for the Development Objective level establish quantitative targets to be reported at project end in March 2024, therefore the evaluation focuses on the outcome and output levels of the results. For each outcome, the analysis first presents the results achieved at the level of the outcome indicators, followed by a qualitative discussion of the achievements incorporating both the outcome and output level results. The analysis does not utilise the output indicators directly as much of the project's reporting at this level is not captured in the same form as the output indicators.

Outcome 1: Credible knowledge base on the extent of child labour, its drivers and causes, informs policies.

Table 5 shows the planned and actual indicator milestone results reported by the project at the outcome level as of the August 2023 Technical Project Report (TPR), updated to January 2024 where information is available.

Table 5: Comparison of Planned and Actual Outcome-level Results for Outcome 1

Planned Result	Actual
<i>Indicator: No. of national statistical offices and provincial/state offices adopting data collection practices on basis of ILO recommendations (A, B, I, N,P)²⁷</i>	
4 out of 6 countries complete at least one national survey with ILO recommendations	<p>Achieved: Afghanistan, Bangladesh, Nepal, Pakistan.</p> <p>Afghanistan: Income and Expenditure & Labour Force Survey with CL component, June 2020</p> <p>Bangladesh: National Child Labour Survey. 2022</p> <p>Nepal: Child Labour Report 2021²⁸</p> <p>Pakistan: Child labour survey reports completed in 3 provinces</p> <p>India: ILO statistical definitions of child labour not yet adopted</p>

²⁶ Learning generated regarding the project models is discussed in this section, while strategies for sharing learning are discussed as part of the assessment of Efficiency.

²⁷ This indicator was not applicable in Myanmar where the project did not engage with the military government.

²⁸ [Nepal Child Labour Report 2021. Government of Nepal Central Bureau of Statistics and ILO. 2021.](#)

Planned Result	Actual
<i>Indicator: Proportion of national-state-local level administrators and parliamentarians participating in workshops to discuss research results (B, I, N, P)</i>	
60% of the targeted officials invited to stakeholder and other forums	Participation rate of 92% in Bangladesh and Pakistan, 80% in Nepal in India ²⁹
<i>Indicator: Proposed revisions in laws and policies or adoption of new laws, policies and guidelines, incorporating research results (B, I, N, P) ³⁰</i>	
At least one law revision in Bangladesh, Nepal, and Pakistan	Pakistan. Domestic Workers' Law for the Islamabad Capital territory approved, linked with research on CL in domestic work. Punjab hazardous work list updated based on research on waste-picking and auto repair. Domestic work not included in the list as it does not fall within the scope of the labour inspectorate. Bangladesh revised the hazardous worklist with project inputs, but updating based on an establishment survey pre-ARC project. Nepal government is finalizing the revised hazardous worklist, to include traditional brick production, drawing on the brick kiln sector research initiated by the forerunning ILO Bridge project.

The results reported at outcome level indicate that the project met its milestone targets, with gaps in some countries. The following paragraphs discuss the results achieved qualitatively, based on the project reports and a range of evaluation sources.

Knowledge Base

A large portion of the project budget was dedicated to survey and research activities, with a focus on India, Pakistan and Bangladesh, as required under the FCDO agreement. The project also extended its support to surveys and research in Myanmar, Nepal, and Afghanistan. In terms of delivery progress, COVID-19 restrictions on mobility in 2020 and 2021 caused delays in the implementation of surveys, and as a result, most of the quantitative surveys and qualitative thematic studies were completed only in 2023.

Overall, the project has achieved most of its planned outcome and output targets toward building the knowledge base on child labour, though delays meant that many products were completed close to the project's closure and have not been fully discussed with stakeholders. The results stopped short of tangible policy amendments reflecting research results in Bangladesh, Nepal, and India due in part to time constraints to fully disseminate the results. While in Myanmar, the research conducted was re-focused to guide interventions rather than inform policy. The link between research findings and legal change was evident in Pakistan where research on child labour in domestic work provided impetus for the approval of the Domestic Workers Act in Islamabad Capital Territory (ICT) and where the research on the waste-picking and auto-repair sectors informed the revised Punjab hazardous work list.

The ARC Project has made significant contributions to making national or subnational level data available on child labour prevalence in all countries except India. It supported some countries to

²⁹ It is not clear whether the rates reported are for participation in policy forums in general or only those discussing research results since many studies have not been fully disseminated in these countries as of January 2024.

³⁰ As discussed later in the report regarding the M&E system, the indicator was ambitious for the contribution of the knowledge base to policy change as multiple factors influence policy change. Most of the policy related results also reported against Outcome 2.

integrate child labour measurement in their regular labour force surveys (Afghanistan) or to update national child labour surveys (Bangladesh) and completed useful sectoral situation assessment studies elsewhere with ongoing policy implications (Bangladesh, India, Nepal, Myanmar, Pakistan). In India, however, progress toward a national update on the extent of child labour is limited as the country has not yet transitioned to a child labour definition aligned with ILO guidelines to apply in national labour force or child labour surveys.

A key aim, corresponding to Output 1.1, was to assist countries to update and align their data on child labour with the ILO guidelines established at the 2018 International Conference of Labour Statisticians (ICLS), and to eventually integrate child labour into regular national labour force surveys. The project delivered technical support to statistics department labour officers in each of Afghanistan, Bangladesh, India, Nepal, and Pakistan toward this end. Alignment with the ICLS definition was achieved in Bangladesh, and Pakistan, and is ongoing in Nepal for the 2024 Labour Force Survey and its planned child labour module. Work on this element was discontinued in India and was not undertaken in Myanmar where the project refocused its child labour survey to inform intervention design rather than policy change given the principle of non-engagement with the military regime. Early progress was made in Afghanistan through ILO's support to the national labour force survey of 2020, in which a child labour module was integrated. The report revealed that more than 1 million children were engaged in child labour.

In Bangladesh work on this component has progressed well, through technical support to the Bangladesh Bureau of Statistics (BBS) toward the completion of the National Child Labour Survey (NCLS), with the provisional report launched in August 2023. The technical support and completion of the NCLS in Bangladesh was cited as a key project contribution by several evaluation respondents, including the BBS and the Bangladesh Employers Federation (BEF), providing an important source of information for the development of programmes and a basis for a major government-led project on child labour under preparation. The MOLE and BBS are awaiting the launch of the full report pending ILO HQ approval.

The NCLS survey is the best product of ARC – Employers representative.

The project also supported the BBS establishment-based survey of the prevalence of children working in five sectors among the country's new hazardous worklist for children, namely: dried fish, informal tailoring, leather footwear, automobile workshops and welding. ARC supported the training for data collection in mid-2023. The enterprises surveyed included informal as well as formal enterprises. Both the NCLS findings and the sectoral results are expected to feed into the government's new large-scale project on child labour, in line with the National Plan of Action 2021-2025. The ILO representatives assured the evaluation team that beyond the project the ILO's partnership will continue with the BBS to expand the hazardous sector research and complete the launch of the full NCLS report.

In India, child labour data had not been updated since 2011 through the national census. The project initially planned to assist the government's V. V. Giri National Labour Institute under the Ministry of Labour and Employment (MOLE) to pilot test a child labour survey in Telangana state, using the updated child labour definition from the ICLS of 2018. The ARC project supported the development of the tools and provided training to the statistics officers. However, the piloting of the tools did not proceed, due to an expressed change in government priorities with the onset of COVID-19 in 2020. Given the change in circumstances, the project shifted the approach to state-level and data collection on school leavers' pathways in Uttar Pradesh, as well as research in the mica mining and brick kiln sectors. Three studies were completed by different consultancies:

- School-to-Work Transition (SWT) Survey in Uttar Pradesh

- Mapping the Elements of Decent Work in the Brick Kiln Sector in Bihar with focus on family debt bondage and its implications for children
- Mapping the Mica Supply Chain in Jharkhand with a Decent Work Perspective/Master Plan³¹.

Policy advocacy or dialogue based on the research has not advanced, however; though the three state governments concerned are aware of the studies, and the SWT study was aligned with the Uttar Pradesh labour department's interest in the issue. The SWT study and the Bihar brick kiln sector study, are yet to be fully disseminated in validation meetings according to the project staff. However, according to project reporting, the Bihar labour department has noted the recommendations and identified the findings it intends to utilize for policy making. The dissemination of the brick sector study was planned for February 2024, but the evaluation was informed during preparation of this report that the dissemination of both the Bihar brick sector study and the Uttar Pradesh SWT study cannot be completed before the project closure in March due to restrictions under the general elections taking place. Stakeholders interviewed observed that bonded labour has not been fully addressed in the country, and the research findings are significant in highlighting the link between family debt bondage and child labour.

The mica supply chain mapping led to the development of the Mica Sector Masterplan, developed through a consultative process, but it is yet to reach a policy dialogue stage with the Jharkhand state government. (see Outcome 2 discussion)

Efforts in Pakistan focused on support to updating child labour data across the country and producing research on the drivers of child labour in several sectors. In partnership with UNICEF, the ARC project contributed toward the completion of province-level Child Labour Surveys (CLSs), first initiated through discussion between the provincial governments and territories and UNICEF in 2016 and launched in 2019. ILO is part of the steering committee for the surveys and ARC's financial and technical contribution has been the technical review of the report, via a research specialist from FUNDAMENTALS, with technical inputs incorporated in the final reports.

Through an MOU with UNICEF the project provided support to training for data collection and analysis in line with the current ICLS definition for statistics officers and UNICEF held at the ILO International Training Centre, Turin. As of writing, survey reports for Punjab (October 2022), Gilgit Baltistan (2023), and Khyber Pakhtunkhwa (KP, 2023), have been launched, while data collection, reporting and analysis are ongoing for another three (Baluchistan, Sindh, and the Islamabad Capital Territory). Following the completion of the Punjab and Gilgit Baltistan surveys, ILO and UNICEF collaborated in producing a policy development document commissioned to Oxford Policy Management. This was slow to commence due to a delay in recruiting the contractor, but strategic framework documents and costed action plans have been completed as of February 2024, and stakeholder consultations will follow. While the ILO experienced challenges in accessing the child labour data sets, most parties interviewed regarded the UNICEF collaboration as productive.

A further contribution in Pakistan is the production of three sectoral child labour studies in domestic work (July 2022), waste picking (2023) and auto repair workshops (2023) which in turn guided the project's interventions in these sectors for Outcome 3. The timely completion of the studies enabled dissemination activities and policy dialogue to occur. The child labour in domestic work study provided strategy recommendations that contributed to the approval of the Islamabad Capital Territory Domestic Workers' Act.

³¹ The initial mica sector supply chain mapping evolved into the mica sector decent work Master Plan document.

Early in the project life in Nepal, ILO supported the National Statistics Office to analyse the 2017-18 Labour Force Survey (LFS) and produce a child labour report. Together with other ILO CO Kathmandu units the project is supporting Nepal's National Statistics Office to integrate additional modules in the LFS, including on child labour. The National Child Labour Survey will be conducted in 2024, aligned with the ICLS guidelines and national laws. The project staff are confident that regular collection of official child labour data will be carried out by the government beyond the project.

Regarding the issue of child labour among vulnerable groups, in collaboration with the Bridge project, studies were completed on child labour and forced labour in two vulnerable communities, the Haliya bonded labour community and the Haruwa-Charuwa. The reports are under review by the Fundamentals Research Unit. As mentioned earlier, the project also contributed to finalizing the study of employment relationship in the brick industry, conducted with UNICEF under the Bridge project, and informing the ARC project work in the brick sector.

The chief knowledge product in Myanmar is the completion of an assessment of child labour in Yangon Region, Ayeyarwady Region and Kayin State, with the findings presented and validated in a stakeholders' meeting in October 2022. The [full assessment report](#), launched to mark the WDAFL 2023, is significant as one of the few ILO reports on child labour published in Myanmar after the COVID-19 pandemic and the military coup. It served primarily as a basis for developing the project's community-based interventions, mapping child protection and vocational educational services in these regions, toward developing referral mechanisms, including labour market and training opportunities for vulnerable youth. Additionally, the assessment provides recommendations for appropriate awareness raising, advocacy and overarching policy interventions to be pursued when the political situation allows. Beyond its immediate purpose, according to ILO informants the research findings were useful to the ILO Governing Body in considering actions required in Myanmar in response to the military regime. Additionally, the ARC collaborated with the My-PEC and ARISE projects to conduct research on the impact of COVID-19 on child labour in Myanmar.

Advocacy and Awareness Raising

As mentioned earlier, the project design and its logical framework Output 1.3 proposed that advocacy and communications campaigns would be directed toward communicating the research results to policy makers, social partners, UN agencies and change-makers;³² however, awareness campaigns and advocacy took shape differently, although some communication of results occurred through policy briefs and consultations. The impact of COVID-19 and resulting delays conducting household level research, as well as other factors delaying research rendered the sequence of research followed by related advocacy impractical. Most of the ARC communications efforts have been directed towards general societal awareness raising on the issue of child labour and its causes, conducted with the public through the TV and social media, and with public discourse influencers such as journalists.

Across the countries a large body of communication materials was created under a broad communications strategy. These campaigns included annual events to mark the World Day Against Child Labour, publication of articles in local and national media (Bangladesh), TV slots and other media coverage of WDAFL events in Pakistan, and public service announcements in during TV programmes in Nepal, to name a few. Towards the dissemination of child labour policy and the national framework, the project together with other ILO projects, including *Bridge*, supported training of Nepalese

³² Output 1.3: Advocacy materials produced and disseminated for communication of research results to policy makers.

journalists on understanding child labour and forced labour.³³ This resulted in journalists producing articles on child labour and forced labour in various media. Journalists trained by the project in Pakistan also contributed to the public discourse on child labour issues, notably child domestic work. Stakeholders interviewed noted the quality of project communications products, particularly in Pakistan and Nepal. In both India and Myanmar, a large part of the awareness raising work was done at the local level, including with local government officers in India, and is therefore discussed as part of the evaluation's assessment of Outcome 3 results.

The project's latest Technical Progress Report (September 2023) reports that the project has successfully increased interest in and awareness of the issue of child labour in the South Asia region. This conclusion was partly based on evidence from the Midterm Evaluation (MTE) which used computerized content analysis to determine the extent of media volume associated with the project's awareness and advocacy work. The MTE found that social media coverage peaked especially around WDACL times. However, the impact of the project on social and other media coverage of child labour does not necessarily indicate a change in attitude or practice among policy makers, unless they were the authors of the posts. The present evaluation was not able to conduct a comparable review of social media volume within its resources but notes the project's substantial documentation of social and other public media reporting related to the project.

Outcome 2: Laws and policies consistent with international standards enforced and the National Plan of Action (NPA) Against Child Labour implemented.

Towards this outcome, the project provided technical and financial support to the process of policy amendments (Output 2.1) and improvements in ILO constituents' and civil society capacity to enforce and implement child labour policy and National Action Plans (Output 2.2). It also aimed to promote convergence policies through improved social protection delivery (Output 2.3)³⁴ and education and TVET policy coordination (Output 2.4), engagement in regional collaboration for child labour elimination (Output 2.5) and improved responsibility of industry supply chains (Output 2.6). The project did not engage with the governments in Afghanistan and Myanmar toward this outcome, therefore the evaluation discussion of policy and enforcement focuses on Bangladesh, India, Nepal and Pakistan. The evaluation analysis captures non-government constituent and stakeholder capacity building in Myanmar, however.

As noted in the project's Baseline Study completed in 2021, the four countries had different starting points in terms of child labour laws and policies, but all had gaps in addressing child labour in the informal sector, and there were shortcomings in the hazardous worklists applicable for children.³⁵ The Baseline Study recorded that India had the most comprehensive legal framework and enforcement mechanisms among the countries, but the framework is inadequate to eliminate Worst Forms of Child Labour and enforcement data are not made public. At baseline, Nepal had taken strides in recent years to update its legal framework for child labour and align it with international labour standards. In Pakistan there were multiple gaps in the federal and province laws compared with international labour standards, C138 in particular.

The project's progress toward its outcome-level indicator milestones is shown in Table 6.

³³ Capacity building of journalists is reported in the TPRs against Output 2.2 Capacity for law enforcement, though mobilising journalists to report on child labour is one of the activities contributing to Output 1.3 – advocacy for dissemination of research products, therefore it is noted here.

³⁴ Output 2.3 was mostly delivered as part of field-level activities under Output 3.2 in Bangladesh, India and Pakistan.

³⁵ ARC Project Baseline Study. January 2022. Kaarak. New Delhi.

Table 6: Comparison of Planned and Actual Outcome-level Results for Outcome 2

Planned	Actual
<i>Indicator: Number of laws/policies on CL revised/aligned with international standards (B, I, N, P)</i>	
Revisions proposed for laws for alignment with international law	<p>Bangladesh: Ratified C138, with project guidance; process to amend labour laws is ongoing. Hazardous worklist for children updated.</p> <p>India: “Dhibra Policy” passed in Jharkhand state in 2022 to help regulate the artisanal mica mining sector, but otherwise little policy amendment achieved.</p> <p>Nepal: Hazardous work list updated, otherwise progress occurred at the level of the Output indicators relating to support to the MOLESS and the Alliance 8.7 secretariat in promoting social dialogue on child labour and forced labour; a child labour rehabilitation model is under development with project support to strengthen remediation actions.</p> <p>Pakistan: The Punjab list of hazardous work for children was updated and adopted; Domestic Workers Act passed in 2022 in Islamabad Capital Territory, prohibiting domestic work under 16 years; at the national level a bill for amending the Pakistan Penal Code to prohibit child domestic work, 2024, drafted by the National Commission of the Rights of the Child is undergoing consultations.</p>
<i>CEACR indicator: For countries that received direct requests from the CEACR concerning child labour, recognition of progress in the committee’s comments (B, I, N, P)</i>	
Planned: ¾ countries receiving direct requests concerning child labour since 2017	<p>Note: As acknowledged by the project regional staff, the indicator was inappropriate since recognition of progress by the committee is beyond the influence of a single project.</p> <p>The TPRs report that the project enabled the Nepal government to submit reports to ILO in relation to CEACR findings and a recommendation re C182 as well as other conventions in August 2023. The project contribution to support the Employers’ Federation of Pakistan on improving compliance also aligned with CEACR comments on Pakistan’s compliance with C138.</p>

Policy and capacity progress at country level

Bangladesh. As indicated in the milestones reporting, significant improvements to the regulatory framework for child labour were made in Bangladesh with the ARC project’s contribution. With the project’s advocacy and technical support, the country ratified Convention No. 138 in March 2022, effective in March 2023, setting the country’s minimum age of employment to 14 years. Supporting this process required substantial time and effort devoted by the project’s NPC.

Through a tripartite consultation process the project also supported the update of Bangladesh’s hazardous worklist for children which includes 43 hazardous sectors. The government’s forthcoming major project to implement its National Plan of Action to Eliminate Child Labour (NPA-ECL) 2021-2025 is expected to follow up on the ratification of C138 and the expanded hazardous worklist.

Regarding enforcement capacity, the Department of Inspection of Factories and Establishments (DIFE) has a critical role in both enforcing child labour laws in its jurisdictions and driving the roll-out of the

NPA-ECL as co-chair of the National Monitoring Committee on Child Labour and member secretary of the divisional and district committees. ARC provided key support to the department in developing an action plan on child labour and providing training to their officers across the country to extend their capacity to respond to child labour cases. However, there are ongoing needs to maintain an up-to-date database on child labour court cases, and develop a monitoring mechanism for the NPA, that could not be addressed within the project timeframe.

Nepal. Substantial advances in policy and the implementation of the supported in Nepal. The project gave technical and financial support to the country's effort as a Pathfinder Country for the global Alliance 8.7, which aims to accelerate action to eliminate child labour, within the wider effort including forced labour and human trafficking. Pathfinder countries commit to implementing innovative actions to accelerate the elimination of child labour, forced labour and human trafficking. National government stakeholders and Alliance 8.7 Secretariat members interviewed by the evaluation team highlighted the project's role in initiating the Alliance 8.7 Secretariat, which leads the agenda of the broad alliance of actors working on child labour, forced labour and trafficking. The ILO, through ARC, served as focal point on the Secretariat which will be rotated and passed to FAO in 2024. As part of the Alliance 8.7 work, at the municipality level, the project assisted in conducting social dialogue towards establishing Child Labour Free Zones.

Aligning with the project's progress reports, MoLESS representatives also noted the project's technical support in formulating guidelines for the roll-out of the National Masterplan II 2018-2028 for the Elimination of child labour. The project also supported the updating of the hazardous work list, which is awaiting formal adoption. National stakeholders interviewed also highlighted the project's support to build the capacity of the labour inspectorate to monitor child labour through an intensive training programme, and also the development of an integrated software package for reporting cases of child labour and forced labour by the labour inspectors.

The project met our needs 100 percent – Nepal government representative

India. The potential agenda for policy interventions in India was quite broad according to the country-level logframe, including support to implementation of the National Child Labour Policy.³⁶ However, except for its contribution to the SDG 8.7 Platform, an interagency group that coordinates joint action and discussion on child labour and forced labour, the project has not been able to engage significantly with ILO's constituents at the national level. Rather, the project focused on sectoral policy objectives in states and at district/panchayat level, especially in mica mining belt in Bihar and Jharkhand.³⁷ As noted earlier, some state policy dialogue opportunities arising from the studies have not been fully realized given the recent completion of the studies.

The project's key achievement relates to advancing decent work policy including on child labour in the mica sector, in partnership with Terre des Hommes (TdH) and the Responsible Mica Initiative.³⁸ The shared advocacy contributed to passing a 'Dhibra policy' by the state government of Jharkhand in February 2022, which included legalizing the artisanal mining/picking of mica scrap, developing cooperatives of mica miners, and setting a minimum price for mica, thereby promoting the welfare of

³⁶ The Baseline Study also pointed out policy and enforcement gaps in the transparency of monitoring reporting through the PENCIL portal, and gaps in hazardous work list development, but these do not appear to have been taken up in project advocacy.

³⁷ A significant portion of the world's mica reserves are found in India. Two states in the eastern part of India, Bihar and Jharkhand account for nearly 25% of the global production of mica. Mica is used by household and global brands in making products including cosmetics and consumer appliances.

³⁸ RMI is a global consortium of civil society and industry groups working on conditions in the mica sector.

mica mining workers.³⁹ This was an important step towards formalization of the mica industry and has the potential to accelerate impact in eradicating WFCL in the mica supply chain of India. Jharkhand State Mineral Development Corporation (JSMDC) was also empowered as the focal point and decision-making body for all mica-related issues in the state.

Flowing from the mica sector study, the project supported the completion of a Mica Sector Decent Work Master Plan for Jharkhand in 2023.⁴⁰ The document draws on good practices in Rajasthan and uses the FPRW and ILO agenda to structure a roadmap for policy on child labour and other labour standards in the mica supply chain in Jharkhand, with wider applicability in mica mining states. However, as a representative from the Responsible Mica Initiative informed the evaluation team, barriers to formalization in Jharkhand continue because much of the mining is done in protected reserves under the Forest Conservation Act, which led the government not to renew mining licences. According to key informants, discussion on implementation of the policy is on hold due to the illegal status of mining.

Convergence of government social protection policies to prevent child labour was approached through mapping social protection schemes available at the state level. To this end, four comprehensive policy briefs were completed in June 2023, mapping the social protection schemes available in Bihar, Uttar Pradesh, Jharkhand, and Meghalaya, and serving to inform district-level work in the project's intervention areas.

In Pakistan, given the devolution of child labour laws to province/territory administrative level, the project focused policy advocacy at this level. The policy development recently undertaken by ILO together with UNICEF is significant as it includes costed action plans at district level in Punjab and Gilgit Baltistan. This work was informed by the child labour surveys which identified the areas where child labour prevalence was highest and the WFCL most prominent. This gives the governments a tool to use in mobilizing resources.

In the domestic work sector, the project convened stakeholder consultations with parliamentarians and others to advocate for the passing of the Domestic Workers Act for the Islamabad Capital Territory, approved in 2022, which bars domestic work below 16 years of age. The project worked with other stakeholders towards developing the standard operating procedures for the Act. Following this development, the National Commission on the Rights of the Child (NCRC) is leading the stakeholder consultations on a Child Domestic Labour Bill 2024 at the national and provincial levels. The bill will criminalize hiring children as domestic workers through amendment to the Pakistan Penal Code. The trained media personnel played an instrumental role advocacy for legislative reforms as observed by the NPC. Apart from the domestic work sector, in Punjab the list of hazardous occupations for children was amended with technical support from the ILO through a tripartite consultative process.

Towards capacity building for enforcement, a major activity was the training provided to law enforcement agencies on child labour international standards and provincial laws, bringing together officials of labour, police, and child protection from four provinces (Sindh, Punjab, KP and Baluchistan). This reportedly enhanced inter-agency coordination and improved referral of cases of child exploitation.

Although the project supported access to vocational training on the ground, tackling the vocational training system at provincial level associated with Output 2.4 was not undertaken in Pakistan.

³⁹ *Dhibra* refers to particles of mica.

⁴⁰ Decent Work in Mica Supply Chain in Jharkhand. Master Plan. 21 August 2023. ILO. Nikhil Raj.

Myanmar. The ARC, My-PEC and ARISE projects in Myanmar all work within the framework of the child labour laws and the Child Labour National Action Plan. The project's contribution to capacity for enforcement was made in collaboration with My-PEC towards the development of e-learning modules to support the capacity of social partners and civil society stakeholders, mentioned earlier in this report. Secondly, ARC and My-PEC projects advanced discussions with UNICEF to consider integrating child labour monitoring in the UNICEF-led Child Protection Information Management System.

Regional level

Recognising the opportunity to promote collaborative action among government, UN and INGOs, at regional level, the project reached out to the inter-governmental body, South Asia Initiative to End Violence against Children (SAIEVAC). Based on evaluation interviews with leaders of SAIEVAC, ARC's regional contribution has been significant. Through contribution of the project's financial and technical contribution, the SAIEVAC 5-year Regional Action Plan (RAP) on Child Labour has been updated, through a workshop hosted by Nepal in December 2022, and work is ongoing to have the plan adopted by the body's governing board this year. The leaders of SAIEVAC interviewed by the evaluation team were highly appreciative of the project's collaboration and support.

The South Asia Coordinating Group on Action Against Violence Against Children (SACG), which is an alliance of UN agencies, international NGOs, and other actors working at the regional level for child rights and protection in South Asia, also served as a platform for the project to present good practices from ILO and its partners in the ARC project. The Project was active in and took the lead on the SACG Technical Working Group on child labour which implemented a series of major consultation activities during the period. These included the Civil Society Consultation on Child Labour in Asia and the Pacific in December 2021, and its accompanying report in preparation for the 5th Global Conference on Child Labour, and a virtual Children and Young People's regional "We Speak Forum" held in August 2022 which developed plans for action for young persons' action and voice in ending child labour.

Perceptions Survey of Training Participants

During the project, a substantial amount of training was provided to constituents and other stakeholders including media personnel and CSOs on topics including international standards and child labour, collecting statistics on child labour for government statistics offices, and labour inspection processes for child labour (DIFE in Bangladesh). Training for DIFE inspectors in Bangladesh was held face-to-face, while the e-learning training in Myanmar and various other training events were held online or via webinar.

The evaluation garnered evidence about the benefits of the training with a quantitative survey of stakeholders who had attended the Myanmar E-learning modules, labour inspectorate training in Bangladesh, journalist training in Pakistan, national statistics officers and journalists training in Nepal, and OSH training at local level in India.

The profile of survey respondents was as follows:

Figure 1: Number & Percentage of Survey respondents by Country

The survey was completed by a total of 42 respondents. More than half of the respondents were from Myanmar (55%), followed by Nepal (19%), and Pakistan (17%). Only two respondents each from Bangladesh and India (05% each) filled the survey.

24 respondents identified as women (57%) and 18 respondents as men (43%).

Civil society representatives (9 respondents), journalists (10 respondents), private sector (1), and others (7) collectively formed 64 percent of the respondents. Conversely, government officials (6 respondents), Employers' Organization representatives (3 respondents) and workers' organization representatives (06 respondents) comprised the remaining 36 percent of overall respondents.

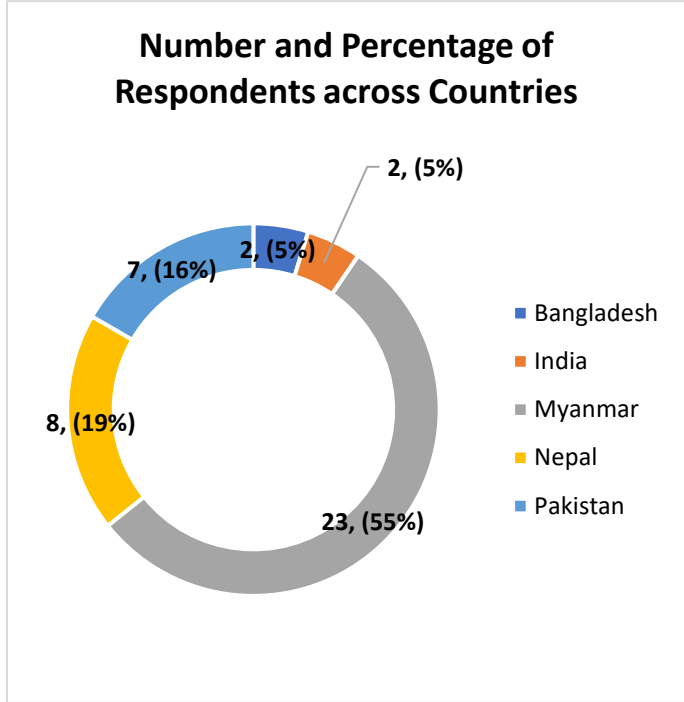
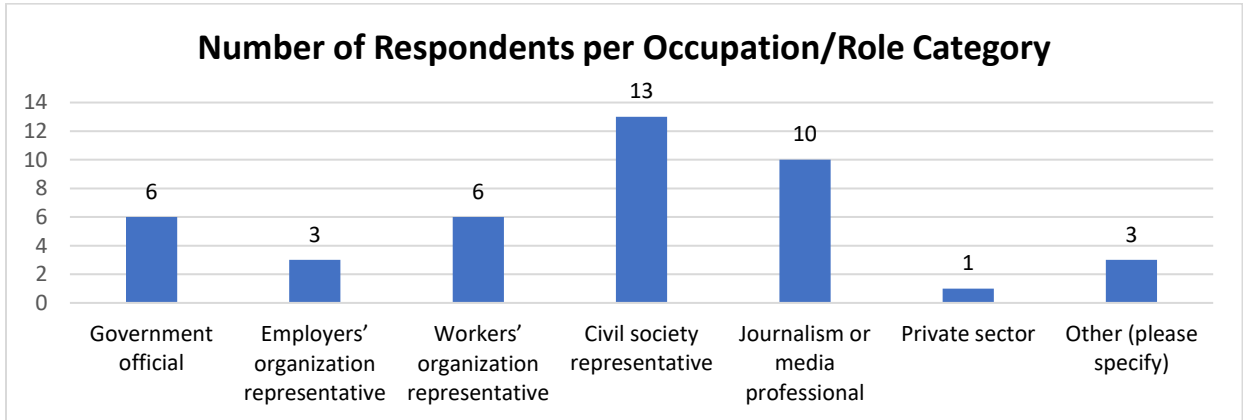
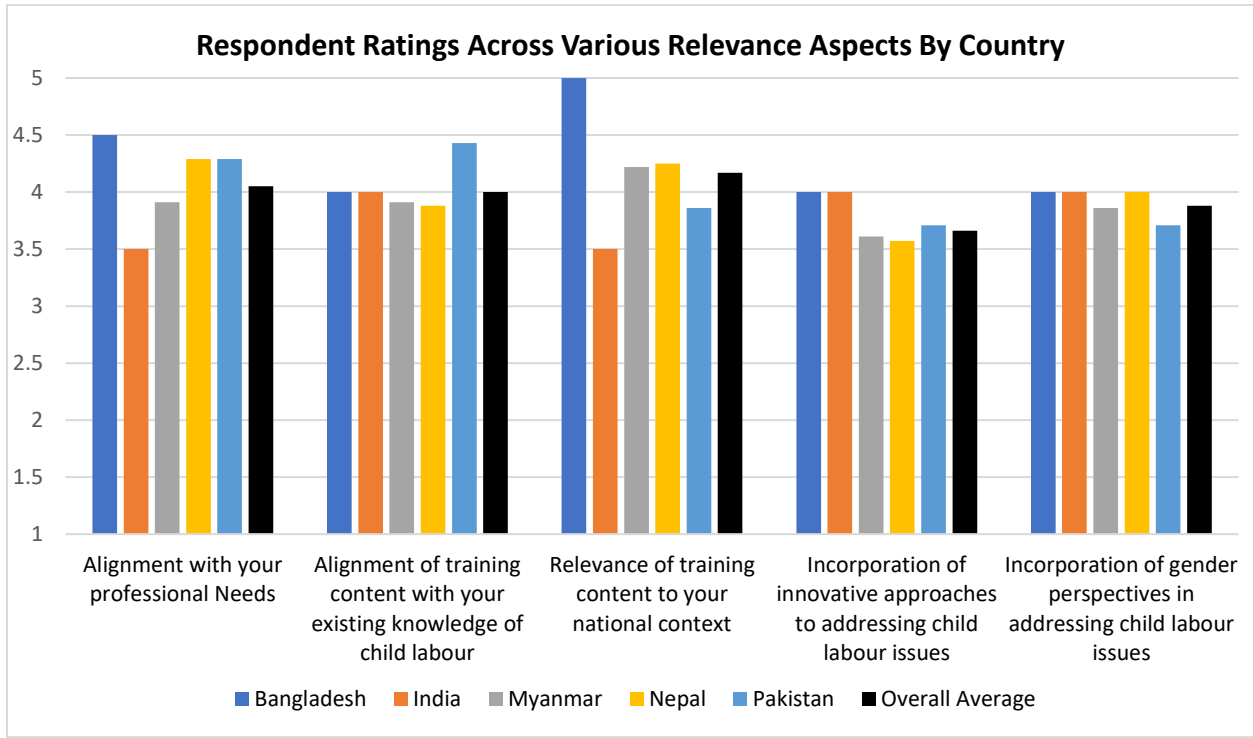


Figure 2: Number of Survey Respondents by Occupation/Role Category



Responding on a scale of 1 to 5, most respondents found the training 'relevant' or 'highly relevant' to their professional contexts. In particular, 86 percent of all respondents considered the training content to be relevant or highly relevant to their national contexts (overall rating: 4.17), with all respondents from Nepal reporting so (Nepal rating: 4.25). Similarly, 83 percent of all respondents found the training to be relevant or highly relevant to their professional needs (overall rating: 4.05). 83 percent of the respondents also found the training content to be relevant or highly relevant in relation to their existing knowledge of child labour (overall rating: 4.00). While 68 percent of all respondents rated the trainings relevant or highly relevant in terms of incorporating innovative approaches to addressing child labour issues (overall rating: 3.66), a relatively lower proportion of respondents from Nepal (57%) rated the trainings as such (Nepal rating: 3.57).

Figure 3: Survey Respondents' Ratings Across Various Relevance Aspects by Country



With an overall rating of 3.85, 80 percent of respondents rated the training as effective or highly effective in providing them with practical tools and knowledge applicable to their work. While the overall rating of the trainings in improving knowledge and skills regarding national child labour laws and regulations was rated as 3.79, a relatively higher rating was attributed by respondents from Pakistan (4.3 points).

On a scale of 1 (Not able to apply to my work) to 5 (Extensive application in my work), the overall extent to which the respondents indicated their application of the knowledge from training in their work as 3.64, with 56% providing ratings of 4 or 5. Ratings from respondents from Pakistan were relatively higher than average at 4, as 43 percent of Pakistani respondents reported extensive application of knowledge gained from trainings in their work. Conversely, 18 percent of respondents from Myanmar reported extensively applying the knowledge gained from trainings in their work (Myanmar rating: 3.5).

Overall, 66 percent of all respondents rated the continued application of the training knowledge as Sustainable or Highly Sustainable, yielding an overall rating of 3.66, with 43% of those from Pakistan considering the continued application Highly Sustainable, compared to 12 percent overall.

Outcome 3: Holistic approach to tackling WFCL developed, applied and proved successful in selected regions of each country⁴¹

Overall, the project’s objectives on the ground advanced well in 2022 and 2023 in all active countries, after a delayed start due to pandemic-related restrictions on mobility. Variants of the integrated model were pursued in Bangladesh, India, Nepal, Myanmar, and in Pakistan. Table 7. shows the outcome-level indicator achievements against the planned milestones.

Table 7: Comparison of Planned and Actual Outcome-level Results for Outcome 3

Planned Results/Milestones	Actual
Indicator: No. of local government units that become child labour free	
Half those targeted	<p>Target met in Nepal and Bangladesh. Nepal: 104 municipalities in process of being declared CL free, while six declared child labour free, three with project support. Bangladesh: All 54 Unions across 5 sub-districts in Thakurgaon District declared child labour free.</p> <p>In other countries the project did not pursue the declaration of child-labour free areas, but the initiatives contributing to the prevention and response to child labour reached 7 districts in India in Jharkhand and Bihar states, two townships in Myanmar, and outreach to 7 provinces in Pakistan.</p>
Indicator: Proportion of families of child labourers in targeted zones do not have child labourers (all countries)	
Reached out to 60% of the families of child labourers	<p>Target met. Reached over 70% of targeted families during the project period (as of August 2023 reporting) in terms of access to social security schemes, education access, livelihoods activities, and awareness raising activities.</p> <p>Total of around 15,000 vulnerable families reached across the countries.</p>
Indicator: Commitment by different levels of government to replicate in other regions of the country strategies developed to reach SDG 8.7 (B, I, N, P)	
Different models piloted and learnings shared in four of the six countries	<p>Partially met: Models piloted and learning shared at the national level in two countries, Nepal and Bangladesh, as of January 2024.</p> <p>The evaluation notes that documentation and sharing of learning is underway during the last quarter of the project.</p> <p>Nepal: The project organised 5 provincial dialogue events on child labour, forced labour and human trafficking to share the results. Government is planning to replicate the CLFZ campaign to reach an additional 25 municipalities during the year. Bangladesh: Information sharing has taken place at sub-district, district, divisional and national levels with Child Labour Welfare</p>

⁴¹ The Outcome wording varies between the final logframe and the Technical Progress Reports which refer to selected districts rather than regions.

	<p>Councils. MOLE’s Child Labour Unit to promote upscaling of the Child Labour Monitoring System model from local to national levels. Interest of MOLE to replicate the Thakurgaon model but commitment not established.</p> <p>India: No state government plans identified to scale up the mica sector and area-based interventions to other districts in Jharkhand and Bihar.</p> <p>Potential for the Village Development Plan model in Bihar state integrating child labour to be replicated more widely in Bihar and in other states.</p> <p>Pakistan: No government-level plans to replicate the Punjab child labour in domestic work community interventions in other provinces as far as evaluation team can ascertain. Pakistan Girls Guides Association and Boy Scouts Association are replicating their awareness raising work in other areas.</p>
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The project’s latest TPR reports that two of the three milestone targets above have been fully met, while the third is partially met. The progress and quality of the results achieved towards this outcome are assessed in detail below.

In **Bangladesh**, the project partner Eco-Social Development Organization (ESDO), expanded the holistic Child Labour Monitoring System (CLMS) model implemented under the former CLEAR project completed in 2018. ESDO implemented the government mandated child labour monitoring system in all five sub-districts of Thakurgaon District in Rangpur Division. This is a poor rural region, with children found working in various forms including *bidi* cigarette making and motor repair workshops.⁴² ESDO’s contract ran for 17 months from August 2022. ESDO formed Community Watch Groups at Union level linked with child labour monitoring committees at sub-district level.⁴³ 1,192 children were identified engaged in child labour and, apart from a small number who left the district, all were removed from child labour through school enrolment, transfer to non-hazardous work (above legal age for work), or vocational training (above 16 years). ESDO reported that most of the 1,192 children identified engaged in child labour were boys; only 29 of them were girls, who were also withdrawn from child labour and supported with vocational training. Overall, the model has strong signs of success, while additional funds may be needed to sustain and expand it to other districts in Rangpur. MOLE representatives interviewed by the evaluation team are aware of the model and are interested to replicate it nationally. The elements of the model and its success factors are summarized in Box 1 below.

⁴² The Country Level Engagement and Assistance to Reduce Child Labour (CLEAR) project operated in two neighbouring districts in Rangpur Division. The evaluation team was not able to ascertain whether the CLMS has continued to operate in these districts without external support.

⁴³ In rural areas in Bangladesh, local government consists of three levels: district, sub-district (upazilas) and urban municipality, and Union (a cluster of villages).

Box 1: Integrated Area-based Model Thakurgaon District, Bangladesh (ILO/ESDO)

Features

- Activated government's sub-district (upazila) child labour monitoring committees.
- Formed *community watch groups* (at union level) to identify children in child labour – consisting of Union Council Chairman, council members, local leaders (teachers, religious leaders, business owners).
- Parents linked with government social safety nets, children enrolled in school, vocational training or removed to non-hazardous work for those of working age.
- Raised awareness of parents, employers and trade union members.
- Mobilized local government elected representatives and local leaders to advocate against child labour.

'My husband initially did not agree to send our son to school from work. However, I understood the risk of child labour from the ESDO people. Finally, my husband was convinced' – beneficiary parent

'ESDO links us with government facilities, which is the best part of the deal' – beneficiary parent

Successes

- Among 1,192 children identified in CL, 728 enrolled in school, 139 in vocational training, 198 transferred to non-hazardous work (February 2024)
- 4/5 sub-districts (upazilas) declared by district government as CL free, fifth expected post-election
- Community leaders, trade unions and employers' organisations increased awareness of child labour
- Social safety net access a decisive factor in improving household status

Gaps & challenges

- Ensuring that the government child labour monitoring committee remains active, many individuals waiting to access social protection benefits, suggesting limited resources
- Girls and boys not actively engaged in speaking out against child labour
- ESDO staff themselves played a strong role in linking individual families with education, training, livelihoods support, rather than the volunteer community watch group.

In India, the project initially planned to work at community level in eight states, but these eventually dropped to five – Jharkhand, Bihar, Meghalaya, Rajasthan and Uttar Pradesh, with intensive implementation in Jharkhand and Bihar. World Vision made key contributions through its work in the Meghalaya coal mining sector, including a Kobo mobile toolbox to map child labour. However, its engagement was short and was curtailed by the agency losing government registration. Action Aid accomplished some useful work in Rajasthan and in Uttar Pradesh, assisting children with disability to access mainstream education. Both ActionAid and WVI's implementation terms were only 6 to 8 months long, which was not long enough to establish impact.

The biggest strides were made in the mica-communities, through partnerships with Terre des Hommes, in Jharkhand (through its implementing partner, Children of India Foundation) and Janhit Vikas Samiti (JVS) in Bihar. The evaluation field visit enabled the team to understand the Jharkhand intervention in some depth. The approach combines community awareness and children's empowerment to end child labour, with access to social protection services, OSH awareness for adults and those of legal working age, and poverty alleviation through training for additional livelihoods and women's self-help groups. A key value added observed in Jharkhand is the integration of OSH training for mica mining families provided by ILO's DWT Specialist and replicated via the implementing partners. This was highly praised by the local community members and the implementing partner.

The ILO specialist showed safe ways of working in a practical and hands-on way – Implementing partner representative, India.

The box below presents the features of the interventions in Jharkhand's Koderma district.

Box 2: Integrated community development model to address child labour in mica mining in Jharkhand (ILO-TdH-CIF)

Features

- Social protection linkages, additional livelihoods and self-help micro-credit groups for vulnerable women
- Formation of children's clubs (called Bal Manch), at village level federated to district level, to report cases of exploitation and raise child rights (86 cases of child labour stopped)
- Introduced OSH protective kits and practices
- Pre-school and school interventions to encourage children to learn
- Local traditional leaders engaged

Successes

- Children's club participants, especially female members, empowered to raise children's concerns
- Families adopted improved OSH practices in mica mining
- 85% of 260 families provided with additional livelihoods means (agro-based, livestock based, petty business, backyard nutrition gardens) reported increased income
- Successful outcomes of adolescent vocational training (126 in Koderma)
- Labour Desk providing services and registering the movement of migrant workers
- Aligns with national policy of child-friendly Gram Panchayat (village) of April 2023

Gaps & challenges

- Ongoing illegal status of mica mining undermines workers' rights and safety
- Girls at the forefront of activities; boys have not been engaged to the same extent
- Field staff were not well versed with available government schemes for women entrepreneurs, more handholding is needed to the micro-businesses
- Some women still go to mica factories, which are likely to be illegal, and may take their children with them, exposing them to mica dust
- No assessment to gauge the impact of government schemes on families' income level
- Child labour monitoring not carried out systematically, therefore support may not be well targeted.

In Bihar, under JVS implementation, a Village Development Planning process including collection of data on child labour was completed using participatory rural appraisal methods. This is a promising practice which can be used to secure state government funding as part of the government's mandated planning process.

In a recent development in Jharkhand, the Project has provided financial and technical supported to the All India Trade Union Confederation (AITUC) to establish a Workers information Centre in Koderma district, including a child labour unit. The centre will promote the interests of mica workers and provide information across the range of relevant workers' rights issues, including the right to organise and health and safety concerns.

Nepal. In Nepal two main approaches were pursued at community level. One approach channelled support to the government's child labour-free municipality model in three municipalities (Bojpur, Pauwadungmamu and Panauti). The other approach focused on the brick industry and brick kiln sites, implemented and by Goodweave Nepal in two districts (Kalibastu and Rupandehi) and also supported

by the Federation of Nepal Brick Industry (FNBI) at national level and in several provinces. Both types of initiatives proved successful in raising awareness and establishing child labour monitoring mechanisms among key local stakeholders and the communities themselves.

In support of the municipality interventions, partnerships were formed with both local government authorities and with key trade unions federations (NTUC, GEFONT, and ANTUF) to strengthen local institutional mechanisms to monitor child labour, raise awareness among authorities and communities and initiate children's clubs. Additionally, the municipalities contributed their budget to the activities, demonstrating their commitment. Key informants from two municipalities informed the team that this was the first work on child labour in their municipality and had significantly raised local awareness.

Before the ARC project we did not have any idea about child labour and the laws – Municipal officer, Nepal.

The evaluation noted that the trade unions played a strong role in the Child-Labour-Free Zones (CLFZ) model, helping to link the community with the local governments, however their engagement period of 6 to 10 months was relatively short. The municipal officers and trade union representatives highlighted the benefits of the initiative in building commitment to eliminate child labour. Child labour data were collected at the ward level, and based on the data there is a plan to implement an income generation programme and education assistance to families and children, but it has not been rolled out yet. Municipal officers and union representatives added that skills training for adolescents and income generation programmes are ongoing needs to prevent child labour.

The brick kiln industry interventions were carried out intensively by Goodweave, working in communities which receive Indian and Nepalese migrant workers. The activity focused on sensitizing the brick kiln owners and workers against allowing children to work, and applied Goodweave's certification standard for child labour free brick kilns. The provision of early childhood centres in brick kiln areas featured in the model, with the rationale of keeping children out of the brick kiln area and fostering parents' interest in keeping children in school. UNICEF and ILO agreed to address the issue in a complementary way, with UNICEF working in labour source communities and ARC in the destination communities for migrant brick kiln workers. The evaluation team visited a brick kiln intervention site, but the seasonal workers who had been involved in project activities were absent. As noted, many of the migrant workers and their children are from India, which poses challenges to fully address child labour concerns.

The evaluation team observed that neither the brick kiln area model nor the child labour free municipality model linked families with social safety networks which are not widely available and accessed in Nepal.⁴⁴ At national level, the project's advocacy supported a significant achievement in the FNBI's introduction of a new code of conduct among brick kiln owners on child labour and forced labour, including a standard operating procedure and OSH procedure, which has been circulated to all brick industry operators.

In **Myanmar**, despite the enormous challenges faced by the project and its partners working under military rule, the two NGO partners were able to achieve significant results through a holistic approach

⁴⁴ According to ILO report in May 2023, only about one third of Nepal's population have access to any kind of social protection. https://www.ilo.org/kathmandu/info/public/pr/WCMS_882674/lang-en/index.htm#:~:text=In%20line%20with%20international%20standards,to%20any%20social%20protection%20provisions.

in Bogale township, in the Ayeyarwady delta region Myanmar), and Hlaingtharyar Township, on the outskirts of Yangon, and currently under martial law. Both partners followed the ILO's blueprint that included child labour monitoring data collection, community-based child labour monitoring (through community-support groups), referral services, vocational training for youth, income generation activities for women and women-headed households, savings groups for children and women, and emergency food support. Regarding the child labour monitoring system the ARC and My-PEC projects worked together to develop a child labour monitoring database using the Kobo toolbox, which the CSO partners could readily use in the current context.

The community support groups worked effectively to identify girls and boys engaged in child labour and refer them to support services or enrol them in informal apprenticeship type vocational training (with board provided close to the training location in Bogale township). The partners observed that food insecurity and survival continue to be pressing needs for families, driving the need for children to contribute to the family income.

In collaboration with the My-PEC project, the project conducted a wide range of awareness raising campaigns for annual World Day Against Child Labour (WDACL) events using the ILO's interactive SCREAM approach, including campaigns in ethnic minority regions of Mon, Kayin and Kachin states.⁴⁵ Trade Unions were key partners to conduct the community activities around WDACL, working in many areas, including townships under the military's martial law. The trade Union representatives interviewed by the evaluation team were highly committed to supporting the effort. Another important NGO partner worked on awareness raising in villages in Kachin state, including in a resettlement village for internally displaced persons.

The evaluation noted the innovative methods used to raise community and youth awareness, including the photo-stories and video animations produced by communications partners, and photo and essay competitions. The opportunity to build their communications skills was highlighted by one of the NGO partners where one of their staff's photos was used in the ILO's public bulletins.⁴⁶

In **Pakistan** variations of the multi-intervention approach to identifying and assisting children in child labour, were piloted in different provinces, partly aligned with the focus sectors of domestic work and automotive repair.

At the level of systems for child labour monitoring and enforcement, in Islamabad the Child Protection Institute was engaged to strengthen the child protection system for monitoring and reporting on child labour, by forming or re-activating the district level child protection committees. This model was well received by the Islamabad labour department.

In the domestic work sector in Punjab province the Pakistan Workers Federation and the Domestic Workers Union coordinated to raise awareness of child labour, identify children in child labour via a door-to-door campaign, and establish community-based child labour monitoring committees (CLMC). The community-based committees were able to reach private homes to identify cases of child labour, which the labour inspectors cannot do. They were then able to report cases as appropriate to the child protection department, police, or the labour department. The implementers learned that child domestic labour was common, and households were not aware of the law on child labour. As a result of these efforts over 200 children were withdrawn from child labour and enrolled in school. However, ILO country office observers noted that while creating community-based child labour monitoring

⁴⁵ SCREAM. Supporting Children's Rights through the Arts, Education and the Media. <https://www.ilo.org/ipec/Campaignandadvocacy/Scream/lang--en/index.htm>.

⁴⁶ This methodology of producing photo-stories and video-stories was initiated by My-PEC and used since 2016.

committees provides a window into the domain of domestic work inaccessible to labour inspectors, there is a need to establish formal recognition of the CLMCs linked with the local labour and child protection departments. The ILO country office staff suggested that the work of the CLMCs could be integrated with existing structures such as the District Vigilance Committees in Punjab, but the NPC observed that efforts of previous projects to engage these committees have not been successful.⁴⁷ This model did not link families of children to social security supports or income generation as far as the evaluation could ascertain.

Also in Punjab, in another sector-focused endeavour, the project worked with auto repair workshops establishing a vocational training model for 90 adolescent boys formerly engaged in child labour through partnership with Honda and Toyota in Lahore which proved to be successful, though a short-term intervention.

These pilot interventions were less holistic than in some of the countries as they did not facilitate income or social support to families of children at risk or engaged in child labour, and a comprehensive area-based approach was not followed, as the sectoral focus was on domestic work or auto-repair in given localities which were selected through stakeholders' consultations in the early stage, rather than all forms of child labour, which would be addressed in an area-based approach. There remains a need to review and consolidate learning from these pilot interventions and identify which approaches should be prioritised for ILO's ongoing advocacy with national and provincial stakeholders.

The project formed new partnerships with the Pakistan Girl Guides Association (PGGA) and the Pakistan Boy Scouts Association (PBSA) to spread awareness about child labour widely among their members and the community. Evaluation interviews with representatives of the PGGA suggest that their peer-based advocacy had a wide community reach in several provinces.

LEARNING GENERATED BY THE MODELS AND LESSON SHARING

Project-wide and included as one of the Outcome 3 outputs, there was an expectation that local stakeholders and the ILO project teams would document best practices for replication. This has occurred to varying degrees per country. Within the project, some efforts have been made to encourage implementing partners and recipient stakeholders to share their experiences, and these reached national level forums in Nepal and Bangladesh. At a meta-level the evaluation offers some reflections on the strengths of the different approaches applied and the learning approaches used at country-level and project wide:

- The integrated area-based approach remains the foundation of local interventions, and anecdotal evidence suggests it was most effective when social protection access could be facilitated.
- Sectoral and supply-chain approaches afforded the opportunity to integrate a decent work approach covering adults and children in a sector.
- Both government monitoring structures with mandated responsibilities to enforce the laws on child labour and community/volunteers have a role to play (as in Bangladesh).
- Mainstreaming child labour into local government development plans a promising model in India, where such planning is nationally mandated.
- Children's empowerment as change agents can be integrated in community-based approaches and escalated to national platforms.

⁴⁷ The potential role of District Vigilance Committees in child labour monitoring was addressed in an ARC project report: Assessing the Capacity of Vigilance Committees. 2023.

The evaluation provides further observations regarding the project's efforts to capture learning generated by the project in discussing monitoring, evaluation and learning in Section 3.5.

FACTORS AFFECTING ACHIEVEMENTS

The evaluation team identified a variety of external and internal factors that facilitated or limited the achievement of project objectives. Key **facilitating factors** are summarized below. (Management-related factors are discussed further as part of section 3.5 Efficiency).

ILO technical resources

The project was able to draw on the ILO's technical experience in measuring child labour and apply it in Bangladesh, Nepal and Pakistan. The Research unit of FUNDAMENTALS and the DWT Statistics Specialist assisted national and provincial statistics offices in ensuring the definition of child labour of the 2018 session of the International Conference of Labour Statisticians was applied in surveys and their analysis.⁴⁸ The contribution of members of the DWT for South Asia and of the Fundamentals Specialist of the DWT Regional Office for Asia and the Pacific for Myanmar was highlighted by project staff and implementing partners. Country project staff and stakeholders highlighted the contributions of the FUNDAMENTALS Specialists and OSH Specialist in particular.

Constituent trust of the ILO and networks of the NPCs

In all six countries, the ARC project was able to build on the ILO's long history supporting the constituents to address child labour. In particular, the project was able to build directly on the results achieved by the CLEAR project in Afghanistan and Bangladesh, and the long history addressing child labour in Pakistan and Myanmar. The strong networks and effective advocacy of the NPCs in Bangladesh and Nepal supported progress toward policy level results under Outcome 2. In Myanmar the employers' federation emphasized their long history of working with the ILO, although their engagement in this project was limited to participation in the E-learning training.

Integrated approach among related projects

In Myanmar the Liaison Office created an integrated approach among the three child labour projects, building the ARC design upon the existing My-PEC programme that began in 2014 and collaborating wherever possible. This served to support efficient resource use, as well as scale and impact and a principled stance in the face of the conflict. Other countries also followed a collaborative approach; Nepal in joint efforts with the Bridge Project, and India through the collaboration with MAP16.

Commitment and priorities of national governments

The existing commitment of national and provincial governments to address child labour in Bangladesh, Nepal and in some provinces and territories in Pakistan was an important enabling factor. These include Bangladesh, Nepal, province/territory governments in Pakistan, and the national government in Afghanistan under the former government. Given Nepal's membership as a pathfinder country for Alliance 8.7, MoLESS has been keen to utilize ILO technical and secretariat services offered through the ARC project. The project's support to implementing the CLFZ model was highly welcomed, although MoLESS representatives felt that the geographical scope of support was too limited.

⁴⁸ [ILO. 2018. Resolution to amend the 18th ICLS Resolution concerning statistics on child labour](#)

Implementing partners for community-based interventions and advocacy

In India, Nepal, Bangladesh and Myanmar the holistic models of community level interventions were able to proceed with relative speed once COVID-19 restrictions lifted, since the project partnered with national and international NGOs already working on child labour, or previous partners of ILO in the case of ESDO in Bangladesh. In India, the project's partnership with TdH with their long experience addressing child labour in the mica belt communities proved valuable. The project was able to collect data to advance the Village Development Plan model piloted in Bihar thanks to the experience and local trust of the local NGO, JVS. A related facilitating factor was the project's recognition of the multiplicity of actors working on child labour and interacting with UN and NGO alliances to tackle child labour, as intended through the Alliance 8.7.

The key **hindering** factors, external and internal, that the evaluation identified are summarized below:

COVID-19 and natural disasters

The onset of the COVID-19 pandemic in 2020, right after the inception phase was the most important hindering factor. It delayed the onboarding of the CTA in India for several months and altered priorities of national governments. It restricted travel and gathering in all six countries, and as a result activities requiring physical meetings such as the community-level work had to be delayed. This resulted in a short timeframe to implement the area-based community models in several countries and locations. For example, implementing agreements were relatively short for some of the implementing partners to achieve optimal results, for example ActionAid in the sandstone sector in Rajasthan, RMO and World Vision in Myanmar and ESDO in Bangladesh. Given COVID-19 and other significant delay factors, the project's five-month extension was not sufficient to fully realize the potential of these investments.

Natural disasters including the floods in Sindh province in Pakistan distracted constituents' focus away from child labour and other decent work issues.

Political instability and elections

The takeover of the Taliban in Afghanistan had a major impact since the project had to cease activity there in August 2021, despite the even greater need to address child labour in the country. In Myanmar, the military coup and the UN policy of non-engagement meant that the project could not engage with the government or directly pursue policy objectives towards the National Child Labour Plan. Political instability and elections in Pakistan also interrupted work and core constituents' attention in Pakistan, and also recently in Bangladesh.

Changing priorities and limited capacities of constituent partners

In India the national government's commitment to working on child labour issues and collecting updated data apparently altered with the onset of COVID-19 pandemic, where progress on data collection has paused. Also in India, the project intentionally engaged with national research institutes, which while committed to the activity and a commendable sustainable strategy, required considerable time and support to produce high quality knowledge products.

Overall project duration and short implementation agreements

Project-wide, several project staff opined that an additional year rather than six months would have served the project to enable policy advocacy following on from research, and to extend some of the ground level interventions. Short duration of agreements was also heard among some of the partners implementing outcome 3 interventions from Myanmar, Bangladesh, Nepal and India. As observed

earlier, interventions of 6 to 10 months did not have a good chance of achieving their objectives and impact.

ILO recruitment practices and bureaucracy

ILO respondents informed the evaluation that the ILO's protracted recruitment practices delayed the project getting off the ground, where CTA and the full staff team were not complete until late 2020. (See further discussion as part of the assessment of efficiency).

PROJECT RESPONSE TO THE MTE RECOMMENDATIONS

The MTE included both an evaluability assessment and an assessment of the project's progress at midterm. The final evaluation notes that evaluability assessment recommended some valid changes to the performance indicators, and other aspects of the M&E strategy, but these were generally not taken up according to the M&E Officer as the indicators had been revised already in response to comments made in the Baseline Survey, and it was thought that further changes would be disruptive. The MTE recommended an extension of the project timeframe of up to one year. ILO negotiated with FCDO regarding the extension and was granted a further six months. Overall, the MTE recommendations did not suggest specific course adjustments, but recommended that the project advance its sustainability and exit strategies at country level.

The evaluation's detailed assessment of project response to the MTE's recommendations or actions taken are included at **Annex F**.

PROGRESS IN PROMOTING CROSS-CUTTING ISSUES

Gender responsiveness. The project's gender strategy introduced in 2022 provided general guidance to the ARC country teams on mainstreaming gender issues, however at country implementation level the Project did not apply comprehensive measures towards ensuring responsiveness to gendered needs and dynamics of child labour.

The evaluation team found limited attention to gender issues and child labour in the Baseline Study, where there could have been a greater focus on identifying gendered patterns of child labour in each country and target sector. Issues of child marriage among girls and Commercial Sexual Exploitation of Children (CSEC) appear to have been overlooked or not targeted in the interventions, although the issue of CSEC was raised in the project document. This general observation aligns with the MTE finding that girls involved in home-based work may be overlooked when the focus is on specific work sectors. Under implementation, the gender strategies on the ground appear to have depended largely on the partners' approach and efforts rather than ILO's guidance and advocacy. Nevertheless, at the community-level several strategies have been gendered, if not fully *gender responsive*, as described below.

Women's empowerment was promoted by some project implementing partners, but not necessarily gender issues affecting both women and men. Taking the Jharkhand example in the mica community interventions in India, the project very successfully promoted girls' and women's empowerment, but boys and men were not evident among community level participants. In Jharkhand girls and women featured prominently among beneficiaries of the community-level interventions, and while boys numbered at least 50% of children's club members they were less inclined to take leadership. Women are predominantly involved at the lower end of mica picking and processing work which may justify the focus on women and girls. However, more could be done to engage boys in advocacy for children's rights in the locations. The project's focus on the domestic work sector in Pakistan through the interventions of the trade union federation and the domestic workers' union ensured a focus on gender equality.

In Bangladesh, boys predominated among the children assisted. ESDO's baseline survey in Thakurgaon district found most of the 1,192 children engaged in child labour were boys. However, it is not clear whether the child labour identification process included home based production activities where girls may be involved. The few girls identified (29 in total) were working in tailoring, bidi making, petty trade. In Myanmar, both boys and girls were referred to vocational training by the partners, while in Pakistan, both boys and girls were active in raising awareness.

Non-discrimination and inclusion. The evaluation observed that the project paid limited attention to reaching children with disabilities at risk of child labour. One exception is the interventions by ActionAid in Rajasthan and Uttar Pradesh in India which supported children with disabilities to access mainstream education.

Regarding inclusion of other vulnerable groups, including migrant workers, people in bonded labour and ethnic minorities, the project selected intervention locations with such vulnerable populations in several countries, notably Nepal, Myanmar, India, Pakistan. For example, ethnic minority needs related to child labour were addressed in Kachin state in Myanmar. In Nepal the project partnered with UNICEF to address child labour among internal migrant communities, and on the needs of bonded labourers.

Tripartism and social dialogue. Overall, the evaluation found that engaging with all three constituents to counter child labour was uneven among countries, but not a strong feature of the approach. Where the project supported national consultations on NPAs a clear tripartite approach was taken. In some countries such as Bangladesh the traditional trade union partners were not highly engaged in activities, based on various interview responses, whereas trade unions took a more active role in Nepal and Myanmar. For the local sectoral interventions, the engagement of trade unions was prominent in Nepal and Pakistan where trade unions were contracted as implementing partners – promoting awareness in the brick industry in Nepal and countering child domestic work in Pakistan.

In Pakistan, senior ILO officials noted that the project did not sufficiently solicit partnerships with the ILO's traditional constituents, which was viewed as a disadvantage. However, the evaluation learned that the traditional partners were frequently distracted by pressing concerns such as COVID-19 impact and the floods in Sindh, Pakistan, and the project sought to partner with a variety of NGO and private sector organizations interested in the issues.

Social dialogue processes were not a marked feature of interventions. The project tended to work bilaterally with either workers' organisations or employers' organisations rather than on consultative dialogue. However, freedom of association (one of the FPRW) received attention in the mica belt initiative in India. In a recent development the project has supported All India Trade Union Confederation (AITUC) to establish a Workers Information Resource Centre in Koderma, the centre of the 'mica belt', which will provide services to workers and advocacy concerning the full range of decent work issues affecting mica workers, including the right to organize.

International labour standards. As part of its primary objectives, the project promoted national alignment with the core child labour conventions - C138 on the Minimum Age for Employment and C182 on the Worst Forms of Child Labour, and Recommendation 190 supplementing C182. The project also promoted other labour standards including occupational safety and health convention No. 187. As noted above, the integration of all FPRW was explicitly promoted in the mica sector policy work in India, through the project-initiated Mica Masterplan.

3.4 IMPACT

Impact Questions
What actions or mechanisms did the project set up to promote the achievement of long-term effects?
What impacts has the project achieved regarding policy and awareness of child labour issues, and are the results achieved likely to produce long-term effects?
How could the project impact have been improved?

ACTIONS TO PROMOTE LASTING IMPACTS

The project strategies associated with each outcome area, but especially Outcomes 1 and 2, were intended to achieve long-term and higher-level effects. The mechanisms included building capacity of national statistics offices and national research institutes to collect child labour data and producing policy briefs, for example in Nepal, to take the results of research to the attention of decision makers. Toward an impact on the public discourse and concern to address child labour, multi-media communications campaigns were undertaken in each of the countries, accompanied by training of media personnel.

Within the policy development and implementation capacity arena, project mechanisms included assessment of needs and directing technical support to achieve policy amendment, as well as fostering alliances for child labour, such as the SDG 8.7 platform in India and the Alliance 8.7 in Nepal.

At sub-national level, the mechanisms for achieving impact varied from supporting the national government's policy of CLFZ in Nepal and Bangladesh, to creating sustainable community responses in India, Pakistan and Myanmar, linking communities building local institutions capacities to prevent and combat child labour.

IMPACTS ACHIEVED REGARDING POLICY AND AWARENESS

Evidence base. The body of knowledge about child labour available to decision makers in each country has been significantly increased, but the long-term effects of this knowledge are yet to be felt in policy adjustments, apart from the Islamabad Capital Territory domestic workers law in Pakistan, since many studies were delayed in their completion. The impact of the project around updating knowledge about child labour is realised in the capacity of statistics offices to collect child labour data that aligns with ILO definitions.

Awareness and public discourse about child labour. The MTE's big data study covering 2020 to 2022 in Nepal and India found that media coverage of topics related to child labour peaked around the WDAFL campaign times and concluded that this was an indicator of increased attention to the issue. While there has been an impact on media coverage, as mentioned earlier, the present evaluation questions the conclusion that media coverage reflects changes in practices on the ground. The changes in community attitudes reported or heard through the final evaluation appear to have come about through more direct interaction at the community level, such as the door-to-door advocacy of domestic workers union in Punjab in Pakistan, which reportedly affected household employers' understanding of the laws, as well as the peer education efforts of the PGGA and the Boy Scouts Association.

Policy and capacity impacts. As discussed earlier, the project has contributed to a series of tangible policy advances in Bangladesh (C138, hazardous worklist), Nepal (partnerships for action on child labour and the National Masterplan), and Pakistan (domestic work laws and Punjab hazardous work

list) and built capacity for implementation of the respective National Action Plans. The effects of the updated legal frameworks and national action plans are yet to be demonstrated and will depend on the extent to which resources are devoted to rolling out the national plans of action and their implementation.

Supply chain impacts. One of the significant emerging impacts of the project is seen in the combination of policy change and collaboration of actors in the mica supply chain in India, which has built some momentum towards a lasting influence on practices in the industry with the benefit of state level support. Similarly in Nepal, the collaboration of actors in the brick industry promises a long-term impact towards decent work practices in brick kilns including the prohibition of child labour, through the Code of Conduct promoted by the industry.

Impacts on beneficiaries' lives and institutional strengthening for prevention of child labour at community level: The project's impacts on numbers of children removed from child labour across each country are yet to be consolidated. However, in India and Bangladesh the evaluation learned of the immediate positive impacts on beneficiaries' lives as discussed in the previous section. In Bangladesh, where the changes at community and family level were district-wide, parents reported that access to social security schemes was an important factor in keeping their children out of child labour. Similarly in Pakistan, 200 children were removed from domestic work, while an estimated 90 adolescent boys were removed from informal and hazardous work in small automobile repair workshops to formal workshops with skills training provided and good OSH practices. The long-term impacts on strengthening institutional systems for child labour monitoring are discussed further as part of sustainability at section 3.6.

Ways that impact could have been improved

One of the significant factors that has limited the impacts of project in all the countries is the duration of implementation, especially at the sub-national level. For example, two of the partners in India expressed that their implementation periods were too short to see the models sustainably established or to see the impacts on intermediary factors in child labour such as children's school attendance. In Bangladesh, the partners also mentioned that the duration of implementation was relatively short to produce impacts on community well-being.

In India, the policy impacts in the targeted sectors of mining (coal, sandstone, mica) and brick kilns, could have been stronger if research had been completed earlier and if more effort had been devoted to raise policy discussions at state and national levels.

The impact in Pakistan at both policy and ground levels, could have been improved by a stronger strategic focus aligned with the ILO's mandate as a technical agency and geared towards systemic change. Given the adverse conditions the project operated under, it is understandable that the community-level approach tended to be disjointed. It could have been strengthened by establishing models with a more holistic approach and stronger linkages to government systems. Regarding the auto-repair model for example, the strategic value could have been strengthened by attention to system level changes for alternative vocational training provision.

While the domestic work policy amendment in Punjab is a solid result, its full impact is yet to be felt in application by the concerned agencies. Beyond the noted legal amendments achieved, according to the project's assessment of policy and law enforcement released in 2023, much remains to be done to bring the full range of laws related to child labour in the provinces and territories into alignment with international labour standards. Senior CO officials also pointed to the need for a more strategic approach aligned with the ILO's mandate as a technical agency.

3.5 EFFICIENCY

Efficiency Questions
What internal (e.g. administrative processes, staffing, budget) and external factors (such as COVID-19, political turmoil) affected the project's delivery and how did the project management respond to these factors?
Given the size and scope of the project, were the management arrangements, human resources, timeframe, technical capacity, and financial resources sufficient and adequate to achieve the project objectives and results? Were resources allocated strategically to achieve results in different geographical locations, responding to their unique needs?
How effective was the monitoring, evaluation and learning system in enabling adaptive management toward the achievement of results?

FACTORS AFFECTING DELIVERY AND THE MANAGEMENT RESPONSE

The project operated during a volatile period in the world and the region. The public health crisis of the COVID-19 pandemic struck in 2020 as the project was getting off the ground, causing mobility restrictions for the remainder of 2020 and the first half of 2021. ILO staff were generally required to work from home and field missions and face-to-face meetings could not be held. The pandemic caused delays to the implementation of many activities across all components but had the biggest impact on Outcome 3 activities which could not commence until late 2021. The project management and country teams changed workplans as necessary to focus on activities under Outcome 1 and Outcome 2 until movement restrictions were lifted. The project introduced a COVID-Risk Mitigation Strategy focused on working procedures for staff and partners. Working methods were shifted online quite rapidly by the project. In Myanmar the My-PEC, ARC and ARISE projects responded jointly to the challenge of providing capacity building training during COVID-19 by pooling resources to invest in an online E-learning programme, hosted on the ILO Myanmar e-campus.⁴⁹

In February 2021, the second year of implementation, after the military coup occurred in Myanmar implementation was paused for seven months while the project and FCDO decided how to proceed without engaging with the regime. The project approach was redesigned, dropping policy engagement work; however, ground was lost and administratively the adjusted workplans were difficult to align with the common budget lines, according to the staff. As mentioned earlier, the project's work in Afghanistan ceased in August 2021 after the regime change, but the project team initially made efforts to redesign the interventions in case the project could resume. Other political changes affected progress, including change of senior government personnel in Bangladesh, and political unrest in Pakistan.

Throughout these challenges, the Project CTA emphasised the need to continue working on the strategies that were possible, rather than rigidly follow the original design and workplan. A culture of agile management was therefore deliberately followed.

Internally, the project was constrained by two major challenges. The first was the ILO's slow staff recruitment processes, under which the full complement of staff was not on board until 2021. The CTA was recruited by May 2020, a year after the project official start. Prior to this, the FUNDAMENTALS Specialist in New Delhi played a key role in leading the project, with support from FUNDAMENTALS HQ desk officer. The staffing has generally been stable, apart from the regional Senior Admin and Finance

⁴⁹ <https://ecampus.iloyangon.org/> The e-campus hosts a number of learning tools and was initiated by a former labour market governance project.

Assistant, who left when the project was originally due to close due to uncertainty regarding the extension. There were also two incumbents of the NPC role in Myanmar, and a period of months between them, but the My-PEC CTA was able to assist throughout the project duration when there were gaps in staffing.

The second major constraint was the series of budget reductions from the original FCDO MOU amount of £8 million GBP to £5.5 million GBP in May 2023. The reductions occurred due to the merger of the former Department for International Development (DFID) with the FCDO, and the competing budget priorities in the UK as it faced the COVID-19 emergency. The reductions amounted to GBP 2.4 million or 30 percent of the budget, and were most significant in 2020, 2021 and 2022. The project made some savings due to COVID-19 affecting activities but also had to cut several activities, especially in Myanmar, where the planned activity in Kayin state was dropped. The unpredictability of the budget reductions and timing of tranche transfers affected the ability of the project to do long-term planning and affected project staff's security of employment. However, with rapid adjustments, the project was able to continue to implement its main strategies.

Given the public health and political crises the project encountered, and the incremental and unpredictable funds reduction, one of the observed strengths of the project management approach led by the CTA was to guide staff in an agile project management approach. This entailed frequent reviews of progress, shifting funds from one activity or country to another when bottlenecks were encountered, rather than rigidly assigning the budget per country. The FCDO provided the project team with the scope to make these adjustments rather than requiring strict adherence to original plans.

MANAGEMENT ARRANGEMENTS

The project management arrangements structured by a regional team, led by the CTA based in the Delhi CO has worked efficiently by most accounts. The regional team comprises the CTA, M&E Officer and Senior Admin and Finance Assistant. Early in the project, the CTA introduced a Project Management and Monitoring System to provide protocol for a range of project management procedures that staff reportedly found useful. Project planning and review processes included monthly updating meetings of all country project staff. These were increased to weekly meetings in India at times when the delivery was lagging. Thematic meetings were also held on an as needed basis. Project staff spoke highly of the consultative project management style and system. The management and technical implementation approach also allowed leeway for each country to adapt its interventions to the context.

Project partners interviewed by the evaluation team were satisfied with the efficiency of administrative procedures, and apart from a few comments that ILO's review and release of research reports was sometimes delayed.

HUMAN RESOURCES

The project staffing, comprising the regional team of three and two staff per country, made for relatively lean human resources, but the team managed to accomplish the implementation well, as various stakeholders informed the evaluation team. However, two NPCs responded that they felt stretched to complete all tasks and would have appreciated country-level M&E support. The team has also benefited from significant technical support from the DWT, especially the FUNDAMENTALS, OSH and Statistics specialists in New Delhi, and the FUNDAMENTALS Specialist for the Regional Office for Asia and the Pacific (ROAP). The staffing plan initially included a senior research position based in New Delhi; however, the ILO was not able to recruit a suitable candidate and as a solution the HQ Research and Evaluation Unit provided staff time to each of India, Bangladesh and Pakistan, and also more generally to the research component, which has strengthened the quality of the research work.

FINANCIAL RESOURCES

The project budget has been used efficiently based on a consideration of the funds allocated per country and the efforts to achieve cost-efficiency among projects. Based on the project's total US dollar budget of \$7,143,165 and expenditure reporting in December 2023, the largest share of the budget (36%) went to the regional level, covering staff salaries and regional activities. Among the countries, Bangladesh was allocated 18 percent of the budget, India 13 percent, Pakistan 11 percent and Myanmar and Nepal 9 percent each. India, Bangladesh, and Pakistan were allocated slightly larger funds than the other countries, based on the scale of activities planned.

The project's overall delivery rate was high in December 2023 at 89 per cent, including actual expenditure and encumbrances.

Financial efficiencies were found, as mentioned elsewhere, including pooling resources with other projects in Myanmar and Nepal for example, and collaborating with government partners in Nepal who provided counterpart funding for municipal activities. The allocation of project funds to distant locations allowed beneficiaries in remote areas to be reached, especially in India and Nepal. Nevertheless, the spread of both implementation time and financial resources was considered insufficient by some implementing partners in India, and the evaluation term concurs that some of the interventions were too short. Overall, several ILO observers, project staff and partners believed that a longer extension of one year would have afforded stronger achievements.

MONITORING, EVALUATION AND LEARNING

The project generally followed a Results-Based Monitoring and Evaluation approach in accordance with the ILO M&E policy, which aims to establish indicators and targets at the main levels of the logical framework. Under the guidance of the M&E Officer, the project's system allowed for adaptability in adjusting the outputs and related indicator targets to suit the country context.

The initial logical framework was established with the support of a consultant following the completion of the Project Document during the inception phase. The logical framework has a consolidated project-wide version and country-level versions. The framework was subsequently adjusted in several iterations, to capture the regional output and to adjust indicators that the Baseline Study in 2022 pointed out as unrealistic. The main critique was that the indicators were too ambitious, and that the logical hierarchy was not clear. Adjustments were then made to the framework in mid-2022, creating a final version. The M&E Officer provided frequent guidance to the team on the changes in the framework and the means of data collection, placing a strong emphasis on the process of monitoring progress.

Following this, the Evaluability Study that accompanied the MTE, later in 2022 made further recommendations for changes to some indicators; however, the project management decided not to change the indicators themselves but, for example, captured changes against the baseline in numbers and qualitative terms rather than percentages. The present evaluation found some of the difficult to measure or invalid nature of the indicator target formulations meant that the content of the reporting against the targets frequently does not accord with the indicator.⁵⁰ The M&E Officer and CTA were aware of these issues but decided that it would be too disruptive to change the formulation of the indicators for the final year of the project. The evaluation finds that the logical framework and its

⁵⁰ An example is the indicator for Outcome 2 that CEACR comments would reflect country improvements, which was not valid as a result that could be attributed to the project.

indicators worked well enough for the team in practical terms, but the indicator targets were not fully useful in capturing progressive performance.

The management team generally established a strong learning culture among the team and has captured the learning generated by the project in all the TPRs. The evaluation observes a valuable practice in the investment in an end-of-project Results Dissemination Strategy, ongoing in December 2023-January 2024, that will collect the tools produced and document the intervention models for dissemination to a wide audience.

3.6 SUSTAINABILITY

Sustainability Questions
To what extent do the project strategies and interventions, including the sustainability plan at the level of individuals, organizations and tripartite constituents, promote sustainability?
Which project outcomes are most likely to be sustained and transferred to relevant institutions when the project ends? What actions might the project or its stakeholders take to promote the sustainability of key outputs and outcomes?
To what extent can the project’s approach (or parts of it) and results be replicated or amplified by national partners or other actors, considering the institutional and financial dimensions?

PLANNING FOR SUSTAINABILITY⁵¹

The final evaluation concurs with the MTE, that project did not have a detailed sustainability strategy setting out the approach to sustaining each of the results per country. However, the project produced a sustainability Strategy Note mid-2023, outlining the broad “phase-over” or transfer of responsibility approach the project takes toward sustainability and exit, guided by principles including planning exit from the earliest stages of design, developing partnerships, building local organizational capacity, and mobilizing local resources, among others. The NPCs and partners were encouraged to identify the agencies, organizations, and constituents that will take over the interventions and their benefits beyond the project. Nevertheless, more specific sustainability plans and reports per key intervention would have been useful.

The project features several approaches generally common across the countries that promote sustainability, including serving national needs to update national action plans on child labour and legal and regulatory frameworks, working with government mandated institutions for child rights or child labour at national and local levels, building the capacity of government institutions such as statistics offices and labour inspectorates, producing tools and training modules that have been adopted by the partners, and fostering local level ownership of child labour interventions.

PROSPECTS OF SUSTAINABILITY, EXPANSION AND SUGGESTED ACTIONS

The evaluation provides the following assessment of the likelihood that specific project results will be sustained per outcome area.

Improved knowledge base on child labour

To update national data on the extent of child labour and understand the dynamic in different sectors, the project supported statistical surveys and other child labour research and studies. The project contributed to making statistical surveys on the extent of child labour available in Afghanistan, Pakistan, Bangladesh, Nepal, and the rapid assessment in Myanmar. The publication of these surveys, in some cases jointly with UNICEF, means that they can continue to be used by to inform efforts to address child labour in these countries. The project team reported that the policy recommendations report by Oxford Policy Management is now complete and tripartite discussions are expected to ensue in Punjab and Gilgit Baltistan.

There is reasonable evidence that the capacities of statistical agencies at least in Nepal, Bangladesh and Pakistan have been increased to conduct future surveys aligned with international definitions of

⁵¹ OECD defines sustainability as the continuation of benefits once project/external technical and financial support ends.

child labour, either standalone child labour surveys or integrated in national LFSs, which would strengthen the sustainability given the economy factor. This is the case in Nepal where the Central Bureau of Statistics (CBS) is prepared to integrate the child labour module into the LFS on a regular basis, while in Bangladesh the government is considering this approach for the future. Regarding Afghanistan, the evaluation team is not aware whether capacity remains within the government statistics office to continue producing child labour reports from the national employment surveys. During the evaluation's presentation of findings to stakeholders, a government leader stressed the country's great need for donor support to tackle the persistent issues of child labour.

The findings of those qualitative studies that have been completed are expected to inform policy and programme development in the countries, notably on child labour in brick kiln sector in Nepal and in mica mining in India. However, the effect of these after the project ends will depend on the determination of national and subnational governments and other constituents and advocates to take up the findings. In Pakistan, the child labour in domestic work scoping study has already guided the project's work in Punjab and Islamabad and can continue to inform a more comprehensive strategy on child domestic work through its recommendations. The project's published assessment of law enforcement capacity on child labour if followed up by ILO may serve to inform a more coordinated approach among mandated agencies in each province/territory.

ARC Myanmar's rapid assessment in Kayin state, Yangon and Ayeyarwady regions, also provides data which can continue to be used if the ILO expands its child labour work into Kayin state. In **Nepal**, the study of bonded labour and child labour in brick kiln, conducted under the Bridge project, and finalized by ARC, has been used by various development partners for policy advocacy and designing interventions to prevent child labour and bonded labour in the brick production supply chain. Unfortunately, the completion of the studies on child labour in bonded labour communities, also in collaboration with Bridge, are not yet released, but these should be disseminated by the Country Office to inform future programming among communities of freed bonded labourers.

Turning to the research in India, the Mica Sector Master Plan needs to be promoted to the Jharkhand government, employers, and workers and their representatives to enable a lasting outcome. Also, either within the project life or after closure, ILO needs to present the STW study findings to the Uttar Pradesh government to inform its policies on post-school training needs, and the brick industry research findings to Bihar state authorities.

Public awareness of child labour

The sustainability of public awareness on child labour after the project ends is difficult to assess without surveys of popular knowledge and attitudes, and also difficult to attribute directly to the project without audience sampling after specific campaigns. However, the capacity of journalists in Pakistan and Nepal to report on child labour issues appears to have been sustainably built, judging by the number of articles the project reports as published, and indications from the evaluation survey that journalists expect to continue advocating on the issues of child labour.

Laws and policies and capacity for implementation

Overall, all the new laws and policies introduced with ARC's support are expected to have sustained impacts on the countries' governance frameworks for tackling child labour.

Notably, the policy framework in Bangladesh has been strengthened and the commitment of the government to direct funds to implementation promises continued impact. Given that the country has secured funds for a large-scale project on child labour, the prospects of rolling out the NPA seem strong, while ILO's ongoing guidance is needed for the regulations to support the implementation of

C138. Moreover, resource constraints in the country remain limited, especially the reach of the labour inspectorate across urban and rural areas.

In Nepal the Alliance 8.7 and its Secretariat is in a strong position to push for and coordinate continued efforts on child labour as well as forced labour. The strengthening of the National Masterplan II also places is a factor in continued efforts in the country. As well as this, the software system for tracking the status of the child labour free municipalities provides a sustainable national planning resource.

In Pakistan, the legal amendment on child domestic work in Punjab and the forthcoming country-wide penal code amendment represent lasting changes, while their enforcement will depend on strengthened systems for rehabilitation and withdrawal of children from community level upwards. The trained media personnel reportedly played a key role in advocacy for legislative reforms, in particular related to child labour in domestic work. They have sustained the ILO training module by offering online training to media students and journalists.

In India, the Jharkhand “dhibra” policy in the mica sector is a lasting project contribution. However, the evaluation team heard that its implementation in practice is complex, while barriers to its application remain and mica mining is practised in areas protected under the forest protection act. The Mica Masterplan has not yet been applied, with advocacy and dialogue among the stakeholders yet to be conducted to produce sustainable changes in practice across the sector. However, once adopted, the guideline for applying decent work principles in mica mining supply chain are replicable in other states and across the sector nationally.

In Myanmar, the project’s completion of the CLMS Database jointly with the My-PEC project is expected to be completed by the end of the project, with sustainable benefits for monitoring child labour cases. The fact that the Kobo Toolbox software community plan is free for users further promotes its sustained use by the project partners.

Myanmar’s E-learning programme and 3-R kit e-learning modules will continue to be used beyond the project, provided the necessary resources are provided to run the course on the Myanmar e-platform. The e-learning modules provide a highly replicable resource for other countries, if adjustments can be made to the culturally specific visual presentation.

Local interventions

Overall, the prospects for sustaining the range of holistic interventions in communities across the countries appear strongest where the community interventions (monitoring, linking with education and family supports were linked with higher level responsible committees or mandated village level institutions, as is the case in Nepal, Bangladesh, and India

ARC Nepal’s contribution to three CLF municipalities and the model it represents appears to have good likelihood of sustainability, especially given the funds contributed by the municipalities, the local government commitment in declaring a CLF zone, and the ongoing role that can be played by the trade union federations in the child labour monitoring committees. Regarding replication, the project reports that the government via MOLESS will support 25 municipalities to become child labour free in the coming fiscal year. The elements of the brick kiln area intervention model, though small in scale are expected to extend after the project under local management.

The project’s ground level efforts in India were most developed in Jharkhand and Bihar states. The interviews with the local partners did not reveal a clear sustainability plan, but there are several features that support the interventions’ sustainability and potential replication. These include the project’s partnership with Panchayat Raj Institutions (local governance institutions), generating a local

mandate to combat child labour, while building the capacities of local authorities. Also, the Village Development Planning that was piloted in Bihar, incorporating child labour information, once the process is complete it serves as a replicable model because village plans and budgets are mandated country wide. The Bal Manch children's clubs appear sustainable, especially since they have been federated at the district level, and women's self-help groups appear sustainable, and the combination of efforts seem to have promoted a culture of respect for children's rights within schools, families, communities, and local authorities. However, it is not certain whether the communities' access to social protection and vocational training will continue in the absence of monitoring and follow-up by the partners. In other states, partners such as ActionAid and World Vision India felt that the very short duration of 6 to 8 months was not long enough to yield impacts and sustainable results, for example in Meghalaya the project did not cover a full academic year to ensure children went back to school.

The project's comprehensive approach in Bangladesh exhibits moderate signs of sustainability based on the partners' reports and evaluation observations of the commitment of the Community Watch Groups, especially given the inclusion of local government elected representatives at community level, and the linkages to the sub-district child labour monitoring committees. However, external funds are required to sustain the vocational training for youth and livelihoods for families, which were services provided by the project. In the short term ESDO has indicated its intention to secure funds while the longer-term expectation is that the government will direct funds to the child labour free districts, including those reached under the CLEAR project. A gap in the evaluation's information is the extent to which the same model in the neighbouring two districts has persisted since the CLEAR project ended. MOLE officials interviewed expressed keen interest in the model and its replication country-wide but had not yet visited the site at time of the evaluation due to political unrest leading up to the January 2024 elections, and a senior official transfer.

The project's wide range of local interventions in Pakistan exhibit varying prospects to continue without further support. The Girl Guides and Boy Scouts association's capacity appears sustainably built and they PGGA has committed to continued use of the training module for the next five years along with continued awareness raising among children and youth.

In Punjab, the project makes the case that the community watch groups are in a good position to continue monitoring child domestic work and linking with the police and other relevant authorities given the continued support of the PWF and Domestic Workers Union. The strength being that the members can monitor households that the labour department and police cannot reach. The likely sustainability of the Islamabad child protection committees is unknown, but as one of ICT's mandated structures they may be able to maintain the child labour monitoring function. However, for greater longevity, both models – the child protection committees in Islamabad and the volunteer groups in Punjab likely require further support to institutionalise them.

In Myanmar, the sustainability of the local intervention models in Yangon and Ayeyarwady Regions are difficult to assess, as the team was not able to interview the local participants themselves. However, the implementing partners indicated that the community watch groups are likely to continue based on their expressed commitment, and the organizations themselves will endeavour to continue monitoring the communities and encourage them to continue the monitoring and other supports to children, but vocational training support is not likely to continue without further funds.

4. LESSONS LEARNED AND EMERGING GOOD PRACTICES

Evaluation Question

What promising practices and lessons learned can be identified from the implementation of this project that can guide similar future projects?

This section identifies several lessons learned and emerging good practices drawn from the evaluation analysis which may be instructive for future programming. The ILO/EVAL templates with the full descriptions of these lessons and good practices are provided in Annex E.

4.1 LESSONS LEARNED

- **Project design needs to be realistic regarding time required for research results to contribute to policy change.** Projects aiming to promote evidence-based policy change on child labour (or other labour rights issues) need ample time for research findings to be completed and discussed with constituents to play a role in policy change. In the project design, with an effective implementation period of four years, it was ambitious to expect the knowledge products to be completed, disseminated, and to contribute to policy change within the project timeframe. Rather, in practice, policy engagement often needed to be conducted in parallel, based on existing evidence, policy analysis and ILO norms and standards.
- **Responding to host government needs and interests facilitates impact.** In Nepal and Bangladesh, the project responded to the requests of the host government, generating political will and ownership, and progressed smoothly toward the knowledge base, policy development, and local intervention outcomes. For example, the project made rapid progress in Bangladesh where the government requested ILO support for the National Child Labour Survey, update of the hazardous work list and the process for the ratification of C138.
- **Agility in project management and planning is critical to intervention success in times of crisis.** In a global environment that is increasingly unpredictable and crisis-affected, agile project management approaches such as applied by the ARC Project management team are required, enabling rapid adjustments to workplans and potentially necessitating deviation from a rigid results-based management approach.
- **An integrated approach among child labour related projects at country level enhances efficiency and impact, especially in times of crisis.** The experience in Myanmar demonstrated the value of an integrated approach among several related projects addressing child labour, enabling efficiencies, and supporting scale-up and impact. This is an enabling approach in any context but was vital in Myanmar in promoting a principled stance across the project teams in the face of the conflict in the country.
- **Intervention scope needs to be balanced relative to time and budget resources.** As learned in many development cooperation interventions, greater impact can be achieved when the geographical scope of interventions is balanced with the resources. In India the ARC project's initial scope on the ground was too broad for the timeframe and financial resources. More sustainable results are likely to be achieved with longer and more intensive investments in fewer locations.

4.2 EMERGING GOOD PRACTICES

- **Integrating child labour interventions at community level in existing or mandated government institutions.** In several countries, the ARC Project integrated community child labour interventions within relevant government frameworks. These included activating the mandated sub-district Child Labour Committees linked with community-level watch groups in Bangladesh, building child labour monitoring on child-friendly municipality committees in Nepal, and in India including child labour in Village Development Plans and promoting the role of traditional leadership in overseeing interventions at the village level.
- **Decent work approach in the mica mining sector in India.** In the mica mineral mining states of Jharkhand and Bihar, the project and its partners initiated a supply chain approach to addressing child labour, addressing the working conditions and push factors in child labour on the ground as well creating momentum for changes in the regulation and formalization of mica mining and processing. The ILO's decent work standards including participatory OSH tools were applied with tangible results in community workplace settings in the mica mining and processing, with the effect of improving work practices for adults and removing children from the work environment. Upstream interventions included the drafting of a decent work Masterplan for the mica mining sector, to be introduced to policy makers and industry representatives.
- **Empowering communities and children to end child labour. (India, Pakistan, Bangladesh, Nepal, Myanmar).** Community ownership was established through different mechanisms in each country. For example, in India, the empowerment of children as change makers was highlighted where the children's platform or Bal Manch clubs in Jharkhand and Bihar states took action to report child exploitation. Similarly in Pakistan, children and youth were empowered to advocate against child labour through the girl guides and boy scouts' associations and community groups were empowered to monitor child domestic work. In Bangladesh, the local watch groups with local government elected representatives increased trust of the community.
- **Child Labour E-Learning Programme (Myanmar).** A package of online and hard copy learning tools for constituents and civil society partners was produced in Myanmar in response to the COVID-19 restrictions on physical meetings. Jointly produced by ARC Project, My-PEC Programme and the ARISE project it includes two packages, a child labour e-learning programme of 9 modules (also available in hard copy version) and a "3R Kit on Rights, Responsibilities and Representation for Children, Youth and Families". The modules are available on the Myanmar e-campus and are adaptable for use in other countries.

5. CONCLUSIONS

5.1 RELEVANCE

The ARC Project was relevant in addressing the child labour situation in the six countries at the time of the project design, when the scale of child labour, and children's engagement in hazardous child labour continued to be significant in the sub-region. The need for updated and reliable data available in each country to inform policy and programmes was clearly justified, along with the need to address regulatory shortcomings in accordance with states' obligations as signatories to the relevant international conventions. Likewise, piloting and expanding area-based intervention models at the community level was valid, although in India the initial wide geographical spread of interventions proved unfeasible. In the aftermath of the COVID-19 pandemic and the coup in Myanmar the project was even more relevant to community needs as children's vulnerability to child labour increased.

Under implementation, most ILO constituents and other stakeholders from national to community level found the project matched their needs and priorities. At the national level this was most evident in Bangladesh and Nepal in the project's support to policy and implementation of national plans on child labour. Despite this widespread support and engagement of stakeholders at various levels, the onset of the COVID-19 pandemic deflected attention from child labour among the constituents, including some governments and social partner organizations, affecting the achievements in India for example.

The project logic expressed through its three components - building the knowledge base, aligning policy with international standards and building implementation capacity, and implementing integrated interventions on the ground - was coherent overall. However, the placement of public awareness raising campaigns and targeted advocacy for policy makers was not clear enough in the results framework. The evaluation concluded that future designs for similar projects should provide a clear niche in the intervention logic for both public awareness raising and advocacy with policy makers, if these are considered important pathways toward changes in practices and policies.

The intended implementation sequencing of research evidence informing policy dialogue as well as community-level work was not feasible given the need to expedite project interventions. The evaluation concluded that both research processes and policy change require longer timeframes to come to fruition.

Gender responsiveness, disability and social inclusion strategies were not prominent in the project design. The prevalence data on girls' and boys' engagement in child labour were examined in the situation analysis, but the need to address gendered push factors and employ targeted strategies was not highlighted. In principle, the project aimed to reach children in vulnerable groups and communities such as ethnic minorities and migrants, and did so to some extent, especially in Myanmar, Nepal and India.

5.2 COHERENCE

Overall, the project was highly coherent with the efforts of constituents and other stakeholders in the countries towards the elimination of child labour, exhibited particularly through project support to elaboration of national action plans on child labour where they exist.

Within the ILO, the Country Offices and the project team made efforts to collaborate with other development cooperation projects working on child labour and forced labour, most clearly in Myanmar, but also in Bangladesh, India, Nepal and Pakistan. A coherent approach was ensured through the

oversight role of the New Delhi and ROAP decent work teams. In general, the project aligned with the DWCPs in each country, although senior ILO officials in Pakistan observed the project could have aligned more closely with the strategic priorities of the CO in relation to their core constituents and ILO mandate as a technical agency rather than a direct implementation agency.

Externally, the project successfully partnered with other UN agencies, significantly with UNICEF, a key partner in the global movement to eliminate child labour, in Bangladesh, Nepal, Myanmar and Pakistan, and also with FAO and other agencies within the Alliance 8.7 Secretariat in Nepal. The project played an active role in regional inter-governmental platforms and UN-INGO alliances to eliminate child labour, including the SAIVEC alliance at inter-government level, SACG technical working group on child labour, as well as in global advocacy conferences.

5.3 EFFECTIVENESS

Despite the significant external challenges, the ARC Project achieved most of its intended outcomes and outputs in Bangladesh, India, Nepal, Myanmar and Pakistan. In Afghanistan the project improved the available knowledge on child labour prior to the project closure in the country.

Knowledge base and advocacy. A substantial body of knowledge has been produced across all the participating countries, providing up to date data on the scale of child labour in Afghanistan, Bangladesh, Nepal, selected provinces of Pakistan and regions of Myanmar. A key contribution was to support national statistics offices to align measurement of child labour with internationally recognised definitions of child labour in several countries. In India it was not possible for the project to support updated national data on child labour as the country has not transitioned to a child labour definition aligned with ILO guidelines. In Myanmar too, it was not possible to collect national data. However, the findings of the rapid assessment of child labour in targeted locations contributed towards the Governing Body's deliberations in response to the military coup, beyond the immediate purpose of guiding the interventions. Across the countries, useful studies on the nature of child labour in hazardous sectors were conducted, including mica mining and brick kilns in India, domestic work, waste picking and auto repair workshops in Pakistan, and contributions to research on child labour in the brick industry and in bonded labour communities in Nepal.

Implementation delays meant that many research products were completed later in the project life or are still ongoing, and only a few studies have reached full dissemination and contributed to policy advocacy. An exception is Pakistan where project research on child labour in domestic work provided the impetus for legal amendment, while policy development has followed the completion of the child labour surveys in Punjab and Gilgit Baltistan. In India the assessment of decent work and child labour in the mica supply chain contributed to dialogue and the passing of a mica industry policy ('Dhibra' policy) in Jharkhand, one of the mica mining hubs.

Public awareness campaigns were implemented through a variety of innovative mass media campaigns, ensuring that attention was drawn to issues involved in child labour, especially around the annual WDAFL campaigns.

Policy and capacity. Towards child labour law and policy alignment and enforcement capacity, progress supported by ARC and its partners was strongest in Bangladesh and Nepal, while advances were made in Pakistan, and to a lesser extent in India. In Bangladesh the project contributed to significant improvements to the regulatory frameworks – ratification of C138, updating of the hazardous work list, and elaboration of the national plan on child labour (NPA-ECL). Similarly in Nepal, the project lent support to the updated hazardous work list, capacity to implement the NMP-II on child labour through the creation of a Secretariat to support Alliance 8.7 efforts, and development of software for child

labour free municipality monitoring. In Pakistan, where labour law is devolved to the provinces and territories, the project helped to mobilize stakeholder consultations to secure legal amendments governing child domestic work in ICT and an updated hazardous list in Punjab. However, given the complexity of province and national jurisdictions, gaps remain in the alignment of the legal framework with the child labour conventions. ILO's collaboration with UNICEF proved fruitful in supporting action plans arising from the Punjab and Gilgit Baltistan child labour surveys. In India, few child labour policy achievements were made, partly because the team waited to complete the brick industry and vocational education research products to initiate dialogue, which represented a missed opportunity.

Sectoral supply chain advocacy encompassing child labour and decent work was prominent in India, where advocacy with government and business interests regarding mica mining gained momentum. Policy improvements to address child labour were limited to Jharkhand state where a regulatory policy for mica processing was passed and the project launched a roadmap for decent work in the mica supply chain, opening the way for ongoing advocacy. Another example is the collaboration with the brick industry in Nepal, where child labour was included in the industry federation's code of conduct.

While the project partners mapped social protection schemes available in the respective countries, as well as applicable services for school to work transition in India, the evaluation concluded that the project did not significantly advance the objective of policy convergence as an upstream approach to prevent child labour.

Effectiveness of local implementation models. The project and its partners implemented a wide range of holistic area-based and sector focused community models to assist children vulnerable to child labour in each of Bangladesh, India, Nepal, Myanmar and Pakistan. These models appeared to be most effective when they were linked with government institutions at district or subdistrict levels responsible for responding to child labour cases. All of the models enabled increased community-level awareness of child labour and engagement in monitoring child labour, while in India, Pakistan and Myanmar, children and youth were empowered as advocate for children's rights. Access to social protection is emerging as a critical factor for families in Bangladesh and India to keep children out of child labour, but research would be valuable to explore the linkage further.

The evaluation concluded that an area-based approach remains an important foundation of local child labour monitoring and response interventions, where child labour may occur in more than one type of workplace or sector, as well as in private households. The local interventions applied by project partners in communities with an added sectoral focus, including those in the mica belt in India and the brick kilns in Nepal, afforded the opportunity for the ILO to bring its full decent work agenda into play. The child labour free zone approaches applied by the partners in Bangladesh, Nepal and Myanmar were shown to be effective in removing children from child labour, but tend to be focused on child protection, rather than being fully integrated in the ILO's decent work framework.

Enabling factors. The evaluation highlighted several factors that facilitated the project's achievements. Among these, the ILO's technical expertise in measuring child labour, its normative authority on the child labour conventions and expertise in FPRW were crucial. In addition, the ILO's history of working in the countries and its existing relationships with constituents and implementing partners, and the continuing commitment of some of the governments to meeting their obligations under the conventions was critical. Taking an integrated approach among related projects in country offices and building on existing child labour projects strengthened impact and efficiency, and in Myanmar supported a common stance in the context of crisis in the country. Lastly, the choice of implementing partners with long experience addressing child labour and related development issues in the intervention sites was a key success factor.

Cross-cutting themes. The promotion of **international labour standards** on child labour was integral to the project's objectives and its efforts in each pillar of work and extended beyond the child labour conventions to other standards associated with the FPRW, including the right to safe and healthy workplaces, and Freedom of Association and the Right to Organise.

Gender responsive and inclusive strategies. Gender responsive strategies were applied in some countries, such as the focus on child domestic work in Pakistan, female empowerment in advocacy for children's rights and decent work for mica workers in India, and economic resilience for women headed households in Myanmar. At the same time, the sectoral targeting in some countries, while it was supported by constituent consultations and aligned with national hazardous worklists, tended to focus on areas where boys are engaged, while issues such as CSEC or early marriage among girls received little attention. Moreover, the project interventions could have done more to ensure equal participation of boys and girls, women and men in child labour monitoring and advocacy, which tended to be female dominated. Deeper analysis of the gendered dynamics of child labour may serve a more transformative agenda in future efforts. Few interventions were directed towards inclusion of children with disabilities apart from some small-scale interventions in India; while in Nepal, ARC together with the Bridge project highlighted the needs of marginalised bonded labour groups and migrant workers.

Social Dialogue and tripartism. As part of national-level consultations on policy and research, the project engaged with its tripartite constituents as a standard practice in most countries, except for Myanmar where engagement with the government was necessarily limited. The evaluation found that engagement of the employers' organizations and trade unions was relatively weak in some countries, and stronger where the organizations had a direct role to play in implementation. The promotion of freedom of association and collective bargaining in support of the elimination of child labour was not evident across the countries but was emerging in the mica sector in India where workers' information centres have recently been established and cooperatives for marketing mica have been promoted.

Environmental sustainability. Although environmental issues were not a focus across all country local interventions, the importance of a safe and healthy working environment and the effects of certain work practices on the environment were highlighted in project messaging, especially in mica mining in India and in the brick industry in Nepal and India.

5.4 IMPACT

The project has achieved some significant impacts flowing from each of its intervention pillars. The body of knowledge on the nature and extent of child labour has been extended, along with the capacity of government statistics officers to measure child labour, apart from in Myanmar, with a modest influence on laws and policies so far. Key impacts have been produced on the legal and policy frameworks of the respective countries, though in most target countries there remain gaps with respect to both the legal framework and enforcement resources and capacity.

In terms of child labour prevalence and risk, the numbers of children and families reached by the local interventions in each country are yet to be captured in the project's final reporting, however the project reports and evaluation interviews point to significant immediate changes in the lives of children and their families in Bangladesh, India, Nepal, Myanmar and Pakistan. Impacts were also demonstrated in strengthened community resilience to fight the root causes of child labour, especially in India, Bangladesh and Myanmar.

5.5 EFFICIENCY

Overall, the project has operated efficiently and produced most of its planned outputs and outcomes within its human resources capacity and a reduced budget. The COVID-19 pandemic was a major constraining factor, together with political crises, and the significant budget cuts. All of these caused implementation delays and reduced the scope of activities. The agile management response led by the CTA was highly effective, enabling flexibility and adaptation to ensure that work progressed when COVID-19 delayed research or community level interventions. Other positive features of the project management were the frequent project-wide progress meetings and semi-annual reviews which facilitated learning exchange among the country teams, and a robust process for documentation of ARC experience and tools prior to project end.

Internally, the ILO's recruitment practices delayed implementation, with initial gaps filled by the FUNDAMENTALS staff and other country office staff. The project operated with lean human resources, but the regional and country-level teams have managed the implementation effectively. The project funding was managed and allocated efficiently, with adjustments made as required by the changing amounts available. However, the budget reductions and untimely transfers affected systematic planning and staff employment security.

Under the direction of the M&E Officer the monitoring, evaluation and learning system was used to effectively track progress and project results against the logical framework. Its limitation was that several of the performance indicators and the targets set were not realistic or measurable, limiting their usefulness to systematically capture progress.

5.6 SUSTAINABILITY

The project lacked a detailed sustainability strategy at the country level for each of its results but was guided by an approach that emphasized early planning for sustainability and the principle of transfer of responsibility for project interventions to the national agencies and constituents.

The project results that are likely to have sustained effects include the child labour survey reports completed in each of Afghanistan, Bangladesh, Nepal and Pakistan that can continue to inform policy and programming on child labour. The rapid assessment in Myanmar can also serve to inform expansion of child labour interventions in Kayin state. Associated with the completion of the surveys, improved national capacity to collect and analyse child labour data will likely remain, and in some countries the plan to include child labour prevalence in regular labour force surveys is expected to come to fruition. The sectoral research products may have lasting effects provided ILO Country Offices or new programmes can continue to promote policy dialogue on the findings, for example in the brick kiln and mica sectors in India and waste picking in Pakistan.

The evaluation cannot determine the likelihood that increased awareness about child labour will remain, but the increased capacity and commitment of trained media personnel in Nepal and Pakistan is a supportive factor. In Bangladesh also, the capacity of DIFE officials to raise awareness in their jurisdictions is a promising factor in sustaining awareness nationwide.

Overall, the new laws and polices introduced concerning hazardous work for children in Bangladesh, Nepal, and Pakistan, are likely to have sustained impact beyond the project, but their effectiveness will depend on strengthened capacity for monitoring and enforcement, which varies considerably across the countries. The prospects for sustaining national programmes for child labour appear

strongest in Nepal and Bangladesh, where substantial resources have been committed to roll out the national plans on child labour. In Nepal, the Code of Conduct for responsible practices in the brick industry is also likely to bring improvements beyond the project life. In India, the roadmap developed to address child labour as part of a decent work programme in the mica belt is promising but will require strong advocacy to sustain and scale up improvements.

The evaluation concluded that the prospects of sustaining local interventions, whether pilot models or expansion of existing approaches, are strongest where the interventions are linked with government mandated structures as in Bangladesh, or with planning structures that attract resources, such as village development plans in India and child labour free municipalities in Nepal. The evaluation also noted favourable prospects to sustain the community volunteer-based interventions for child domestic workers in selected areas of Punjab, provided linkages to government systems can be made. Likewise, the advocacy efforts of the PGGA and PBSA will likely continue, while in Myanmar the community development models will require ongoing monitoring by development actors.

6. RECOMMENDATIONS

General recommendations for future efforts in the region

1. **Continue to implement child labour focused programmes in the sub-region towards SDG Target 8.7, ensuring that capacity building strategies apply ILO's expertise on the decent work agenda and Fundamental Principles and Rights at Work to the extent possible at policy and ground levels.** For example, in supporting area-based local intervention demonstration models, consider ARC project good practices in applying ILO OSH improvement tools for adults as well as children of working age and enhancing access of vulnerable families to national social protection and economic development services. As demonstrated in ARC project interventions in the mica mining sector in India, interventions should also extend to upstream policy advocacy for formalization of sectors where children are engaged in hazardous work.

Responsible units	Priority	Time Implication	Resource Implication
ILO FUNDAMENTALS; DWT New Delhi and ROAP, Country Offices,	High	Ongoing	Medium

2. **Strengthen the engagement of the ILO's social partners - trade unions and employers' organizations - in advocacy and concrete actions for child labour elimination.** The ARC project experience demonstrated that trade unions and employers' organizations can play an important role in the fight against child labour when directly engaged in actions. For **trade unions**, actions might include including child labour in workers' information services, involving trade union federations in efforts to formalize informal sector workers such as domestic workers, engaging trade unions to conduct advocacy campaigns as in Myanmar. **Employers' organizations** and business networks can be directly involved in updating business codes of conducts to prohibit child labour in target sectors and advocating with their members regarding national laws on child labour.

Responsible units	Priority	Time Implication	Resource Implication
ILO FUNDAMENTALS, DWT New Delhi and ROAP, Country Offices, ACTRAV, ACTEMP	High	Ongoing	Medium

3. **Continue to design national policy advocacy on child labour around the Committee of Experts on the Application of Conventions and Recommendations guidance to countries.** The ARC Project took this approach in several countries with positive results. Given the ILO's normative role and mandate, ILO's child labour projects can leverage the CEACR's recommendations to promote actions by the constituents.

Responsible units	Priority	Time Implication	Resource Implication
FUNDAMENTALS; DWT New Delhi and ROAP, Country Offices	High	Ongoing	Medium

4. **Strengthen gender responsive strategies and focus on vulnerable groups in future child labour programming in the region.**

Project design and implementation phases should analyse the dynamics of girls' and boys' engagement in child labour in specific locations and sectoral contexts and ensure that interventions tackle sectors where girls or boys predominate. ILO and its implementing partners also need to strengthen efforts to involve both boys and girls as change agents, developing activities that engage them in different cultural settings.

Concerning vulnerable groups, future interventions should make efforts to identify child labour issues in relation to disability, migrant populations, bonded labour groups, and children in conflict situations, and include targeted strategies. The ARC project made some initiatives in these directions, though mostly on a small-scale.

Responsible units	Priority	Time Implication	Resource Implication
FUNDAMENTALS, DWT Gender and Inclusion Specialists New Delhi and ROAP, Country Offices, HQ GEDI Branch	High	Ongoing	Medium

- Promote convergence of enabling policy and services at national and state level.** Ensure future projects engage at the national and state or province levels to promote policy and programme convergence of social protection services to reduce family vulnerability as well as education access policies, aligned with the national minimum age for work, and match such services with the downstream interventions.

Responsible units	Priority	Time Implication	Resource Implication
FUNDAMENTALS; SOCPRO, SKILLS, DWT New Delhi and ROAP, Country Offices.	High	Ongoing	Medium

Country recommendations

Afghanistan

- Strengthen child labour programming in Afghanistan.** Seek funding opportunities to continue to engage in child labour programming, prioritising the brick kiln, coal mining, and agriculture sectors where child labour was found to have a high prevalence. In the current political environment where direct engagement with government partners may be challenging, interventions aimed towards building the capacity of Workers' and Employers' Organizations as well as interventions towards supporting MSMEs in increasing their capacities to improve OSH and withdraw children engaged in hazardous and WFCL may be more viable.

Responsible units	Priority	Time Implication	Resource Implication
ILO Afghanistan FUNDAMENTALS; DWT New Delhi.	High	Ongoing	Medium

Bangladesh

7. **Continue the Bangladesh CO programmatic response to support implementation of the NPA-ECL.** Specifically, efforts should:
- Utilise the National Child Labour Survey results to help the constituents identify sectors and locations of prevalence and provide opportunities for policy dialogue arising from the National Child Labour Survey and the hazardous sector establishments survey.
 - Provide further capacity building support to the Department for Inspection of Factories and Establishments as a key actor supporting the roll-out and monitoring of the National Plan of Action and coordinating progress between divisional, district and national levels.
 - Promote the ESDO/ILO child labour free district model with the Government of Bangladesh towards funding through the forthcoming government project. In the interim, prior to government take-up of the approach, seek alternative funding to expand the model to other districts, considering expansion in urban areas and sectors where girls as well as boys are involved in child labour.

Responsible units	Priority	Time Implication	Resource Implication
ILO Dhaka Country Office FUNDAMENTALS; DWT New Delhi.	High	Ongoing	Medium to high

India

8. **ILO and its partners should continue a programmatic response to address child labour in India focusing on policy and enabling environment interventions.** Ongoing efforts should:
- Renew engagement with the national government to improve national child labour data availability.
 - Consolidate the progress made in the mica sector in Jharkhand and Bihar at the state policy level and consider further investment to apply the mica sector model in another mining sector locality, prioritising one of the states where the project interventions began but were short term.
 - Elevate advocacy for convergence of social protection policies, and school-to-work transition programmes at the state level.

Responsible units	Priority	Time Implication	Resource Implication
DWT/CO New Delhi, FUNDAMENTALS, ILO partners including Responsible Mica Initiative, Terre des Hommes, Janhit Vikas Samiti, ActionAid, World Vision India	High	Ongoing	Medium to high

Myanmar

9. **Build on the contributions of the ARC project in ongoing child labour programming in Myanmar.** This should include:
- Continued engagement with the ARC project partners through the ongoing child labour projects and the ILO Liaison Office implementing the holistic local interventions to sustain the results including the community child labour monitoring watch groups.

- b) Expanded community-level work addressing child labour reaching Kayin state that was not pursued in the ARC Project due to funding cuts, utilising the results of the situation assessment.
- c) Implementing a strategy to promote and market the e-learning courses and consult with FUNDAMENTALS to adapt the courses for other countries in the region. Integration of the e-learning products in the ILO International Training Centre programmes or at ILO HQ would ensure continuous access, sustainability and outreach of the programme. ILO in Myanmar could consult with employers and workers organizations on the need for advanced level learning packages.

Responsible units	Priority	Time Implication	Resource Implication
ILO Myanmar Liaison Office, HQ FUNDAMENTALS, DWT ROAP, MyPEC and ARISE projects, ILO-ITC.	High	Ongoing	Medium

Nepal

- 10. Build on ARC Project’s contribution to child labour programming in Nepal through ILO support to expand the geographical coverage of child labour free municipalities addressing prioritised population groups and sectors and directing ILO’s technical support to promote a wider decent work approach within the child labour free municipality programme.**

In expanding the geographical scope of child labour interventions Nepal could prioritise areas with high-risk sectors and strengthen the interventions with migrant workers in brick kiln areas, while complementing the work with bonded labourers under phase II of the Bridge Project.

Secondly, the need was identified to support MOLESS and the Alliance 8.7 to strengthen the Child Labour Free Municipality model by building capacity of municipalities to take a wider decent work perspective, beyond child protection, including promotion of decent working conditions for all, and access of vulnerable households to social protection.

Responsible units	Priority	Time Implication	Resource Implication
Country Office Kathmandu, DWT New Delhi, FUNDAMENTALS	High	Ongoing	Medium

Pakistan

- 11. The Pakistan Country Office should consider the strategic priorities for continuing to address child labour, building on ARC Project experience. This may include:**
- a) Continued partnership with UNICEF to support policy and programme development on child labour arising from the child labour surveys that remain to be completed.
 - b) At the legislative level, identify the national and province/territory laws that continue to require amendment to align with international standards on child labour, and continue advocacy with decision-makers to introduce laws against child domestic labour in provinces and territories.
 - c) Conducting a stocktake of the child labour monitoring and referral mechanisms piloted by the ARC project, as well as other potential mechanisms such as the district vigilance committees,

and identify the optimal strategies for scale up, recognising that different systems may be required in different provinces/territories.

Responsible units	Priority	Time Implication	Resource Implication
Islamabad CO, DWT New Delhi, FUNDAMENTALS	High	Ongoing	Medium – high

ANNEXES

ANNEX A. EVALUATION MATRIX

The table below is an abbreviated version of the matrix developed during the inception phase.

	Evaluation Question	Data Collection Methods	Sources of Information
	Relevance and Design Validity		
1	To what extent was the ARC project design relevant and realistic to the situation on the ground and its underlying theory of change, risk analysis, and context analysis, logical and coherent to address relevant priorities and needs? To what extent did the project adapt its design in response to the evolving context and needs including COVID-19?	<ul style="list-style-type: none"> · Desk review · KIIs 	<ul style="list-style-type: none"> · Project document, logframe and revisions, FCDO business case, country policy framework for CL, reporting on the nature and extent of child labour in the countries, baseline survey. · ARC project team, ILO CO staff, ILO backstopping staff, donor representatives, constituent leadership · Implementing partners.
2	To what extent did the project's stakeholders and beneficiaries perceive the project to be relevant to their needs and interests?	<ul style="list-style-type: none"> · Document Review · KIIs · FGDs · Survey 	<ul style="list-style-type: none"> · MTE report · Stakeholder and beneficiaries · Project staff and implementing partners
3	To what extent did the project design respond to ILO's cross-cutting issues (International labour standards, social dialogue, gender and non-discrimination and a just transition towards environmental sustainability)? To what extent has the project identified and integrated into its actions the specific needs of girls and boys, men and women, and vulnerable groups?	<ul style="list-style-type: none"> · Document Review · KII · FGDs 	<ul style="list-style-type: none"> · Project document · TPRs · Project staff, HQ and DWT, implementing partners
4	How could the project's design have been improved to achieve the desired outcomes and impact?	<ul style="list-style-type: none"> · Desk review · KIIs 	<ul style="list-style-type: none"> · Project document, child labour interventions literature and ILO policy · ILO HQ and DWT specialists, project staff, implementing partners, constituents
	Coherence		
5	To what extent has the project established links and coordinated with other efforts to address child labour by key tripartite-plus organizations (government, employer and worker organizations, civil society, UN agencies, other donors and other innovative/non-traditional partners)? How can ILO improve coordination and collaboration with these organizations in future efforts?	<ul style="list-style-type: none"> · Document Review · KIIs 	<ul style="list-style-type: none"> · Project document, TPRs · CO staff, HQ and DWT staff · Project staff · Tripartite-plus stakeholders and other partners
6	To what extent has the project complemented or collaborated with other relevant ILO efforts in the countries or region?	<ul style="list-style-type: none"> · Desk review · KIIs 	<ul style="list-style-type: none"> · Project document, DWCPs · Country Office staff, other ILO project staff · ARC staff
	Effectiveness		

	Evaluation Question	Data Collection Methods	Sources of Information
7	To what extent has the project accomplished its primary objectives and planned outcomes? What are the key internal or external factors that limited or facilitated the achievement of these objectives and outcomes?	<ul style="list-style-type: none"> · Desk review · KIIs · FGDs · Survey · Media analysis 	<ul style="list-style-type: none"> · TPRs, Logframes · ARC project team · ILO Backstopping staff · Implementing partners · Tripartite-plus constituents and recipients · Donor
8	To what extent has the project addressed the midterm evaluation recommendations, including the recommendations of the evaluability assessment, and did the actions taken improve project performance	<ul style="list-style-type: none"> · Desk review · KIIs · FGDs 	<ul style="list-style-type: none"> · TPRs · ARC project staff · Donor · CO staff · HQ and DWT staff
9	To what extent were the different project models for tackling child labour effective? What learnings did the project generate and how effective were the strategies for sharing learning at national level and regional level?	<ul style="list-style-type: none"> Desk review KIIs 	<ul style="list-style-type: none"> · TPRs, internal review reports · Communications strategy · ARC project staff · Implementing partners · Tripartite-plus constituents and beneficiaries
10	To what extent did the project make progress on ILO's cross-cutting issues (international labour standards, social dialogue, gender and non-discrimination and just transition to environmental sustainability)?	<ul style="list-style-type: none"> · Document Review · Key Informant Interviews · Focus Group Discussions · Survey 	<ul style="list-style-type: none"> · TPRs, internal reviews, MTE report · Tripartite plus constituents · Implementing partners · Project staff · HQ and DWT staff
	Impact Orientation		
11	What impacts has the project achieved regarding policy and awareness of child labour issues and are the results achieved likely to produce long-term effects? What actions or mechanisms did the project set up to promote the achievement of long-term effects?	<ul style="list-style-type: none"> · Desk review · KIIs · FGD with beneficiaries · Survey of capacity building participants · Media analysis 	<ul style="list-style-type: none"> · TPRs, internal reviews, MTE · Tripartite plus constituents, government labour staff and statistics offices, · Implementing partners, ARC staff · Regional partners
12	How could the project impact have been improved?	<ul style="list-style-type: none"> · Desk review · KII · FGD · Survey 	<ul style="list-style-type: none"> · ARC staff · Implementing partners · Tripartite plus stakeholders - national, local
	Efficiency		
13	What internal (e.g. administrative processes, staffing, budget) and external factors (such as COVID-19, political turmoil) affected the project's delivery and how did the project management respond to these factors?	<ul style="list-style-type: none"> · Document review · KIIs 	<ul style="list-style-type: none"> · Project document, project budget and expenditure reports, TPRs · CO management, ARC project staff, including Admin & Finance Officers

	Evaluation Question	Data Collection Methods	Sources of Information
14	Given the size and scope of the project, were the management arrangements, human resources, timeframe, technical capacity, and financial resources sufficient and adequate to achieve the project objectives and results?	<ul style="list-style-type: none"> · Desk review · KIIs 	<ul style="list-style-type: none"> · Project document, project budget and revisions, overall and at national level.
	Were resources allocated strategically to achieve results in different geographical locations, responding to their unique needs?		<ul style="list-style-type: none"> · ARC staff · Partners · ILO COs and HQ
15	How effective was the monitoring, evaluation and learning system in enabling adaptive management toward the achievement of results?	<ul style="list-style-type: none"> · Desk review · KIIs 	<ul style="list-style-type: none"> · TPRs · Project team – regional and national
Sustainability			
16	To what extent do the project strategies and interventions, including the sustainability plan at the level of individuals, organizations and tripartite constituents, promote sustainability	<ul style="list-style-type: none"> · Desk Review · KIIs · FGDs 	<ul style="list-style-type: none"> · Sustainability strategy document, TPRs, internal review reports, MTE · Project team, implementing partners, stakeholders
17	Which project outcomes are most likely to be sustained and transferred to relevant institutions when the project ends? What actions might the project or its stakeholders take to promote the sustainability of key outputs and outcomes? What are the risks to sustainability of outcomes?	<ul style="list-style-type: none"> · Desk review · Key Informant Interviews · FGDs · Training participant Survey 	<ul style="list-style-type: none"> · TPRs, internal reviews, MTE
			<ul style="list-style-type: none"> · ARC project staff · Implementing partners · National and local stakeholders · Country Office staff
18.	To what extent can the project’s approach (or parts of it) and results be replicated or amplified by national partners or other actors, considering the institutional and financial dimensions?	<ul style="list-style-type: none"> · Desk review · KIIs · FGDs · Survey 	<ul style="list-style-type: none"> · TPRs · National partners, NGOs, constituents · Project staff · Country Office managers
Lessons Learned and Promising Practices			
19.	How can future interventions build upon and scale the achievements of ARC, considering the lessons, opportunities and challenges encountered by the ARC project	<ul style="list-style-type: none"> · Desk review · KIIs · FGDs 	<ul style="list-style-type: none"> · TPRs, internal reviews, MTE
			<ul style="list-style-type: none"> · Tripartite plus stakeholders, national and local beneficiaries · ARC staff and CO · Partners · DWT and HQ staff
20.	What promising practices and lessons learned can be identified from the implementation of this project that can guide similar future projects?	<ul style="list-style-type: none"> · Desk review · KIIs · FGDs 	<ul style="list-style-type: none"> · TPRs, internal reviews
			<ul style="list-style-type: none"> · Tripartite+ stakeholders, local beneficiaries · ARC and CO staff · Partners · DWT and HQ staff

ANNEX B. LIST OF DOCUMENTS REVIEWED

Selected Project Documents

- Asia Regional Child Labour Project - Project Document
- ARC Technical Project Reports for 2021, 2022, 2023
- ARC Project Management and Monitoring Strategy, V.0.1 and V. 0.2
- ARC Sustainability Strategy
- ARC Gender Strategy
- ARC MOU with UK DFID. Dated: 2 May 2019
- ARC UK FCDO-ILO MOU amendment letter. Dated May 2023.
- ARC Independent Midterm Evaluation Report. December 2022. Economistas de la Cooperacion
- ARC Evaluability Assessment Report. Economistas de la Cooperacion
- ARC MTE Country level reports
- ARC List of Knowledge Products and links
- Baseline Study. January 2022. Kaarak. New Delhi
- Project Management and Monitoring System (PMMS) VN0.1 and VN 0.2
- Project Logframe – original and final versions.

Country Background Documents

- Decent Work Country Programmes for six participating countries
- UN Sustainable Development Frameworks of participating countries

Child Labour References

[Child Labour Global Estimates 2020 - Trends and the Road Forward. ILO and UNICEF, 2021](#)

ILO Child labour portal:

<https://www.ilo.org/ipec/facts/lang--en/index.htm>

<https://www.ilo.org/ipec/facts/ILOconventionsonchildlabour/lang--en/index.htm>

https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipec/documents/publication/wcms_633435.pdf

ILO and UN Guidance Documents

ILO Policy Guidelines for Results Based Evaluation. Principles, rationale, planning and managing for evaluations. 4th edition. 2020.

[ILO EVAL Code of Conduct](#)

Supplementary Guidance Note: Integrating gender equality in ILO monitoring and evaluation (2023) [wcms_905557.pdf \(ilo.org\)](#)

ANNEX C. LIST OF PERSONS INTERVIEWED

ILO

No.	Name	Position/Organisation
	ARC Staff	
1	Giovanni Soledad	Chief Technical Advisor, ARC Project
2	Itishree Sahoo	Monitoring and Evaluation Officer, ARC Project
3	Seema Sharma	Former Senior Admin and Finance Officer, ARC Project
4	Surabhi Kamath	Senior Admin and Finance Officer, ARC Project
5	Narasimhan Gadiraju	National Project Coordinator, ARC India
6	John Arul Roy	Admin and Finance Assistant, ARC India
7	Munira Syeda Sultana	National Project Coordinator, ARC, Bangladesh
8	Narayan Prasad Bhattarai	National Project Coordinator ARC Nepal
9	Munawar Sultana	National Project Coordinator, ARC Pakistan
10	Hkun Sa Mun Htoi	National Project Coordinator, ARC Myanmar
11	Thit Thit Su Mon	Admin and Finance Assistant, ARC Myanmar
12	Ebadullah Ahmadi	OSH and Child labour coordinator for ILO projects/former NPC ARC Afghanistan
	Country Office and project staff	
13	Divya Verma	Senior Programme Officer, ILO Country Office, Delhi
14	Bina K. Thapa	Senior Programme Officer, ILO Country Office, Nepal
15	Tuomo Poutiainen	Country Director, ILO Country Office, Bangladesh
16	Yutong Liu	Liaison Officer, ILO Myanmar
17	Piyamal Pichaiwongse	Deputy Liaison Officer, ILO Myanmar
18	Geir T Tonstol	Country Director, ILO Pakistan
19	Ingrid Christensen	Former Country Director, Pakistan
20	Saghir Bukhari	Senior Programme Officer, ILO Pakistan
21	Selim Benaissa	Chief Technical Advisor, My-PEC Project, Myanmar
22	Yasuo Ariga	Chief Technical Advisor, ARISE Project, Myanmar (BKK)
23	Naw Moo Moo Hsoe	National Project Coordinator, ARISE Project, Myanmar
	ILO DWT Country Office Delhi	
24	Satoshi Sasaki	OIC, DWT/Country Office, New Delhi
25	Dagmar Walter	Former Director DWT/Country Office, New Delhi
26	Insaf Nizam	Fundamentals Specialist, Decent Work Team, New Delhi
27	Peter Buwembo	Statistics Specialist, DWT, CO Delhi
28	Tsuyoshi Kawakami	OSH Specialist, Decent Work Team, Country Office, Delhi
	HQ Fundamentals	
29	Nadine Osseiran	Senior Programme and Operations Officer (Asia), ILO
30	Michaëlle de Cock	Head, Research and Evaluation Unit, FUNDAMENTALS
31	Federico Blanco Allais	Research and Evaluation Unit, FUNDAMENTALS
32	Lorenzo Guarcello	Research and Evaluation Unit, FUNDAMENTALS

Donor and regional bodies

	Name	Designation
33	Rinchen Chopel	Director General, South Asia Initiative to End Violence Against Children (SAIEVAC)
34	Thangaperumal Ponpandi (Thangam)	Chairperson, South Asia Coordinating Group on Action against Violence against Children (SACG) / Country Director - India & Nepal, TdH Netherlands
	Donor	
35	Andrew Clayton	Senior Social Development Adviser, Foreign, Commonwealth and Development Office (FCDO)
36	Mike Lewing	Programme Manager, FCDO
37	Neeti Malhotra	Programme Officer, South Asia Region, FCDO

Bangladesh Stakeholders

SN	Name	Designation
38,39	Mohammed Mizanur Rahman	Director General, Bangladesh Bureau of Statistics
	Mohammad Saddam Hossain Khan	Deputy Director, Bangladesh Bureau of Statistics
40	Mostafa Kamal Abbas Siddiki	Project Coordinator, Eco-Social Development Organization (ESDO)
41, 42	Abdus Shaid Mahmood	Former Director, Bangladesh Shishu Adhikar Forum (BSAF)
	Shafia Sami	Coordinator, Bangladesh Shishu Adhikar Forum
43	Naimul Ahsan Jewel	General Secretary, National Coordination Committee for Workers Education/ Shramik Jote Bangladesh
44	Md Towfiqul Arif	Additional Secretary (Labour), Ministry of Labour and Employment (MoLE)
45	Khondoker Md. Nazmul Huda Shamim	Senior Assistant Secretary, Ministry of Labour and Employment
46	Mustafizur Rahman	Former Joint Inspector General (Health wing)
47	Farooq Ahmed	Secretary General, Bangladesh Employers Federation (BEF)
48	Saidul Islam	Deputy Secretary General, BEF
49	Joha Rahman	Deputy Secretary General, BEF
50	Santosh Kumar Dutta	Deputy Secretary General, BEF
51	Moslem Uddin	Assistant Secretary General, BEF
52	Habibur Rahman	Assistant Secretary General, BEF
53	Tahmina Yeasmin	Upazila Manager, Thakurgaon Sadar, Thakurgaon
54	Mst. Aklima Begum	Upazila Manager, Raniskankail, Thakurgaon District

India

No.	Name	Designation
55	M P Sinha	Secretary, Janhit Vikas Samiti, Nawada, Bihar

No.	Name	Designation
56	Vijay Jain	Programme Director for India, Responsible Mica Initiative
57	Markanday Mishra	Programme Coordinator, Mica Programme, Terre des Hommes, Jharkhand
57	John Dheenabandhu	Project Officer- Training and Institutional Linkage, Children of India Foundation (CIF).
59	Tabassum Parween	Project Coordinator, CIF
60	Munni Devi	Cluster Coordinator, CIF
61	Mr Ashish Kumar Pandey	Project Coordinator, Jago Foundation, Giridih, Jharkhand
62	Mr Pradeep Kumar Thakur	Field Officer- Networking and Linkages, Jago Foundation
63	Poonam Kumari	Cluster Coordinator, Jago Foundation
64	Anita Devi	Mukhiya/Sarpanch, Gram Panchayat, Koderma, Jharkhand
65	Kishore Sahu	Mukhiya, Bekobar North, Gram Panchayat, Koderma, Jharkhand
66	Mahadev Prasad Yadav	Member, Zila Parishad
67	Sudatta khuntia	National Lead, Education and Child Rights, Action Aid
68	Sion Kongari	State Head, Rajasthan Action Aid
69	Vikas Singh	Programme Coordinator, Jaipur Regional Office, Action Aid
70	Nazish Nazmi	Project lead, Lucknow Office, Action Aid
71	Meren Nampui	World Vision India
72	Nikhil Raj	Consultant - Mica Master Plan
73	Prof. Aviral Pandey	A.N. Sinha Institute (research on Bihar brick kilns)
74	Mamta Chouhan	Project Head, Institute for Entrepreneurship Development (IED). School-to-Work Transition Survey (SWTS), Uttar Pradesh
75	Salim Khan	Team Leader, IED, SWTS
76	Ashutosh Mishra	Program Manager, Institute of Entrepreneurship and Development
77	Beer Bahadur Bisht	Field Supervisor, SWTS
78	Syed Rizwan Ali	State Coordinator and Nodal Officer, Department of Labour, Uttar Pradesh

Nepal Stakeholders

	Name	Designation
79	Dandu Raj Ghimire	Joint Secretary (Alliance 8.7 Focal Person), MoLESS
80	Prativa Gautam	Undersecretary (Child Labour Elimination Cell), MoLESS
81	Nutan Sharma	Secretariat Facilitator (SF), Alliance 8.7 Secretariat
82	Dr Hem raj Regmi	Deputy Chief, National Statistics Office
83	Shankar Bahadur Chand	Chairperson, Federation of Nepal Brick Industry
84	Badri Karki	Director, Federation of Nepal Brick Industry
85	Gajendra Singh	Federation of Nepal Brick Industry
86	Ramesh Khadka	Executive Director, Worldview Nepal

87	Ram Prasad Gautam	Child Protection Officer, UNICEF Nepal
88	Writtu Bhatta Rai	Officer-In-Charge, Swantrate Abhiyan Nepal
89	Nabin Bhattarai	Chief Administrative Officer, Pauwadungmamu R Municipality
90	Bunu Rai	Head, Women's development unit, Bhojpur Municipality
91	Keshab Banjara	Head of Child Friendly Unit, Panauti Municipality
92	Umesh Kuikel	Project Coordinator, Good Weave Certification, Nepal
93	Ishwori Osti	Manager, Siddhartha Brick kiln
94	Keshav Kumar Shrestha	Mayor, Buddhabhumi Municipality, Kapilbastu
95	Sanjaya Kumar Dahal	Treasurer, Nepal Trade Union Congress (NTUC)
96	Rammani Pokhrel	Project Officer, Nepal Trade Union Congress
97	Bidur Karki	Vice-President, General Federation of Nepalese Trade Union (GEFONT)
98	Dhan Bhadahur BK	Snr Vice-President, All Nepal Trade Union Federation

Pakistan Stakeholders

	Name	Designation
99	Mr Rao Zahid Mahmood	Deputy Secretary, Labour and Human Resources Department, Punjab
100	Ms Valerie Khan	Executive Director, Group Development, Pakistan
101	Ms Maria Maud Sabri	National Commissioner, Pakistan Girl Guides Association
102	Ms Rabea Hadi	Director General, Child Protection Institute, Islamabad Capital Territory
103	Ms Farrah Ilyas	Child Protection Specialist, UNICEF
104	Mr Saad Chaudhary	Deputy General Secretary, Central Punjab Region Titular Member, ITUC Youth Committee CSI IGB, Pakistan Workers' Federation
105	Mr Sajid Naseer Khan	External Consultant, vocational training model
106	Mr Mutahir Jawad	Manager Service, Toyota Walton Motors
107	Mr Chaudhary Shabbir Muhammad	Principal of Sardar Grammar School
108	Mr Aijaz Ahmed Chisti	Member of community-based child labour monitoring committee in Gujranwala

Myanmar Stakeholders

- Names of 16 stakeholder key informants removed for security reasons.

ANNEX D. PROJECT OUTCOME LEVEL INDICATOR RESULTS

Outcome Level Indicator Milestone Achievement – Reported Results and Evaluation Comment

Indicator	Baseline (2021)	Indicator Milestone (2023) Planned against actual (Updated to January 2024)	Outcome Achievement Evaluation Assessment
Outcome 1. Credible knowledge base on extent of child labour, its drivers and causes, informs policies			
Number of national statistical offices and provincial/state statistical offices in regions targeted that adopt data collection practices on the basis of ILO recommendations (A, B, I, N, P)	Baseline status for this indicator is 0	Planned: 4 out of 6 countries complete at least one national survey with ILO recommendations Actual: 4 NCLS completed in Bangladesh and provisional report published. The Child Labour Report published in Afghanistan and Nepal in 2021. Child labour trends and prevalence are completed in 3/6 provinces in Pakistan . Statistical agency workers, especially data collectors, in India, Bangladesh and Nepal received capacity building trainings.	Quantitative target met. In India, the GOI has not transitioned to the current ICLS definition of child labour or piloted the associated tools.
Proportion of national-state- local level administrators and parliamentarians across parties participating in workshops to discuss research results (B, I, N, P)	Baseline status for this indicator will be 0	Planned: 60% of the targeted officials invited to stakeholder and other forums Actual: Participation rate in Bangladesh and Pakistan is at 92% while it is at 80% in Nepal and India. The total number of officials reached through our various platforms is more than 1,000 officials. These are officials from all tiers—local, state, province and national. 47% of officials reached are women.	Target met.

<p>Proposed revisions in laws and policies or adoption of new laws, policies and guidelines incorporating research results. (B, I, N, P)</p>		<p>Planned: At least one law revision in Bangladesh, Nepal and Pakistan. (<i>Evaluator: It is not clear why India is not included in the “planned” statement</i>)</p> <p>Actual Pakistan: List of hazardous work for children in Punjab province revised and approved by provincial government in line with ILO Recommendation 190 on Convention 182 (drawing on ARC research findings). Nepal government finalizing the revised hazardous worklist (based on pre-ARC research). Bangladesh revised the hazardous list which was linked with a previous establishment survey. In Pakistan, a Domestic Workers Law for Islamabad Capital Territory is approved, prohibiting domestic work below the age of 16.</p>	<p>Target met.</p>
<p>Outcome 2. Laws and policies consistent with international standards enforced and National Plans of Action against child labour</p>			
<p>Number of laws/policies on CL revised/aligned with international standards (B, I, N, P)</p>	<p>Bangladesh: minimum age for employment does not meet international standards as it does not cover informal sector; compulsory age of education and minimum age of employment are not aligned. India meets international standards for minimum age for work, for hazardous work and for compulsory age of education. Nepal meets international standards</p>	<p>Planned: Revisions proposed for laws - for alignment with international standards.</p> <p>Actual Bangladesh ratified ILO C138 in March 2022 and a process to amend labour laws, including provisions on child labour, is ongoing. The Domestic Workers Law in Pakistan has been adopted and its Rules for Business is currently being developed. Draft bill and action plan on amending Pakistan Penal Code to incorporate child domestic work issues is being developed. In India, the “dhibra” policy passed in Jharkhand. The hazardous work lists for children in Bangladesh, Nepal and Punjab province in Pakistan have been updated.</p>	<p>Most country milestones met</p>

<p>For countries that received direct requests from the CEACR concerning CL, recognition of progress in the Committee's comments (B, I, N, P)</p>	<p>Key CEACR comments from the most recent sessions are listed country-wise in section 3c. (2) of the Baseline report). (Refer to baseline report)</p>	<p>Planned: 3/4 of the countries receiving direct requests concerning child labour since 2017</p> <p>Actual: The Project in Nepal organized an orientation session for government officials in June 2023 to enhance their understanding of ILO's supervisory mechanisms, especially on the CEACR and the CAS. This enabled the Nepal government to submit reports to ILO in relation to findings and recommendation related to C182, as well as C100, C111 and C169 in August 2023. In partnership with International Labour and Environmental Standards Application in Pakistan's Small and Medium Enterprises (ILES) project, the Project provided technical support to Employers Federation of Pakistan in training of auditors in the use of Compliance Plus tool to comply with international commitments and national/sub national laws pertaining to child labour. This is in line with comments received through ILO's CEACR.</p>	<p>On track: most milestones met.</p> <p>The evaluation notes that this indicator is not an appropriate measure of project performance, as acknowledged by the project management team as the comments of the CEACR are beyond the influence of a project.</p>
<p>Outcome 3: Holistic approach to tackling WFCL developed, applied and proved successful in selected districts</p>			
<p>Number of local government units that become "child labour free"</p>	<p>The baseline status for this indicator will be 0. India and Nepal have examples of CLFZs in different parts of the country. Status of CLFZ in the six countries is discussed in the Baseline report, 3 (d).2 (Baseline report)</p>	<p>Planned: Half of those targeted Actual: Total number of municipal governments in the process of being declared as child labour free in Nepal reached 104, 6 have already been declared (<i>Evaluator: Number targeted is not stated</i>) Bangladesh: 53 sub-districts (all those targeted) declared child labour free. In other countries, the initiatives are contributing to prevention of child labour in 7 districts in India, 2 townships in Myanmar, 7 provinces in Pakistan.</p>	<p>All milestones met</p>

<p>Proportion of families of child labourers in targeted zones do not have child labourers (all Countries)</p>	<p>The baseline status is unknown and will require surveys in the targeted zones. Surveys are ongoing in all countries.</p>	<p>Planned: Reached out to 60% of the families of child labourers.</p> <p>Actual: The Project has reached to more than 70% of the targeted families during The Project period in terms of access to social security schemes, education access, livelihoods activities, and awareness raising activities. All the countries have reached a total of around 15,000 vulnerable households.</p>	<p>Target met</p>
<p>Commitments by different levels of governments to replicate in other regions of the country strategies developed to reach SDG 8.7 (I, N, B, P)</p>	<p>National governments of Bangladesh, India, Nepal and Pakistan are committed to end child labour by 2025. The baseline value for this indicator is otherwise zero.</p>	<p>Planned: Different models piloted and learnings shared in 4 of the six countries (<i>Evaluator comment: Not a specific, measurable target</i>)</p> <p>Actual: In Nepal the project organized 5 provincial dialogue events on CL, FL and human trafficking to share the results. The government is planning to replicate the CLFZ campaign to reach out to 25 more municipalities during this fiscal year. In Bangladesh, information sharing at Upazila, district, divisional and national levels with Child Labour Welfare Councils and MOLE's Child Labour Unit to allow upscaling from local to national levels of the CLMS model. The mega-project on child labour being developed in Bangladesh is also learning from this pilot model developed by the Project. In India, the Mica Masterplan being developed in India will become vehicle for replicating the community development model that the project applied to address child labour and other decent work deficits in the mica supply chain. Pakistan: The work with the PGGA and Boy Scouts addressing child labour which started in a few areas only are now being replicated by the organizations in their other coverage areas.</p>	<p>Most milestones met. In India, plans for replicating the community intervention model are limited to Jharkhand state, where the Mica Masterplan has been developed.</p> <p>There are no plans to replicate the work in the coal sector in Meghalaya or the sandstone sector in Rajasthan.</p>

ANNEX E. LESSONS LEARNED AND GOOD PRACTICE TEMPLATES

(See attached file)

ANNEX F. RESPONSE TO THE MIDTERM EVALUATION RECOMMENDATIONS

Recommendation 1. Negotiate a time extension, to enable a) establish connection between research products and dialogue on concrete policy measures, and b) achievement of results on child labourers and the capitalization of concrete experiences on the ground that are likely to be replicated.

Progress: The project was granted a six-month extension until end of March 2024 which enabled more research products to be completed.⁵² However, limited progress was made connecting research products with tangible policy dialogue. Time did not permit dialogue on policy measures arising from research to occur, apart from child labour in domestic work. Some of the community interventions, notably in **Bangladesh and in Jharkhand and Bihar in India**, reached a level of maturity warranting replication.

Recommendation 2. Focus on ensuring sustainability of results with a detailed sustainability strategy and exit plan for every result area and country.

Progress: The project produced a Sustainability Strategy in June 2023, following the MTE completion in December 2022. The project did not create sustainability documents in each country and result area as recommended; and it has not developed detailed exit plans for all interventions, but all partners were encouraged to plan for sustainability of interventions where feasible. (see sustainability discussion at Section 3.6).

Recommendation 3. Conduct regular internet metrics as an indicator of policy discourse presumed to precede policy change.

Progress: The Project team proposed that internet metrics be included in the final evaluation and did not conduct such wide-scale internet metrics itself but documented a large number of project posts and media reports of project products and events through its communications strategy. The final evaluation lacked time and resources for extensive social media monitoring. Moreover, the argument that social media spikes is a proxy indicator for momentum toward policy change is questionable, unless the origin of the content emanates from policy makers themselves. Nevertheless, media monitoring would serve a useful purpose of measuring public discourse on the issues.

Recommendations 4. Nepal. Establish more concrete sustainability for CLFZ in Nepal and an exit strategy. Exit strategies should prioritize the search for additional support for local partners to continue with CLFZ beyond the timeframe of ARC. **Recommendation 5. Nepal** should consider how the ILO is going to preserve its technical assistance to the 8.7 Alliance following the completion of the ARC project.

Progress: Evaluation comment: Following the MTE the CLFZ model was implemented in three municipalities. However, the participating municipalities informed the evaluation team that additional external resources are required. Via evaluation interviews the project team explained that the focal point of the Alliance 8.7 secretariat will pass to FAO, while the Kathmandu CO will continue to provide technical assistance by virtue of its membership of the Secretariat. Future CL and FL projects can also continue to provide technical support.

⁵² Original FCDO MOU dated 2 May 2029, was for period until Sept 2023, and the MOU Addendum of May 2023, extended the project to March 2024, but some documents put the original project end at 31 October 2023).

Recommendation 6. Bangladesh. Prioritize policy dialogue based on the NCLS in Bangladesh, and Recommendation 7: Formulate an exit strategy with ESDO to secure new financial partners.

Progress: As noted by project staff, completion of the NCLS report was delayed, but GOB is ready to use the NCLS child labour data in formulating policy under the major new project to be launched by GOB. Regarding the ESDO CLMS model, no alternative financial sources have been identified, but the MOLE has shown interest to sustain and replicate the model.

Recommendation 8. Pakistan. ILO and UNICEF could explore opportunities arising from the research... by engaging other departments such as education, social protection, child protection and the Department of labour (DoL) in respective provinces, leading to the eradication of child labour. For instance, research on domestic work, which mainly affects girls, shows that this practice is only banned in two provinces.

Progress. ILO and UNICEF are not yet jointly engaging multiple partners in different provinces based on the research, however, project response in early 2023 that initiatives made following the surveys are applying the research findings. Now that the policy documents based on the Child Labour Surveys in Punjab and Gilgit Baltistan have been completed in 2024, policy dialogue with a range of partners can follow, presumably post-project. The extension of advocacy on banning child domestic work in other provinces remains to be advanced beyond the ARC project.

Recommendation 9. India is the ARC country most likely to capitalize on concrete measures impacting on child labourers. It would be worth measuring the impact on child labour of the work connecting social protection schemes with child labour case management, and the kitchen garden programme (Bihar).

Progress: Linking social protection schemes with child labour families was completed in three states – Jharkhand, Bihar and Meghalaya. The partners did not track systematically the impact of social protection linkages on withdrawal of children from child labour, however, the project will collect individual impact stories by the project end.

Recommendation 10. Myanmar. Based on the project reports and surveys, it is imperative for the project to continue to build the capacity of social partners and communities to institutionalize the community-level child labour monitoring system.

Progress: CLMS has been implemented by volunteer Community Support Groups, rather than by social partners (trade unions and employers), and institutionalising it is not possible under the current government. However, the partners continue to work in the locations and the linkages with **community child protection systems** favour the sustainability of the CLM groups.

ANNEX G. SURVEY INSTRUMENT

Opening message

The Asia Regional Child Labour (ARC) project is implemented with the aim of preventing and reducing child labour in Afghanistan, Bangladesh, India, Nepal, Myanmar, and Pakistan. The project is now undergoing its independent final evaluation, conducted by Cynosure International.

As a participant in the Asia Regional Child Labour (ARC) project's capacity building activities, you are invited to complete a short questionnaire to inform the independent final evaluation of the project.

Please note that your responses will be treated with confidentiality and anonymity. The information you provide will be used solely for the purpose of the final evaluation. No personally identifiable information will be disclosed, and all responses will be aggregated to ensure that individual answers cannot be traced back to any participant.

For clarification or questions, please write to Mr. Faaiz Irfan (faaiz.irfan@cynosure-intl.com) with a copy to Ms. Sherelle Wilson (wilsons@ilo.org).

Thank you in advance for your participation.

I. Background

1. Please select your country:
 - a. Afghanistan
 - b. Bangladesh
 - c. India
 - d. Myanmar
 - e. Nepal
 - f. Pakistan

2. Please select your gender:
 - a. Female
 - b. Male
 - c. Non-binary
 - d. Prefer not to say

3. Please select your role/occupation:
 - a. Government official
 - b. Employers' organization representative
 - c. Workers' organization representative
 - d. Civil society representative
 - e. Journalism or media professional
 - f. Private sector
 - g. Other (Please specify: _____)

4. Please select the main training topic covered in the training you attended (select one only):

- a. Child labour international standards and national laws and policy
- b. Capacity building for civil society organisations on addressing child labour
- c. Child labour surveys and data analysis (labour force surveys/research)
- d. Labour inspection and child labour
- e. OSH and child labour
- f. Myanmar e-learning modules
- g. Child labour monitoring systems
- h. Developing media and communication material
- i. capacity building of media professionals

II. Relevance

5. Please rate the following aspects of the training's relevance to your role:

	1. Not Relevant	2. Somewhat Relevant	3. Neutral	4. Relevant	5. Highly Relevant
Alignment with your professional needs					
Alignment of training content with your existing knowledge of child labour					
Relevance of training content to your national context					
Incorporation of innovative approaches to addressing child labour issues					
Incorporation of gender perspectives in addressing child labour issues					

III. Effectiveness

6. Assess the effectiveness of the training in the following areas:

	1. Not Effective	2. Somewhat Effective	3. Neutral	4. Effective	5. Highly Effective
Provision of practical tools and knowledge applicable to my work					
Enhanced my advocacy and communication skills about child labour					
Improved knowledge and skills of national child labour laws and regulations					
Achievement of stated learning outcomes					

IV. Efficiency

7. Evaluate the efficiency of different aspects of the training:

	1. Very inefficient	2. Inefficient	3. Neutral	4. Efficient	5. Very Efficient
Appropriate Training Duration Relative to Content Covered					
Quality and Practical Usefulness of Training Materials (e.g., Handouts, Software)					
Balance of Theoretical Knowledge and Practical Application in Training					
Time Management During Training Sessions					
Trainers' Skill in Communicating Complex Concepts					

V. Impact

8. Which areas of child labour efforts did the training impact the most in your work? <Please select all that apply>

- a. Awareness and understanding
- b. Law enforcement
- c. Child labour data and research
- d. Policy development
- e. Case management
- f. Reporting and communication
- g. Advocacy and activism
- h. Other (Please specify: _____)
- i. None

9. To what extent have you been able to apply knowledge from the training in your work? <slider scale: 1: Not able to apply in my work; 5: Extensive application in my work>

10. Has your network or collaboration with others in the field of child labour expanded as a result of the training?

- a. Greatly expanded
- b. Moderately expanded
- c. Slightly expanded
- d. No expansion

11. Have you shared information or knowledge from the training with colleagues or peers?

- a. Yes, formally (workshops, presentations, research/news articles)
- b. Yes, informally (discussions, email)
- c. Planning to share
- d. No, have not shared

VI. Sustainability

12. Assess the sustainability of the training outcomes:

	1. Not likely to continue	2. Slightly Sustainable	3. Neutral	4. Sustainable	5. Highly Sustainable
Maintenance of Enhanced Awareness and Practices on Child Labour Post-Training					
Continued Use of Skills and Knowledge Gained from Training					
Ongoing Sharing and Dissemination of Training Insights					
Pursuit of Ongoing Learning and Skill Enhancement in Child Labour Topics Post-Training					
Sustained Collaboration and Networking for Child Labour Initiatives					

VII. Challenges/Limitations and Recommendations

13. What challenges or limitations, if any, did you experience during the training? <Please select all that apply>

- a. Inadequate depth of content on child labour topics
- b. Insufficient time allocated for certain subjects
- c. Limited practical or hands-on training opportunities
- d. Inaccessibility or lack of clarity in training materials
- e. Difficulty in understanding trainers' instructions or explanations
- f. Lack of interaction or engagement during sessions
- g. Technical issues with virtual training platforms (if applicable)
- h. Physical facilities were inadequate (for in-person training)
- i. None – I did not experience any significant challenges

14. What are your recommendations for improving similar future training and capacity building activities? <Open-ended>

ANNEX H. TERMS OF REFERENCE

CALL FOR PROPOSALS FINAL EVALUATION

Title	Asia Regional Child Labour Project (ARC)
Countries Covered	Afghanistan, Bangladesh, India, Myanmar, Nepal, and Pakistan
Application deadline	11 th September 2023
Type of Contract	External Collaboration Contract, Service Contract
Expected Duration	70 workdays (September 2023-February 2024)
Languages required	Proficiency in written and spoken English (knowledge of local languages for team members)

The International Labour Organization (ILO) is seeking a brief techno-financial proposal from service providers and evaluation teams to conduct a final independent evaluation of the Program “Asia Regional Child Labour Project”.

Interested service providers and evaluation teams are requested to submit their application with the following information:

1. A short technical and financial proposal (max 5 pages) describing evaluation methodology to be used, and anticipated challenges in conducting the evaluation.
2. A description of how the team member’s skills, qualifications and experience are relevant to the required qualifications of this as described in the ToR.
3. A statement confirming the availability of the agency to conduct this assignment and the daily professional fees expressed in US dollars.
4. A copy of the CV of all the team members (which must include information about the qualifications held by the candidates) including a list of previous evaluations that are relevant in relation to the context and subject matter of this assignment.
5. A statement confirming that the candidates are not engaged or had any previous involvement in the delivery of the “Asia Regional Child Labour Project” in any of the mentioned countries or have a personal relationship with any of the ILO Officials who are engaged in this project.
6. An example of evaluation products for Project/Programs related to labour standards, child labour, skills and enterprise development of children and women preferably, related to ARC.
7. A list of two referees (including name, affiliation, phone number and email address). These referees must be evaluation managers of relevant evaluations undertaken by the applicants/agency.

The deadline to submit an application is 17:00 hrs Bangkok time on 11th September 2023. Please send an e-mail with the subject header “ARC Final Evaluation” to the Evaluation Manager, Sherelle Wilson, wilsons@ilo.org and copy to Ms. Pamornrat Pringsulaka, pamornrat@ilo.org

TERMS OF REFERENCE – INDEPENDENT FINAL EVALUATION ASIA REGIONAL CHILD LABOUR PROJECT

PROJECT INFORMATION

Project title	Asia Regional Child Labour Project (ARC)
Project TC Code	RAS/19/04/GBR
Countries	Afghanistan, Bangladesh, India, Myanmar, Nepal, and Pakistan
Donor	Foreign Commonwealth and Development Office (FCDO)
DWCP Outcomes	Bangladesh Outcome 2&4; India Outcome 1.2; Myanmar Outcome 2.2; Nepal Outcome 2.1; Pakistan Outcome 1.3
SDG(s) under evaluation	SDG 8 (Specifically SDG 8.7)
Technical Field	FUNDAMENTALS
Administrative Unit	ILO – DELHI
ILO Responsible Official	Director, ILO DWT/CO India, Core 4B, Habitat Centre, Lodi Road, New Delhi – 110 003., India
Technical Backstopping Unit	Fundamental Principles and Rights at Work (FUNDAMENTALS)
Collaborating ILO Units	FUNDAMENTALS, ILO Regional Office and ILO offices in India, Afghanistan, Bangladesh, India, Myanmar, Nepal and Pakistan
External Implementing partners	Ministries of Labour, Women and Children, Social Welfare, Statistics, Employers’ Organizations, Workers’ Organizations, Civil Society Organizations working on children’s rights, UN agencies
Project time frame	1 st November 2019-31 st March 2024
Project Budget (GBP)	5,553,267
Type of evaluation	Independent Final Evaluation
Timing of Evaluation	September 2023-February 2024
Evaluation Manager	Sherelle Wilson, ILO Geneva

1. INTRODUCTION

This Terms of Reference (ToR) concerns the final evaluation of the Asia Regional Child Labour Project (ARC).

The Asia Regional Child Labour Project (ARC) aims to reduce vulnerability to child labour and enhance protection of children from exploitation in Afghanistan, Bangladesh, India, Nepal, Myanmar and Pakistan. The project has a duration of just under 5 years (4 years and 9 months) and is funded by the United Kingdom's (UK) Foreign Commonwealth and Development Office (FCDO) in response to the need to accelerate the eradication of child labour, particularly its worst forms, with a view to achieving Sustainable Development Target Goal 8.7.

The program officially started in May 2019 and will last until February 2024. Actual implementation of Project activities, however, only started in July 2020 because of COVID-19 related challenges. [A mid-term evaluation was conducted between January-March 2022.](#)

The overall objective of the final evaluation is to assess the effectiveness (achievements vis-à-vis the intended objectives/outcomes and the outputs), relevance, coherence, efficiency, impact, project sustainability, and ILO cross-cutting themes.

The final evaluation will be conducted during September 2023-February 2024 and will be managed by the Evaluation Manager, who has no prior involvement in the project and will be overseen by ILO Regional Evaluation Officer and with the final approval from ILO Evaluation Office (EVAL). The evaluation will be conducted by a service provider/team of evaluators to be recruited by the evaluation manager. Key stakeholders, including tripartite constituents, donors, key partners and the ILO officials will be consulted throughout the evaluation process.

This evaluation complies with the ILO Policy Guideline for Evaluation which requires all projects with budget of more than 5 million US dollars to undergo both independent mid-term evaluation and independent final evaluation. The evaluation process and report will follow ILO guidelines and the ILO Evaluation Office will approve the final evaluation report. The evaluation will comply with the United National Evaluation Group (UNEG)'s Evaluation Norms and Standards.⁵³ The evaluation will also need to address all relevant cross-cutting drivers for ILOs work which includes gender equality and non-discrimination, disability inclusion, promotion of international labour standards, tripartite processes and constituent capacity development and environmental issues.

2. BACKGROUND AND DESCRIPTION OF PROGRAMME TO BE EVALUATED

⁵³ ¹ <http://www.unevaluation.org/document/detail/1914>

SUMMARY

The project works with its constituents in the six countries towards:

- Building a credible knowledge base on the causes and drivers of child labour and effective interventions to address them,
- Aligning legislation and policies with international conventions on child labour, forced labour and trafficking in persons and enforcing and implementing them; and
- Developing and applying a holistic approach to eradicating child labour, particularly its worst forms, in selected regions of each country.

It focuses on prevention with indirect facilitation of risk reduction for children above the minimum age for employment or withdrawal and rehabilitation of child labourers identified in the target areas. The strategy combines sector-specific research and action into an integrated area-based approach to make target areas child labour free. Consultation with constituents and other stakeholders in each country underlined the need for improved law enforcement and large-scale public awareness raising to make known the negative impact of child labour on the children concerned as well as on the country's economy. In addition to facilitating these in every country, the project will set up a child labour monitoring system combined with convergence of social protection on families vulnerable to child labour in areas with a high incidence of child labour.

As informality is widespread in the countries covered by the project, every effort will be made for labour inspection to intervene in informal workplaces and for trade unions and employers' organisations to cover residential areas as well as work sites.

Given the expected increase in natural disasters, mostly linked to climate change, and the resulting risk for children being displaced and obliged to make up for loss of land and livelihood of the family, the project also targets regions having experienced or being prone to earthquakes, floods or drought. Other vulnerable groups that need special focus are female-headed households, seasonal migrants, religious minorities, indigenous people, Dalit's, internally displaced persons, refugees and returnees.

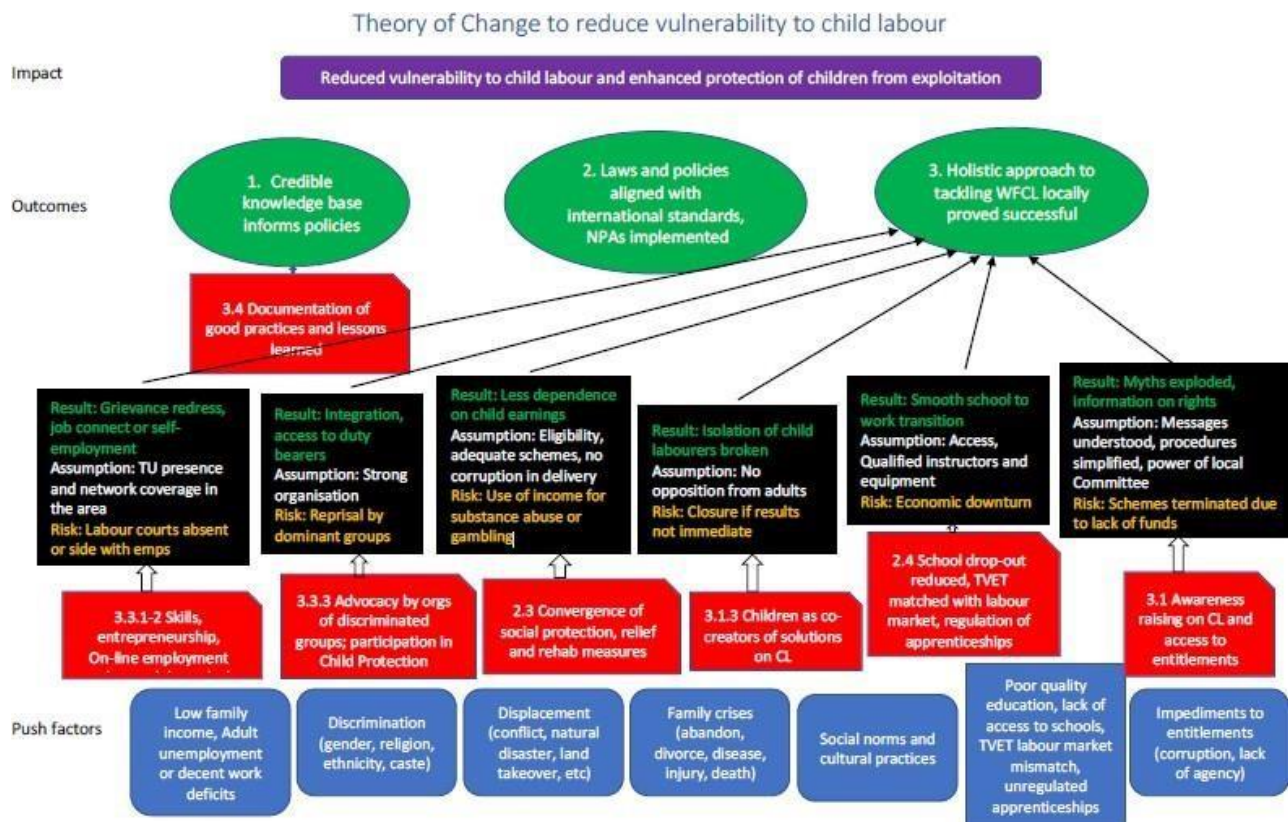
Special attention is to be given to children working away from home as they face greater risk of exploitation.

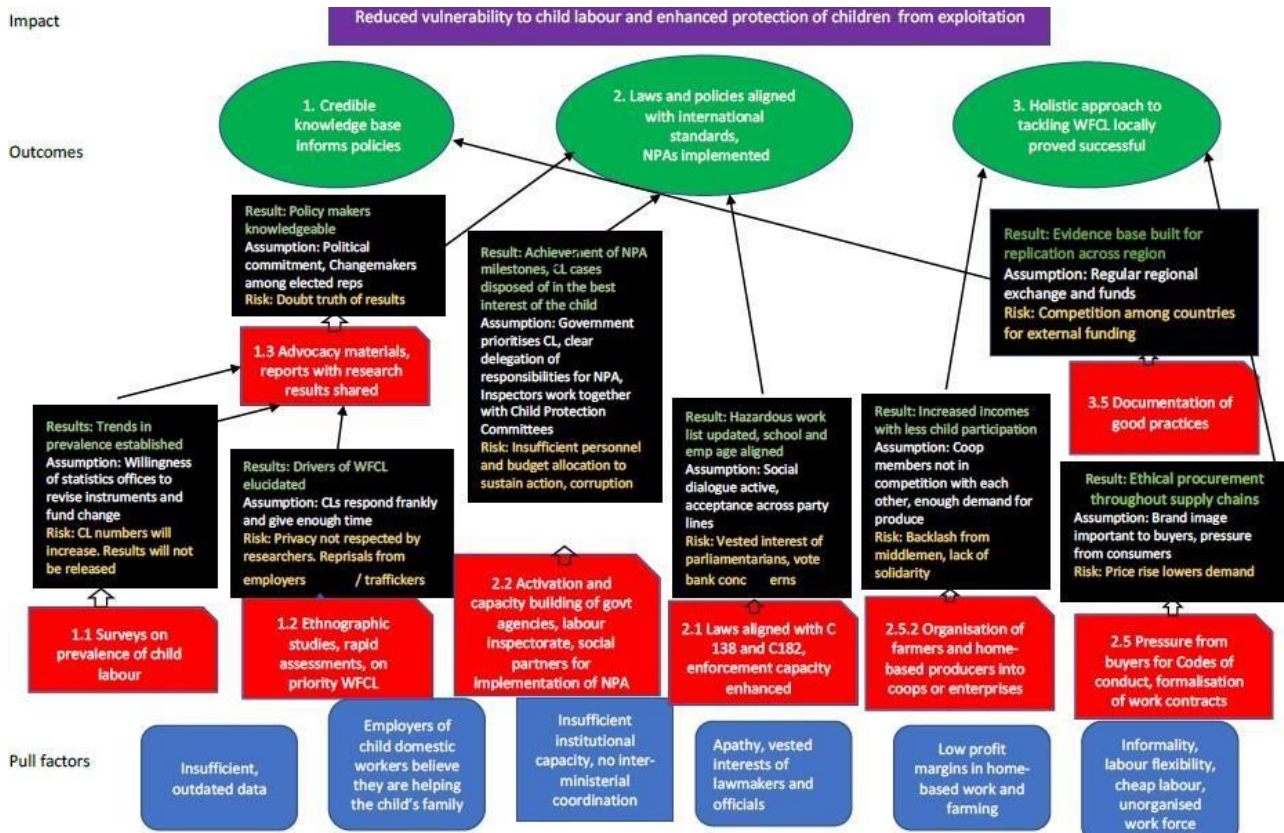
Previous ILO projects have assisted the governments in adopting National Plans of Action to eliminate child labour. The project builds the capacity for implementing these plans and provide policy guidance to ensure that results are sustainable. Periodic exchange between the six countries allowed for successful strategies in one to guide implementation in the others and allow acceleration of the pace of elimination of child labour.

THEORY OF CHANGE

The diagram below, portraying the theory of change that underlies the strategy and logical framework of the project, traces a path from known causes of child labour on both the supply and demand sides, through the planned outputs, the expected results and the assumptions and risks that accompany them to the three outcomes of the project.

There is a circular relationship between the three with the knowledge base informing revision of laws and adoption of policies whose implementation is promoted at the local level. The lessons learned and success obtained from interventions in target areas make up the evidence base that will reorient interventions to better address the push and pull factors that cause vulnerability to child labour.





STRATEGY AND LOGICAL FRAMEWORK

By reducing vulnerability to child labour, the project aims to contribute sustainably to its elimination and thereby, to the achievement of SDG 8.7. As stated earlier, child labour cannot be tackled in isolation. It must be mainstreamed into broader socio-economic policies and involve different government departments at national, provincial, and local levels.

The project addresses the causes and drivers of child labour, while ensuring that two principles that derive from the UN convention on rights of the children (CRC) are respected:

- That all interventions are in the best interest of the child, and
- That children and young people have the right to freely express their views in all matters affecting them.

The overall strategy of the project is guided by ILO's Integrated Strategy on Fundamental Principles and Rights at Work which calls for a four-pronged theory of change that consists of: Public Policies and Governance, Knowledge and Data, Empowerment and Protection, and Partnerships and Advocacy. The Strategy emphasizes the indivisible nature of human rights at work and encourages exploring and strengthening linkages to forced labour, discrimination, and (the lack of) freedom of association and collective bargaining in the pursuit of the elimination of child labour.

The FCDO Business case requires the building of an evidence base on what works and what doesn't. Ideally,

strategies should be based on research. However, given the short time frame, research and action was rolled out simultaneously. Strategies were initially based on ILO's previous research and experience in eradicating child labour. As new research that make up the knowledge base of the project becomes available, these strategies were adapted. The strategies deployed may be new strategies that have never been tried before or replication of good practices from one of the other countries covered by the project.

MANAGEMENT ARRANGEMENT OF THE PROJECT

This project is managed by a Chief Technical Advisor (CTA) under overall guidance of the director of DWT-CO New Delhi, supported by the Decent Work Team in South Asia that covers five of the six countries in which the project operates. The two FPRW Specialists based in Delhi and Bangkok provide technical guidance to the project with ILO-FUNDAMENTALS in Geneva playing a coordinating role with other technical departments as well as with FCDO and the Alliance 8.7.

The research team of FUNDAMENTALS technically oversee the research component in Bangladesh, India and Pakistan and also assists with child labour surveys, ethnographic studies and rapid assessments in the other countries.

The Chief Technical Advisor (CTA), a Monitoring and Evaluation (M&E) Officer and a senior admin and finance assistant are based in New Delhi in regional office. Each of the six ILO country offices have a National Project Coordinator (NPC) assisted by a part-time Finance and Administration Assistant. The NPC report directly to the ILO office Director under the technical supervision of the CTA. Financial management is decentralised to the Delhi office.

3. EVALUATION PURPOSE

According to the ILO policy guidelines for evaluation, evaluations are conducted for three reasons: accountability, improvement, and learning.

The evaluation's purpose is to provide an objective assessment of the extent to which the Project has achieved its objective and determine the relevance, efficiency, coherence, effectiveness, impact and sustainability. Knowledge generated by the evaluation will feed in the design of future similar interventions and contribute to enriching management and delivery approaches especially on similar thematic area or focus. In the case of the ARC project, the evaluation findings will be useful for future programming and project design.

Specifically, the evaluation will:

- **Assess the relevance** and/or validity of the Project design, theory of change and the implementation strategy in light of the global, regional and national priorities frameworks and beneficiary needs.
- **Assess the extent to which the Project has achieved its stated objective and expected results**, including identifying supporting factors and constraints that have led to the achievement and nonachievement including implementation modalities chosen; and partnership arrangements.

- Assess the trends in media spaces (social and print media) with respect to the issues of child labour (highlights about the law, gaps, case stories etc)
- **Assess the extent to which the recommendations from the midterm evaluation** have been addressed.
- **Identify unexpected results**, both positive and negative, that emerged from the Project;
- **Assess the implementation efficiency** regarding financial and human resources (including management arrangements).
- **Assess the extent to which the project outcomes** will be sustainable.
- **Provide recommendations** to project stakeholders to promote sustainability and support further development of the project outcomes.
- **Identify regional and national lessons learned and good practices** to inform the key stakeholders (i.e. national stakeholders, the donor and ILO) for future similar interventions.
- **Assess** the project immediate and potential long-term impact.

CLIENTS OF THE EVALUATION

The primary intended users of this evaluation are ARC project teams in 6 mentioned countries, ILO Delhi, constituents and partners of ARC project, ILO HQ, FUNDAMENTALS, FCDO, and ILO Regional

Office for Asia and the Pacific (ROAP). The evaluation will provide other project stakeholders and partners who work with project and support the implementation of project in all of the six countries.

Secondary clients include other project stakeholders (key Ministries, NGO, embassies, etc) and other units within the ILO that may indirectly benefit from the knowledge generated by the evaluation.

A list of internal stakeholders is summarized in below table which can be explored during inception phase and incorporated in inception report by evaluators. The evaluators can adopt based changes to list of stakeholders (available stakeholders in national contexts) based on discussions with field teams of each country.

Stakeholders	Interest in the evaluation and likely uses of evaluation report to this stakeholder
INTERNAL STAKEHOLDERS	
Responsible ILO field offices in the six countries where the project is being implemented	Responsible for the planning and implementation of interventions at country level. Have a direct stake in the evaluation and an interest in learning from experience to inform future interventions in this area. Are also called upon to account internally as well as to its beneficiaries and partners for performance and results of its programmes.
Field technical specialist(s)	Responsible for technical guidance and support, the field technical specialists have an interest in an independent/impartial account of the operational performance as well as in learning from the evaluation findings to apply this learning to other projects and programmes

<p>HQ [The project management team; and the ILO technical unit at headquarters, which backstop the project]</p>	<p>ILO HQ technical units are responsible for issuing and overseeing the rollout of normative guidance on corporate programme themes, activities and modalities, as well as of overarching corporate policies and strategies. They also have an interest in the lessons that emerge from evaluations, as many may have relevance beyond the geographical area of focus. Relevant HQ units should be consulted from the planning phase to ensure that key policy, strategic and programmatic considerations are understood from the onset of the evaluation.</p> <p>Internally to the ILO, in addition to PARDEV, BUD/CT, EVAL, JUR and PROCUREMENT, the project main collaborating units include: FUNDAMENTALS, ACTRAV, ACTEMP, STAT, DCOMM, and INWORK, for activities on Domestic workers in particular in Madagascar as well NORMS, LABADMIN/OSH, GED as ITC-ILO.</p>
<p>Evaluation office (EVAL)</p>	<p>EVAL has a stake in ensuring that decentralized evaluations deliver quality, credible and useful evaluations respecting provisions for impartiality as well as roles and accountabilities of various decentralized evaluation stakeholders as identified in the evaluation policy.</p>
<p>ILO Governing [GB] Body</p>	<p>The ILO governing body has an interest in being informed about the effectiveness of ILO programmes. This evaluation will not be presented to the Board but its findings may feed into thematic and/or regional syntheses and corporate learning processes. It will also feed into the Fair recruitment initiative and the P&B strategy for the biennium (outcome 7)</p>

4. SCOPE OF THE EVALUATION

The evaluation will cover the project in its entirety, from its inception, assessing all the results and key outputs that have been produced in this period. The geographical scope will cover all geographical coverage of the project and will be in line with the national components of the project. The evaluation will also include field data collection. The field visits by the team leader (and/or by national consultant) are expected in 4 countries (India, Bangladesh, Nepal, Pakistan). Online data collection will be done for Afghanistan and Myanmar (with the support of interpreter if needed) due to security reasons.

The evaluation will also consider all documents linked to the Project including the project document, inception report, progress reports (including reports documenting agreed project adaptations), results of the midterm evaluation and other documents produced as outputs of the Project. Relevant secondary documents that are of significance to the Project should also be included by the evaluator in their document review.

The evaluation will specifically assess how project have addressed or supported initiatives in order to promote and advance Global Goal 8 - *“supporting inclusive growth by reducing the vulnerability of women and men to modern slavery, trafficking, exploitation and abuse.”*

The evaluation will also give special attention to see how the project is relevant to ILO P&B 8.7 and UNSDCF.

The evaluators will determine during inception phase, if certain part of project geographical coverage cannot be covered in Afghanistan and/or Myanmar.

The evaluation will integrate gender equality and non-discrimination, international labour standards, social dialogue, and environmental sustainability as part of the ILO crosscutting themes. It will also include the evaluation of the project interventions in relation to the ILO's programme and policy frameworks at the national and global levels, UNDAF/UNSDCF and other relevant national sustainable development strategy or development frameworks.

EVALUATION CRITERIA

The evaluation should be carried out in adherence with the ILO Evaluation Framework and Strategy, the ILO Guideline, the UN System Evaluation Standards and Norms, and address the overall ILO evaluation criteria: (i) Relevance, (ii) Validity of the project's design (iii) Coherence, (iv) Effectiveness, (v) Efficiency, (vi) Impact orientation (vii) Sustainability.

The core ILO cross-cutting priorities, such as gender equality, disability inclusion, and non-discrimination, promotion of international labour standards, tripartite processes, social dialogue, disability and constituent capacity development should be addressed in this evaluation. In particular, gender dimension will be considered as a cross-cutting concern throughout the methodology, deliverables and final report of the evaluation. To the extent possible, data collection and analysis should be disaggregated by sex as described in the ILO Evaluation Policy Guidelines and relevant Guidance Notes.

It is expected that the evaluation will address all of the questions detailed below to the extent possible. The evaluator may adapt the evaluation criteria and questions, and further developed during the inception phase of the evaluation but any fundamental changes should be agreed upon between the evaluation manager and evaluator. The evaluation instruments (to be summarized in the inception report) should identify the general areas of focus listed here as well as other priority aspects to be addressed in the evaluation. Preferably an evaluation matrix could be developed by evaluators during inception report and could be incorporated in inception report that details how evaluation questions are answered and what sources of information are used.

5. EVALUATION QUESTIONS⁵⁴

Relevance (and validity)

1. To what extent was the ARC project design (objectives, outcomes, outputs, and activities) relevant and realistic to the situation on the ground and its underlining theory of change, risk analysis, context analysis logical and coherent to address relevant priorities/need?
2. How could the project's design have been improved to achieve the outcomes/impact desired?
3. To what extent did the project respond to ILO's cross-cutting issues (ILS, social dialogue, gender and non-discrimination and Just transition)? To what extent has the project identified and integrated into its actions the operational and strategic needs and priorities for men, women, and vulnerable

⁵⁴ The mid-term evaluation covered several traditional evaluation questions with regards to the relevance and coherence of the project, which have not been repeated for the final evaluation since the project did not change its overall strategy after the mid-term evaluation, so those responses and findings remain relevant

groups?

Coherence

4. To what extent has the project established links and coordinated with other efforts to address Child labour by key tripartite plus organizations (government, employer and worker organizations, civil society, and other donors and other innovative/non-traditional partners). How can the project improve coordination and collaboration with these organizations?

Effectiveness

5. To what extent has the project accomplished its primary objectives and planned outcomes? What are the key internal or external factors that limited or facilitated the achievement of these objectives and outcomes?
6. How can future project interventions build on and scale the achievements, including the facilitating factors, while addressing the hindering factors?
7. To what extent has the project addressed the midterm evaluation recommendations and what difference did they make in project performance?
8. To what extent were the different project models and learning outcomes effective? What learnings did the project generate with regards to the learning outcomes?
9. To what extent did the project make progress on ILO's cross-cutting issues (ILS, social dialogue, gender and non-discrimination and Just transition)?

Impact orientation

10. Were the results achieved likely to produce long term effects? What actions or mechanisms did the Project set-up to ensure achievement of long-term effects?
11. How could the project impact have been improved?

Efficiency

12. What factors affected the project's efficiency (e.g. delays, COVID-19, Political turmoil) and how did the project respond to these factors?
13. Given the size of the project and scope, were existing project management arrangements, resources, timeframe, and technical capacity sufficient and adequate to achieve the broader project objectives and results? Were resources allocated strategically to achieve results in different geographical locations and their unique needs?

Sustainability

14. Which project's outcomes are most likely to be sustained and transferred to relevant institutions when the project ends?
15. Do the project strategies and interventions, including the sustainability plan at the level of individuals, organizations, and tripartite constituents ensure sustainability? What actions might the project take to help ensure sustainability of key outputs and outcomes?

Replicability, Lessons Learned, Promising Practices

16. To what extent can the project's approach (or parts of it) and results, be replicated or amplified by national partners or other actors considering the institutional and financial dimensions?
17. What promising practices and lessons learned can be identified from the implementation of this project that can guide similar future projects?

6. EVALUATION METHODOLOGY

Based on the above criteria and questions, the evaluator will elaborate an information collection and analysis methodology. The methodology should include multiple methods, with analysis of both quantitative and qualitative data, and should be able to capture the project's contributions towards the achievement of the project's objectives.

The evaluation fieldwork will apply mixed methods and be participatory in nature. The evaluator will seek to apply a variety of evaluation techniques – desk review, meetings with stakeholders (skype, phone calls, WhatsApp calls...etc.), focus group discussions, field visits, informed judgment, and scoring, ranking or rating techniques, in all 6 countries that project is being implemented.

The following principles will be applied during the evaluation process:

- Methods of data collection and stakeholder perspectives will be triangulated to the greatest extent possible.
- Gender and cultural sensitivity will be integrated in the evaluation approach.

The evaluation will be carried out in consultation with ILO offices, project team, national counterparts, as well as other relevant implementing partners, beneficiaries and other key stakeholders in all 6 countries. The evaluator should carry out stakeholders mapping to select who should be interviewed and specify the method of interview such as FGD, Survey, etc. The evaluator will review inputs by all ILO and non-ILO stakeholders involved in the project, from project staff, national counterpart and a range of partners from the private and civil sectors.

The draft evaluation report will be shared with all relevant stakeholders and a request for comments will be asked within a specified time (not more than 2 weeks). The evaluation manager will support the evaluators in asking project stakeholders for comments and a consolidated version will be provided to evaluator.

Desk review:

A desk review will analyse project and other documentation including the approved log-frame, monitoring reports, progress reports provided by the project management to donor. These documents will be shared

with evaluators by evaluation manager.

Quantitative data will be drawn from project documents including the Technical Progress Reports and other reports to the extent that it is available. A template for data collection could be developed and shared by evaluators with national officers in each country to provide quantitative data.

The desk review will suggest a number of initial findings that in turn may point to additional or fine-tuned evaluation questions. This will guide the final evaluation instrument which should be finalized in consultation with the evaluation manager. The evaluator will review the documents before conducting any interview.

List of Key Stakeholders and Informants:

The evaluator will consult the following stakeholders for information. An indicative list of persons to be consulted will be furnished by the evaluation manager after further discussion with the project team and will be provided to evaluator.

- Interview with Director, ILO DWT/CO India.
- Interview with Project CTA, Interview with Project Staff.
- Interview with Backstopping for the project in HQ (FUNDAMENTALS).
- Interview with specialist from ILO DWT Delhi.
- Interview with Project M&E officer.
- Project national coordinators in 6 countries.
- Constituents in each country (governments, employers' organization and workers organization in all 6 countries).
- Implementing partners.
- Donor, FCDO.

Towards the end of the data collection from the field, the evaluator will hold a debriefing to the Director, ILO DWT-CO New Delhi, India and CTA for ARC project along project team.

Ethical Considerations and Confidentiality:

The evaluation mission will observe utmost confidentiality related to sensitive information and feedback elicited during the individual and group interviews. To mitigate bias during the data collection process and ensure a maximum freedom of expression of the implementing partners, stakeholders, communities, and implementing partners' staff will generally not be present during interviews.

In cases where a minor child is being interviewed consent of their guardian is necessary and also whenever

appropriate consents should be taken prior to interview or data collection.

7. MAIN DELIVERABLES

Below are expected deliverables, please refer to Annex 1 for formats, templates and guidelines. An inception report, including work plan and methodology (max 6 pages); A draft final evaluation report as per the proposed structure in the ILO evaluation guidelines.

A final and concise Evaluation Report as per the proposed structure in the ILO evaluation guidelines (max 50-60 pages):

1. Cover page with key project and evaluation data
2. Executive Summary (in the main report, and as a separate file using ILO EVAL's template)
3. Acronyms
4. Description of the project
5. Purpose, scope and clients of the evaluation
6. Methodology
7. Clearly identified findings for each criterion (responding to the evaluation questions)
8. Conclusions
9. Recommendations
10. Lessons learned and good practices (Using the ILO template – to be provided by the project)
11. Annexes
12. List of persons met/consulted, description of focus group meetings.
13. Conduct stakeholders' workshop to present evaluation report.

MANAGEMENT ARRANGEMENTS AND WORK PLAN

Evaluation Manager: Miss. Sherelle Wilson (wilsons@ilo.org), ILO Geneva, is designated to manage this independent evaluation with oversight provided by the Regional Evaluation Officer and the evaluation report will be approved by ILO Evaluation Office. A qualified service provider/team of consultants will be commissioned to conduct this evaluation. The evaluation will be funded from the project budget. A list of tasks of the evaluation manager are the following:

- Draft and finalize the evaluation ToR upon receiving inputs from key stakeholders.
- Review CVs and proposals of the proposed evaluators.
- Liaise with the project team and provide project background documents to the evaluator.
- Coordinate with the project team on the field visit agenda of the evaluator.
- Brief the evaluation consultants on ILO evaluation procedures.
- Circulate the draft report to all concerned for their comments.
- Review and provide comments on the draft evaluation report.
- Consolidate comments and send them back to the evaluators.

Project Team: The project team will handle administrative contractual arrangements with the evaluator and provide any logistical and other assistance as required. They will be responsible for the following tasks:

- Provide project background materials to the evaluator.
- Prepare a list of stakeholders and recommended interviewees.
- Schedule meetings for field visits and coordinate in-country logistical arrangements.
- Be interviewed and provide inputs as requested by the evaluator during the evaluation process.
- Review and provide comments on the draft evaluation reports.
- Organize and participate in stakeholders' workshops; and,
- Provide logistical and administrative support to the evaluator, including travel arrangements and all materials needed to provide all deliverables.

The Evaluation Team: The evaluation team reports to the evaluation manager and will be responsible for delivering the above evaluation deliverables using a combination of methods as mentioned above.

Required Qualification:

An independent team of consultants/service provider with the following relevant, skills, experience and qualifications are being sought:

- No previous involvement in the delivery of the Asia Regional Child Labour Project.
- University Degree (preferably advanced level) with minimum eight years' experience at the national level and/or five years' experience at the international level in matters child labour, human rights and/or fundamental rights, and/or social dialogue.
- Minimum four years of experience in conducting project or project evaluations.
- Knowledge of, and experience in applying, qualitative and quantitative research methodologies. Knowledge of ILO's roles and mandate and its tripartite structure as well as UN evaluation norms and its programming.
- Excellent analytical skills and communication skills.
- Demonstrated excellent report writing skills in English.
- Work experience in South Asia (and preferably has an office or is located/based in South Asia)

Required Qualification for National Consultants (as team members):

- No previous involvement (individual or at the organizational level) in the implementation/delivery of the ARC project
- To be citizen of the relevant country, proficient in national language and familiar with English Language.
- University Degree (at least level 1) with minimum 4 years of experience at national level of the relevant country preferably in matters of child labour, human rights, fundamental rights, and/or social dialogue.
- Knowledge of data collection methods and practical experience Previous experience in M&E will be an asset.

8. Work Plan

The total duration of the evaluation process is estimated to 70 working days, however the evaluation team can propose a different duration in their proposal. The evaluation is planned to be conducted between September 2023-February 2024.

9. TIMEFRAME AND PAYMENT

The evaluation will be undertaken from September 2023-February 2024 and should take place according to the following schedule (tentatively):

No.	Task	Responsible person	Time frame	Number of days
1	Preparation, sharing and finalization of the TOR, and ToR approved	Evaluation Manager/Regional M&E Officer	July 2023	
2	Issuance of EOI, advertisement of consultant, and selection of consultant	Evaluation Manager/Regional Evaluation Officer	August 2023	NA
3	Review of proposals and selection of consultant(s).	Evaluation Manager/Regional Evaluation Officer	September 2023	
3	Issuance of contracts	Project	September 2023	
4	Meeting between Evaluation Manager & evaluators	Evaluation manager	September 2023	
5	Kickoff meeting between evaluators and project CTA	Evaluation manager	September 2023	
6	Draft mission itinerary for the evaluator and the list of key stakeholders to be interviewed	Project	September 2023	
7	Brief evaluators on ILO evaluation policy and the project (Evaluator to start desk study, Skype calls with project CTA/team)	Evaluation Manager and Project CTA	September 2023	
8	Documents review	Evaluator	October 2023	
9	Development of the inception report submitted to Evaluation Manager	Evaluator	October 2023	
10	Approve Inception report	Evaluation Manager and Regional Evaluation Officer	October 2023	

11	Conduct Evaluation Mission (data collection) and Stakeholder Workshop	Evaluator	November 2023	
12	Draft report submitted to Evaluation Manager	Evaluator	December 2023	
13	Share the draft report with all concerned stakeholders for comments for one week	Evaluation Manager	December 2023	NA
14	Consolidate comments into the draft report and send to the evaluator	Evaluation Manager	January 2024	NA
15	Finalize the report and submit to Evaluation Manager	Evaluator	January 2024	
16	Review and approval of the final report	Evaluation Manager, Regional Evaluation Officer, EVAL	Early February 2024	NA

The evaluator shall be remunerated as follows:

- 30% upon submission of quality inception report
- 40% upon submission of the quality draft report - approved by Evaluation Manager
- 30% upon submission of final report to the satisfaction of the ILO

The evaluation would need to be flexible considering the insecurity of some geographical areas covered by the project, inaccessibility of beneficiaries for interview and/or current covid19 pandemic. Therefore, the evaluators should consult the evaluation manager if any changes need to be made on the evaluation methodology and process.

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.

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.

ANNEX I

All the guidance material and templates can be found at the following link:

https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_853289.pdf