



ILO EVALUATION

- **Evaluation Title:** Promoting rights and opportunities for persons with disabilities in employment through legislation (PROPEL)
- **ILO TC/SYMBOL:** GLO/14/52/IRL and six related country projects
- **Type of Evaluation:** Final
- **Country(ies):** Global, China, Ethiopia, Indonesia, Vietnam, Zambia, Azerbaijan, Botswana, Mongolia, Myanmar
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- **Name of consultant(s):** Chris Morris
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- **Evaluation Manager:** Alex Petrachkov
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- **Key Words:** Equal opportunity; non-discrimination; rights of persons with disabilities; legislation; employment; skills development; entrepreneurship; inclusion, poverty reduction.

This evaluation has been conducted according to ILO's evaluation policies and procedures. It has not been professionally edited, but has undergone quality control by the ILO Evaluation Unit.

Executive Summary

Background and Context

This document reports on the findings of a final external evaluation of ILO's Irish Aid Funded programme "Promoting Rights and Opportunities for People with Disabilities through Legislation" (PROPEL). PROPEL is a four year program funded between 2012-2015 through Irish Aid's "Development Through Decent Work Partnership Programme" and received USD 5,459,288. PROPEL has a global component and was funded for implementation in 9 countries. It was split into two phases. Phase 1 funded work in Azerbaijan, Botswana, China, Ethiopia, Indonesia, Vietnam, and Zambia. Phase 2 did not include Azerbaijan, and added funding for Myanmar and Mongolia. PROPEL has funded a national project coordinator (NPC) in China, Ethiopia, Indonesia, Vietnam and Zambia, which are the main countries of implementation by PROPEL.

PROPEL's overall development objective is "Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination." Its main focus is on two Programme and Budget (P&B) outcomes; outcome 2: "Skills development increases the employability of workers, the competitiveness of enterprises and the inclusiveness of growth", and outcome 17: "Discrimination in employment and occupation is eliminated". These outcomes link to country programme outcomes (CPOs) and the Decent Work Country Plans (DWCPs) for each country.

PROPEL works closely with tripartite constituents from government, business and trade unions, as well as national and regional disabled persons' organizations (DPOs) and non-governmental organizations (NGOs) to develop programs that focus on inclusive vocational training, supporting the employment of persons with disabilities in the private sector, media awareness and regulatory change.

Purpose, Scope, and Methodology of the Evaluation

The intended users of this evaluation are Irish Aid as the donor, ILO's tripartite constituents including members of the National Project Advisory Committees (PACs), and ILO as the implementer of the project, including project managers and staff.

The TOR lays out the purpose of the evaluation as:

- assess the evidence on whether PROPEL was able to meet its planned objectives within ILO's accountability framework for results-based management;
- identify the impact that has resulted from project activities for target beneficiaries as a result of country-level and global-component work;
- evaluate project improvement further to its mid-term evaluation;
- provide organizational learning to design future action to support employment of persons with disabilities

The evaluation therefore has both formative, lesson learning requirements and summative, accountability requirements. A mid-term evaluation was finalised in September 2013. The final evaluation considered the impact of the project as a whole and changes and activities implemented

since the mid-term evaluation. Evaluation questions were set within the five OCED/DAC criteria for evaluating development work; relevance, effectiveness, efficiency, and evidence of sustainability and impact.

The evaluation used a mixed-methods methodology that focused mainly on qualitative data collection techniques. The evaluator visited two countries, China and Ethiopia, spending five days in each. Stakeholders in other countries were contacted via telephone or Skype. The data collection techniques included:

- Desk review of relevant project documents
- Desk based interviews with international consultants, NPCs and the Regional Coordinator
- Desk based interviews with project partners in Indonesia, Vietnam and Zambia.
- Focus Group Discussions (FGDs) with stakeholders working on supported employment in China and female entrepreneurs with disabilities who had benefitted from PROPEL’s work in Ethiopia.
- Semi-structured interviews with various constituent representatives, partner DPO/NGOs, and ultimate beneficiaries in China and Ethiopia.
- The collection of stories of most significant change in China and Ethiopia.
- PAC analysis and selection of stories of change and SWOT analysis at evaluation briefing meetings in China and Ethiopia.

Findings

Summary of key achievements

The table below summarizes some of the key achievements of PROPEL within the four key areas of the project identified in the 2014 progress report to Irish Aid. PROPEL was a four year project split into 2 phases and included a global product as well as being implemented in five main countries. The table is not an exhaustive list of activities and achievements of PROPEL. It is merely a selection of some of the main achievements.

Area	Outputs/Outcomes	Activities and Achievements	Location
Promoting skills through disability inclusive vocation training	Increased accessibility for persons with disabilities in 5 pilot colleges	Increased enrolment in the colleges Inclusive Vocational Training course included in TVETA course for new teachers.	Zambia
	Persons with intellectual disabilities accessing vocational training	11 pilot colleges have developed vocation training courses 100 officials trained	China
	Assessment of TVET colleges carried out	Baseline survey and accessibility audit of selected TVET colleges conducted	China, Indonesia, Vietnam, Zambia
Supporting employment of persons with disabilities in the private sector	Beneficiaries are placed in wage-employment	Over 100 persons with intellectual disabilities were placed in supported employment	China
		Beneficiaries have been supported to access employment through job placements, training courses, job fairs, and employment advice	China, Indonesia, Vietnam, and Ethiopia

	Persons with disabilities can access entrepreneurial opportunities and micro-financing	Over 250 persons with disabilities have been supported in accessing entrepreneurial opportunities and micro-financing through skills training and self-confidence promotion.	Ethiopia
	Strengthening of relationship with businesses	Partnership with Global Business and Disability Network and development of national counterparts. DET and other advocacy work has increased willingness of businesses to employ persons with disabilities	Global and all countries
Challenging stereotypes: the role of the media	Improved media capacity to report on the rights of persons with disabilities and portray their working capacities	Media training given by international expert to journalists and DPOs. Various guidelines, toolkits and pocket guides produced the global product and translated to local languages. Improved reporting (both qualitatively and quantitatively) on disability by media outlets	Global, Ethiopia, Indonesia, Vietnam and Zambia
		Media training for DPO and CDPF leaders. Launching of disability advocacy monthly publication	China
	Dissemination of media training	Local DPO/NGOs trained by the international media expert have given training to other journalists, DPOs and media groups	Ethiopia and Indonesia
Revising policies and legislation	Enabling environment for persons with disabilities improved through increased knowledge, inclusive laws and regulation, and improved capacity to implement disability policies.	The establishment of committees in the regions to implement the UNCRPD and the National Plan of Action. The requirement of government ministries to report to parliament yearly on what steps they have taken to mainstream disability into their activities.	Ethiopia
		The adoption of inclusive TVET regulations including commitments to train persons with disabilities and the adoption of inclusive curricula and/or teacher training modules focused on disability	Zambia and Vietnam
		The acceptance by local Disability Persons' Federation bodies to develop guidelines for providing supported employment to persons with intellectual disabilities.	China
		Provision of Disability Equality Training to government officials	All countries, supported by the global product

Beneficiaries

The ultimate beneficiaries of the PROPEL project are persons with disabilities living in the countries of implementation. To date the direct impact on the lives of persons with disabilities has been limited to a small number of beneficiaries in pilot initiatives. PROPEL has worked with implementing partners such as DPOs and NGOs to deliver pilot projects. These have supported persons with disabilities access wage employment, self-employment, and training opportunities. The profile of the beneficiaries varies between countries. For example PROPEL has mainly worked with persons with intellectual disabilities in China whereas in Zambia PROPEL has worked to improve access to TVET opportunities. In Ethiopia, Indonesia and Vietnam pilot projects have included supporting access to employment, through assertiveness and skills training, placement schemes and job fairs. Ethiopia has also worked on supporting access to entrepreneurial opportunities and the non-formal job sector.

Much of PROPEL's work has focused on attitude changes and through this supporting organizational, institutional and regulatory change. As such PROPEL's beneficiaries include a wide range of government officials, business leaders, journalists, trade union leaders, teachers, college administrators and micro-finance lenders.

A final group of beneficiaries are the NGOs and DPOs and their staff that the country projects work with to implement the program. Staff from PROPEL's partners have received training, capacity building, mentoring and salaries. This has supported the implementation of pilot projects.

Relevance

PROPEL was found to be relevant to the needs of tripartite constituents, partner organisations and persons with disabilities. The level of relevance varied by group from country to country. In general PROPEL addressed the needs of government through supporting the implementation of regulatory and policy change. In Ethiopia, China and Vietnam there was a particularly strong level of government support for the project. In Indonesia there was good support but the de-centralized structure of the government made it difficult to implement change throughout the country. In Zambia the Ministry of Education showed limited support but the PROPEL worked well to make itself relevant to TVETA, which is a branch of the Ministry of Education.

PROPEL was particularly praised for being flexible to the needs of partner DPO/NGOs. Rather than imposing a top-down strategy, ILO officers listened to the needs of partners and supported them designing PROPEL supported interventions that met their beneficiaries needs. The relevance to the business community was more mixed. Work is still being conducted to change attitudes in businesses towards persons with disabilities, and this work is more developed in certain countries than others.

PROPEL's relevance to women with disabilities and persons living with disabilities in rural areas is weaker because of a lack of mainstreaming of the concerns of these particular groups into the project design. PROPEL's gender approach has improved since the mid-term evaluation, with the global product in particular including a focus on women with disabilities in its publications. Ethiopia and Indonesia have worked with women's organizations to implement work but overall, the mainstreaming element is still limited, which impacts the project's overall relevance.

Effectiveness

Validity of intervention design and project effectiveness

PROPEL has largely been effective in meeting its objectives at the global level and in the main countries it works in. It has faced challenges in the countries where it does not have a permanent presence through a NPC. It has been effective in completing most of its activities, although the activities on training of national statistics officers remain outstanding and delays in the project's implementation in Vietnam mean a lot of planning activities are scheduled for the last few months of the project. The design of the project was mainly coherent and logical, as demonstrated by PROPEL's effectiveness in meeting its objectives and the extent to which it met the needs of the constituent partners, local organizations and persons with disabilities. ILO has done well to meld the complex needs of the implementing countries into a coherent project. However it will need to analyse moving forward whether, given the limited resources, there are too many different types of initiatives in the project and to concentrate on those that have the most impact. The splitting of the project into two, which is addressed in more detail under the effectiveness of project management sub-criterion also threatened the validity of the design.

The activities that have supported the most significant changes at the national level are those that worked on attitude changes. In particular this includes DET training and the media awareness training. The attitude changing work has supported activities that create tangible significant change for project stakeholders. These activities include work to support government and business regulatory and policy change. Activities that support the employment or self-wage earning of persons with disabilities have also created a significant change in the lives of persons with disabilities, albeit at a small scale compared to the disabled populations in the target countries.

PROPEL has also supported good development of cross-learning between countries and at the global level. The Quality Circle, facilitated by Trinity College, Dublin, has helped the country projects communicate with each other and reflect on their own activities in light of other countries' experiences. The global product has produced a number of tools that support the implementation of PROPEL's goals at the country level. Evaluation participants cited this as being very useful. PROPEL has been less effective in coordinating with other ILO projects at the country level. There seems to be potential for synergies with other projects, particularly those focused on gender, but this has not happened, except in Indonesia.

Effectiveness of management arrangements

PROPEL has faced some challenges but not substantial enough to threaten the implementation of the project. Challenges faced include a reduction in actual budget because of the weakness of the EURO, staff turn-over, and a lack of resources. PROPEL has dealt with these issues effectively. Budget was reallocated from areas of the project where there had been savings. Staff turn-over actually helped with this in part because of the savings in project budgets. The turn-over has created challenges in Indonesia and Vietnam in finishing the project but it appears the activities are scheduled to be completed, although there are some fears that this might affect the quality of the project in Vietnam. A lack of resources was the major, recurring criticism the evaluator heard from project stakeholders. To an extent

this has been mitigated through PROPEL finding or supporting a partner finding other resources to either share the costs of activities, or fund an expansion of activities through other projects.

Other challenges that PROPEL has not coped with so effectively are project short-termism and a remote project management. The project short-termism appears to have been a requirement of Irish Aid rather than a design choice of ILO. Partner organizations described this as a serious limitation on their long-term planning. It is advised that the requirement to split the project in two be removed from the next funding phase. PROPEL has also struggled to gain traction in the countries where it does not have a full-time presence. Project objectives have not been achieved in Botswana, Mongolia or Myanmar, and it is hard to see that the work that has been done will be sustainable.

The project has made improvements following the mid-term evaluation. Initiatives that supported direct impact to persons with disabilities such as employment placement and inclusive TVET were scaled up, although these do still remain at a small scale compared to the numbers of persons with disabilities in each country. PROPEL was successful in creating linkages with other funding opportunities through the United Nations Partnership on the Rights of Persons with Disabilities (UNPRPD), the Global Business Network on Disability (GBDN), and partnerships with other organizations. However ILO has not managed to link PROPEL to other ILO projects with the exception of Indonesia and Vietnam. Gender mainstreaming has improved in the second half of the project, but further improvements are still necessary. The project has not built the capacity of national statistics offices nor developed a real-time project management system.

PROPEL does not have a systematic project management system that gives global oversight of the project. This has not caused too many problems to the project, but it does have the potential to slow down the response to problems that occur. Individual countries have developed their own project management approaches but this is done as an initiative of the NPC or the country office and not integrated with the global products or other countries. It is also recommended that a more structured M&E plan be set up to help identify the impact of the project and what positive change it has made to beneficiaries lives. This would help project partners to also monitor change more effectively.

Efficiency

The project has been efficiently run with good value for money being extracted from the resources available. The limited budget available has meant that ILO and other partners have had to make budgets stretch as much as possible. PROPEL's implementing partners appear to have a good understanding of value for money and use the funds allocated effectively.

As noted above, most project activities in the global product and the five main implementing countries have been completed, or will be completed by the end of the project. The project has not been as efficient in the countries where there is remote management, and also has not completed the activities related to the training of national statistics offices. Additionally, although the activities in Vietnam are scheduled to be completed, conducting so many in the last few months is not the most efficient approach.

Evidence of Impact and Sustainability

The project's most significant short-term impacts are the attitude changes demonstrated by government, business, the media, trade union, DPO/NGOs and persons with disabilities. These have

been translated into more tangible impacts for a small number of persons with disabilities empowered to find work through pilot projects and in changes in government and business regulations and policies. Longer term impact is dependent upon sustainability and scale-up. There is enough evidence to suggest that some of the changes the project has made are sustainable already and others can be made sustainable if support is continued.

A series of good practices are emerging and could be replicated in future work. These include training DPOs and media groups to disseminate the media training further, continuing the DET training and expanding the pool of expertise, continuing to work with the Global Disability Business Network, sharing resources with other projects, using ILO's position to introduce skills and knowledge not currently found in the target countries, and restructuring TVET curricula and teaching training courses to be inclusive.

Recommendations

Recommendations	Addressed To	Priority and Timeframe	Resource Implications
<i>Funding Related</i>			
1. Reflect carefully on which areas of work have the highest priority moving forward on concentrate on deepening their work here. Expanding to new countries, completely new fields or continuing to work in countries where PROPEL cannot fund a NPC is not recommended.	Disability Inclusion Team, Gender, Equality and Inclusion Unit (GED) & PROPEL National Project Coordinators (NPCs)	High During the design of the next phase.	Would depend on the decisions made.
2. Strengthen partnerships with organizations and groups that can support PROPEL's goals. One of PROPEL's strengths is that ILO can provide added value through technical support, and thus the development of partnerships where ILO provide technical support through for example DET or media training should be attractive to potential partners.	NPCs	High Ongoing during the next phase of the project	Time of the NPCs
3. Include an output in the next project that focuses on assisting partner national DPOs and NGOs in developing projects and proposals that support the long-term sustainability of PROPEL activities, and linking them to potential donors. Formally supporting identifying funds in the next stage will help maintain ILO's relevance to the partners who have concerns about the lack of funding. It will also help ensure the goals of PROPEL are spread wider and are more sustainable. It is understood that there are concerns about whether this is within ILO's mandate. The work should focus on expanding the goals and objectives of PROPEL	Disability Inclusion Team (GED), NPCs and ILO Country Offices	Medium Ongoing during the next phase of the project	Time of the NPCs and technical support for Geneva

specifically to ensure it remains within the mandate.			
4. The connection with ILO's Global Business and Disability Network (GBDN) shows great potential. Working on the demand side of the employment market for persons with disabilities is a crucial need moving forward. Leveraging funds for project goals through the global and national networks is a key opportunity for PROPEL. This recommendation also fits into the project objectives section. There is enthusiasm among the PACs and the business community for developing the GBDNs at the national level. This should be taken forward in the next phase of the project (High)	Disability Inclusion Team (GED), NPCs and ILO Country Offices	High Ongoing during the next phase of the project	Time of the NPCs and technical support for Geneva
<i>Project Management</i>			
5. Develop a more structured project management system that supports NPCs planning and sets out monitoring and evaluation goals. Monitoring and evaluation should not be constrained by the results based management approach but should also focus on identifying the real impact and quality of the work. (High)	Disability Inclusion Team (GED), NPCs and ILO Country Offices	High Before and at the start of the next phase of the project	Time of GED staff and NPCs
6. Improve coordination between PROPEL and ILO's other projects at national and regional level, particularly with gender projects, where they exist. At a global level, the Gender Equality and Discrimination Unit (GED) should work to ensure that ILO includes disability as a cross-cutting issue in its projects and through its objectives. (Medium)	GED, NPCs and ILO Country Offices	Medium On-going as the opportunities develop	Human resources
7. ILO should ensure that its evaluations follow its own evaluation policy during the design phase. Stakeholders including the NPCs and the PACs need to be consulted when designing a TOR and give input into evaluation questions. (Medium)	GED, EVAL and Evaluation Managers	Medium Starting planning for evaluations earlier will support this recommendation	Time of relevant ILO staff
<i>Project Objectives</i>			
8. ILO should support more immediate impacts for persons with disabilities moving forward. Options for this include working with TVET agencies and colleges to develop a more inclusive TVET system and supporting initiatives focused on increasing the	Disability Inclusion Team (GED) and NPCs	High Before the start of the next project	Budget is required for scale-up. Ability to access more funds will

employment of persons with disabilities. Consideration to should be given to ensuring that these initiatives support persons with disabilities of all education levels access employment or vocational training. (High)			determine how much scale-up can be achieved
9. Work on attitudinal changes should focus on strengthening the capacity of national partners and facilitators to deliver training. If media training is to continue in the next phase of the project, it should focus on TOT for DPO/NGOs and media groups who can disseminate the training further, as well as follow-up work with individuals previously identified as trainers. ILO should also continue to expand the pool of DET facilitators in the target countries and offer follow-up support to those already trained. (Medium)	Disability Inclusion Team (GED), NPCs, and Implementing Partners	Medium During the next funding phase	NPC's time, consultant fees, financial support to partner organizations conducting the training
10. ILO should focus on finishing the work on building the capacities of national statistic offices. This is particularly important in Zambia and Ethiopia where the censuses in 2016 and 2017 offers a good opportunity to obtain accurate statistical information. If funding allows, partnering with national academics to strengthen the knowledge base on the situation of persons with disabilities is recommended. (High)	Disability Inclusion Team (GED) and Government Constituent Partners	High As soon as possible	Human and financial resources
<i>Inclusion</i>			
11. Conduct a methodologically sound needs assessment of women with disabilities to guide the next stage of the project and support the continued strengthening of gender mainstreaming within the project. (High)	Disability Inclusion Team (GED), NPCs and ILO Country Offices	High Before the next funding stage	NPC's time, consultants' fees
12. Consider the needs of persons with disabilities living in rural areas. ILO should assess if it has the means and capacity to support initiatives that address these needs through PROPEL, or whether it believes it will have the best overall impact if it concentrates on urban areas. (Medium)	Disability Inclusion Team (GED), NPCs and ILO Country Offices	High Before the next funding stage	Would require significant realignment of use of funds
<i>For Irish Aid</i>			
13. Allow ILO to fund partners for the full term of the project rather than splitting the next funding phase in two. (High)	Irish Aid	High	
14. State more clearly on website and in policy documents what Irish Aid's disability goals are. (Low)	Irish Aid	Low	

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List of Acronyms

CDPF:	Chinese Disabled Persons' Federation
CPO:	Country Programme Outcomes
DET:	Disability Equality Training
DPO:	Disability Persons Organizations
DWCP:	Decent Work Country Plans
GED:	Gender, Equality and Discrimination Unit
GBDN:	Global Business and Disability Unit
ECDD:	Ethiopian Center for Disability and Development
FGD:	Focus Group Discussions
ICC:	Implementing and Coordinating Committee
ILO:	International Labour Organization
MAMPU:	Empowering Indonesian Women for Poverty Reduction
MoLSA	Ministry of Labour and Social Affairs
M&E:	Monitoring and Evaluation
MSC:	Most Significant Change
NGO:	Non-governmental Organization
NPC:	National Project Coordinator
PAC:	Project Advisory Committee
PROPEL:	Promoting Rights and Opportunities for Persons with Disabilities in Employment through Legislation
P & B:	Programme and Budget
SWOT:	Strengths, Weakness, Opportunities, Threats
TOR:	Terms of Reference
TOT:	Training of Trainers
TVET:	Technical Vocational Education and Training
TVETA:	Technical Vocational Education and Training Agency
UNCRPD:	United Nations Convention on the Rights of Persons with Disabilities
UNDP:	United Nations Development Programme

UNPRDP: United Nations Partnerships on the Rights of Persons with Disabilities

USAID: United States Agency for International Development

Background and Project Description

Background

Estimates suggest that 15% of the world's population are persons with disabilities. Disabled people living in both developed and developing countries face considerable challenges in accessing rights, equality and opportunity. Over 20% of the world's poor are persons with disabilities and they often struggle to access employment, education, health care, and other key services. In developing countries in particular, poor infrastructure and limited public awareness and understanding of disability creates additional difficulties for persons with disabilities in reaching their full potential. Trapped in a cycle of low education and discrimination that limits employment opportunities, they have limited opportunities to overcome marginalization and poverty.

Women and girls with disabilities are already vulnerable to exclusion from education and employment because of unequal gender treatment and this is compounded by their disability. Estimates of the employment rates show that women with disabilities have considerably lower participation rates in employment than men.¹ Environmental and policy factors mean women are also particularly vulnerable to acquiring disability. The limited quality of maternal health care in many countries means that approximately 20 million women become disabled each year as a result of complications in child-birth.²

Irish Aid has supported ILO's work with disabilities since 2001. The ILO-Irish Aid Partnership Programme has worked in selected countries in East and South-East Asia and East and Southern Africa to promote decent work and a better life for people with disabilities and break out of the poverty and marginalization cycle. The current funding phase of the partnership runs from 2012-2015. The funding agreement with Irish Aid covers more than just disability, focusing also on child labour, forced labour, and women's entrepreneurship. Although there may be linkages between these issues and disability, the PROPEL project's focus is disability and the other issues are addressed through separate projects. The funds Irish Aid provide are 'lightly earmarked' to be used to address identified ILO P&B outcomes.

Project Description

The renewal of funding with Irish Aid was split into two phases. Phase 1 ran from 2012-13 and Phase 2 runs from 2014-15. Unlike previous funding phases, the agreement is not project based but outcome based. The project has a series of global objectives that are linked to ILO's overall P&B Outcomes. Each country has a series of objectives linked to their Country Program Outcomes and Decent Work Outcomes.

PROPEL has implemented a wide variety of activities working with various stakeholders. Work has included legislation reform, training of media on disability issues, reform of TVET, job placements, engaging DPOs, and working with universities. The particular foci of the individual countries are set out in the country level proposals.

Phase One Objectives:

The global development objective of the project was:

¹ *World Report on Disability*, World Health Organization and World Bank (2011)

² United Nations, UN-Enable, <http://www.un.org/disabilities/default.asp?id=219>

- Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination.

The global immediate objectives were:

- Improved capacity of governments and social partners to address discrimination against persons with disabilities and promote equality of opportunity in training and employment for men and women with disabilities
- Improved public understanding of the situation, rights, capacities and abilities of person with disabilities
- Improved employability of persons with disabilities through access to skills development programmes

Phase Two Objectives

The global development objective of the project is:

- Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination.

The global immediate objectives are:

- National data collection systems are strengthened to provide up to date sex-disaggregated data on the employment situation of persons with disabilities.
- Awareness-raising on disability rights issues becomes firmly established in ILO Community of Practice of Disability Equality Training facilitators and available to contribute to increasing understanding and capacity among constituents on the rights of persons with disabilities.
- Improved media capacity to report on the rights of persons with disabilities and portray their working capacities.
- Strengthened knowledge base on non-discrimination on the ground of disability and on disability inclusion in training and employment.
- Mongolia National Programme on Persons with Disabilities 2015-2020 developed with ILO support.
- Labour Legislation in Myanmar reviewed from a disability perspective and revisions recommended.

The global project was designed to contribute to two main P & B Outcomes:

- Outcome 2: Skills development increases the employability of workers, the competitiveness of enterprises and the inclusiveness of growth
- Outcome 17: Discrimination in employment and occupation is eliminated

The countries involved in the PROPEL project are China, Ethiopia, Indonesia, Vietnam and Zambia. Additionally, Azerbaijan was involved in the first phase of the four year project between 2011 and 2013, and Botswana piloted work in the second half between 2014 and 2015. Each country identified country programme outcomes that PROPEL would contribute to. These were linked to the global P&B outcomes.

Mongolia and Myanmar were included as development countries for the global product in the second phase of the project.

Purpose of the Evaluation

This report covers the findings of an external final evaluation of the ILO project “Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL)”. The project is latest in a series of Irish Aid funded projects addressing disability that have been implemented since 2001. The PROPEL project runs from 2012-2015. A mid-term evaluation was conducted in 2013.

The intended clients/users of this evaluation are Irish Aid as the donor, ILO’s tripartite constituents including members of the National Project Advisory Committees, and ILO as the implementer of the project, including project managers and staff. The evaluation had both a formative and summative element to it. The formative element comes from the fourth purpose of the evaluation as described in the TOR is:

- “provide organizational learning to design future action to support employment of persons with disabilities.”

The methodology and questions were designed to promote lesson learning. Recommendations are included in the executive summary and at the end of the report. Briefings on initial findings were held with the ILO Country Offices and relevant stakeholders at the end of the field visits to China and Ethiopia.

The first three purposes of the evaluation described in the TOR asked the evaluator to provide a summative judgement on various elements of the project. The stated purposes were:

- “assess the evidence on whether PROPEL was able to meet its planned objectives within ILO’s accountability framework for results-based management;
- identify the impact that has resulted from project activities for target beneficiaries as a result of country-level and global-component work;
- evaluate project improvement further to its mid-term evaluation;”

These three purposes required the evaluation to have a strong focus on accountability which will be provided to Irish Aid, the tripartite constituents and internally reciprocally to ILO country offices and ILO HQ. The use of the most-significant change methodology also gives the opportunity for an element of accountability towards the beneficiaries of the country projects. By involving them in the analysis of data, greater accountability is provided. The level of accountability to them will be significantly increased if ILO provides feedback on the evaluation and selection of MSC stories once the evaluation is completed.

Evaluation Criteria and Questions

The evaluation applied the OECD/DAC criteria of relevance, effectiveness, efficiency, and evidence of impact and sustainability. Gender was considered as a cross-cutting theme throughout the evaluation. The following questions guided the evaluation:

Evaluation Criteria	Key Evaluation Questions
Relevance and Strategic Fit	<p>1.1 Did PROPEL activities respond to the needs of ILO constituents, persons with disabilities and other key stakeholders?</p> <p>1.2 Were PROPEL’s concrete contributions to the results achieved in accordance with ILO Outcome-based work plans at country (CPOs) and global levels (Global Product)?</p> <p>1.3 How do PROPEL activities represent added value for Irish-Aid?</p> <p>1.4 Was the project compliant with ILO’s gender equality policy and national gender-related goals?</p>
Project Effectiveness and Validity of Design	<p>2.1 Has the project achieved its stated objectives?</p> <p>2.2 Which planned activities contributed to the most significant changes at country level?</p> <p>2.3 To what extent has the work within countries and at the global level developed a knowledge base and cross-learning?</p>
Effectiveness of Management Arrangements	<p>2.4 To what extent did PROPEL take on recommendations of the mid-term evaluation report for project improvement? Were these effective?</p> <p>2.5 Was PROPEL management effective in addressing arising problems and challenges to meet the project objectives? Did they affect the project outcomes?</p> <p>2.6 Were gender issues mainstreamed into the project management cycle including using available tools and guidelines, M&E systems and project communication?</p>
Efficiency	<p>3.1 Do the project stakeholders have a good perception of value for money?</p> <p>3.2 To what extent has PROPEL been able to complete its activities as planned?</p>
Evidence of Sustainability and Impact	<p>4.1 What were the most significant changes brought about by PROPEL at local, national and global levels?</p> <p>4.2 To what extent have training and capacity-building activities changed the attitudes of ILO constituents and other project stakeholders towards disability issues and developed their capacity to address disability inclusion?</p> <p>4.3 How did PROPEL initiatives contribute to or create enabling environments for medium/long-term change in labour market inclusion for persons with disabilities?</p> <p>4.4 What are emerging or good practices that could be usefully developed further or replicated?</p>

Methodology

The evaluation used a mixed methods approach incorporating both qualitative and quantitative data collection techniques. In this evaluation the nature of the PROPEL project and the limited baseline data available meant that there was a much stronger emphasis on qualitative data collection methods. Qualitative data collection techniques included semi-structured interviews with project beneficiaries, partners and stakeholders. To identify areas of change and impact, a most significant change approach was used. A more detailed explanation of this technique can be found at annex 2

ILO has a standardised set of criteria which are based on the five DAC/OECD of relevance, efficiency, effectiveness, sustainability and impact. ILO splits the effectiveness criterion into two parts; effectiveness of arrangements management, and validity of design and project effectiveness. Although it is not an absolute requirement these criteria are used, ILO's assessment report checklist (see annex 7) requires that if criteria are not used, or additional ones are added, the evaluation report should clearly justify why this approach was used. In this case, the evaluation has followed the six criteria laid out in the original TOR (see annex 7).

Data Collection

The evaluation used the following data collection techniques:

Desk Work

- Document review

An initial desk review of relevant documents, including project proposals and reports, the mid-term evaluation, and ILO's evaluation guidance was conducted at the start of the evaluation. This allowed the evaluator to gain an understanding of the design and implementation of the PROPEL project, and develop an inception report. The inception report presented the plan for the evaluation including the evaluation criteria and questions and the proposed methodology.

- Initial Briefings in Geneva

The evaluator visited Geneva after conducting a desk review of initial documents and skype briefings. The purpose of the visit was to meet with a variety of ILO staff connected to the project. A list of briefings is included in annex 5.

- Remote Skype Interviews

Remote skype interviews were carried out with three groups of stakeholders; PROPEL NPCs in Vietnam, Indonesia and Zambia, stakeholders in Vietnam, Indonesia and Zambia, the Regional Coordinator for Africa, and experts and consultants involved in PROPEL. A constraint of the evaluation was that time and budget only allowed for field visits to two countries. This constraint was mitigated to an extent by skype calls with the NPCs and the Regional Coordinator for Africa. The NPCs were also asked to arrange skype interviews with PROPEL partners. Calls with DPOs, business representatives, media groups and government officials were organized. Annex 5 contains a full list of meetings. Two calls were held with 3 DPO representatives (2 F & 1 M) in Vietnam. 1 call was held with a business representative (M) in Zambia and 2 calls were held with Indonesia; 1 with a media NGO representative (M) and one with 5

government representatives from Java (5 M). The Indonesian calls were carried out with a translator. The calls to Zambia and Vietnam were done directly with the stakeholders in English.

Skype calls were also held with international experts who'd supported the project through training or advice. One of the quality circle advisors (M) and the designers of the media training (M) and the DET facilitation (F) were interviewed over skype. The evaluator reached out to Irish Aid to identify who would be available for an interview. The initial response was delayed because of the leave of the recipient. An initial response from Irish Aid suggested a person to speak to, and the possibility of meeting Irish Aid representatives in Ethiopia, but a follow up request for contact details did not receive a reply.

Field Visits

The evaluation TOR asked for one visit to an African country and one to an Asian country. This requirement was sound as it gave the opportunity to identify if there were regional differences that affected the implementation of the project. The selection of China and Ethiopia was made after the initial desk review of project documents and discussions with ILO HQ staff. Selection criteria focused on countries where a broad range of beneficiaries and stakeholders could be visited. Consideration was particularly given to the opportunity to speak with ultimate beneficiaries as well as tripartite constituents to help support identifying the impact the intervention had had on organizations and individuals. China most closely met this criterion in Asia. In Africa the evaluator felt that Ethiopia and Zambia were equally suitable for a visit. Given that Zambia was visited during the mid-term evaluation and the departure of the PROPEL officer and return from maternity leave of the Regional Coordinator for Africa made the logistics of a visit to Zambia difficult, Ethiopia was selected for the field visit.

The evaluator coordinated with the NPCs to plan a schedule for the trip. The evaluation missions relied on the NPCs to identify potential partners and beneficiaries that could be interviewed. The NPCs were briefed during the planning stage of the requirements for the visit. The evaluator was able to meet with most key national level partners. Sampling of ultimate beneficiaries was convenience based dependent on availability and relied on local partners to organize. The PROPEL countries for the most part do not maintain a database of ultimate beneficiaries who benefit from the project. This is left to the partner organizations to do. It was not feasible to conduct random sampling of ultimate beneficiaries and selection was based on availability and the suggestion of partner organizations. There is a risk that the beneficiaries that the evaluator met were cherry-picked as the most successful or positive stories. However this risk is mitigated by the triangulating of data from different sources and the broad range of stakeholders met.

- **Semi-Structured Interviews**

Annex 5 lists the meetings/interviews made during the evaluation visits. In China the evaluator held 20 semi-structured interviews and meetings with 28 people (11 F & 17 M), one FGD discussion with 15 partners from NGOs and Government agencies (13 F & 2 M), and one project advisory committee meeting for 26 people (12 F & 14 M). The semi-structured interviews were with 8 persons with disabilities who were ultimate beneficiaries (2 F & 6 M), 11 NGO representatives (5 F & 6 M), 3 business representatives (2 F & 1 M), 2 university professors (1 F & 1M), 1 government representative (1 M), and 3 ILO staff (1 F & 2 M). One interview with 2 business representatives was conducted over the phone

because the participants were based in Shanghai, and it was not possible to include visiting Shanghai in the evaluation schedule.

In Ethiopia, the evaluator held 19 meetings/interviews with 34 people (14 F & 20 M), 1 FGD with 7 women with disabilities who have started enterprises, and 1 project advisory committee meeting for 13 participants (2 F & 11 M). Of the participants met during interviews/meetings, 10 representatives from PROPEL's direct implementing NGO partners (3 F & 7 M), 2 Trade Union Federation officers (2 M), 3 Ministry of Labour and Social Affairs Officers (3 M), 8 persons with disabilities who were ultimate beneficiaries (7 F & 1 M), 8 representatives from implementing partners of ECDD (3 F & 5 M), 1 outside expert who also acted as a translator in Addis Ababa (1 F), and 2 ILO staff (2 M).

- Focus Group Discussions

A focus group discussion (FGD) was held with NGO and Government representatives in Guangzhou, China which focused on the successes and challenges of introducing supported employment at the regional level. A FGD in Ethiopia was held with 7 women with disabilities who had received income generating training through PROPEL. The participants were a mix of women who had a business before the training and those that had set them up since. Stories of change were collected at both FGDs.

- Collection of Stories of Change

Stories of change were collected from a variety of stakeholders in China and Ethiopia, including persons with disabilities who received support through PROPEL, partner NGO and DPOs, business leaders, trade union leaders, and partner organizations of PROPEL's partners. The stories were collected after interviews and FGDs which probed the activities the individuals had been involved in, the changes it had made to them, their organization or their community and the challenges they had faced. The participants were then asked to narrate a story of change that identified the most significant change they had witnessed. A total of 13 stories were collected in China (8 from women and 5 from men-there was one joint story) and 24 in Ethiopia (16 female & 8 male)³. Participants were encouraged to consider both positive and negative stories. In the event, only 2 stories, both in China had strong negative aspects, which were both presented as a lesson learned by the participants. Certain other stories demonstrated that change had occurred but that more work was needed.

- Project Advisory Feedback Session and Group Analysis of Stories of Change

To ensure a participatory approach to analysing the data, meetings with the project advisory committees were held in China and Ethiopia. In Ethiopia this was the last event of the evaluation. In China, due to scheduling issues, the event was held on the fourth morning of the mission. Additional interviews were held afterwards.

The committees were provided with copies of the stories of change and split into 3-4 groups. They were given 30 minutes to read and discuss the stories and short-list 2 stories in China and 3 in Ethiopia which they felt best represented the change the project had brought about. Each group was asked to present their shortlist and explain why. Further discussion was held to clarify reasons for the selection. In both cases, one story was selected by all groups, so selected as the number one choice. For the second and

³ Because of time constraints, one of the MSC stories in Ethiopia was collected by the NPC. This allowed an extra beneficiary to give their story in one location where many had gathered to meet the evaluation team.

third choices, there was more diversity of selection. Negotiation was held within the groups to try to identify the most popular, and pair-wise voting used to make a final selection.

The five short-listed stories, along with the selections of the NPC in each country were presented to a selection committee in Geneva. The committee consisted of members of ILO's disability team (1 F & 4 M). The committee selected the two stories they felt best represented the PROPEL project. The committee's reasoning for the selections is included in annex 1. Discussion on the changes demonstrated in the stories and a review of the stories not short-listed by the PACs was also held.

Limitations and Potential Sources of Bias

The most serious limitation to the evaluation is it covers the five main PROPEL countries, plus brief observations on Botswana, Myanmar and Mongolia, but because of time and budget constraints, the evaluator was only able to visit Ethiopia and China. To try to mitigate this problem, the evaluator spoke with the NPCs in Vietnam, Indonesia and Zambia, and asked them to arrange phone interviews with key stakeholders. Time only allowed for a small number of phone conversations (2 in Vietnam and Indonesia, and 1 in Zambia). There is a risk the evaluation findings are biased towards China and Ethiopia, as the bulk of the data was collected there. The report tries to mitigate this by using data from the other countries, such as project reports and a questionnaire that was sent to the NPCs.

Even within the countries the evaluator visited, the time frame was short. PROPEL has a broad range of partners, and it was only possible to speak to a limited number of stakeholders. By arranging to speak to as broad range of stakeholders as possible, the evaluation limits the problems this causes, but the evaluation probably did not reach saturation point in information collected from the participants.

The evaluation also did not fully follow ILO policies in its design. ILO's policy guidelines for results-based evaluation states that primary stakeholders should be involved as early as possible in the design of an evaluation, and "Participation is one of the guiding principles of ILO's tripartite approach and one of its comparative strengths...the relevant stakeholders should be involved in defining the main focus and key questions that the evaluation should address."⁴ Discussions with the NPCs revealed that the TOR, and the evaluation questions contained in it, were not discussed with them, let alone any of the key stakeholders, such as the PACs. There is a risk that the lack of participation of the PACs will reduce the impact of the evaluation, particularly in the 3 countries the evaluator could not visit. ILO is strongly recommended to involve the PACs in designing future evaluations to ensure ownership of the process and acceptance of the results.

⁴ ILO. 2012. "ILO policy guidelines for results-based evaluation: Principles, rationale, planning and managing for evaluations. (p.26).

Findings, Conclusions and Recommendations

Relevance

Evaluation Question

1.1 Did PROPEL activities respond to the needs of ILO constituents, persons with disabilities and other key stakeholders?

The project addresses both supply-side challenges of ensuring suitably trained persons with disabilities and demand-side challenges of persuading businesses to recruit and have disability-friendly work places. PROPEL has been effective in responding to the needs of the government and DPOs in particular. In partnership with the GBDN, PROPEL has become relevant in addressing the key needs of businesses, although this is better developed in some countries than others. The project's relevance to trade unions varies from country to country. For example trade unions in Ethiopia see it as very important, and have changed their constitution as a result of the work PROPEL has done. Trade unions in Vietnam and Indonesia have been less involved, identifying other priorities they have. Although PROPEL made improvements during the second phase of the project, ILO risks PROPEL losing relevance to women with disabilities because of the lack of a strong gender component to the project. The focus on pilot projects in mainly urban areas, also means that PROPEL lacks relevance to persons with disabilities living in rural areas. The small scale nature of PROPEL's pilot projects, also means that only a small percentage of the disabled population have benefitted directly so far.

DPOs and National NGOs:

PROPEL has partnered with DPOs and disability focused NGOs in all of the five main countries. The evaluator spoke with representatives of DPOs and NGOs during the field visits to Ethiopia and China, and was able to speak to DPO/NGO representatives in Vietnam and Indonesia via skype. A constant recurring theme in interviews was praise from the DPO/NGOs about the flexibility that ILO has shown in sub-granting. A bottom-up approach has allowed DPO/NGOs to pursue interventions they identified as relevant to their members and beneficiaries rather than ILO imposing activities through a top-down approach. The personal relationship building of the NPCs supports this approach. Many evaluation participants identified a good relationship between them and the NPC. The direct involvement of the NPCs in training strengthens this relationship (i.e. the NPCs are DET facilitators and also help conduct other workshops.)

The organizations also highlighted the importance of awareness training and in particular the disability equality training (DET). Many DPO/NGOs highlighted that their own knowledge of disability and awareness of a

DPO Partners (China)

“ILO recognises that DPOs are the drivers of change. They have been very flexible in let us drive how PROPEL will meet our needs”

“The UN tends to be bureaucratic and there can be a big gap between officials and the grassroots. Our NPC has been very open, flexible and bridges the gap. He is available when we

rights based approach had improved because of PROPEL's work. The DET training was also identified by DPO/NGOs as having a key effect on changing the attitudes of the stakeholders they work with including government officials, the media, businesses, TVET colleges, and persons with disabilities themselves. The attitude changes do not in themselves create change, but create the environment in which DPO/NGOs can implement both the programs PROPEL directly funds and other related work funded through different donors. There was strong consensus this work met a key need that had gone unaddressed before PROPEL.

PROPEL has had success meeting needs across a wide spectrum of sectors. This success brings a risk of PROPEL's relevance to DPOs being reduced in future because it stretches itself too thin. A repeated concern from partners in Ethiopia was the level of funding, with some partners believing ILO expects too much from the level of funding it offers. One DPO/NGO representative mentioned to the evaluator that the limited funding raises doubts in his organization's mind about how serious the ILO was in continuing this work. The level of funding was raised in phone conversations with partners in Vietnam, Indonesia, and Zambia. The concern was less present in China, which is perhaps a reflection of how successful ILO has been in finding partners who are able to fund project activities. All NPCs provided examples of initiatives they would have liked to have undertaken but did not have the funds to do so. This concern was expressed by many stakeholders, not just DPO/NGOs, but the NGOs/DPOs probably feel this most keenly due to their limited access to funding.

Government

PROPEL's focus on regulatory change means government is a crucial partner for the project. The commitment of certain government ministries has been impressive. ILO's reputation places it in a strong position to gain access to government officials. PROPEL has done well to leverage this access into meaningful engagement and regulatory change. Evidence government partners believe PROPEL responds to their needs can be seen by the commitment of fairly influential decision makers in key ministries to support and attend the PAC meetings. This was evident in both China and Ethiopia. Phone calls with government officials in Indonesia suggested a similar level of commitment. It appears the commitment in Zambia is lower. In Zambia the Ministry of Education usually sends different people each time to project support committee meetings, and attendees are often not key decision makers, nor particularly aware of project activities. The recent release of the draft national employment policy in Zambia did not include any of ILO's recommendations on disability inclusion. Although this is not yet the final version and there is a small possibility ILO will still be able to influence the final policy, it does demonstrate the problems faced in Zambia. ILO has done well in Zambia to focus on building a strong relationship with the government run TVETA, where there is a recognised need for support. This allows the project to address relevant needs, even if high-level support is not what was hoped for.

Governments globally are comprised of sub-units competing for resources and influence, and the countries PROPEL works in are no exception. PROPEL has built good partnerships with departments and ministries responsible for disability issues, but the level of influence these ministries have varies nationally. Evidence of success can be seen through regulatory changes and their implementation throughout the country. This will be addressed in this report in the section on evidence of sustainability and impact. The extent to which this success has been disseminated into the actions of other ministries and provincial government varies from country to country. The filtering down of the work to regional governments remains a work in progress. NPCs highlighted both successes and challenges in their

countries. For example Indonesia has worked well with the Ministry of Manpower in East Java, but also suggested expanding PROPEL's work to the provinces was a big challenge because of the decentralized structure of Indonesia's governance system.

Employers' Federations and Businesses

Work on the demand side of employment is less well developed than the work on the supply-side. PROPEL has worked directly with DPOs/NGOs on pilot projects that support the training of persons with disabilities and preparation for work. Much of the work on the demand side has come more through regulatory changes that PROPEL has supported. However, there have been noticeable developments in working with businesses recently. The development of the GBDN and the close coordination between this network and the PROPEL team has been a key driver of this. The example of the GBDN has been taken forward at a national level at the request of businesses. China in particular has taken a lead on this but Ethiopia and Zambia are also beginning to build a national network.

Discussions with business leaders in China and Ethiopia also revealed that the work on the supply side is relevant to businesses. One business representative relayed how it was difficult to find suitably trained persons with disabilities, making it difficult to achieve internal hiring goals. Another suggested that many persons with disabilities lacked the confidence or motivation to find work. This occurred because of the in-built societal attitudes to disability that persons with disabilities have lived with for many years, leading them to question their competencies and in some cases believing that they would be better off remaining on benefits. The work of PROPEL supported DPOs/NGOs in training persons with disabilities in job related skills, assertiveness and self-confidence, as well as changing attitudes through DET and other trainings, therefore supports the needs of businesses.

As the regulatory environment changes, businesses find PROPEL's work more relevant as well. Many of the countries that PROPEL works in have regulatory requirements for businesses to hire a certain number of persons with disabilities. These requirements have not always been enforced in the past but it does seem there is a greater willingness to enforce these rules. It is therefore in the best interests of businesses to recruit persons with disabilities. PROPEL's work is relevant because it helps businesses recognize the benefits of recruiting persons with disabilities and how this can support their profit making work, rather than just a necessary chore. The DET has been relevant by changing attitudes and awareness of business leaders.

The relevance of the project to ILO's constituent partners, the employers' federations, is similar to the business community as a whole. The involvement of the employers' federations varies from country to country. China has worked with the Chinese Enterprise Federation on anti-discrimination activities. The close work between PROPEL and the GBDN has increased the relevance of the project to employers' federations. For example the development of the national business disability networks in Zambia and Ethiopia has had the support of the Zambian Federation of Employers and the Ethiopian Employer's Federation. The networks are in their initial stages but the positive support they have received hints at the relevance of ILO's disability goals for the future.

Trade Unions

The project's relevance to trade unions varies from country to country. The goals of PROPEL meet the underlying needs that persons with disabilities have in regards to organized support but the enthusiasm from trade unions is not always present. Ethiopia provides a strong example of the needs of trade unions being met. A trade union federation representative highlighted how before the project the federation did not understand the needs of persons with disabilities and often shared similar negative stereotypes about disability that society at large had. The work with the PROPEL project had contributed to a radical change in approach, with noticeable impacts such as changing their constitution and their guidebook on collective bargaining. The most significant change story demonstrates the relevance of PROPEL to the trade unions.

Most Significant Change Story-Trade Union Federation-Ethiopia

Before the PROPEL project members of our Executive Committee, Council members, workers representatives had on average a similar attitude towards disability that society at large had. Persons with disabilities were often view with negative stereotypes like being beggars or unable to work. Since we have worked with PROPEL and under gone training there has been a marked change in attitudes. The change in attitudes is the biggest change we have witnessed that has led to more concrete changes. We have included the rights of persons with disabilities in our constitution, have included guidance on disability in our collective bargaining handbook, and disseminated UN conventions that focus on disability to our members. We have also done training in regional levels. Specifically the change has led to persons with disabilities starting to participate in the employment procedures and worker representatives being able to defend the rights of persons with disabilities. We have also started to witness initial changes in businesses attitudes to accessibility and the employment of persons with disability. To make this fully sustainable we need to cascade this down to the regional level. For this effect, CETU's capacity should be built in terms of human resources, financial and other institutional arrangements.

The example of Zambia shows a country where the project should be relevant to the needs of trade unions but limited resources constrained the project from fully meeting these needs. PROPEL in Zambia sensitized trade unions on how to include the needs of persons with disabilities in their collective bargaining approaches. However a lack of funds meant a plan to follow-up this work with training of trainers could not be completed. As such the trade union congress has not been able to disseminate their training beyond the executive board. The sustainability and thus relevance of PROPEL to the trade union movement in Zambia are thus threatened. This example highlights a broader problem that exists in PROPEL. PROPEL is very good at laying the foundation for change. Attitudinal changes drive a desire for change but the limited funding levels only allow so much work to be done. There is a risk that the relevance of PROPEL will be harmed in the future if it cannot ensure follow-up and scale-up of its work.

The work of PROPEL has not been as relevant to trade unions in other countries. The structural design of the trade union movement in China means it is very hard to distinguish from the government, and its strength and effectiveness is limited. Vietnam and Indonesia did not include targets for trade unions in their log-frames. One of ILO's staff in Geneva pointed out this stems not so much from a lack of interest from the trade unions, but a feeling among the trade unions that there are more important things to work on: "With workers, some are interested, and are very supportive of the initiatives, but many feel that there are more important issues to work on."

Persons with Disabilities

The ultimate goal of PROPEL is to support the creation of an environment where persons with disabilities can realise their full potential through accessing the formal and informal job market. As such identifying how relevant the PROPEL is to persons with disabilities is important. One of the challenges of addressing the needs of persons with disabilities is identifying what those needs are. Needs assessments prior to the design of both phases of the project seem to have been fairly ad hoc. None of the countries conducted a systematic needs assessment. However based on interviews with various DPO representatives it is possible to conclude that consultation with DPOs was broadly conducted, although there is a lack of documentation to prove this. The evaluator identified this through questioning DPO representatives rather than reviewing project documentation. As representatives of persons with disabilities, the consultation of DPOs, and their satisfaction with the project, is an important indicator that PROPEL is relevant to identified needs. This can also be deduced from the responses of the ultimate beneficiaries the evaluator spoke with. Beneficiaries highlighted that the activities they have been involved in met their needs in terms of building self-confidence and job-related aptitudes, and helping them access the job markets. The impact of the project varied but most beneficiaries highlighted an increase in self-confidence and awareness of their competencies and potential in the job market. Fair access to dignified work was a key requirement for the persons with disabilities who participated in the project, regardless of their disability or gender. For those that it has reached, PROPEL appears to have provided this.

PROPEL in China in particular is also to be commended for addressing the needs of one of the marginalized groups of disabled persons, those with intellectual disabilities. All persons with disabilities face societal attitudinal discrimination but this is probably highest for persons with intellectual disabilities. PROPEL China responding to high profile cases of discrimination and abuse of persons with intellectual disabilities and worked to introduce better supported employment in China. The acceptance of this need by the Chinese Disabled Persons Federation (CDPF), several service providers, and some employers is a success of the project, and demonstrates the potential for PROPEL to be relevant to those members of society with the most challenging needs.

The lack of reliable data on the situation of persons with disabilities in the target countries poses a threat to PROPEL's relevance. Although PROPEL has been successful in consulting with DPOs, they are reliant on the DPOs having a good knowledge of the needs of persons with disabilities. The one main output that PROPEL has failed to deliver is the strengthening of statistical offices' capacities to identify data on disability in the target offices. This is a clear gap, as stronger data would allow for a closer identification of needs that exist. This particularly would support the identification of the needs of different groups of beneficiaries, including women and rural communities.

As an example, Ethiopia last census identified under 2% of the population were people with disabilities. It is not transparent how this figure was identified but it is clear that the census bureau did not use international accepted measurement tools. It is extremely likely that this figure is simply wrong and underestimates the population with disabilities considerably. The Ethiopian Government has expressed an interest in addressing this problem in its 2017 census. An individual from the statistics office has been identified to be trained and has received initial training. It is important that PROPEL supports this activity where it can. The training of statistical offices has been delayed and this creates a real possibility that PROPEL and its partners are potentially missing some key needs in the target countries. This is obviously just speculation but without more detailed figures it is impossible to fully assess this. It would be advisable for PROPEL to strengthen its engagement with national statistics offices and also to investigate partnerships with academics interested in research in this area.

The issue of gender will be dealt with more thoroughly in question 1.4. However one of the findings of the evaluation is that PROPEL risks losing its relevance to more marginalized groups of persons with disabilities, in particular women and people living in rural areas with disabilities.

It is also the case that needs far out-strip the resources of PROPEL and their partners. PROPEL has focused on delivering pilot projects that highlight the potential benefits of empowering persons with disabilities to find work. The numbers of persons with disabilities that have actually been supported to gain skills and find employment directly by PROPEL is quite small. A key success of PROPEL, that is probably understated in project reports and the monitoring system, is identification of other funds, either to directly support PROPEL's work or to help PROPEL's DPO/NGO partners to use the skills and methods piloted by PROPEL on a larger scale.

Evaluation Question

1.2 What were PROPEL's concrete contributions to the results achieved in accordance with ILO outcome-based work plans at country (CPOs) and global levels (Global Product)?

Project proposals argue that PROPEL's makes a concrete contribution to two global level P&B outcomes and 8 DCWP CPOs in the five main implementation countries. The two global level outcomes are P&B 2; "Skills development increases the employability of workers, the competitiveness of enterprises and the inclusiveness of growth" and P&B 17; "Discrimination in employment and occupation is eliminated". Within P&B 2 the project works to achieve indicator 2.2: "Number of member States that, with ILO support, make relevant training more readily accessible to people with disabilities" and in P&B 17 to achieve indicator 17.1: "Number of member States in which constituents, with ILO support, implement specific laws, policies, programmes or actions, leading to improved application of Conventions, principles and rights on non-discrimination".

PROPEL's country-level activities link to the P&B outcomes through CPOs. The following CPOs are linked to the two P&B outcomes

Country	CPO Number	CPO Description	P&B Indicator
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P&B Outcome 2

China	CHN 252	Skills development increases employability of workers	2.3. Number of Member States that, with ILO support, make relevant training more readily accessible to people with disabilities.
Ethiopia	ETH 130	Promoting rights and addressing decent employment opportunities for persons with disabilities	2.3. (see above)
Indonesia	IDN 128	Improved policies and programmes to better equip young women and men entering the world of work	2.5. Number of Member States that, with ILO support, develop and implement policies and programmes to promote productive employment and decent work for young women and men
Vietnam	VNM 126	Improved employability, especially of young people and women through quality vocational and entrepreneurship training	2.1. Number of Member States that, with ILO support, integrate skills development into sector or national development strategies
Zambia	ZMB 129	Enhanced employment and self-employment opportunities for people with disabilities through access to skills development	2.3. (see above)

P&B Outcome 17

China	CHN 903	Enhanced commitments for non-discrimination through equal employment opportunities policies and practices	17.1. Number of member States in which constituents, with ILO support, implement specific laws, policies, programmes or actions, leading to improved application of Conventions, principles and rights on non-discrimination.
Indonesia	IDN 105	Barriers to employment and decent work are addressed, particularly gender gaps and for persons with disabilities	17.1. (see above)

Each of the five main countries have reported they are on track to meet measurement criteria for the P&B indicators. Each P&B indicator has measurement criteria which the country office must meet in order for the work to be counted as reportable. In most cases two out of four or five criteria must be met for the result to count as reportable (the exception being 2.1 which only requires 1 out of 4 measurement criteria to be achieved). The indicator chosen for each CPO appears to be a bit arbitrarily chosen. For example it's not fully clear why Indonesia uses indicator 2.5, Vietnam 2.1 and the other countries 2.3, except for the fact that the system does not allow them to choose more than one. Indonesia reported that they used 2.5 because of the emphasis within the DWCP on youth employment. The option to create a CPO just for PROPEL was not given, in fact the Indonesia Country Office has been asked by the Program Unit to reduce the number of CPOs. There is competition to have CPOs related to specific projects. This is not to say that PROPEL is not relevant to youth employment, in many ways it is. However the requirement to fit PROPEL arbitrarily into existing CPOs, rather than linking them to more than one, seems to limit a recognition of the full reach of PROPEL. There were suggestions from IO staff that ILO's RBM reporting system is a constraint on the project, as it required country offices to report within these indicators. There is a risk therefore within the results based management system that a lot of the impact of the work will be missed. Meeting the criteria also does not demonstrate the quality or impact of the project. As an example one of the criteria for 2.3 is "Beneficiaries are placed in wage- or self-employment on completion of skills training, as reflected through post-training support provided with ILO advice and/or technical assistance." Placing two beneficiaries in employment would mean this criterion had been achieved, but presumably is not what Irish Aid is looking for in terms of impact of its investment. An organization the size of ILO does need a system to consolidate its work into presentable outcomes at a global level. From an individual project point of view, there also needs to be a system to compliment the global approach, so PROPEL can utilized the benefits of the P&B reporting structure but also compensate for its weaknesses. PROPEL's system to identify impact is not systematic. There has been a lot of work done on following up on activities, particularly in the media component of the work, but there is not an over-arching global M&E plan that is followed by the country offices beyond reporting on DWCP and P&B indicators.

Overall though PROPEL has achieved the targets laid out in the CPO and P&B plans in the five main countries that it works in.

Evaluation Question

1.3 How do PROPEL activities represent added value for Irish-Aid?

There is limited reference to Irish Aid's disability goals in publically available literature. . The evaluator was not able to speak to an Irish Aid representative during the evaluation. Ireland's 2013 Policy for International Development, "One World, One Future" briefly identifies that Irish Aid will devote more resources to disability and gender equality to support a reinvigorated approach to human rights. The 2014 annual report only make fleetingly references to disability that focus on country-specific outputs and outcomes rather than strategic goals. In addition to the reference to disability within a focus on human rights, Irish Aid's vision includes a statement on equality:

“advancing equal opportunities and equality, with no discrimination of any kind, and addressing inequalities in a systematic way.”

Disability is not one of the ten priority areas listed by Irish Aid on their website. However PROPEL’s work is contributing to the goal of sustainable and equitable economic growth that includes a focus on inclusive growth targeted at empowering the most marginalized and excluded sections of society.

Ireland is also a signatory to various international conventions that include a focus on disability, these include the Convention of the Rights of Persons with Disabilities (UNCRPD), ILO Conventions including C111 and C159, as well as UN conventions that include disability goals including such as the Convention on the Rights of the Child.

It is therefore possible to identify goals that the added value to Irish Aid comes from promoting meaningful access to work for persons with disabilities through a rights based approach that supports equal opportunity and fights discrimination. In this respect, PROPEL’s activities do represent added value for Irish Aid. On a fairly small budget, the PROPEL project has helped solidify gains related to previous Irish Aid projects and the ratification of the UNCRPD. Work on regulatory change, attitude changes and, at a smaller scale helping persons with disabilities access the job market, all support Irish Aid’s goals and give added value.

A clear demonstration of added value for Irish Aid comes from the level of PROPEL inspired initiatives funded elsewhere. This includes both activities directly connected to PROPEL that are jointly or fully funded by partners or other donors, and projects and activities that scale up the work of PROPEL. Essentially Irish Aid is getting its name attached to considerably more than it pays for. A particularly good example of this is leveraging of funds through the UNPRPD. 4 out of the 5 main PROPEL countries have managed to obtain funds for projects that extend PROPEL’s reach. There are 20 projects worldwide under the UNPRPD, so ILO’s target countries under PROPEL are involved in 20% of these projects. ILO plays a leading role in some of these projects, particularly China and Ethiopia. This success and leadership helps strengthen ILO’s position as a leader on disability within the UN system, and increases the impact of Irish Aid’s investment.

At a country level, other examples come from Ethiopia, where PROPEL has supported its implementing partner ECDD to leverage funds from USAID. The effect of this is that ECDD is able to use the pilot work done with PROPEL and expand it to other regions of the country. In China, PROPEL has worked well with the GBDN to raise awareness with employers about the importance of inclusive employment policies. Another example is the workshop implemented by One Plus One for youth leaders with disabilities which was the evaluator was able to observe the last day of, was jointly funded by Handicap International, thus making Irish Aid’s contribute go further.

ILO has also made several contributions to PROPEL that were not funded by Irish Aid. Several of the GED Disability Inclusion Team based in Geneva contributed to the project but did not have salaries funded by Irish Aid. The media guide produced by the global product was funded by a different ILO budget.

Overall the value added to Irish Aid is strong. The work PROPEL does supports is goals of equal opportunity and fighting discrimination. As a result of the efficiency of the project being strong, and the success ILO has had in finding other funds to support the project, Irish Aid has received a good return on its investment.

Evaluation Question

1.4 Was the project compliant with ILO's gender equality policy and national gender-related goals?

ILO has the goal of promoting equal opportunities for women and men to obtain decent work. ILO has a two pronged approach to gender mainstreaming that forms the basis of its gender equality policy:

“First, all policies, programmes and activities must aim to systematically and formally address the specific and often different concerns of both women and men, including women’s practical and strategic gender needs. Second, targeted interventions – based on analysis that takes into account these concerns and needs – aim to enable women and men to participate in, and benefit equally from, development efforts.”⁵

The mid-term evaluation identified problems in gender mainstreaming in the project. Comments by one of ILO’s gender specialists in Geneva were more critical than the evaluation report. This expert described the first phase of the project as gender-blind. There does seem to have been some improvement in PROPEL’s gender approach. All the country specific proposals addressed gender mainstreaming. The materials developed with the support of the global product also respond to gender concerns. For example the pocket media guides include a section on the specific challenges that women with disabilities face. However there is still considerable work to be done to achieve gender mainstreaming. There were times during the evaluation where it seemed that PROPEL’s partners, and PROPEL itself treats the challenges of persons with disabilities as being one single block. By doing so the project fails to account for the multiple vulnerabilities of persons with disabilities, most notably women and those that live in rural areas.

There was a belief from PROPEL’s officers that the integration of the disability unit into the GED would help PROPEL’s gender mainstreaming in future. At the time of the design of second phase of the project, disability was under the skills department. Although PROPEL did receive some support from gender experts during the design of the second phase of PROPEL, the lack of an integrated approach to gender and disability probably did not help. All the PROPEL officers have been invited to the Gender Learning Forum in Switzerland in October. This is an important development that should support a better mainstreaming approach in the development of the next phase of the project.

There are fundamental problems concerning gender equality within the societies of the countries PROPEL works in. China achieves the best position in UNDP’s gender equality index, with a score of 0.202 and a position of 37. The scores and positions for the other countries are Vietnam; 0.322 and 58, Indonesia; 0.500 and 103, Ethiopia; 0.547 and 121, and Zambia; 0.617 and 135⁶. The situation for women with disabilities is even less equal than that of their non-disabled counterparts. Multiple vulnerabilities contribute to a multiplier effect in the discrimination they face. This is true even in China, the least unequal country of PROPEL’s main target countries. Research shows that of the general population, 46% of the total jobs are taken by woman and 54% by men. Within the disabled population,

⁵ ILO. (2014). *Integrating gender equality in monitoring and evaluation of projects. Guidance Note 4*, p.4

⁶ UNDP, Gender Inequality Index (2013), retrieved August 16, 2015 from <http://hdr.undp.org/en/content/table-4-gender-inequality-index>

this drops to 33% for women and 67% for men⁷. Research from the Chinese Disabled Persons Federation (CDPF) also found that of all the training opportunities available for persons with disabilities, only 14% are taken up by women⁸.

The approach to gender does vary from country to country. Ethiopia for example demonstrated a stronger gender approach than China. Ethiopia has partnered with women's organizations that ensure a particular focus on addressing the challenges that women with disabilities face. There are still problems in Ethiopia though with gender mainstreaming, and PROPEL needs to continue to identify ways to address this. In China the PAC identified during the SWOT analysis that the gender approach was weak. The PAC in Ethiopia did not pick up on this; although it was unfortunate that two very active women with disabilities who head DPOs were not able to attend the meeting because of previous commitments. Even with these two women, the PAC in Ethiopia has a heavy male bias and female representation is well below the 33% that researchers suggest is necessary to ensure gender female voice is heard.

Indonesia did not include a specific activity that focuses on women with disabilities or mainstreaming gender, but the partnership they have built with ILO's MAMPU (Empowering Indonesian Women for Poverty Reduction) project has supported work that focuses on women who work in domestic labour, and supports the inclusion of disability in this work. PROPEL in Indonesia has also engaged with the Association of Women with Disabilities Indonesia, to work on the mainstreaming of disability.

Every NPC was sent a copy of the 2014-15 log-frame for their country and a questionnaire (see annex 4), and asked to fill in details of the project to date and respond to questions. Not all of the responses automatically included disaggregated data. One of the questions asked: "How has your project taken the needs of people with multiple vulnerabilities into account?" The question was left deliberately vague to see whether women with disabilities were recognized as having multiple vulnerabilities. A majority, but not all of the NPCs focused on women in their response. Another indicator that gender considerations are not yet automatically embedded into the thinking of all the NPCs was a response from one respondent in an interview who told the evaluator, 'there isn't really a gap between men and women in....(the country)'. This was directly contradicted by an interview with a DPO member who volunteered that while differences in the urban areas were not too big, women with disabilities in rural areas faced considerable additional discrimination to that faced by men with disabilities. The statement of the NPC is also not borne out by previously highlighted UNDP rankings. The evidence suggests that PROPEL has responded somewhat to the mid-term evaluation recommendations by giving better consideration to gender. However this needs to be institutionalized more and greater support given to the NPCs.

PROPEL's team have built a strong expertise in disability but they, as they openly acknowledge, are not necessarily gender experts. It is therefore important that the PROPEL NPCs in particular receive strong technical support from gender specialists within ILO. Currently there does not seem to be close collaboration between gender specialists and the PROPEL officers at the country level. China has a gender specialist but the specialist, the Country Director and the PROPEL National Project Coordinator all admitted that more collaboration could be undertaken. The Ethiopia and Zambia Country Offices do not have a gender specialist or focal point, and the project must rely on South Africa for technical back-

⁷ Bohong, L., Li, G., Yuan, X., Yun., & Rui, H. (2013). A research on the development dilemma, interests and countermeasures for Chinese women with disabilities. *Research for the Disabled Person* (2, 2013).

⁸ This statistic was relayed to the evaluator by the PROPEL National Project Coordinator. The research, which is in Chinese, was not independently verified by the evaluator.

stopping. ILO has the technical expertise on gender to ensure that its disability focused work complies with ILO's gender policy. Therefore, greater support is needed, and country offices, where gender projects exist, should integrate their gender and disability work more.

It is recommended that ILO include a specific gender mainstreaming related outcome in the next phase of the project. It is also recommended that ILO begin the process before the end of PROPEL to conduct properly researched and documented needs assessments that identify the power differences that exist in the societies they work in. These assessments should also consider how the needs vary in different areas of the country, including potentially the differences for women living in urban and rural areas. This should be begun before the end of PROPEL to ensure that the needs identified are included in the design of the next phase of the project.

Effectiveness

Validity of Intervention Design and Project Effectiveness

Evaluation Question

2.1 Has the project achieved its stated objectives?

PROPEL is split into two, two year-long projects. Each project has a global proposal with different immediate objectives, and each country has a proposal for each stage, also with different objectives. However the overall development objective of PROPEL remained the same in both stages:

“Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination”

The most recent progress report to Irish Aid breaks down the work into four key areas, which is a useful means of analysing PROPEL's success in meeting its objectives:

1. Promoting skills through disability inclusive vocational training
2. Supporting employment of persons with disabilities in the private sector
3. Challenging stereotypes: the role of the media
4. Revising policies and legislation

These are identified as working to meet three main objectives in the theory of change diagram that has been developed:

1. Enabling attitudinal and legislative environment
2. Increased employability of disabled people
3. Disability-confident and inclusive employers

The three objectives all work to create the main intended long-term impact of the project which is:

“Decent work for persons with disabilities”

The evaluation did look at the immediate objectives stated in the global and country level proposals, but for the sake of parsimony these are not addressed individually here. The findings are used to answer whether PROPEL met the objectives stated above. Annex 3 contains more detail of the immediate objectives contained in the log-frame. The timeframe of the evaluations did not allow for an evaluability assessment of each country's individual project. An overall review of the evaluability of PROPEL suggested that the project was most evaluable but can improve. PROPEL's weakest scores were on baselines; the existence of which is very limited. As noted elsewhere in the report, there is not a systematic monitoring and evaluation system globally for PROPEL. Instead each country implements their own system. Focus seems to be more on reporting on the P&B output indicators, and on activities to PACs rather than addressing the measurement of impact and quality. It should be noted that the evaluator had not used ILO's evaluability template before. The ranking of each criterion maybe not be in-line with how other evaluators would rank them.

It is also important to state that PROPEL is not a stand-alone project. It is an arc of continuing work of ILO supported by Irish Aid since 2001. The different phases of the project had different objectives but it is hard to separate one phase from the other. Most of the successes of PROPEL could not have taken place without the ground-work laid by previous Irish Aid projects, and more globally the struggle for the ratification and acceptance of the UNCRPD in the target countries.

Question 3.2 looks at the planned activities within the stated objectives of the 2014-15 proposal. In this section, the report will reflect on the four key areas laid out above and how they relate to the three objectives within the theory of change.

1. Promoting skills through disability inclusive vocation training.

PROPEL has met this achievement in Zambia and to a large extent in China. Zambia in particular has shown promise in adapting the formal TVET system to be more inclusive. This is demonstrated in particular by the work done with the five pilot colleges and the acceptance of a disability module in the teaching training course. In China, PROPEL has worked with special education vocational training schools to accept a curriculum for students with intellectual disabilities in their colleges. This is not the inclusion of disability into mainstream schools but instead is the promoting of opportunities for persons with intellectual disabilities to gain employment related skills. In Ethiopia, PROPEL has laid a foundation for including students with disabilities into TVET schools through giving DET training to TVET administrators. This work needs follow up to achieve the goal above. Examples were given to the evaluator of TVET schools setting targets for including persons with disabilities, but work to design an inclusive curriculum, support physical accessibility and train teachers is needed to ensure the attitude changes have meaningful impact on the lives of persons with disabilities.

Vietnam has achieved a similar status to Ethiopia, although through a different approach. PROPEL supported regulatory change that requires TVET colleges to be more accessible. The government has set an ambitious target for inclusion which if implemented will see a large number of students with disabilities gain vocational skills.

PROPEL has also done considerable work on supporting the training of persons with disabilities in the informal sector. Examples shown to the evaluator on the field visits included delivering basic business training to women with disabilities and assertiveness training to university students with disabilities in Ethiopia and a strong focus on job skills development with the support of job coaches for persons with

intellectual disabilities in Ethiopia. It is recommended ILO identify how to include this element of the work in their theory of change as the activities support the employability of persons with disabilities. It is particularly important if PROPEL intends to focus on TVET in the next phase for ILO consider how to include individuals who may not meet the educational requirements to enter TVET.

2. Supporting employment of persons with disabilities in the private sector

PROPEL has not done as much work on the demand-side of their theory of change as the supply side. That said, there has been progress on working with businesses with the help of the GBDN and preparing persons with disabilities to be ready to work in the private sector. China in particular has worked on encouraging businesses to join the network and make their businesses more disability friendly. Work in other countries is at an earlier stage. A promising development is that the GBDN is being replicated on a national level. The actual development of inclusive business and the recruitment of persons with disabilities is more case-by-case at the moment. For example a DPO and the NPC in Ethiopia shared how through a person-person contact they met a large business leader and convinced him of the importance of recruiting persons with disabilities. He has since recruited 17 persons with disabilities in his firm, and will be used as a positive example to other businesses. So progress is being made to achieve disability-confident and inclusive employers; however the process isn't systematic yet.

This key area also focuses on the supply-side, through supporting persons with disabilities to get jobs. This is closely linked to the informal training discussed in the previous section. PROPEL here has achieved the objective of working to support persons with disabilities find jobs through close support and self-confidence building in all of the main five countries.

3. Challenging stereotypes: the role of the media

PROPEL's work with the media supports both the demand and supply side objectives (although again the theory of change could make it clearer how media work impacts the attitudes of companies). Media descriptions of persons with disabilities can support or help to break ingrained stereotypes. Although there has not been a complete study on media changes, and the impact this has on societal views, there is enough qualitative evidence to suggest that PROPEL's work with the media has changed the type, quantity, and quality of reporting on disability, and it was the belief of some stakeholders that this was beginning to have an impact on the views of society. The evidence for the second point is much less available than evidence of a quality improvement in reporting by those PROPEL has trained.

4. Revising policies and legislation

ILO's disability work funded by Irish Aid has focused on regulatory change throughout the various phases of funding. This phase has worked less on legislation changes than previous phases, with a bigger focus on ensuring that changes are implemented. There has been success though in supporting the adapting of policies and legislation that supports inclusion. Additionally the adoption and implementation of national policies at a regional level can be considered part of regulatory change, and the actual implementation of policies is a real-time change that has real impact on the lives of persons with disabilities. Success in meeting regulatory focused objectives has varied from country to country but in

all of PROPEL’s main target countries, there has been success at some level. PROPEL has therefore contributed to improvements in an enabling environment, and thus met its objectives at this stage.

Evaluation Question

2.2 Which planned activities contributed to the most significant changes at country level?

Evaluation question 4.1 notes across the stories of change, interviews with stakeholders and FGDs, attitude change was the cross-cutting theme that underpinned the most significant changes at the country level. The impact of the change varied but it was the attitude changes that supported impact on the ground. Evaluation participants either picked the attitude change as being the most significant change or an outcome which was facilitated by the attitude change.

At the organizational level, the main activity driver behind these changes was DET, the media training, and in China in particular the bringing of international experts to discuss supported employment. Other workshops also contributed to the changes in attitudes but these often came as a result of the DET. There was virtually universal praise for the DET. The only criticisms of it were that participants felt the training should be longer, or that there should be a means of supporting in-country DET facilitators more effectively. It seems that the DET’s success comes from its innovative approach to training that offers participants a practical way to think about disability and their lives in a practical manner. It addresses perceptions and beliefs in a way that the participants are not used to and challenges them to identify how they will make changes in their approaches. The approach is also flexible enough that it can be used for governmental officials, business leaders, trade union leaders, DPOs, persons with disabilities, and other stakeholders.

PROPEL has been successful in training national facilitators including ILO’s NPCs and NGO and DPO officers. This enhances the long-term sustainability of the approach by ensuring that knowledge can be diffused further than could be managed by just international facilitators. This approach has ensured DET is used beyond the activities funded by PROPEL. NGO partners in Ethiopia for example use the DET approach in projects funded by USAID which take forward the goals of PROPEL’s pilot project and expand them to a larger audience. Partner NGOs and DPOs also described how they used DET to inform their work with persons with disabilities. DET facilitators described how the approach supports their work by continuing to challenge them in how they support

Feedback from a DET Trainee (China)

“It is my understanding that slogans are useless regarding the promotion of disability equality, but the DET is different. Inviting the participation of the target groups, the training generates much better results in terms of changing people’s awareness of disability rights and the perception of persons with disabilities on themselves. Skills and knowledge, even a small part, learnt from DET workshop will be applied in removing attitudinal barriers. Facilitators’ exact words at the workshop will be forgotten, what matters more are participants’ reflections on what they have

their beneficiaries. One DET trainer in Ethiopia commented; “DET is always new. The more you give training the more you can learn and understand because it is not lecturing but on the ground work.”

The DET program however is only a means to supporting change. It does not in itself produce change automatically, or as a DET facilitator put it, “it is not a silver bullet”. The training requires a degree of follow up from either ILO or its partners. It is noticeable the greatest impact that the attitudinal changes have brought about come in areas where there has been strong follow-up or project support. This was demonstrated in reverse by discussions with TVET college administrators in Ethiopia. ECDD have gave DET training to TVET staff in October 2014. However the project is yet to conduct significant work with TVET institutions or the government agency responsible, who need support training teachers, designing an inclusive curriculum, understanding the technical requirements of physical accessibility etc. Interviews with TVET college staff and the stories of change collected identify how the DET has changed the college’s willingness to become inclusive, but they don’t fully know how to do this. Governmental instructions and directives are also crucial to consolidating change in this environment. Follow-up to ensure government bureaus support the change, and issue directives to support it is vital in this context. DET alone cannot change this. The story of change below demonstrates this:

MSC Story: TVET College Attitudinal Changes (Ethiopia)

Before the DET training we had no information about how to include persons with disabilities and did not think that persons with disabilities were capable of attending our college. The significant change from the training was on our attitudes to inclusion. We now understand they have a right to be here and are capable of completing our courses. We have included disability goals in our 5 year plan and have made an internal commitment to try to have 5% of our student body be persons with disabilities. However we have not been able to do this this year. We plan to try to do this next year. We are restricted to an extent by the lack of instructions from the TVET bureau. We need them to instruct us on how to make our centre more accessible for persons with disabilities, and in training our students and staff. Our management team and staff have changed their attitude and are ready to go but the bureau support will help considerably.

Changes in media attitudes and approaches to reporting were also highlighted as a PROPEL activity that had contributed significantly to changes particularly in the four countries that received external media training. The media training and the DET share common characteristics that help explain their effectiveness within PROPEL. Both are delivered in an innovative manner that challenges participants' pre-conceptions of both the subject matter. They are both delivered in a participatory manner that differs from the usual mode of instruction in the implementing countries. Both the media training and the DET also offer opportunities of multiplier effects by through training of trainers that ensures that a national body of key trainers is developed who can diffuse the learning to other partners and institutions. In the case of the media training, key stakeholders in Indonesia and Ethiopia identified the training of trainers has allowed them to conduct further training which is beginning to have an impact on how the media reports on disability.

Representatives of NGOs focused on the media

“Before training, journalists used to think that disability should not be an issue in the media. After the training and establishing our program many radio programs cover disability”

“In areas where PROPEL has trained the media, government agencies and companies now inform DPOs of job opportunities for persons with disabilities”

ILO's Irish Aid funded work has focused on regulatory change throughout the arc of the partnership. Although the PROPEL project moves more towards working with other service providers and constituent groups, the project still has an important element that works on regulation and policy change. Using different approaches in different countries, activities that focus on regulatory and policy changes has seen some significant successes. These include:

- Ethiopia:
 - The establishment of committees in the regions to implement the UNCRPD and the NPA.
 - The requirement of government ministries to report to parliament yearly on what steps they have taken to mainstream disability into their activities.
- China:
 - The acceptance by local DPF bodies to develop guidelines for providing supported employment to persons with intellectual disabilities.
 - The support ILO is able to provide to DPOs to continue to hold events at a time when there is a strong crack-down on NGOs within China
- Indonesia:
 - After participating in a DET session last year, the Directorate of Domestic Job Placement of The Ministry of Manpower initiated and funded from the state budget 2 DET workshops for its local government officials and companies' representatives.
 - PROPEL has partnered with Better Work Indonesia (BWI), a collaboration between ILO and the International Monetary Fund. Part of this work promotes compliance with labour standards.
- Vietnam
 - The adoption of inclusive TVET regulations

- The commitment to train half a million persons with disabilities through the TVET system
- Zambia
 - The adoption of an inclusive model into the training course for new TVET teachers.

Employment Placement

The opportunity for persons with disabilities to have fair access to the job market is the ultimate aim of PROPEL's work and a number of stakeholders picked the empowerment of beneficiaries to access the job market as their most significant change. Stakeholders often identified attitude changes of employers, employees and other facilitators (such as government officials responsible for employment) as being the significant driver of the change that led to tangible impacts on the lives of PROPEL's ultimate beneficiaries. At this point in the project, the impact on the lives of persons with disabilities has come through direct support such as job placement and informal training, for example the better business skills training given to women in Ethiopia, and not through official, formal TVET courses. Although Zambia has seen a few students graduate from TVET colleges, most work with TVET is still at the development stage. Even in Zambia the students recruited as part of the scale up in 2015 still have not graduated. This is not to say that beneficiaries have not received vocational skills training, but this has been given by NGO/DPOs with ILO's support rather than through a formal system. There has also been a small amount of placement of persons with disabilities in training by companies, in particular 100 persons with disabilities trained by L'Oreal on make-up skills in China.

During feedback sessions with the PACs in China and Ethiopia, the securing of jobs was seen as a significant change by all stakeholders. In Ethiopia, a story of a university graduate who gained the confidence to enter the job market was short-listed in the top three stories:

MSC Story: University Graduate (Male) -Ethiopia

I received assertiveness/attitude training from a local organization. I was in my last year at university. Before this I was worried about finding a job because I did not think employers would treat me fairly. I worried I would not be seen as equal. After the assertiveness training my attitude changed completely. I realised I was equal with others. This gave me the confidence to go into the job market. I completed an internship which the organization helped me find, and this led to a permanent job after 3 months because my employer was happy with my performance. After a year I felt able to look for a better job on my own. I am now an insurance officer in a private firm. The assertiveness training changed my outlook and has helped me establish my career.

The reason the committee selected this story was given as:

“We picked number 3 because this was a story about an exemplary individual who developed his capacities and self-confidence and leveraged this into a good job. He provides an inspirational example of the change we are trying to achieve. It shows the whole package of support services needed for persons with disabilities seeking jobs, and shows the linkage between working with employers on internship and full-time employment.”

It is interesting the committee chose a story related to the placement of a university graduate rather than the stories from the women with disabilities who haven't had the opportunity to access the education system. Evaluation participants interviewed suggested that while the work on the informal sector was important, the placement of students in the formal sector showed two important aspects of the project, the building of self-confidence of the students and the success of having firms in the formal sector recruit. As such this demonstrated both supply and demand side problems that had been overcome. In many ways this is similar to the story selected by the PAC in China. In China there was considerable disagreement over the second story to short-list with each group selecting a different choice. However one story was chosen by every group and was clearly the first choice story of the PAC:

The committee felt that this showed the importance of employers in the overall solution to the problems faced by persons with disabilities:

MSC Story: Business Representatives (1 female, 1 male) China

Previously before the ILO collaboration we regarded persons with disabilities as charity cases. We saw it as the government's business to provide for them. Our job was running a business and making money. Following the awareness raising by ILO we realise that it is our responsibility to include and support them. We used to see persons with disabilities as a different group but now we see they are people just like us and we want to work with persons with disabilities. As a result we have changed our mind-set of our staff in our offices and are beginning to recruit persons with disabilities.

“We picked story 13 because within the UN system ILO is the only agency that works on the work program and employers are at the centre of this. Employment is also crucial to the fulfilment of the self-independence of persons with disabilities and employers are the key to achieving this. Job opportunities are really decided by the employers. Even if we build the skills of the PWDs, if employers do not accept them, they will not find employment. Changing the awareness of employers as shown in this story is important to creating job opportunities. This story therefore represents the change we as the project advisory committee want to achieve.”

In this committee, participants strongly indicated that the story selection was based as much on the change they want to see occur, as what has happened so far. In this example, the story selected was the

most significant change to the committee because it showcases one change that has happened that has the potential to make important changes on a larger scale in future.

The selection of both these stories shows the importance to stakeholders of addressing both the supply-side and the demand-side, and the vital importance of ensuring that business understand reasonable accommodation and recognise the benefits their organization will get from recruiting persons with disabilities. Both the evaluator and the NPCs would have selected different stories. The evaluator would have selected stories from persons with disabilities who had not had the opportunity to have formal education. This was a reflection of the emotional importance and change that the individuals felt had occurred as a result of the opportunity they had been empowered to take. The NPCs both identified stories from partner representatives. This selection reflects the importance to the NPC of PROPEL's strengthening the capacities of local partners.

The selection committee in Geneva, which consisted of members of the disability inclusion team of GED (2 F & 4 M), reviewed the shortlisted stories, along with the selections of the two NPCs. The committee was unable to decide between their two top choices. They also selected a story that reflected both the supply and demand side. The committee felt the story focused both on the needs to change the perspective of employers and also showed the important of providing persons with disabilities access to information, skills development, micro-finance and confidence building. Ultimately it reflected the change the committee wants to see, which is more persons with disabilities in employment.

MSC Story: PROPEL NGO Partner Representative (Male)

The biggest change we have witnessed from our organization's point of view is the changing in employment opportunities for persons with disabilities. Before PROPEL there was a huge gap between the employers approach to the labour market and the needs of the job seekers wishing to enter the labour force. Many persons with disabilities were far from accessing employment opportunities. Their opportunities were limited as a result of the employers' attitudes to disability, the lack of access to information, a lack of opportunities to match their skills to the jobs, and lack of skills development opportunities.

Due to PROPEL there has been a reduction in the gap. There is better acceptance from employers of

The selection of the PACs, and the fact it differed from the an external observer and the NPC's choice, demonstrates the usefulness of the process and strongly supports the recurring recommendations that interview participants gave when asked what they would advise ILO to do next. Interview participants advised working with businesses to change attitudes to recruitment of persons with disabilities, and working on ensuring there is an adequate supply of suitably trained persons with disabilities, most particularly through working on the TVET system and employment placement schemes.

Evaluation Question

2.3 To what extent has the work within countries and at the global level developed a knowledge base and cross-learning?

PROPEL has been successful in establishing a learning base between the PROPEL countries and the global level. It also has worked well to provide technical support to partners, particularly in fields where in-country expertise is limited. PROPEL has been less successful in binding its work with other ILO activities and projects.

A strong added value of PROPEL is the coordination that occurs between PROPEL countries facilitated by Geneva and the collaboration with Trinity College, Dublin. There was consensus that the support of Trinity College had helped the NPCs in strengthening their project management capacities and coordinating with each other. The project initially facilitated one-to-one mentoring sessions for the NPCs. These are still available to NPCs on request, and generally more relevant to new NPCs or if there is a new topic to discuss. More recently Quality Circle meetings have become the main means of inter-country interaction. Taking place every 1-2 months, these sessions allow for sharing of ideas and the discussion of new topics.

NPCs were of the opinion that the sharing of information between countries had been useful in supporting this work. The NPCs did find it difficult to identify detailed examples of cross-learning. In many ways this is not surprising. It would be very difficult to demonstrate the impact of speaking to country X on the project of country Y. Too many other variables would affect the line of causation. However, some examples of interaction were given, for example the NPC in China believed consultation with Zambia about their experiences in working with TVETA had helped shape their approach to working with colleges in China.

A particular focus of the Quality Circle has been discussing the theory of change of the global and country level products. This has had some success. All countries have developed a theory of change and this has begun to impact their approach to the project. However, the country level theories of change in particular are still quite basic and it is clear that the log-frame is still the primary tool that NPCs use to plan and implement the project. Further work on the theory of change to develop a greater understanding of all the elements required to achieve the change PROPEL is looking for, would help strengthen the project in future.

PROPEL has also successfully engaged with the UNPRPD. This is a partnership between UN agencies administered by UNDP. This partnership has helped PROPEL access more funds to support their implementing partners carry out a wider range of activities.

While PROPEL has developed a strong cross-country learning base between the PROPEL projects and at a global level, the same cannot be said for the building of linkages and utilization of resources between PROPEL and other ILO projects in the country offices. Country office staff in both China and Ethiopia

acknowledged that there was limited interaction between PROPEL and other projects. This is a missed opportunity for PROPEL. It misses the opportunity to mainstream disability into PROPEL's other work. PROPEL would also benefit in particular by partnering with ILO's gender projects. It is though noted that not all countries have gender focused projects, and other interventions such as youth projects also present opportunities for mainstreaming and partnership. Indonesia and Vietnam are the main exception to this. Here, PROPEL has forged strong links with the Better Work and MAMPU programs. This is an emerging practice that could potentially be replicated in other PROPEL countries. PROPEL has also partnered in Vietnam with ILO's tourism project.

Respondents also suggested that the NPCs are isolated in their work and more technical support would be helpful. This is particularly the case in Asia due to the absence of a Regional Coordinator. NPCs were happy with the support provided by the disability inclusion team of GED, as well as other experts. However other ILO officers and consultants identified a problem of a lack of day to day coordination or management, and in-depth support on technical skills. Again a stronger link to other projects and resources in the ILO country office would improve this. For example it was very surprising to find that ILO Ethiopia has a monitoring and evaluation officer who has no involvement in the project at all. PROPEL does not have a systematic management or monitoring and evaluation system, and support from an M&E officer in developing an M&E plan would be very useful to the project.

Effectiveness of management arrangements

Evaluation Question

2.4 To what extent did PROPEL take on recommendations of the mid-term evaluation report for project improvement? Were these effective?

The main recommendations of the mid-term evaluation report were (emphasis included in the mid-evaluation report):

1. **Expand** existing interventions to other provinces in the target countries (except for Botswana) and scale-up employability and job placement interventions;
2. Increase efforts to create **linkages** and synergies with other employment creation projects, sectoral value chain projects, youth employment projects etc. to open up mainstream employment and business services and entry points for people with disabilities;
3. Implement the planned capacity building of national **statistics** offices;
4. To **give time** for constituents mobilisation and meaningful involvement, and to ensure at the same time the engagement from ILO's side, plan outputs and indicators related to the mobilisation of constituents, and to the support given to constituents representatives to convince their own decision makers;
5. When only a **small budget** can be funded, it is recommended to **focus** on a few, targeted objectives;
6. **Replicate more little initiatives**, which worked in other PROPEL countries

7. Explore to which extent **standardised real-time management information systems and reporting formats** at the level of project coordinators could help to streamline follow-up and sharpen reports at this level;
8. Prepare analysis of effects on **gender equality** and develop a country-specific gender mainstreaming concept

Since the mid-term evaluation, PROPEL has done the following:

1. PROPEL worked more on scaling up employability and job placement interventions in the second half of the project. While, these are still pilot projects and relatively small scale, there has been more focus on getting persons with disabilities either into jobs, or in the case of Zambia, enrolled in inclusive TVET, which will hopefully lead to more job placements.
2. PROPEL has been successful in creating linkages with other UN bodies through the UNPRPD and has partnered with ILO's GBDN. There has not been much linkage with other ILO projects and units at the country office level, apart from in Indonesia and Vietnam.
3. The capacity building of national statistics offices is the main area of the project where the objectives have not been achieved.
4. The evaluator took this recommendation to mean constituents should be more involved in the planning and decision making for PROPEL. There was general satisfaction among constituents with the flexibility given to implement projects that met the needs of their institutions and with how PROPEL involved them during the design of phase 2. However, many interview participants indicated they currently felt uninformed of what ILO's plans were for the next stage of the project. This suggests a continuous feedback and information system was not fully in place yet.
5. PROPEL still has a lot of different initiatives within it, many of which are underfunded. PROPEL has been successful in many cases in finding complimentary funding to support the initiatives or encouraging partner organizations to expand PROPEL's pilot work into other regions by obtaining funding from other sources.
6. It is hard to identify a particular small initiative that was transferred to another country. The NPCs were asked in the questionnaire that was emailed to them what changes they made to the project as a result of the mid-term evaluation. None of the NPCs identified introducing initiatives from other countries. In interviews, the NPCs did indicate that the Quality Circle had been useful in understanding how other countries approach certain problems, and some of them had followed up individually with their colleagues for information. Therefore the sharing of information has had an impact on project management, even if particular initiatives have not been replicated.
7. The global proposal developed for 2014-15 states that "Project will continue to use MS Project, an electronic project monitoring software, which make it possible to track progress against agreed timelines." Discussions with ILO Geneva staff and NPCs suggest that the MS Project management system was never particularly functional. Some individuals found it useful, but it was not used as a coherent cross-cutting management tool. Currently there is no formalized project management system in place.
8. Although the project has made steps in improving its gender approach, there was neither an analysis of effects on gender analysis done nor a country specific mainstreaming concept developed. PROPEL NPCs did receive support in the form of a workshop from an ILO gender expert in January 2014 to help build the second phase of the project, but needs analyses were

done informally rather than in a written formal manner. Certain steps have been taken by some countries as a result of the evaluation recommendation. In China a female academic who has done prominent work on women with disabilities was asked to join the PAC, and some of the materials they developed included chapters on women with disabilities. In Indonesia and Ethiopia there has been a good focus on working with women's groups, and in all countries gender disaggregated data is collected. However, while this shows improvement, there is scope for further development. The project still needs to consider how to address the power differential between their community's gatekeepers (government, employers, educational administrators etc) and women with disabilities. Gender inequality is deeply embedded in all the countries that PROPEL works in, particularly the African countries, and PROPEL cannot hope to overcome all inequality issues for women with disabilities, but a more strategic approach to supporting gender issues would help at least reduce the gap.

Overall PROPEL has responded to some of the recommendations but not all. In particular the scale up of employment related initiatives and the identification of cost-sharing or other funding for PROPEL initiatives has been successful. The evaluator did feel that more strategic thought should have put into the management response to the mid-term evaluation recommendations, to consider their relevance and the feasibility of responding to them. It is perfectly acceptable not to agree with all evaluation recommendations, or consider too many were made relative to the resources of the project. The management response provides the means to accept, reject or identify as not a priority, and ILO is recommended to use this tool more carefully in responding to the final evaluation.

Evaluation Question

2.5 Was PROPEL management effective in addressing arising problems and challenges to meet the project objectives? Did they affect the project outcomes?

PROPEL has faced some important but not substantial or project threatening challenges during implementation. The challenges include gaps in staff recruitment, currency fluctuations, the short-term nature of the project, a lack of resources, and the work-load of the NPCs.

Short-termism

Many stakeholders raised the problem of the short-term nature of the projects as being a challenge when looking to build sustainable change. They felt not being clear on whether there will be a long-term commitment from ILO made it difficult to plan for the future and convince their partners and stakeholders of their commitment to the work. PROPEL was a four year grant but was split into two parts. This further exacerbated the frustrations of ILO's partners concerning implementation. For discussions with ILO staff it seems that this was a requirement of Irish Aid. ILO has mitigated this problem to a certain extent by building strong relationships at a country level with its partner organizations. However it was clear there were frustrations about this approach. Although this question was included in this sub-criterion, it does raise questions about the validity of the project design. The

short-term nature of the project, reduces the effectiveness of the project, and thus to an extent its validity. It is very strongly recommended to Irish Aid that they do not impose this requirement in a future funding phase. It would still be feasible for ILO to adjust their approach after a mid-term evaluation and potentially retain a reserve for emerging good practices. However, the short-termism creates unnecessary problems for ILO's partners and it is hard to see what benefit Irish Aid gets from reducing the project to two year blocks.

Staff turnover

There have been implementation gaps in Vietnam and Indonesia due to turnover of the NPCs. Indonesia has had 3 NPCs during the four year project. In both countries there were significant gaps between the one NPC leaving and the new one arriving. ILO has been able to bridge these gaps to a certain extent by remote management, and backstopping support from staff in the ILO country office who had links to or knowledge of the project. Despite this, Vietnam in particular is delayed in implementing many of its activities. ILO Geneva and Vietnam were both reasonably confident that Vietnam could finish the activities by the end of the project, but the rushed nature of implementation does have the potential to affect quality.

Currency fluctuations

The funds available for PROPEL have been reduced by the weakness of the Euro recently. The national level budgets have a contingency built into them for currency losses but the global product does not. The budgets are set in US dollars but funds received from Irish Aid are in Euros. This has caused some funding concerns. However PROPEL has been able to absorb this partly through savings in Indonesia and Vietnam on staff costs (because of the gap in replacing NPCs) and partly because not all of the work on building the capacity of the national statistics offices has been completed.

Lack of Resources

Discussed at several places in the report is the concern of partners over the lack of funding, and the amount of work ILO expects from them with the funds available. One interview participant colourfully put it as "ILO advocates for decent work but this doesn't extend to what it expects its partners to do with the resources it makes available." The lack of resources is certainly a concern, and ILO may wish to consider how it can consolidate its work in the next stage of the project, particularly from cutting back the work in Mongolia and Botswana. However the funds available will still be tight. ILO has been successful in finding other sources of funding and needs to strengthen this further at the next stage of the project. ILO is in a position to introduce partners to other donors and funding sources and support partners in developing proposals that expand the work of PROPEL to new target communities.

Remote project management

Although the evaluation had limited opportunity to look at the work in Botswana and Mongolia, discussions with Geneva, regional and country staff who have oversight of the work suggested that it had proved very difficult to achieve meaningful change in the countries where there was not a NPC. A key strength of the project is the relationship the NPCs have built up with local tripartite constituents and partner organizations. This is not possible in countries where PROPEL does not have a staff presence. Unless ILO can find additional funding to support NPCs in these countries, it is recommended future work focus on the existing main countries of PROPEL.

Project Management and Monitoring and Evaluation

As noted in the section on the previous evaluation recommendations, PROPEL does not have a functioning, integrated project management system. There is also not a systematic approach to monitoring and evaluation, apart from the requirement to complete the P&B/CPO reporting tool each year, which does not touch on impact or quality. Individual countries have developed their own project management systems, some of which are extensive and include developing work plans, reporting to the PAC, the Country Director and Geneva, and following the P&B system. However there is not a global standardised system. PROPEL has managed to avoid serious project management problems but this does not mean it would not be advisable to look at what systems could be put in place. NPCs are often quite isolated in their work with limited support, and a stronger project management system could help identify areas of support more quickly.

PROPEL has made a reasonable effort at monitoring activities and trying to measure impact through case studies. Again though having a system in place would strengthen the monitoring and evaluation process and probably lead to more strategic reflection by the NPCs and the Geneva staff. It would also help to ensure that the quality of work by implementing partners is maintained. The NPCs have multiple accountabilities; Geneva, P&B/CPOs, the PACs, their Country Director etc. Identifying a way to merge these reporting requirements for these accountabilities together may improve the overall quality of the monitoring and evaluation that is undertaken. Therefore, developing a monitoring and evaluation plan to support the project is advised for the next phase of the work.

Evaluation Question

2.6 Were gender issues mainstreamed into the project management cycle including using available tools and guidelines, M&E systems and project communication?

As noted in question 1.4, the project has made some efforts to be compliant with ILO's gender equality policy but there are still considerable gaps in PROPEL's gender approach.

Tools and Guidelines

Tools and guidelines produced by the global product probably demonstrate the most effective area of gender mainstreaming. For example guidelines on disability produced under the PROPEL project's communication component for use by media, such as the pocket guide and country factsheets, include sections on women with disabilities, and mainstream gender issues and facts throughout. Some tools produced at the country level, for example the guidance manual on promoting inclusive employment in China, follow the example of the global product.

M&E systems

The multiple accountancies of PROPEL lead to a broad variety of reporting and monitoring systems. There does not seem to be one coherent overall M&E strategy. The NPCs report on the P&B indicators, to the PACs, their Country Directors, and through various individual mission and activity reports. The

inclusion of gender segregated data is mixed. The reporting system for the P&B outcomes does not include numbers and so there is no opportunity to disaggregate data. There is a box at the bottom of the form to report on gender equality and non-discrimination, but in the most recent updates for 2014, only Ethiopia had entered anything into that box related to gender (Indonesia reports on non-discrimination in general, and the other countries leave the box blank).

Reports from the field are mixed in their presentation of disaggregated data. A review of the feedback reports on the media training show that none of the reports disaggregate attendees or participants in follow-up work by gender. There were examples of gender disaggregated figures in other project documents, such as Vietnam's quarterly reports, and also the reports sent to them by one of their implementing partners. The NPCs either included disaggregated figures initially when requested to fill out results in their log-frames, or provided them later when requested, so gender disaggregated figures are maintained. However the inclusion of these figures in reporting tools is patchy.

Efficiency

Evaluation Question

3.1 Do the project stakeholders have a good perception of value for money?

It was beyond the scope of the evaluation to conduct a value for money assessment of ILO's partners and stakeholders. However it is clear that by and larger PROPEL's partners have made small budgets go a long way. PROPEL over-achieves given the budget that is available. This stems from the commitment of PROPEL's partners to the work and the effective leveraging of other resources.

It is likely that not all of PROPEL's resources have been spent effectively; the same would be true of virtually any project of this scale, but based on the observations in Ethiopia and China and a review of the results, it seems any wastage is the exception rather than the rule.

The definition of value for money as being 'maximising the impact of every Euro spent to improve people's lives' provides a useful framework to analyze this question. As noted, project stakeholders have stretched a small budget to conduct a lot of work. Stakeholders appear to have a good perception of how and where to spend money, and consultation between stakeholders, partners and beneficiaries seems good. A possible area of improvement would be for ILO to encourage partners to think a bit more strategically about the long-term impacts of their work and how to measure change. Some of the work is done on the assumption that it provides important benefits, but evidence demonstrating this is not obtained. This potentially impacts the value for money of the project, as there may be different approaches or other areas where the funds could be spent more effectively. Supporting partner's capacity to follow-up on their work using both quantitative measures, such as income level changes, and qualitative techniques, such as most significant change or photo voice, would help them to think more strategically about their impact, reflect on their work and also include the voice of their beneficiaries in their monitoring processes.

A judgement on whether ILO has used the funds in PROPEL effectively also needs to consider if the choice to focus on a broad number of countries reduced the effectiveness of the project. This is a very difficult question to answer as it requires speculating about how effective an additional use of funds in certain countries would be and trying to compare this to the actual use of funds in another country. It is clear that NPCs and PROPEL's implementing partners in each country believed greater funding was needed. Each NPC was able to identify examples of initiatives that could not be conducted because of the lack of funds. However, each of the main countries also demonstrated effective use of the limited funds. As such it is hard to justify suggesting that removing one of these countries from PROPEL would have given the project better value for money.

Given the concerns raised about the remote management of the project in the countries that did not have a permanent NPC, it is on the other hand reasonable to suppose that using the funds allocated to these other countries would have been more effectively spent in the five main countries of implementation.

In summary, given the funding available, PROPEL has demonstrated the ability to use funds available in the five main countries of implementation with the support of the global product. It appears that the funds allocated to countries where there was not a permanent NPC could have been spent more effectively elsewhere. However, there is not enough evidence to suggest that cutting back on the five main countries would have altered the level of the value for money of the project.

Evaluation Question

3.2 To what extent has PROPEL been able to complete its activities as planned?

To a large extent PROPEL has completed its activities as planned. Given the timing of the evaluation, not all of the activities have been fully completed, but plans are in place to finish this by the end of the project. There is obviously a wide-range of activities given the number of countries involved, and for readability the report will not review all of them here. More details per country are available at annex 3.

The proposal for the global product for 2014-15 had activities built around 6 objectives; 1. strengthening of national data collection system, 2. awareness raising on disability rights is firmly established in ILO's Community of Practice, 3. improved media capacity, 4. strengthened knowledge base on non-discrimination, 5. developing a Mongolia national program, and 6. reviewing legislation in Myanmar.

The activities in objectives 2, 3, and 4 have been completed to a large extent. Although in certain cases there have been changes to approach or minor elements not completed, the overall completion has been achieved effectively.

Objective 6, focused on Myanmar has not achieved its activities. PROPEL has not been able to establish itself there. There have been some activities conducted on activity 5, most specifically one DET training, but as with Botswana, the remote management of the project has been difficult.

Many of the activities in objective 1 have not been completed. The approach to training of national statisticians changed because of ILO's participation in the UNPRPD. A module for inclusive statistics will be included in work done through the UNPRPD and PROPEL has deferred to this partnership on this work. Training for labour market statisticians was included as an activity in the proposal and will be conducted next year. Activity 1.2, a worldwide survey conducted to gather methodological information on statistics currently available at country level, was completed, giving the ILO baseline details to base this work on. Not completing this work is a gap in the broad success of PROPEL. Stakeholders in China and Ethiopia commented on how the lack of accurate data on disabilities is a problem. In Ethiopia this is a particular concern because the last census produced such a low figure, and the next census is scheduled to take place in 2017. Census data impacts the distribution of government resources. As there will not be another census for at least another 10 years, and the government has expressed an interest in strengthening its disability indicators for the coming census, ILO is strongly recommended to take this opportunity while it exists. Zambia is due to conduct a census in 2016, although it may be too late now for PROPEL to influence this. A national disability survey is underway in Zambia, funded by another donors. PROPEL has provided some technical inputs in the design of this, and in particular a qualitative part of the survey which focuses on inclusive education. This type of survey is another potential entry point for ILO where they can give added technical value in the broader effort to improve disability statistics.

At a country level, the planned activities have mainly been implemented. The biggest concern is Vietnam where the project is behind schedule. A lot of activities are planned in last 4 months of the project. This does create significant concern about how much quality impact these activities can have, and the amount of follow-up support ILO can give to maximise impact and sustainability.

Evidence of Sustainability and Impact

The overall effort to measure impact is constrained by the lack of baseline data, the difficulty in measuring attitudinal change and the problem of attribution. PROPEL does not have a systematic monitoring approach. Baselines have been created in certain fields but by no means all. The PROPEL NPCs and their implementing partners do collect stories identifying impact but not in a systematic manner, and this varies from country to country, and NGO to NGO. The project's focus on attitudinal change also makes measuring impact difficult. Follow up work with stakeholders takes time and change often happens in slow incremental pieces. While PROPEL can ask stakeholders how their attitudes have changed, the proof of this lies in actions, and demonstrating this can be difficult. Attributing the change to PROPEL is also difficult. Other activities and environmental factors impact the changes, and demonstrating a line of causality is not necessarily possible.

As an example, Ethiopia has recently finished constructing a light-rail system that will serve Addis Ababa. The stations are accessible to persons with disabilities. The opinion of senior staff from the Ministry of Labour and Social Affairs is that the partnership between ILO and the Ministry can claim some credit for this. Through regulatory changes that ILO supported, all ministries are required to mainstream disability into their activities and report to parliament. However it is impossible to say that the light-rail would not have been accessible without ILO's partnership with MoLSA. The design could have been influenced by other factors. It is obviously not possible to conduct an experimental design research project to identify this; there can be no control group.

With this in mind identifying the impact of the work of PROPEL requires using qualitative data to layer information and examples that identify change over time. For the purpose of the evaluation, participants were asked to identify changes that had occurred as a result of the PROPEL project and in particular the most significant changes that have occurred.

Evaluation Question

4.1 What were the most significant changes brought about by PROPEL at local, national and global levels?

The changes that PROPEL has effected vary from country to country, and indeed from region to region. However the one key theme that occurred again and again in interviews, FGDs and MSC stories was attitude change. It was the evident belief of both PROPEL's partners and beneficiaries that PROPEL has supported significant attitude changes across a broad range of stakeholders. These included government agencies, businesses, micro-finance lenders, DPOs, trade unions, persons with disabilities, the media and the public at large. ILO's global tools including DET, media training, the pocket media guide, and a variety of other tools and guidebooks, were credited with making a significant contribution to the attitude changes.

The change that is taking place, can be seen within an arc that crosses several Irish Aid/ILO projects. The ratification of the UNCRPD forms the basis for the work on attitude changes that this project has been particularly successful in. The concrete manifestation of the attitude changes can be seen particularly in the introduction of government guidelines and proclamations, which have also been guided by relevant

ILO Conventions such as C.159 and C.111, as well as changes in small scale pilot areas among businesses, micro-financers, trade unions and other organizations that actively change the lives of persons with disabilities.

Attitudinal changes are taking place at governmental level, institutional level and a personal level. Attitudinal changes are only one step in the project's theory of change, not the final goal. The attitude changes have been most effective when follow up and support has led to concrete changes. These changes are demonstrated in different ways from big regulatory changes to small immediate impacts on an individual's life. Evaluation question 4.2 deals specifically with attitude changes from PROPEL's workshops and capacity building activities. As such this question will deal with how the attitude changes have led to action changes at various levels of the tripartite constituency and society at large.

The 2014 Progress Report to Irish Aid presented four key areas that PROPEL work in to achieve the change identified in their theory of change. These address both the supply-side and the demand-side. This areas serve as a useful framework to present significant changes that PROPEL has supported:

1. Promoting skills through disability inclusive vocational training

The theory of change and project narrative presented in the 2014 Progress Report to Irish Aid simplifies the way PROPEL works too much. PROPEL's approach to bolstering the supply-side comes not just from the formal TVET system but also bolstering the confidence of persons with disabilities, supporting women with disabilities in particular to access the informal job market, and supporting graduates with disabilities. China also approaches the supply side by working specifically with persons with intellectual disabilities and training job coaches to support them. PROPEL has used different approaches to bolstering the supply-side. These include working with government to make training more accessible, working with DPOs to support direct training of persons with disabilities, and working to strengthen the self-confidence of persons with disabilities to find jobs.

PROPEL's work in Zambia is the most developed in the TVET sector. Zambia has been successful in working with pilot colleges to become more inclusive environments. The project has supported the enrolment of 96 persons with disabilities (approximately 35% female-exact figures not available at time of report submission) in the 2014-15 stage of the project. This is lower than projected as the project had to adjust its approach to recruitment of students with disabilities after finding that knowledge of the opportunities was not reaching potential applicants. PROPEL Zambia is working to develop a document that identifies the progress of students who have graduated from the college. This was not ready at the time of the evaluation though.

The examples of students completing courses are important for supporting future recruitment but more important is the work PROPEL has done in strengthening institutional support for persons with disabilities. Work has focused on ensuring the teacher training course includes disability mainstreaming. This will ensure newly trained teachers already have knowledge on inclusive teaching. A course for in-service teachers has also been accredited by the TVET government agency. DET training with TVET teachers and support staff in the pilot colleges has also supported the development of attitude changes that will support long-term sustainability.

The work in the other main PROPEL countries is at a much more introductory stage. In Indonesia and Vietnam, PROPEL has supported baseline surveys to identify the current situation and needs for persons

with disabilities. Accessibility audits have been carried out and plans for the next stage agreed. The government in Vietnam passed an inclusive TVET law that took ILO's inputs into account. The government has also committed to training 500,000 persons with disabilities which presents ILO with a considerable opportunity for providing support, but also a big challenge in ensuring quality is maintained. Ethiopia is even less advanced on working with TVET colleges. DET training has been given to TVET college staff and the evaluation was able to identify a change in willingness to inclusivity, including individual colleges changing their policies to include targets for the numbers of persons with disabilities they want to enrol. However, both the TVET colleges the evaluator visited, identified that much more support would be needed to ensure the changes had a meaningful impact. The PAC and a number of partner DPOs honed in on TVET colleges as providing a big opportunity for work in the future for PROPEL.

China has achieved more on work with TVET colleges but is not as developed as Zambia. Work in China has focused on supporting persons with intellectual disabilities in pilot colleges. A special curriculum was designed with the support of a university professor that PROPEL partners with. Unlike Zambia, the work in China is with special schools rather than mainstreaming inclusion into regular schools. The goal is to ensure that special schools are more focused on ensuring pupils can progress to the mainstream employment market. Developments have been significant, although at this stage the project has not been going long enough for the students to have graduated. As such it is not possible to identify how successful this project will be in supporting persons with intellectual disabilities in accessing the job market.

Other forms of training support

As noted PROPEL's theory of change simplifies PROPEL's work in developing the skills of persons with disabilities. PROPEL has made significant changes in the lives of persons with disabilities by supporting other means of employment preparation. In many ways this work cuts across both key area 1 and 2. The evaluator was able to observe work in Ethiopia and China, and witness how the work of PROPEL has changed the approach of service providers to supporting access to the employment market. China's main focus has been on supporting persons with intellectual disabilities through job coaching and Ethiopia has supported university graduates and women with disabilities without formal education in particular. The TVET work is generally at a very early stage with Zambia being the only country where students have graduated. In contrast it is possible to see the impact on the lives of persons with disabilities of the work PROPEL has done in the more informal sector. Self-confidence, a belief that they were respected more, and financial impacts were all identified by beneficiaries as being the most significant impact on their lives.

In Ethiopia beneficiaries identified self-confidence and attitude changes as being the starting point to the changes that have occurred in their lives. Training on business skills, self-assertiveness or other job related skills, helped

Head of women with disabilities organization

'Our training with ECDD identified that our women members were scared to take loans. The treatment they received from lenders and the general attitudes of society made them afraid. We identified this at training and invited a lender to listen to our concerns. We were able to negotiate a good interest rate. Our members are now much more confident on taking loan. Our members have repaid their loans and many have taken out another. Their self-confidence to deal with lenders is noticeable

address beneficiary job-related needs, which along with the support of ILO's partner organizations led to obtain wage or self-employment. Benefits such as being respected more by their families and the community were highlighted, along with increased hope for the future. Beneficiaries did highlight increased access to money, but this was often to highlight a development such as being able to afford school uniforms and exercise books for their children. The quote above highlights how through giving basic business skills training, combined with supporting access to microfinance, PROPEL has supported the women with disabilities who do not have a significant education to have the self-confidence to access loans and run their own businesses. The MSC story below, vividly demonstrates the change in the life of the beneficiary that PROPEL has supported. The support given to the beneficiary has empowered her to become a successful small business owner, and provide benefits beyond her, to her employees as well. It demonstrates the impact of the project in training people with disabilities for work outside of the formal TVET system.

MSC Story-Female Entrepreneur with Disabilities (Ethiopia)

When I think about the training I get emotional. I suffered in my marriage and my husband left me to look after my child. I overheard about the training and asked to attend. I set up a business making traditional clothes with a loan of 700. I sell my products in different exhibitions. I also sell food and drink at the Sunday market. Now I employ 25 people. I have taken bigger loans and repaid them as my business has expanded. I used to be a very emotional person and found it hard to build relationships. Now my self-confidence has increased and I can make relationships with others. I have become chairperson of my association. I also travel and see the country. My business is so successful my ex-husband is jealous! The big change has been having access to money and self-confidence. Before I was a house-wife, now I am a successful business woman. The organization has become like a family to me and helped me when my child was sick. I think that if I had got the knowledge from the training earlier then I could have built even more. My child is studying at university now. This is all possible because of my increase in self-confidence. I am happy I can share the knowledge I learned with other people.

2. Supporting the employment of persons with disabilities in the private sector

Some of the changes identified in the previous sector are relevant to this key area of work. Aside from supporting persons with disabilities to be ready for the work market, particularly persons with intellectual disabilities in China, the area of most significant change relates to the development of business disability networks. This work is possible because one of the key strengths of PROPEL is identifying and using resources from various avenues and combining them to achieve particular goals. In

this case the work with the GBDN showcases how PROPEL has leveraged resources from other sources, utilized global resources, and used the DET to change attitudes. The GBDN is not funded by PROPEL; it is funded by companies who are members, and also by ILO itself. However PROPEL has worked very closely with the network and supported the development of networks in the target countries. PROPEL has facilitated DET training for business leaders which has supported the changing of attitudes towards disability. PROPEL Zambia also used PROPEL funds to help business develop a proposal to fund the initial activities of setting up a network in Zambia. As with the work on TVET colleges, most of the work is currently at a very early stage and it would be difficult to assess the long-term impact. China though provides an example of a more developed approach to addresses the demand-side through the disability network.

PROPEL's work on preparing persons with disabilities to enter the job market, has also produced some important changes. As previously noted, this is very closely linked to the work to develop vocational job skills. The focus within in this key area is on building the self-confidence and assertiveness of persons with disabilities to compliment the vocational skills they have learned. The work of job coaches in China is probably the most significant change in this area. PROPEL has been able to change the approach of job coaches to focus much more on emotional preparation. Before the training from PROPEL job coaches concentrated on preparing the individual in basic manual skills focused on their job description instead of social skills to ensure integration into an office environment. Evaluation participants identified that PROPEL's strength had been connecting them to experts from outside of China who had experience in this field.

3. Challenging stereotypes: the role of the media

It is possible to qualitatively measure the impact of PROPEL in changing the approach the media uses to publicise stories about disability. It would take a much larger study, probably beyond the means of PROPEL to identify what impact this has had on challenging stereotypes at societal level. There has been a two-pronged approach to changing the attitudes of journalists. In Ethiopia, Indonesia, Vietnam and Zambia, an international consultant has been asked to deliver training to selected print, TV and radio journalists. In Indonesia and Ethiopia, this has led to DPOs and NGOs disseminating the training to other groups. In China, reflecting the difficulties in obtaining a visa for foreigners to conduct training for the press, the work has been done using national experts.

With support from ILO Geneva, countries have started to try to measure the level of change in media reporting. Consultants were recruited in 2013 and 2014 to conduct a review of the media's approach to disability over the past decade in Indonesia, Ethiopia, Zambia and Vietnam. This studies track changes in media's frequency and tone of reporting on disability issues. Alone the studies cannot attribute the changes to PROPEL and previous Irish Aid funded projects, they merely can show correlation between the project and changes. However the studies will provide a useful baseline that can be reviewed in future to identify changes in the approach of the media. It is recommended though that ILO review the methodology sections in the reports and add one-two more paragraphs explaining how the original sampling was done. The reports are currently slightly confusing and taking a small amount of time to review the explanations might be very useful when further follow-up studies are conducted.

Interviews with media stakeholders in Ethiopia and Indonesia demonstrated that the media training had helped drive change by changing the attitudes of media stakeholders to disability and building journalistic capacities and skills to report on disability. The most significant regulatory structural change that suggests long-term sustainability of the training, came from a DPO representative in Ethiopia who had attended the training and highlighted the forming of a media forum on disability. The organization, with the support of PROPEL had used the momentum of the media training to argue for the signing of an MOU among media groups. That they had been successful was seen as a significant achievement. The story of change below demonstrates how they think this will have significant impact on the reporting of disability in the future.

MSC Story-Media Work (Ethiopia)

The project has supported the establishment of a media forum. Before the forum was established the media work on disability was very ad hoc. Media groups would cover specific events but there was not a systematic approach to covering disability by the media. There was a lack of a coherent approach that meant that collaboration between disability groups and the various media outlets was limited. An MOU has been signed by various media groups. It was a big challenge to get media groups to sign it, and it is a significant impact of the project that the MOU was successfully signed.

The forum allows us to establish a media plan. Other issues such as gender, education, health etc have a media program developed yearly which lays out how the issues will be covered and targets for stories. The forum will allow us to establish a program focused on disability. This will mean a much more systematic approach to reporting disability regularly. It will also support the continued giving of information and training of the media on disability and help with monitoring and feedback to journalists, as well as supporting links between the media and NGOs and DPOs. The forum needs continued support to ensure that this change is sustainable. The initial establishment is a big change in the media approach but needs continued follow up to ensure long-term success.

Other evidence of impact comes from interview participant's testimony and the examples provided of change in the media approach. The general belief of participants was the media's approach to reporting on disability had improved. There has not been a full-scale follow up and so drawing a completed picture is difficult-one of the NGO representatives interviewed admitted as such. However the combined evidence shows some qualitative impact of change. Partners, and ILO's staff and consultants, indicated in interviews that the global resources and toolkits produced for the media were effective in supporting the work of journalists. One radio station operator in Ethiopia reported that the pocket guide for the media had been very effective in supporting the improvement in the use of terminology by the media.

ILO PROPEL collected feedback from trainees after the workshop, which produced strong positive feedback. Zambia had usefully conducted follow-up phone calls with the participants a few months after the training to find out how they had used the training, which supports the opinion of stakeholders who were interviewed. As an example the report states: “Samuel Botha of Radio Chikaya had started running a live phone in radio program on equal employment opportunities for persons with disabilities. He reported that a lot of people with disabilities are now willing to be featured on the program”, and “Mulima Makungwo of Radio Liseli indicated that she had prepared a radio documentary on a physically disabled lady who runs a successful tailoring shop. She had also done a number of news stories on people with disabilities from the time she attended the workshop.”

There is therefore evidence to show that the media awareness training has had strong positive impacts on the attitudes of journalists and the quality of reporting on disability issues. Evaluation participants believed this was beginning to impact public opinion, although more in-depth research would be needed to corroborate this belief.

4. Revising policies and legislation

The work PROPEL has done with the Ethiopian Government demonstrates a very successful coordination with a government entity under the project. By working with the key government ministry responsible for disability, PROPEL has been able to support the implementation of the UNCRPD and relevant ILO Conventions through supporting the development of the National Plan of Action (NPA). PROPEL provided support to MoLSA to establish UNCRPD/NPA Implementing and Coordinating Committees (ICCs) and given disability training through DET. PROPEL has worked with MoLSA to establish regional committees tasked with overseeing the implementation of the NPA at a regional level in pilot regions. Government ministries are also required to consider the mainstreaming of disability in their work and report to parliament on progress. If disability is not included in the report, the parliament will reject it.

When the government partners at MoLSA were asked to identify what the most significant change they had witnessed was, they identified the mainstreaming of disability within different ministries as being a main change. They also identified the accessibility of public works programs as a significant change that could be seen as a result of the mainstreaming. The officials were not particularly keen to give a MSC story when interviewed, although during the PAC meeting, did suggest it would have useful to include a story in the selection process. However the other participants at the PAC were asked if they would have short-listed a story highlighting changes related to the mainstreaming of disability in the ministries if it had been included. The general consensus of the PAC was that they would have included one such story.

The approach in Ethiopia by the government is very centrally led and top-down. Stakeholders, including the government, acknowledged that the level of awareness and hence implementation was weaker at regional levels, and limited by a lack of resources to train officials in all regions. PROPEL has taken a different approach in China and Indonesia, working to target pilot regions with the goal of providing exemplary models that will be taken on board by the central government. The MSC story below demonstrates how working at a local level has had an impact on policy.

MSC Story-China-Working with the DPF

Before 2013 we had conducted a survey that identified the problems of people with intellectual disabilities in finding and staying jobs. This identified the challenges that they face but we did not know how to address these problems. Following training with ILO we learned about how surveys had been done in other countries such as Japan and Malaysia and how they addressed the challenges person with intellectual disabilities face. As a result we changed the survey and gathered more data for a report that we were able to present to the government a report on best practices and approaches. The mayor of Guangzhou accepted the report and requested the Guangzhou DPF to prepare an action plan to address these issues. This is being implemented and they have already 20 job coaches and make a big difference for persons with intellectual disabilities.

Before 2013 we only thought the family government was working on this issue but we found out that international agencies and government were working on this issue. This gives families more confidence that these issues will be addressed.

The participant's main goal in narrating the story was to highlight the important of outside expert support in fields that China does not have much internal experience; in this case supported employment of persons with intellectual disabilities. However this story also highlights how PROPEL China has managed to work with the CDPF at the local level to enact changes. These types of changes are being introduced in various regional and city level DPFs throughout China. The work in China has taken a more small scale approach than Ethiopia, working to persuade individuals in key provincial positions to change their approach to persons with disabilities. This is reflected in a story of change from a DPF official who said: "I personally have changed my understanding of the type of work persons with intellectual disabilities can do and is aware of how they can be independently employed with supported employment. As a result the government is now committed to supporting persons with intellectual disabilities find work."

This story was the other story the selection panel in Geneva chose as their joint top selection. The panel felt it represents well the work of PROPEL because it shows the engagement of different stakeholders, from disabled people themselves through to government. The methodology of national knowledge generation, international best policies and successful attitude change in government reflects well the way PROPEL works, and is an example where the project has had good practical results already.

The approach taken by China ensures immediate impact on the lives of a small number of persons with disabilities. The acceptance by local level DPFs of the need to support persons with intellectual disabilities through supported employment has given the opportunity for job coaches to work with beneficiaries and ensured a number of employment opportunities are taken up. However, this approach

will only produce long-term sustainability if the momentum that has built up develops into a national scale approach. The national CDPF is supportive of the PROPEL project, but momentum could be lost because of the complex and often territorial approach to resources and programs within the Chinese system.

The PROPEL project in Zambia has not had the same high level of government support as Ethiopia in particular has demonstrated. The Ministry of Education is supposed to chair the PAC but sends different individuals to the meeting, who often don't have a clear understanding of the project. Recently ILO received a draft version of the proposed revisions to the National Employment Policy, which does not include disability. ILO had provided technical support to try to ensure disability was included. PROPEL though in Zambia demonstrates the most developed work on inclusive TVET of any of the target countries. PROPEL has been successful in working to change the approach of the government run TVET agency. Pilot colleges have been targeted and changes to training, curriculum and accessibility identified. The agency has accepted the need to include a unit on disability inclusion in the initial training of TVET teachers, which will significantly impact long-term sustainability. The approach of working with this agency, which is a subsidiary of the Ministry of Education has helped mitigate the concern of the lack of significant interest from the Ministry in general. Changes in the approach to inclusive vocation training are a significant change, which addresses the supply side problems of suitably trained candidates for jobs.

Evaluation Question

4.2 To what extent have training and capacity building activities changed the attitudes of ILO constituents and other project stakeholders towards disability issues and developed their capacity to address disability inclusion?

As noted in other sections of this report, one of the main areas of added value for PROPEL comes from the work on attitude changes. A wide cross-section of PROPEL's stakeholders including tripartite constituents, DPOs and persons with disabilities identified the most significant change they had experienced from PROPEL was attitude changes. It is clear there have been significant attitudes changes, most often driven by the DET or the media training. What is harder to identify is how much these changes have affected the capacity of stakeholders to address disability inclusion. There is though evidence that where there has been sufficient follow up the training and capacity building activities have helped ILO constituents and other stakeholders develop their capacity to address disability inclusion.

Examples of attitudes changes throughout the project were described to the evaluator. Some government officials described how departments were mainstreaming disability and others how

Government Representative

"I personally have changed my understanding of the type of work persons with intellectual disabilities can do and is aware of how they can be independently employed with supported employment. As a result the government is now committed to supporting persons with intellectual disabilities find work."

different government offices would ask how they could support persons with disabilities. DPOs described how journalists had changed their understanding of disability issues and how persons with disabilities had changed their attitude and self-confidence towards accessing the job market. Trade union representatives described how their executive committee had changed from seeing persons with disabilities as objects of pity and incapable of working to recognizing them as productive members of society who have a right to equal access to work. Business leaders described how they wanted to recruit persons with disabilities now that they recognized their potential benefit to their businesses.

Business Leader

“We used to see persons with disabilities as a different group but now we see they are people just like us and we want to work with persons with disabilities.”

Evaluation Question

4.3 How did PROPEL initiatives contribute to or create enabling environments for medium/long-term change in labour market inclusion for persons with disabilities?

Overall the project has produced some significant changes in the target countries of which many are sustainable. However to ensure that change is long lasting, the gains need to be consolidated and scaled up to more areas.

Sustainability comes in two particular areas; regulatory and policy changes and attitude changes. Globally the media training and the DET have made a good contribution to sustainability. It is very hard to analyse how sustainable attitude changes have been, and what impact they have made on the wider population. The collection of examples of different approaches/policies/responses to persons with disabilities that a variety of stakeholders have undertaken after PROPEL’s intervention provides some indication of immediate impact but does not reflect how long-lasting or wide-spread these changes. However, the purpose of the training offered by the DET and the media awareness work is to challenge and change perspectives and behaviours. If this training has been successful then the changes should be sustainable. Hopefully once an individual recognizes the capacity of a person with disabilities ability to work, that recognition does not go away. The challenge PROPEL faces is to ensure that enough people in positions to affect change, experience the attitudinal change.

PROPEL has played a key role in supporting the implementation of the UNCRPD at a national level and its role out to regional levels. The embedding of rights included in the UNCRPD into practical national policies is important for building a long-term enabling environment. ILO conventions have also guided the work of the project and the tools produced. However evaluation participants interviewed during the data collection trips and via skype only referred to the UNCRPD and not ILO conventions. The reasons for why the UNCRPD was referred to instead of the ILO conventions are hard to identify, beyond speculating that the high profile of the UNCRPD means stakeholders identify with it much more readily.

Regulatory and policy changes should not just be seen as changes to laws and government policies. Progress has also been made on persuading other institutions such as businesses and trade union

federations to adopt more inclusive policies. Many of these are demonstrated in answering evaluation question 4.1.

Evaluation Question

4.4 What are emerging or good practices that could be usefully developed further or replicated?

ILO faces a challenge in identifying what to focus on next in their disability work. PROPEL and previous Irish Aid projects have been successful in engaging partners to focus on various issues relating to disability. These address both the demand side and the supply side problems that persons with disabilities face in trying to enter the job market. As demonstrated in the previous sections, many have had significant success in addressing these problems, and the impact on the lives of persons with disabilities is starting to be seen within the pilot projects that have been undertaken. Many of the pilot projects could yield large results if they were scaled up to. However, the project has limited resources, and most of the pilot projects will require more resources if the work is to continue having a successful impact. The lack of resources was a constant complaint by partners in all of the countries the evaluator spoke to. PROPEL's challenge now is to identify the areas of most potential and try to continue the successful process of obtaining other funds to support PROPEL's work.

That said, there are a number of emerging practices which if successfully funded could be scaled up or replicated elsewhere. The most successful emerging practices the evaluator was able to identify include:

- Training of trainers of DPOs in media and TOT.

The training of the media has probably reached the end point of using the model of an outside expert training journalists directly. However the training module that has been developed is one that organizations trained in country could disseminate much more widely. This has been shown in Indonesia and Ethiopia. Conducting training of trainers with the support of a media expert (most likely the same individual PROPEL has worked with so far), followed by in-depth support from the NPC can ensure that the work on changing attitudes in the media is shared more widely and thus supports sustainability.

- Disability training of TVET teachers in initial training, and developing inclusive curricula.

The work in Zambia has demonstrated the importance of changing the structural system of the TVET colleges if PROPEL is to ensure lasting change. Colleges need support in developing inclusive curricula. Additionally the inclusion of an inclusive disability module in the initial training program for teachers will ensure that the next generation of teachers has only ever known disability being included in their teaching practices. This will make the sustainability of the work much stronger. It was clear from the visits to TVET colleges in Mekelle, Ethiopia that simply giving the TVET staff DET training is not enough to ensure inclusion. More support is needed.

- Using the Global Disability Business Network to strengthen or develop national bodies

The partnership with that PROPEL has built with the GBDN has been a key success of the project. The example the network provides has been used to start networks in China and Zambia. Other countries

such as Ethiopia has also begun the process of developing these with PROPEL's support. Globally, the GBDN k has access to best practices and examples in other countries as well. PROPEL should continue to work closely with the network to develop the national networks further.

- Provision of examples from other countries to introduce skills new to a country

A number of evaluation participants shared the view that one of PROPEL's key strengths was using ILO's reputation to bridge the gap between institutions and organizations. Examples included ensuring that DPOs had access to government bodies. Another often repeated example was ILO being able to use their network and resources to introduce expertise to a country that was not available internally. The most often cited example was from job coaches and DPOs in China who referred to workshops from experts from Japan, Germany and Malaysia having a big impact on their methodological approach. Other examples came from media representatives and business leaders. It is not advised to bring in external experts just for the sake of saying there is an international presence in a workshop but where there is true value to be added, ILO would be advised to continue this practice. In the case of China, the experience of working on supported employment was very limited and so the workshop brought new experiences to the participants and had a big impact on their work.

- Sharing of resources with other projects

China has been a particularly good example of being able to share resources with other organizations' projects. The training the evaluator attended in Guangzhou was partly funded by Handicap International because the goals of their work with DPOs are very similar. Building partnerships with other NGOs and business groups that share a similar goal as PROPEL is one way of making a tight budget go further. This has been a positive development in China in this phase of the project.

Conclusions and Recommendations

Overall PROPEL has been mainly successful in achieving its objectives. Of the objectives set by PROPEL, the main area yet to be completed is the work on national statistics. PROPEL has also struggled to fulfil its objectives in countries where it does not have a NPC. By and large, most other objectives at the global and country have been achieved, or will be achieved by the end of the project. ILO would be advised to review carefully the remaining work in Vietnam, propose more support if necessary and cut work if there is an indication that quality will be affected by conducting so much work in the last months of the project.

PROPEL has been relevant to the tripartite constituents, although the level of relevance has varied from country to country for different groups. PROPEL is to be praised for being flexible with the partner DPO/NGOs it works with, and not forcing a top-down approach on them. PROPEL does risk losing its relevance to women with disabilities if it does not conduct more detailed needs assessments and develop strategies to reduce the power imbalances that women with disabilities face. The relevance of the project to persons with disabilities living in rural areas is also questionable. PROPEL has understandably worked on addressing regulatory change at the national level and working in areas where it can reach persons with disabilities, but moving forward a greater awareness of the challenges that rural persons with disabilities face is advisable. This may not lead to PROPEL changing its focus. With a limited budget ILO could conclude that they can have much more impact in the urban areas and

the effects will start to trickle down to the rural areas. However a documented awareness of the different challenges faced by different groups is important to allow ILO to justify its project priorities.

PROPEL has been efficiently implemented with partners making good use of a small budget. It represents good value for money for Irish Aid, not least because other sources of funding are used to compliment Ireland’s contribution. The goals of PROPEL align with Irish Aid’s commitment to equal opportunity and reducing discrimination. A more systematic approach to monitoring and evaluation, measuring impact, and providing support to the NPCs would strengthen the efficiency and effectiveness of ILO’s work in future.

The impact of PROPEL varies from country to country but is commonly driven by the successful changing of attitudes of stakeholders towards disability. This supports regulatory and policy change by governments, business and trade unions, has changed the approach of media to reporting on disability, and has led to self-confidence improvements and financial well-being of persons with disabilities. Currently the immediate impacts on the lives of persons with disabilities are relatively small because PROPEL has only conducted pilot level projects. The impact of the regulatory changes PROPEL has supported need to be felt more readily by the ultimate beneficiaries, and the challenge for ILO moving forward is identifying how to expand the pilot initiatives to reach more people. Sustainability has been achieved in certain respects; regulatory and policy changes strongly support sustainability as long as they are implemented, and the attitude changes should be sustained. The work is not fully sustainable yet, although given the short-time frame of the project it was not project nor would it be expected to be fully sustainable yet. ILO need to continue to ensure that its work remains relevant to its stakeholders and that it has the resources to support them so that the gains of the project are sustained.

Recommendations developed from the evaluation are as follows:

PROPEL is a complex project working in countries with very different contexts. The recommendations were developed based on input from various stakeholders, and the evaluator’s observations and data analysis. The utility will vary between the different countries depending on whether they are relevant to the specific context and also whether the country is already more advances in a particular area related to the recommendation.

Recommendations	Addressed To	Priority and Timeframe	Resource Implications
<i>Funding Related</i>			
1. Reflect carefully on which areas of work have the highest priority moving forward on concentrate on deepening their work here. Expanding to new countries, completely new fields or continuing to work in countries where PROPEL cannot fund a NPC is not recommended.	Disability Inclusion Team, Gender, Equality and Inclusion Unit (GED) & PROPEL National Project Coordinators (NPCs)	High During the design of the next phase.	Would depend on the decisions made.
2. Strengthen partnerships with organizations and groups that can support PROPEL’s goals. One of PROPEL’s strengths is that ILO can provide added	NPCs	High Ongoing during the	Time of the NPCs

value through technical support, and thus the development of partnerships where ILO provide technical support through for example DET or media training should be attractive to potential partners.		next phase of the project	
3. Include an output in the next project that focuses on assisting partner national DPOs and NGOs in developing projects and proposals that support the long-term sustainability of PROPEL activities, and linking them to potential donors. Formally supporting identifying funds in the next stage will help maintain ILO's relevance to the partners who have concerns about the lack of funding. It will also help ensure the goals of PROPEL are spread wider and are more sustainable. It is understood that there are concerns about whether this is within ILO's mandate. The work should focus on expanding the goals and objectives of PROPEL specifically to ensure it remains within the mandate.	Disability Inclusion Team (GED), NPCs and ILO Country Offices	Medium Ongoing during the next phase of the project	Time of the NPCs and technical support for Geneva
4. The connection with ILO's Global Business and Disability Network (GBDN) shows great potential. Working on the demand side of the employment market for persons with disabilities is a crucial need moving forward. Leveraging funds for project goals through the global and national networks is a key opportunity for PROPEL. This recommendation also fits into the project objectives section. There is enthusiasm among the PACs and the business community for developing the GBDNs at the national level. This should be taken forward in the next phase of the project (High)	Disability Inclusion Team (GED), NPCs and ILO Country Offices	High Ongoing during the next phase of the project	Time of the NPCs and technical support for Geneva
<i>Project Management</i>			
5. Develop a more structured project management system that supports NPCs planning and sets out monitoring and evaluation goals. Monitoring and evaluation should not be constrained by the results based management approach but should also focus on identifying the real impact and quality of the work. (High)	Disability Inclusion Team (GED), NPCs and ILO Country Offices	High Before and at the start of the next phase of the project	Time of GED staff and NPCs
6. Improve coordination between PROPEL and ILO's other projects at national and regional level, particularly with gender projects, where they exist. At a global level, the Gender Equality and Discrimination Unit (GED) should work to ensure that ILO includes disability as a cross-cutting	GED, NPCs and ILO Country Offices	Medium On-going as the opportunities develop	Human resources

issue in its projects and through its objectives. (Medium)			
7. ILO should ensure that its evaluations follow its own evaluation policy during the design phase. Stakeholders including the NPCs and the PACs need to be consulted when designing a TOR and give input into evaluation questions. (Medium)	GED, EVAL and Evaluation Managers	Medium Starting planning for evaluations earlier will support this recommendation	Time of relevant ILO staff
<i>Project Objectives</i>			
8. ILO should support more immediate impacts for persons with disabilities moving forward. Options for this include working with TVET agencies and colleges to develop a more inclusive TVET system and supporting initiatives focused on increasing the employment of persons with disabilities. Consideration to should be given to ensuring that these initiatives support persons with disabilities of all education levels access employment or vocational training. (High)	Disability Inclusion Team (GED) and NPCs	High Before the start of the next project	Budget is required for scale-up. Ability to access more funds will determine how much scale-up can be achieved
9. Work on attitudinal changes should focus on strengthening the capacity of national partners and facilitators to deliver training. If media training is to continue in the next phase of the project, it should focus on TOT for DPO/NGOs and media groups who can disseminate the training further, as well as follow-up work with individuals previously identified as trainers. ILO should also continue to expand the pool of DET facilitators in the target countries and offer follow-up support to those already trained. (Medium)	Disability Inclusion Team (GED), NPCs, and Implementing Partners	Medium During the next funding phase	NPC's time, consultant fees, financial support to partner organizations conducting the training
10. ILO should focus on finishing the work on building the capacities of national statistic offices. This is particularly important in Zambia and Ethiopia where the censuses in 2016 and 2017 offers a good opportunity to obtain accurate statistical information. If funding allows, partnering with national academics to strengthen the knowledge base on the situation of persons with disabilities is recommended. (High)	Disability Inclusion Team (GED) and Government Constituent Partners	High As soon as possible	Human and financial resources
<i>Inclusion</i>			
11. Conduct a methodologically sound needs assessment of women with disabilities to guide	Disability Inclusion Team	High Before the	NPC's time, consultants'

the next stage of the project and support the continued strengthening of gender mainstreaming within the project. (High)	(GED), NPCs and ILO Country Offices	next funding stage	fees
12. Consider the needs of persons with disabilities living in rural areas. ILO should assess if it has the means and capacity to support initiatives that address these needs through PROPEL, or whether it believes it will have the best overall impact if it concentrates on urban areas. (Medium)	Disability Inclusion Team (GED), NPCs and ILO Country Offices	High Before the next funding stage	Would require significant realignment of use of funds
<i>For Irish Aid</i>			
13. Allow ILO to fund partners for the full term of the project rather than splitting the next funding phase in two. (High)	Irish Aid	High	
14. State more clearly on website and in policy documents what Irish Aid's disability goals are. (Low)	Irish Aid	Low	

Lessons Learned

ILO Lesson Learned Template

Project Title: PROPEL

Project TC/SYMBOL: PHI/08/03/HSF

Name of Evaluator: Chris Morris

Date: September 2015

The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.

LL Element	Text
Brief description of lesson learned (link to specific action or task)	PROPEL's limited resources means it is most efficient when partnering with other organizations and funding resources. This allows ILO and its implementing partners to ensure the project reaches more ultimate beneficiaries.
Context and any related preconditions	Country contexts vary and individual approaches will depend on the strength and interest of other organizations, funding opportunities, and the commitment of the tripartite constituents.

Targeted users / Beneficiaries	ILO and its implementing partners
Challenges /negative lessons - Causal factors	The more ILO relies on other partners and funders, the more diverse set of goals and approaches will be brought in. Linking this work to a stronger M&E framework is advised to ensure that quality is maintained.
Success / Positive Issues - Causal factors	PROPEL China has been particularly successful in recruiting other organizations to support the project activities.
ILO Administrative Issues (staff, resources, design, implementation)	Led by NPCs-the global product can provide support through mentoring and introduction to funding opportunities and global models (such as the GBDN).

ILO Lesson Learned Template

Project Title: PROPEL

Project TC/SYMBOL: PHI/08/03/HSF

Name of Evaluator: Chris Morris

Date: September 2015

The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Attitudinal changes have been effective in supporting change but are most sustainable when support is given to constituent and implementing partners, beneficiaries and institutions in developing and instituting next steps.
Context and any related preconditions	Requires support and willingness of implementing partners.

Targeted users / Beneficiaries	ILO and partners
Challenges /negative lessons - Causal factors	An example of the challenges was demonstrated in visits to TVET centres in Mekelle, Ethiopia. The colleges had received DET and were committed to recruiting more students with disabilities to their courses but were unclear on the steps they needed to take to provide an inclusive environment. Support to help the colleges activate the action plans they developed at the DET would ensure the gains are more sustainable.
Success / Positive Issues - Causal factors	
ILO Administrative Issues (staff, resources, design, implementation)	PROPEL's resources are limited compared to needs. Providing support takes resources. ILO will need to identify the main priority areas, and also continue to find partners and other funding sources to stretch the resources as far as possible.

ILO Lesson Learned Template

Project Title: PROPEL

Project TC/SYMBOL: PHI/08/03/HSF

Name of Evaluator: Chris Morris

Date: September 2015

The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Significant praise was given to ILO by implementing partners, particularly local DPOs who felt that ILO have shown considerable flexibility in allowing them to develop projects that responded to the needs they had identified for their beneficiaries. The bottom-up approach helped ensure that the project remained relevant to the partner organizations, and was supported by the strong relationships the NPCs have built up with DPOs and NGOs.
Context and any related preconditions	

Targeted users / Beneficiaries	ILO (to maintain its strong relationship with partner organizations)
Challenges /negative lessons - Causal factors	The uncertainty at the end of each phase about the plans for the next phase creates concern among the partners and should be avoided to the extent that this is possible.
Success / Positive Issues - Causal factors	Ownership of a project is more likely if partners participate in developing a project and feel they are meeting their goals rather than goals imposed upon them.
ILO Administrative Issues (staff, resources, design, implementation)	Good M&E policies are needed to ensure that the quality of partners work matches ILO's standards and to identify the impact of the work.

ILO Lesson Learned Template

Project Title: PROPEL

Project TC/SYMBOL: PHI/08/03/HSF

Name of Evaluator: Chris Morris

Date: September 2015

The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Country context is important in developing PROPEL's programs. PROPEL has been successful in developing the Quality Circle to provide support and ideas discussion between NPCs. However the initiatives cannot simply be picked up and replicated in other countries. Instead, PROPEL should continue to provide a system where NPCs can communicate with each other and discuss common challenges, present examples of how problems were dealt with, and highlight what worked well. NPCs can continue to use these sessions to identify what can be applied to their contexts but also where individual approaches are needed. Evaluation recommendations should be considered with country contexts in mind.

Context and any related preconditions	
Targeted users / Beneficiaries	ILO's country programs
Challenges /negative lessons - Causal factors	
Success / Positive Issues - Causal factors	The Quality Circle has provided the NPCs with a good opportunity to coordinate with each other.
ILO Administrative Issues (staff, resources, design, implementation)	Continued inclusion of the Quality Circle in the design of the next phase of the project will support this.

ILO Lesson Learned Template

Project Title: PROPEL

Project TC/SYMBOL: PHI/08/03/HSF

Name of Evaluator: Chris Morris

Date: September 2015

The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Joint funding initiatives give ILO a good opportunity to strengthen their standing on disability in the UN system. PROPEL has allowed ILO to leverage its position as a disability expert in the UN system, particularly through the UNPRDP. ILO offers a unique value add to the disability sector through linking employment initiatives to non-discrimination at work (including disability). Using these opportunities strengthens ILO's position to lead on disability.

Context and any related preconditions	
Targeted users / Beneficiaries	ILO Global and Country Office Staff
Challenges /negative lessons - Causal factors	The funding available through the UNPRDP is quite small. Identifying other joint initiatives would help increase the impact of this work.
Success / Positive Issues - Causal factors	4 out of the 5 main PROPEL countries have successfully funded UNPRDP initiatives. This is out of only 20 worldwide.
ILO Administrative Issues (staff, resources, design, implementation)	Developing funding opportunities through the UNPRDP or any other initiatives requires the time of the NPCs which is already very stretched. Administering a successfully funded proposal also takes time and administrative resources. For each opportunity, ILO should consider if the funding available is enough to warrant the time devoted to developing a proposal and implementing a project.

Annex 1 MSC Change Stories

Stories of Change-Ethiopia

Story 1 (PROPEL partner NGO representative-Male)

The biggest change we have witnessed from our organization's point of view is the changing in employment opportunities for persons with disabilities. Before PROPEL there was a huge gap between the employers approach to the labour market and the needs of the job seekers wishing to enter the labour force. Many persons with disabilities were far from accessing employment opportunities. Their opportunities were limited as a result of the employers' attitudes to disability, the lack of access to information, a lack of opportunities to match their skills to the jobs, and lack of skills development opportunities.

Due to PROPEL there has been a reduction in the gap. There is better acceptance from employers of the employment of persons with disabilities, an improvement in the self-esteem of job seekers, and better confidence they can do a job, and access to micro-finance and information has improved. The overall impact has been that more persons with disabilities have jobs now.

Story 2 (PROPEL partner NGO representative-Male)

For my point of view, the biggest change that PROPEL has supported has been the improved access of students with disabilities to the formal job market. Through our PROPEL supported project we give students job skills training, including assertiveness building, CV writing, interviewing and self-confidence. We also support persons with disabilities access the job market through internships and supplying persons with disabilities with job market information via SMS.

DET training feeds into our employment work. We have given DET to human resource managers, businesses, TVET bureaus and institutions, NGOs, micro-finance service providers, DPOs and BoLSA officials. DET has also been used as a basis for the assertiveness and job skills training we give to students. DET brings tremendous awareness changes and we have seen a lot of organizational changes in terms of physical accessibility, attitudes to persons with disabilities, recruitment policies etc. This supports our recruitment work. With the learnings from the PROPEL project, we have worked to sustain most of the activities that worked in PROPEL in other projects supported by other donors. We can therefore maintain the significant change that we have seen in improved access to the formal job market. This work all contributes to the significant change that sees our beneficiaries having the confidence and assertiveness to access the job market, and thus makes a big positive impact in their own personal lives.

Story 3 (Persons with disabilities -Male)

I received assertiveness/attitude training from a local organization. I was in my last year at university. Before this I was worried about finding a job because I did not think employers would treat me fairly. I worried I would not be seen as equal. After the assertiveness training my attitude changed completely. I realised I was equal with others. This gave me the confidence to go into the job market. I completed an internship which the organization helped me find, and this led to a permanent job after 3 months because my employer was happy with my performance. After a year I felt able to look for a better job on my own. I am now an insurance officer in a private firm. The assertiveness training changed my outlook and has helped me establish my career.

Story 4 (DPO representative-Female)

Before the basic business training supported by PROPEL, our members were not aware of their potential and how to find work. They did not have confidence in themselves. After the training they have changed their awareness. They now think, "I can earn an income, I can be productive, I can be somebody." They have changed the perception of themselves. They realise they are not entitled to begging, there are alternatives, and all have stopped this. They know there is work out there and they can go find it. They have learned to respect themselves and have the patience to make others understand that they can work, be married, have a social life etc. The main change is that they believe anything is possible if they try.

A practical example of this is that more women with disabilities have the courage to take loans. Before the project they were scared to take loans because of how they would be treated by the lenders. Now many of our members have loans. They negotiated low interest rates by requesting a lender to come to training, listen to their concerns and answer questions. He understood their challenges better and committed to a fair rate. This shows the practical changes of the attitude changes of our members.

Story 5 (Person with disabilities-Female)

My biggest change has been self-confidence. This supports everything else. I own a shop. Before training and receiving a loan it was very small and sold very few items. After getting the loan through the training I was able to expand it little by little. My self-confidence increased and this helped me to move forward again. In particular the first time I repaid the loan was a big boost and encouraged me more. The training was too short so I could have learned even more but the change in self-confidence from what I learned and the loan has made a big difference to the business. When people see me running it on my own it challenges their perceptions of women with disabilities and this makes me feel good.

Story 6 (PROPEL partner NGO representative-Male)

The big difference is attitude change in society, especially key stakeholders such as government, NGOs, persons with disabilities themselves and society at large. Before the project the understanding was very low. For example, we work with TVET, government and micro-finance institutions. Before we worked with them they were closed off to persons with disabilities. They lacked awareness of the problems of persons with disabilities, sensitivity to include persons with disabilities and the motivation to change. So even when they had budget they did not think to use it to make services more accessible. There are a lot of national and international laws concerning accessibility but various stakeholders did not understand these and did not seem willing to learn about them.

Since we have worked with ILO on the PROPEL project our activities have helped changed attitudes and knowledge of society. We have built a good relationship with TVET schools, DPOs, NGOs, government institutions etc., and we have seen these institutions make a greater commitment to including disability issues in their plans and programs. We see this in the city we work in, but we need to expand our work to ensure that everyone throughout the region improve their awareness. An example of the change is that we gave DET training to HR managers of TVET colleges and government stakeholders and officials.

We shared the relevant laws and proclamations with them. We sensitized them onto how to recruit persons with disabilities, what is reasonable accommodation etc. These organizations have taken action commitments for being more disability inclusive. We have followed-up and seen a big reduction in discrimination in recruitment and more persons with disabilities are being recruited. This gives an example of the attitude changes towards persons with disabilities that our work has helped bring about.

Story 7 (Person with Disabilities-Female)

I used to beg on the streets. After training I gained the self-confidence and skills to start a business. The organization helped me get a loan. Now I have a business making chairs, setata (woven bread plates) and cleaning materials. I am proud to have this job. The biggest difference this made to me is that now I have money to support myself. I can pay for food, clothes and housing. I have repaid my first loan with my savings and had the confidence to take a second loan which I am currently paying back.

Story 8 (TVETA College HR Manager-Female)

Before the DET training we had no information about how to include persons with disabilities and did not think that persons with disabilities were capable of attending our college. The significant change from the training was on our attitudes to inclusion. We now understand they have a right to be here and are capable of completing our courses. We have included disability goals in our 5 year plan and have made an internal commitment to try to have 5% of our student body be persons with disabilities. However we have not been able to do this this year. We plan to try to do this next year. We are restricted to an extent by the lack of instructions from the TVET bureau. We need them to instruct us on how to make our centre more accessible for persons with disabilities, and in training our students and staff. Our management team and staff have changed their attitude and are ready to go but the bureau support will help considerably.

Story 9 (TVETA College Vice-Dean-Male)

The DET training has changed the attitudes of our staff. We sensitized all our staff and teachers to disability and they have changed their attitudes to be more inclusive. We have introduced a target of 1% persons with disabilities in our full-time student body this year and are about to recruit a teacher trained in special needs. We can also include more persons with disabilities in short-term classes and even more than the 1% if possible. To make the changes even stronger we need more support on infrastructure change, disability inclusion skills, recruitment of persons with disabilities etc. At the moment the significant change from training is attitude changes. We hope with support the impacts can be felt by our students with disabilities.

Story 10 (Person with disabilities-Female)

Before the training I worked just in the market. After the basic business skills training I joined a coop working on fattening cows. I use the skills I learned in the training to support our business. The main difference in my life is I have hope for the future. I am able to afford school fees for my children and pay for special occasions on holidays. We are buying our own cow shed, although we are facing some financial challenges to finish it. However I still have hope for the future and that this can continue.

Story 11 (Person with disabilities-Female)

Before I joined the cow coop and had the basic business training I faced a lot of stigma and discrimination. People did not respect me much. Now I am respected by people. My kids are able to wear school uniforms like other children. I do not face the same stigma as the past. We face a problem finishing our cow shed. If we can overcome this things will be even better.

Story 12 (Person with disabilities-Female)

I am happier than before. I used to lack confidence and stay at home all the time. I did not go out much. Now I am in the cow coop. I have changed my attitude. I go to work and go out. I am much happier. We are building our cow shed. We have a financial challenge to finish it but if we can I hope things will continue well and I will remain happy.

Story 12 (Person with disabilities-Female)

Before the training I used to sell fruits on the street. After the training I opened up packing and selling wood and charcoal in small packages. I have been able to take 2 repeat loans which I have repaid as a result of the linkage of the project partner to the micro-finance institution. Having taken the training I have acquired business skills, self-confidence and better knowledge of doing business. I have learned how to maintain product quality and identify viable market segments. As a result of the money I make I am able to educate my six children and pay for the schools costs.

Story 13 (Person with disabilities-Female)

The biggest change is that I hope we will gain more financial advantage from our cows. Last year we gained a lot. If we can finish building our new cow shed then our financial situation will be even better. I was able to afford school fees and discrimination against me has decreased. My hope is for the future.

Story 14 (Partner DPO representative-Female)

The project has supported the establishment of a media forum. Before the forum was established the media work on disability was very ad hoc. Media groups would cover specific events but there was not a systematic approach to covering disability by the media. There was a lack of a coherent approach that meant that collaboration between disability groups and the various media outlets was limited. An MOU has been signed by various media groups. It was a big challenge to get media groups to sign it, and it is a significant impact of the project that the MOU was successfully signed.

The forum allows us to establish a media plan. Other issues such as gender, education, health etc have a media program developed yearly which lays out how the issues will be covered and targets for stories. The forum will allow us to establish a program focused on disability. This will mean a much more systematic approach to reporting disability regularly. It will also support the continued giving of information and training of the media on disability and help with monitoring and feedback to journalists, as well as supporting links between the media and NGOs and DPOs. The forum needs continued support to ensure that this change is sustainable. The initial establishment is a big change in the media approach but needs continued follow up to ensure long-term success.

Story 15 (Partner DPO representative-Male)

Before the media training given in PROPEL the media approach to reporting on disability helped feed negative public opinions of persons with disability. For example in the past the media would refer to persons with hearing disabilities as being stupid, and persons with physical disabilities were referred to using a word that means incapable of anything, and people with intellectual disabilities were called mad. We now see a much more positive reporting of persons with disabilities which is supporting the change of attitudes of the public. This has come from working with the media to change their attitude through training. We see much more positive and empowering stories. We have worked with them to teach them the positive words to use in their stories. We monitor this and follow up with them. We can witness this having a more positive effect on society. For example the universities have recruited persons with disabilities as lecturers, and other institutions have also done this. We think the positive approach from the media has had a big impact on this. It also reaches the regions and rural areas of Ethiopia. These areas have traditionally had a more exclusion approach and being able to reach these areas supports a big change in attitudes. Combined with other work PROPEL has made a big contribution to this.

Story 16 (Trade Union Confederation member-Male).

Before the PROPEL project members of our Executive Committee, Council members, workers representatives had on average a similar attitude towards disability that society at large had. Persons with disabilities were often view with negative stereotypes like being beggars or unable to work. Since we have worked with PROPEL and under gone training there has been a marked change in attitudes. The change in attitudes is the biggest change we have witnessed that has led to more concrete changes. We have included the rights of persons with disabilities in our constitution, have included guidance on disability in our collective bargaining handbook, and disseminated UN conventions that focus on disability to our members. We have also done training in regional levels. Specifically the change has led to persons with disabilities starting to participate in the employment procedures and worker representatives being able to defend the rights of persons with disabilities. We have also started to witness initial changes in businesses attitudes to accessibility and the employment of persons with disability. To make this fully sustainable we need to cascade this down to the regional level. For this effect, CETU's capacity should be built in terms of human resource, financial and other institutional arrangements.

Story 17 (Women with Disabilities Organization Representative-PROPEL partner-Female)

The biggest change has been in making our women with disabilities members change their attitudes on being able to help themselves. By linking to a mainstream women's organization and conducting awareness raising and other training, our members have been able to access loans to start or expand their businesses. Before this link we were unable to get loans because of the general attitudes in society to women with disabilities. We are now able to access loans and this has had a great effect on the self-confidence of our members. Our members now have the confidence to access loans and run their businesses. They are successfully running the businesses and repaying the loans. This has come about from the empowerment of our members from the work PROPEL has done.

Story 18 (Person with disabilities-Female)

I have gained self-confidence to deal with customers. I have traded in candles for a number of years. Before the training it was difficult for me to build a good relationship with customers. The training taught me how to sell products and deal with customers. I have gained a great deal of self-confidence from this and now am able to have a good relationship with people. As a result I have gained their respect.

Story 19 (Person with disabilities-Female)

I have worked making bread and beverage products for a number of years. The training taught me all about running a business including how to grow my business and deal with customers. I started a poultry business two years ago and am taking another loan out. I successfully repaid the loan for my first business. As a result I have a lot more money that I used to have. The big change for me has been that I used to only have hope and now I have self-confidence. I am braver and try new things, and this has been the biggest difference in my life.

Story 20 (Person with disabilities-Female)

My mother was a single mother and when-ever people came to the house, they did not respect me as much as my siblings because of my disability. My mother insisted on taking me to school. After school I used to braid hair and got the idea that I could charge people for this. However my mother and sister felt that the financial troubles would be too much for me. I tried to find work in hair salons but people wouldn't employ me because of my disability. When I got work, I was only paid 1 Birr for a braid. I used to hide my stick and leg for customers because I was worried about the reaction of customers. I would try to be first to work and last to leave so the customers did not see my leg. My bosses told me to not let customers see my leg in case it put them off. I was able to persuade a relative to lend me money to start a salon and had run it for a few years before the training. I had problems expanding it though because I could not get access to loans from other people because of my disability. After the training my self-confidence and understanding of how to run a business has increased, and I have taken a loan to expand the business. I first bought some more equipment like mirrors and hair dryers. I am planning to take a loan to expand my business to a second location.

Story 21 (Person with disabilities-Female)

The big changes in my life have been the confidence I have gained in how I communicate with people and the money I make from my business being successful. I took different trainings through the organization with ILO's support on things such as how to start a business, packaging products and dealing with customers. This expanded my knowledge a lot. When we established a loan organization I become the chair-person. My organization has 160 members. The self-confidence I have gained helps me run the organization and share knowledge with our members.

Story 22 (Person with disabilities-Female)

When I think about the training I get emotional. I suffered in my marriage and my husband left me to look after my child. I overheard about the training and asked to attend. I set up a business making traditional clothes with a loan of 700 Birr

. I sell my products in different exhibitions. I also sell food and drink at the Sunday market. Now I employ 25 people. I have taken bigger loans and repaid them as my business has expanded. I used to be a very emotional person and found it hard to build relationships. Now my self-confidence has increased and I can make relationships with others. I have become chairperson of my association. I also travel and see the country. My business is so successful my ex-husband is jealous! The big change has been having access to money and self-confidence. Before I was a house-wife, now I am a successful business woman. The organization has become like a family to me and helped me when my child was sick. I think that if I had got the knowledge from the training earlier then I could have built even more. My child is studying at university now. This is all possible because of my increase in self-confidence. I am happy I can share the knowledge I learned with other people.

Story 23 (Person with disabilities-Female)

I did not work before the training and lived in an orphanage. Since the training I have started a business making handicrafts. I design things like bags. I won an award from a women's organization for best new and viable business. The biggest change to me has been on my self-confidence. I did not used to talk in front of people. Now I am able to deal confidently with other people which helps me run my business.

Story 24 (Persons with disabilities-Male)

I was unemployed and grappling to sustain my livelihood when I first met the project team at Addis Ababa University! I received CV writing and Job hunting skills training through the PROPEL project through PROPEL's NGO partner. This has helped me to present myself well in the face of employers and access relevant job information from various online recruitment websites. I remember following my previous graduation from the university, it was very challenging for me to find job and work as a professional in my field of study. It is true that before the intervention I had more than 5 unsuccessful interview sessions with government and private employers. Due to lack of employment opportunities and still to earn my livelihoods, I was engaged in a job which I was overqualified and unrelated to my field of study. It was also possible for me to attend the assertiveness training which was facilitated by the organization, this in turn boosted my self-confidence and helped me to uncover potentials and abilities that I have deep inside. Thanks to the project now I have a decent job and my career prospect is bright!

Selection Statements

Number 6

We picked 6 because it has attitude related change, partnership, employment, professional training and reduction of discrimination. So it has many levels of change, and represents the change we think PROPEL has provided.

Number 3

We picked 3 because this was story about an exemplary individual who developed his capacities and self-confidence and leveraged this into a good job. He provides an inspirational example of the change we are trying to achieve. It shows the whole package of support services needed for persons with disabilities seeking jobs, and shows the linkage between working with employers on internship and full-time employment.

Number 1

We choose 1 because the story tries to show the change that has been brought to increase employment opportunity from 3 perspectives; employers, employees and from the service provision side. When we look at the employer side there is a reduced gap between the need and acceptance of persons with disability, from the employees the self-esteem and confidence has been increased, and access to services like micro-finances has been improved in the informal sector.

Stories of Change-China

Story 1 (DPO representative-Female)

Before 2013 we had conducted a survey that identified the problems of people with intellectual disabilities in finding and staying jobs. This identified the challenges that they face but we did not know how to address these problems. Following training with ILO we learned about how surveys had been done in other countries such as Japan and Malaysia and how they addressed the challenges persons with intellectual disabilities face. As a result we changed the survey and gathered more data for a report that we were able to present to the government a report on best practices and approaches. The mayor of Guangzhou accepted the report and requested the Guangzhou DPF to prepare an action plan to address these issues. This is being implemented and they have already 20 job coaches and make a big difference for persons with intellectual disabilities.

Before 2013 we only thought the family government was working on this issue but we found out that international agencies and government were working on this issue. This gives families more confidence that these issues will be addressed.

Story 2 (DPO representative-Female)

There are 4 parents who joined the job coach training in 2013. After the job training they contacted the DPO to say they would do the job coach training for their children. The parents did not provide the independent living skills that the children needed. What happened was that the parents ended up going into the work place and basically doing the job themselves. The result was that the daughter was angry and left the job because she felt that she was not doing anything. She now refuses to work. The negative change occurred because the parents had a little bit of training but did not understand the role and qualifications of job coaching. The overall result was the person with intellectual disabilities becoming dis-interested in work and feels she does not make her own decisions.

Story 3 (DPO representative-Female)

Before 2013 most of our beneficiaries were in sheltered employment. Following job coaching training we support persons with intellectual disabilities to be more independent. This comes through independent jobs in supported employment. A significant change that has occurred is that this also brings with it problems of independent living. For example 3-4 of the people we have supported in employment have fallen in love with other employees on their job. This creates a number of emotional difficulties which our job coaches have been not trained in dealing with.

Story 4 (DPO representative-Female)

Before I joined the training at the beginning of this year, my organization was quite confused about what services to provide to PWDs. We were unaware of what to focus on and what we should do. We tried to provide services in day care centres, some basic living skills etc. Since the training by DPF we have been more focused on addressing job coaching and supported employment. We have therefore focused on a strategic directional change for the goals of the organization.

Story 5 (Government representative-Female)

I joined the seminar about supported employment in 2013 but did not join the job coach training. This was the first time that I heard of the idea of supported training. I was very keen to learn more about it so contacted the ILO to join more job coach training in 2014. I thought that I could use this training to support persons with hearing disability by giving more detailed plans to persons with hearing disability. I then got into more detail on this subject when the government asked me to develop a detailed plan on supported employment for persons with intellectual disability. So I and my team developed a whole database on people who could have jobs and employers who might employ them and helped match them. I personally have changed my understanding of the type of work persons with intellectual disabilities can do and is aware of how they can be independently employed with supported employment. As a result the government is now committed to supporting persons with intellectual disabilities find work.

Story 6 (Person with disability who has recently attended DET workshop-Female)

I had a spinal injury a number of years ago and need to use a wheelchair. I work in a company in my home town. I have at times been refused work elsewhere because some people think PWDs might be trouble makers. I have never questioned my salary but recently I discovered that I was only being paid a third of the salary my colleagues were receiving. I had not thought to question this. However, after attending the DET training this weekend my attitude has changed. The result opened my eyes to the need for persons with disabilities to work for their rights and for equality. I am as resolved to address the question of my rights with my company. I understand that they get a tax benefit from employing me and so I am going to approach the HR department to discuss my rights, the good quality of my work and the mutual benefits me and the company get from my work. I would not have considered this before the DET training which made a significant change in my awareness and thinking.

Story 7 (DPO representative-Male)

Before the DET training PWDs would complain and fight with media, government, lawyers but this was ineffective. Would complain how come you don't know about the blind? Why do you always think we are weak? Why don't we get equal opportunities? But in a very confrontational manner. DET changed the approach of PWDs who attended. Now they use cooperation as an approach. DET helped them realise that the negative reactions was due to lack to awareness and education. Not necessarily the fault of the stakeholders. DET helped to adjust their approach by raising their confidence to communicate a rights based approach to stakeholders in a much more cooperative rather than challenging manner. This has led to companies, government agencies etc taking actions such as providing more opportunities for PWDs to work, to get inclusive education, to change the politics/policies etc. They are happy to do this rather than begrudgingly be forced to take action. Before the PROPEL project, PWDs were not doing this and the result was limited progress in disability rights. Now much more progress is being made.

Story 8 (Person with intellectual disability who is in supported employment-Male)

I used to work in a sheltered workshop delivering mail and making china. I was not very confident and wouldn't speak to people to other people that much. I now work in café in a supported employment position. After getting the supported employment position I have gained much more confidence. I speak to my manager, my colleagues and customers much more easily. This helps me learn more. I also have money to share with my family which makes me proud but the communication skills have been the biggest change.

Story 9 (DPO representative-Male)

Before the project the exchange of information on supported employment was less frequent. We knew little about other organizations and other agencies didn't know what work we did. ILO's work provided a platform for coordination with other agencies. We have had the opportunity to share success stories with peers and counterparts in China. This has provided us as a community with a great opportunity to share resources and improve our work. Through the publicity from this platform, our organizations reputation has improved and other organizations working on disability are more aware of the work that we do. We have trained other organizations in professional development on supported employment. Because we are training other agencies it also forces us to improve our own work. The trained organizations are beginning to offer support and relay the trainings to local officials of the DPF. As a result the Chinese Government is beginning to move on introducing more policies on supported employment.

Story 10 (DPO representative-Female)

A very significant change to our organization from the project is the increased professionalism of our job coaches and the new skills they have acquired. One example is an individual who needed intense support. When he started his job he lacked a sense of security in his new environment and did not feel safe working. The job coach initially provided him with very practical job duty related skills such as how to clean tables and how to mop the floor. With the support of ILO the job coach was able to provide support in areas of trust building and communication. This helped initially build trust between the employee and the job coach and then between the employee, his co-workers and others. As an example, initially he might clean the floor with no awareness that colleagues were trying to get past. Now he communicates with them and is aware of their presence. This type of support helps build the confidence of those we support in jobs and improves their ability to make independent decisions. The increased professionalism and skills of our job coaches has contributed to this improvement in our beneficiaries.

Story 11 (Person with intellectual disability who is in supported employment-Male)

This is my first job. In my job I have learned a lot and become less shy. Before I was afraid to talk to others but now I can communicate with co-workers and others. The most important thing about the job is that I am able to talk to my grandmother about it. I am very close to her and tell her about my day at work every day when I get home. She gives me advice about work. I am very happy that I am able to talk to her about my job.

Story 12 (Person with intellectual disability who is in supported employment-Male)

The biggest change is the economic income of my family. Before I started work we didn't have enough money for the family but now I am able to support my family. My parents are more relieved about the economic situation. The psychological pressure on them is also relieved because they know in the future after they have passed that I will be able to support myself. I am proud that I can contribute to my family's welfare and be a pillar of support.

Story 13 (Business representatives-1 Female & 1 Male)

Previously before the ILO collaboration we regarded persons with disabilities as charity cases. We saw it as the government's business to provide for them. Our job was running a business and making money. Following the awareness raising by ILO we realise that it is our responsibility to include and support them. We used to see persons with disabilities as a different group but now we see they are people just like us and we want to work with persons with disabilities. As a result we have changed our mind-set of our staff in our offices and are beginning to recruit persons with disabilities.

Reasons for selecting MSC stories

Story 13:

We picked story 13 because within the UN system ILO is the only agency that works on the work program and employers are at the centre of this. Employment is also crucial to the fulfilment of the self-independence of persons with disabilities and employers are the key to achieving this. Job opportunities are really decided by the employers. Even if we build the skills of the PWDs, if employers do not accept them, they will not find employment. Changing the awareness of employers as shown in this story is important to creating job opportunities. This story therefore represents the change we as the project advisory committee want to achieve.

Story 10:

Story 10 shows how job coaches are the key bridge to achieving the change we want to see in story 13. They help create the environment where PWDs are able to find a job. So the improvement of the acceptance of the job coach is an important concrete result of this project. For example the job coach are tasked with the implementation of all the practical principles to support disabled persons to find job. The story shows the on-the-ground impact of the PROPEL project and how it affected the lives of persons with disability. We feel this story is closely related to PROPEL's mission and one of the main objectives is improving supported employment. This story represents how PROPEL achieved this central objective.

Selection of the Geneva committee

The disability inclusion team of GED formed the selection committee in Geneva (2 F & 4 M), reviewed the stories short-listed by the PACs, and the selection of the NPC from both Ethiopia and China. The committee was asked to select one story that best represented the change PROPEL has achieved. There was a split choice between Story 1 from Ethiopia and Story 1 from China, and so the reasoning behind selecting both was collected from the committee.

Story 1: Ethiopia

We liked this story because it represents PROPEL's work though focusing on both the supply and demand side of the market. It takes into account the need to change the perspective of employers towards employment of persons with disabilities and at the same time identifies the need to increase persons with disabilities' access to information, skills development, micro-finance and confidence building. It refers to the ultimate change we want to see which is more persons with disabilities in employment.

Story 1: China

Story 1 represents well the work of PROPEL because it shows the engagement of different stakeholders, from disabled people themselves through to government. The methodology of national knowledge generation, international best policies and successful attitude change in government reflects well the way we work, and is an example where it has had good practical results already.

Annex 2: MSC Methodology Explained

Most Significant Change

MSC is a qualitative participatory approach that has been used as an alternative to traditional evaluative approaches. A key benefit of MSC is it is able to identify unintended outcomes, both positive and negative and trace why these have occurred⁹. This allows evaluations to move away from just assessing pre-determined goals and into measuring actual impact. MSC asks project participants to both identify significant changes the project has had on them and allows them to analyse the stories their peers provide and select stories that resonate with them. The methodology therefore has much in line with democratic evaluation¹⁰ and deliberative democratic evaluation¹¹.

MSC has gained more prominence in development evaluation in recent years. The approach involves conducting focus groups or semi-structured interviews to identify particular areas of change relevant to the project. Project participants are then asked in interviews to identify what changes they have witnessed as a result of the project. They are asked to either write or narrate a short story that explains the change that it most significant to them. The central theme of the interview is asking the question “During the course of the project/in the last weeks/months/years, what has been the most significant change that took place”¹²

MSC is a participatory evaluation technique because it allows participants to decide what the most important change to them is. Unlike more traditional M&E approaches, it does not look at stated goals or targets but asks participants to state the outcomes themselves. It therefore allows for the identification of unintended outcomes and focuses more on short-term outcomes rather than outputs¹³.

The MSC approach used in this evaluation was adapted from the ideal version developed by Davies and Dart to account for the tight time frame for the evaluation. An ideal version of MSC would have seen the evaluation collect data from a broader number in different groups of stakeholders in each country. Two-three selection committees consisting of beneficiaries and stakeholders, grouped together from similarities would have short-listed a group of stories that would have been passed up to the PAC. The PAC would then have chosen 2-3 stories from the short-list which would have been analysed in Geneva.

However because of the limited time-frame of the evaluation and the need to visit two countries, in this case the number of stories that could be collected was limited to 13 in China and 24 in Ethiopia. There was not an opportunity to conduct the first level of selection committee meetings. Instead the PACs were the first level of selection. The PAC short-listed 2 stories in China and 3 in Ethiopia. These were then passed up to a selection committee in Geneva, along with one selection from each of NPC for China and Ethiopia. After the committee in Geneva had had the chance to discuss and select a story from the short-list, they were also presented with the other stories that were not short-listed to identify if other

⁹ See Shah, R. (2014). Assessing the 'true impact' of development assistance in the Gaza Strip and Tokelau: 'Most Significant Change' as an evaluation technique. *Asian Pacific Viewpoints*

¹⁰ See MacDonald, B., & Kushner, S. (2005). Democratic evaluation. In S. Mathison (Ed.), *Encyclopedia of evaluation* (pp. 110–114). Thousand Oaks, CA: Sage Publications, Inc.

¹¹ See House, E. (1980). *Evaluating with Validity* (2nd ed.). Beverly Hills, CA: Sage Publications, Inc.

¹² For more detail on MSC see Davies, R., & Dart, J. (2005). The 'most significant change' technique: A guide to its use.

¹³ Ibid

themes not chosen by the PACs would have been chosen by the Geneva committee. This allowed for the differences between stories identified as important by constituent representatives and those by Geneva to be discussed.

Stories were collected from a variety of stakeholders including persons with disabilities, job coaches, DPO/NGO representatives, government officials, business leaders, trade union leaders and media representatives. Interview participants were interviewed first in a semi-structured approach that asked a series of questions about their experience with PROPEL including what changes they had witnessed or personally experienced. The evaluator then asked if they could narrate a story that highlighted the most significant change they felt had occurred because of the project. The evaluator explained the purpose behind collecting them and asked for permission to note down their story and present it to the selection committee. The evaluator asked questions during the narration to clarify particular points. The story noted down was then read back to the participant and asked them if they agreed that it had been correctly captured. Any corrections or additions were made and re-checked with the participants.

In China, all but one of the stories were narrated through a translator. In Ethiopia, approximately 50% were narrated through a translator and the other 50% narrated directly in English. The stories were translated to Chinese in China for the PAC meeting. In Ethiopia all but one of the PAC spoke English. This individual was provided with a translator. In each meeting the committee was split into small groups (3 in Ethiopia, and 4 in China) and asked to read, discuss and select 2-3 stories they felt best reflected the project to them. One of each group was asked to present the reasons for the selection to the group. In both Ethiopia and China one story was picked by each group. To select a second story in China and second and third in Ethiopia, pair-wise voting was used. The PAC then agreed a statement explaining why they had made their selections.

A key part of the MSC process is feedback to each level on the selection decisions. This helps all participants feel ownership of the evaluation process and allows for an understanding of differing motivations/expectations in a project. In this process feedback it is strongly recommended that ILO provide feedback to the PACs on the selection by Geneva and explain why the stories were selected.

China

PROPEL- China Log Frame and Its Progress (2014-2015)

Output/Activity	Indicator	Progress	Outstanding
Output 1: Training programmes are designed or reformed to be accessible to people with disabilities reflecting ILO advice and/or technical assistance	The government, social partners, project partners make relevant training more readily accessible to people with disabilities	1) CEC and China Disabled Persons' Federation start to establish local business and disability network held employers' seminars to share experiences on hiring and training men and women with disabilities in Chongqing, Dalian, Beijing, Wuhan and Shanghai, which aims to enable both the employers and the local government to restructure their training programmes . 2) The curriculum of supported vocational education for transitional period in Chinese are developed by the 11 special schools and vocational training centres. 3) ILO Global Business and Disability Network members, L'OREAL and IBM, as well other five companies, modified	

		their disability training programme and management strategy in China.	
1.1 Establishing base line information on the participation of men and women with disabilities and those men and women with intellectual disabilities in mainstream vocational education and training institutions	<ul style="list-style-type: none"> -A research report was developed, which contains vocational training programmes data and assessing the accessible situation for men and women with disabilities reflecting ILO advice and/or technical assistance. - A database operational in 10 TVET institutions , containing information on the access of women and men with disabilities to vocational education and training 	Questionnaires are developed by Employment Service Centre of CDPF. Basic data in 20 special schools and to vocational education centres is collected by Employment Service Centre of CDPF, Guangzhou Bureau of Education, YangAi Family Support Centre, and Beijing Union University in Chinese.	Further work is needed for complete this research to identify the needs, gaps and situations.
1.2 Capacity building for mainstream vocational education and training institutions on how to provide accessible services for men and women with disabilities and particularly men and women with intellectual disabilities, and for national statistics offices on approaches to data collection on persons with disabilities.	<ul style="list-style-type: none"> - At least 100 officials from mainstream vocational education and training institutions trained (disaggregated by affiliation) - Number of women and men with disabilities registered to obtain services in 10 of training institutions. -- At least two national statistics officers attend ILO training on labour data collection for men and women with disabilities 	<ul style="list-style-type: none"> -Training for 120 staff of Employment Service Centre of Dalian, Guangzhou, Jilin province, Hunan province and Beijing City conducted. -Training for Employment Service Centre of Qinghai province will be conducted in November. -At least 100 cases of data from persons with intellectual and developmental disabilities are documented. - The courses of supported vocational education for transitional period in Chinese are developed by the 11 special schools and 	National statistics officers attend ILO training on labour data collection for men and women with disabilities are still needed to be finished when fund is available.

		<p>vocational training centres.</p> <p>-Beijing city is copying and using this course for 20 special education schools.</p>	
<p>1.3 Establish supporting platforms and resource centres to enable multinational companies and employers' organizations to share experiences on hiring and training men and women with disabilities and get technical supports in four pilot regions and cities in China.</p>	<ul style="list-style-type: none"> - Good practices in labour market inclusion of persons with disabilities in China documented - At least eight capacity building activities delivered on measures to promote inclusive employment and accessible workplaces for people with disabilities - Resource centres created and operational in four regional employers organizations sharing information on hiring and training people with disabilities. 	<ul style="list-style-type: none"> -A case study of good practices in 16 companies are collected and widely shared. - Nine capacity building seminars on inclusive employment are held in Wuhan, Dalian, Chongqing, Shanghai, Shenzhen, Guangzhou, Jilin province, Hunan province and Beijing City conducted. -Kick off meeting for National Business and Disability Network is Shanghai held on 10 July, with 20 companies attended. - Regional resource centres are created in Shanghai, Dalian, Hunan, Chongqing and Beijing. 	
<p>1.4 Developing a guidance manual on how to promote inclusive employment for men and women with disabilities. And use it in future training for employers, job coaches and other staff in Employment Service Centres of CDPF.</p>	<ul style="list-style-type: none"> ---Guidance manual is developed, which it includes a section on gender mainstreaming ---Number of persons trained using this manual, disaggregated by sex 	<ul style="list-style-type: none"> -The Chinese version is completed. It contains awareness raising, gender equality, CSR&Disability, legal framework for employment of persons with disabilities in China, practical suggestions in management of disability issues in China. - Training for 120 staff of Employment 	

		Service Centre are using this manual.	
Output 2: Beneficiaries are placed in wage-employment on completion of skills training, as reflected through supported employment services provided with ILO advice and/or technical assistance.	Initiatives planned or undertaken by key stakeholders to improve supported employment training and employment opportunities for people with intellectual disabilities	<ul style="list-style-type: none"> - At least 100 persons with intellectual and developmental disabilities find jobs. -Changsha, Dalian, Guangzhou, Jilin province and Beijing City made their policies on SE. -The Central government announced the Policies on Assistant Employment for Persons with Disability on 9th July 2015, and SE is written as an alternative for those Assistant Employment Centres. It states that each district and country should establish an Assistant Employment Centres before 2020. -And SE will be written in the 13rd national disability development plan, as told by CDPF. 	
2.1 Support provided to local China Disabled Persons Federation branches on job coach trainings in selected provinces and cities, which undertake the planning and initiation of demonstration 'supported employment' initiative involving men and women with intellectual disabilities	<ul style="list-style-type: none"> --At least 120 participants attending the job coach training on supported employment, disaggregated by sex - Demonstration supported employment initiative established in at least 3 provinces and cities - At least 100 people with intellectual disabilities in employment, disaggregated by sex 	<ul style="list-style-type: none"> - Seven provinces or cities chosen by China Association of Persons with Intellectual Disabilities and Their Families as pilot projects for SE. - The PROPEL support partners conduct eight rounds of SE job coach trainings in 2012-15, and around 300 job coach are 	

<p>in selected provinces and cities, in collaboration with the CDPF, China Association of Persons with Intellectual Disabilities and their Families and China Intellectual and Developmental Disabilities Network.</p>	<p>- Case study of the initiative produced and shared among China Disabled Persons' Federation</p>	<p>trained. Among them, 80% are female job coach. -Nearly half of them started to support persons with intellectual and developmental disabilities, and 100 persons with intellectual and developmental disabilities find jobs. Among them, 40% of the persons are women with intellectual and developmental disabilities. - At least 20 case studies are shared with China Disabled Persons' Federation.</p>	
<p>2.2 Capacity building and study tours conducted for key decision makers in government, social partners, project partners, family groups for men and women with intellectual disability, including the media on supported employment to promote the labour market inclusion of persons with intellectual disabilities.</p>	<p>-At least 80 participants attending introductory courses -- Number of follow-up requests by participants for advice about including supported employment in their work.</p>	<p>-Around 550 persons from CDPF, media, family members and social partners attended introductory courses on SE - PROPEL extended the SE piloted project to seven provinces and supported five of them made policies in SE. Those actions are responses of partners.</p>	
<p>Output 3: A capacity-building plan for relevant officials on the enforcement and/or promotion of non-discrimination laws and policies related to persons with</p>	<p>- An action plan to promote non-discrimination laws and policies, including the ground of disability, is developed and implemented by government, social partners and project</p>	<p>-Law school faculties in China University of Politics and Law, in Peking U and Wuhan U, worked with lawyers and employment right practitioners to conduct legal research</p>	

<p>disabilities is implemented.</p>	<p>partners</p>	<p>of emerging legal issues, collect related legislation, cases, innovative remedies, non-discrimination laws and policies from a disability perspective. The results were shared regularly with decision makers and the public.</p> <p>-The 2015 Youth with Disabilities Leadership and Advocacy Capacity Building Camp was launched by disabled persons' organizations.</p> <p>- Key project partners got DET training in English and a group of Chinese DET facilitators are formed and they started to provide DET in Chinese.</p>	
<p>3.1 Disability Equality Training workshops for key stakeholders (government, social partners, project partners, Special Education Schools for persons with intellectual disability, including the media).</p>	<p>---No. of capacity building activities by DET delivered on measures to promote inclusive employment. - Number of participants trained (disaggregated by affiliation, sex)</p>	<p>-5 DETs are conducted by International consultant and 10 DETs are conducted by facilitators trained in November 2014. -300 persons are trained. Among them, 70% are female, 30 persons are from UN Agencies, 20 person are from governments, 70 persons are DPO leaders, 60 are from parents' groups, 40 are lawyers, 50 are from service provides or special education schools, and 30 are</p>	

		from employers.	
3.2 Translated edition of the ILO publication JOB AND WORK ANALYSIS: Guidelines on Identifying Jobs for Persons with Disabilities into Chinese for use in training for TVET institutions.	<ul style="list-style-type: none"> ---The Chinese version is published ---Number of persons trained using this manual 	<ul style="list-style-type: none"> -To be completed and published in Aug. - The draft have been used and tested for training to 20 staff from the Employment Service Centre of CDPF 	
3.3 Legal barriers to the employment of persons with disabilities, and women with disabilities especially, identified and recommendations made to remove these, in collaboration with Peking University.	<ul style="list-style-type: none"> - A report to identify legal barriers to the employment of persons with disabilities, and women with disabilities especially, and steps planned or taken to remove these - Number of copies of this report distributed in training activities in 1.3 and 2.2 - A validation workshop with key stakeholders held to discuss the findings and recommendations, and decide on plan of action 	<ul style="list-style-type: none"> -Chinese version has completed. -It is shared with Employment Department of CDPF and also discussed in the validation seminars at Wuhan in October 2014 and at Beijing in March and April 2015. At least 50 persons discussed this paper. - 20 legal scholars and law major students involved and worked with 20 lawyers who has experiences in disability field. - Government's initiatives on revision of the Regulation on Employment Security Fund for Persons with Disability (1995) launched, with the aim of using the levy more efficiently and promote the quality of skills development and training programme of people with disabilities. Several provincial and city governments start to provide 	

		financial subsidies to non-governmental organization for SE work. PROPEL's report are provided for this revision.	
Output 4: An awareness-raising strategy on non-discrimination will be launched by one or more constituents, in collaboration with the media, as documented through evidence of, for example, brochures, media reports or campaigns.	<p>---Increased media reporting on the rights of persons with disabilities and their working capacity</p> <p>- An information dissemination, awareness-raising, training or outreach strategy on the training employment of persons with intellectual disabilities is planned or implemented by one or more of the tripartite constituents, in collaboration with the media, as documented through evidence of, for example, brochures, media reports or campaigns.</p>	<p>-The strategy and advocacy plan were adopted by constituents at national and local levels to promote supported employment (SE) for men and women with intellectual disabilities and autism.</p> <p>-The China Disability Advocacy Month was launched by more and 85 disabled persons' organizations in 2014 and will be launched in November 2015, and ILO PROPEL worked as one of the main supporter on its media strategy.</p>	
4.1 Capacity building conducted for key stakeholders, including the media, in advocacy for rights and working capacity of men and women with disabilities, especially persons with intellectual disabilities	<p>- Number of capacity building activities delivered</p> <p>- Number of officials from key stakeholders completing capacity building courses</p>	<p>-Three capacity building activities delivered:</p> <p>1) Media training and dialogue with DPO leaders and CDPF officials in December 2014, 60 persons attended it.</p> <p>2) 80 CDPF local communication officers are trained in September 2014.</p> <p>3) Training for 42 DPO leaders in media advocacy in July 2015.</p>	Another media training and dialogue with DPO leaders and CDPF officials to be completed in November 2015.
4.2 Provide PROPEL-Global advocacy publication, global and	---Number of Initiatives planned or undertaken by key stakeholders to	-At least 100 media reports and 5 documentaries made	The China Disability Advocacy Month will be launched in

Chinese good practices in inclusive TVET institutions and inclusive employment to key stakeholders in launching awareness raising campaigns concerning the rights and working capacity of men and women with disabilities, especially persons with intellectual disabilities	promote good practices in inclusive TVET institutions and inclusive employment - Increased media reporting on the rights of persons with disabilities and their working capacity	on this subject. - The China Disability Advocacy Month was launched by more than 85 disabled persons' organizations in 2014 and 120 activities are arranged during this month.	November 2015.
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Ethiopia

Output/Activity	Indicators	Progress	Outstanding
<i>Immediate Objective 1</i> Government and other partners' capacity improved on implementing the CRPD/NPA with focus on skills development for the employment and employability of persons with disabilities	NPA contains a focus on technical skills training and employment of persons with disabilities	Training on CRPD/NPA implementation given in 5 Regions where ICCs were earlier established. Focus given on how to mainstream disability in skills and employment programme. NPA includes vocational skills training for youth with disabilities as one of priority sectors (See NPA: Priority 4, Objective 5). In light of this the Federal TVET Agency has designed a disability inclusive national TVET Framework with PROPEL's contribution through ECDD.	Newly established CRPD/NPA implementers in 4 Regions and 2 Administrative Cities still need capacity building training on disability laws, policy and disability inclusion in programs and services through the DET facilitation methodology.
Output 1 ICCs established in order to strengthen the implementation process of the CRPD/NPA	CRPD/NPA Implementation and Coordinating Committees (ICCs) established in 4 new regions and 2 Administrative Cities in Ethiopia.	CRPD/NPA ICCs established in 4 Regions (Gambella, Hareri, Somalia, Afar) and 2 City Administrations (Dire Dawa & Addis Ababa) through PROPEL/MoLSA partnership. Existing 5 Regional CRPD/NPA ICCs have included disability in their	Capacity building training on disability inclusion in policy, programmes and services required for ICC member bureaus and sector offices of the 4 Regions and 2 City Administrations for effective implementation of the

Output/Activity	Indicators	Progress	Outstanding
	Existing 5 Regional ICCs reporting achievements on CERPD/NPA implementation to Parliament and Regional Councils	sector plans and programmes and are reporting progress to their respective Regional Councils. The same applies to Federal Ministries. ICC members at Federal level are implementing disability inclusive sector plans that contribute to the implementation of the CRPD/NPA and are reporting to the Parliament on mandatory basis. MoLSA, as Chair of the Federal ICC, has signed a Memorandum of Understanding with various Ministries (Ministry of Urban Development and Construction, Ministry of Transport & Communications, Ethiopian Broadcast Agency, Federal TVET, etc.) to enforce and monitor CRPD/NPA implementation.	CRPD/NPA. DET training methodology is most effective. Further strengthening and follow-up on CRPD/NPA implementation is required. Success stories documentation and dissemination of success stories to Regions where ICCs are newly established is important.
Activities 1.1 Supporting implementation in 5 regions through capacity building (Training on DET, employment laws and policy, media reporting on disability)		The Ministry of Labour and Social Affairs in collaboration with ILO-PROPEL has delivered Training of Trainers (ToT) for all Regional Bureaus of Labour and Social Affairs (BoLSAs) in Ethiopia based on the ILO Training and Education Guide: 'Achieving Equal Employment Opportunities for Persons with Disabilities through Legislation'. The training aimed at building the trainees' knowledge for effective implementation of the CRPD and the NPA on disability. Members of CRPD/NPA ICCs in five Regional States (Tigray, Amhara, Oromia, Benshangul Gumuz and Southern Regions). Capacitated through training on disability rights policy, laws and inclusion (a total of 317 participants 256 males, 61 females, 30 with disabilities attended training).	More experts of Regional BoLSAs require similar training. But due to limitation of resources MoLSA/PROPEL could not organise additional ToTs.

Output/Activity	Indicators	Progress	Outstanding
1.2. Initiating NPA/CRPD implementation through establishing structures in four emerging regions and two city administrations		NPA/CRPD implementation is underway in 4 emerging Regions and 2 City Administrations as MoLSA, through PROPEL's support, has initiated the establishment of CRPD/NPA Implementation and Coordinating Committees (ICCs) in Gambella, Hareri, Somalia, Afar, Dire Dawa & Addis Ababa)	Capacity building training to newly established ICC-member Regional Bureaus, DPOs and others required to expedite CRPD/NPA implementation. ICCs require DET training and orientation on existing disability laws policy, legislations and incentives to have the right tools and awareness for CERPD/NPA implementation.
Output 2. Assessment and training programme carried out among Technical and Vocational Education and Training (TVET) actors in order to promote inclusive TVET and the employment prospect of persons with disabilities	No. of colleges committed to opening access for inclusive TVET	10 TVETs partnered with ECDD to become inclusive TVETs and accessible to persons with disabilities.	
Activities 2.1. TVET baseline study		TVET base line study not done	ECDD is dealing with consultants to undertake a survey of TVET trainings in Bahir Dar and Mekelle towns.
2.2 TVET accessibility audits of selected pilot colleges		Accessibility auditors trained pending the audit practice.	Accessibility auditors were trained and they will undertake the work shortly

Output/Activity	Indicators	Progress	Outstanding
2.3 Supporting implementation of the TVET framework		<p>Feedbacks were collected on Guideline for the Inclusion of persons with disabilities in TVET, 32 (16F) participated at the workshop representing DPOS, NGOs, TVETs and government offices.</p> <p>An average of 90 units of competencies of curriculum adaptation works conducted in Manufacturing, Garment, Beautification and Hair dressing & food preparation.</p>	
2.4 Count Us In & DET training to TVET centres		<ul style="list-style-type: none"> -DET provided to 48 TVET representatives from Bahir Dar and Mekelle. - DET provided for five selected TVETs 41 participants (23F) in Amhara & Tigray Regions. - Through DET-CoP, 24 (7F) TVET trainers and representatives from TVET colleges and Federal TVET Agency trained in DET in Addis Ababa. - DET provided for 24 TVET personnel from all regions at Adama. 	
Output 3. An approach to promoting self & wage employment for persons with disabilities tested and scaled up	No of beneficiaries in internship/place ment and self-employment schemes.	266 (32% women) disabled job seekers secured employment support services (career development/internship/ placement) and 267 (60% women)disabled entrepreneurs and 35 groups of women with disabilities benefited from enterprise development services	

Output/Activity	Indicators	Progress	Outstanding
		(access to skills, entrepreneurship and microfinance)	
Activities 3.1 Facilitate access to inclusive entrepreneurship training and Business development services through ILO-Disability Equality Training (DET) to Micro and Small Enterprise (MSE) Agencies in collaboration with ECDD		-9 (6F) Business Development Service (BDS) facilitators of Amhara ReMSEDA in Bahir Dar were given orientation to make entrepreneurs with disabilities get access to services -132 (71F) entrepreneurs with disability were provided BBS training and acquired business skill	
3.2 Facilitate access to inclusive finance through ILO-Disability Equality Training (DET) to MFIs in collaboration with ECDD		-135 (81F) entrepreneurs with disabilities made dialogue with MFIs in AA, Bahir Dar, and Mekelle to facilitate access to financial services. -36F with disabilities organized in group became service users of micro finance service in Bahir Dar and Mekelle.	

Output/Activity	Indicators	Progress	Outstanding
<p>3.3 Facilitate employment support to college graduates with disabilities through job hunting skills training, internship programmes and placement support by way of Service Contract arrangement with ECDD.</p>		<p>- 86 (28F) college graduates with disabilities trained on CV writing and job hunting skill training.</p> <p>-21 (9F) job seekers with disability placed as interns in different organizations.</p> <p>- 74 (22F) qualified job seekers with disabilities trained in assertiveness skill training</p> <p>-24 (6F) university students with disabilities were supported to establish career development club.</p> <p>-61 (19F) college graduates with disabilities employed in different organizations.</p> <p>-102 qualified job seekers with disabilities received 1063 pieces of vacancy announcements through SMS text</p>	
<p>3.4 Support the Confederation of Ethiopian Trade Unions (CETU) in the inclusion of disability rights in Trade Union activities through Disability Equality Training (DET) to union leaders in partnership with ECDD</p>		<p>Trade Union leaders of CETU trained on how to promote the rights of persons with disabilities in the work place. CETU has taken practical steps on including disability in Trade Union activities such as putting the issue of disability as part of the collective bargaining with employers.</p> <p>With PROPEL's support CETU had organised a Regional workshop on disability rights and inclusion in Trade Unions in September 2013 where representatives from Irish Confederation of Trade Unions, U.K</p>	<p>CETU is planning to organize workshop through ILO ACTRAV/PROPEL funds (to be held end of August 2015) to secure inputs for the preparation of guidelines and inclusive policies on persons with disabilities at workplaces.</p>

Output/Activity	Indicators	Progress	Outstanding
		Trade Unions and Ugandan Trade Unions made presentations on their knowledge and experiences of promoting the rights and inclusion of persons with disabilities in the world of work through trade Union activities.	
Output 4. Employment data of persons with disabilities included in labour force survey	Periodic labour force statistics compiling information on persons with disabilities	On progress	The Central Statistical Authority in collaboration with MoLSA and DPOs has to complete its work on definition of disability and types of impairments; and has to also agree on disability measurement instruments so as to apply them in the upcoming national census and future labour market surveys (disability inclusive)
Activities 4.1 Support CSA/MoLSA collaboration for collecting employment data on persons with disabilities by orienting CSA staff on the definition of disability and formulation of disability statistics questionnaires.		A task force comprised of MoLSA, FENAPD, ILO-PROPEL, Addis Ababa University Disability Centre, CSA established and working on definition and measurement instruments of disability statistics for use in the National Census planned for 2017. The PROPEL team actively participates in the task force and has shared the Washington Groups disability statistics instruments to members.	The task force will have to work until an agreed disability definition as well as measurement instruments and formats are in pace.
4.2 Share instruments, knowledge and data collection		Training given to CSA staff in May 2015 in Geneva on methods and instruments of disability statistics. The trainee is a member of the	There needs to be more capacity building support to the Disability Statistics task force to

Output/Activity	Indicators	Progress	Outstanding
tools to CSA for inclusion of disability in employment statistics		disability task force chaired by MoLSA.	ensure proper capturing of the number of persons with disabilities in Ethiopia in the next census including their labour force participation.
<i>Immediate Objective 2</i> Public awareness on disability raised through improved media reporting capacity	No. of media training workshops, events and good practice stories and media outputs/products	1 media ToT, 8 media training, 1 media forum establishing workshop, 1 Art exhibition (with 28 disability focussed paintings) organised; and a number of media products (films, articles, success stories, dramas) produced through national and regional electronic and print media .	
Output 5. Media use for public awareness and disability inclusion in development enhanced	Major media outlets (ETV, Fana Broadcasting, Zami Radio and Regional media programmes) engaged in disability reporting programmes	Major media outlets report more frequently on disability in a more rights-based approach. Among the programmes, <i>Dimtsachin</i> (Our Voice) through the National Radio, <i>'Beroch Yikefetu'</i> (Let the Gates Open) and <i>Maedot</i> through TV programmes are among the media products that have come to the scene after PROPEL's media capacity building training on disability reporting. ETV, Fana Broadcasting Agency, Ethiopian Radio, Zami Radio and Regional F.M Radio stations are engaged in disability reporting.	Additional media capacity building training on disability reporting required for Regional media outlets that have not yet had access (e.g.: Benshangul, Afar, Gambella Regions)..
Activities 5.1 Print and distribute Amharic translated media pocket guide to reporting on disability in Ethiopia to all media agencies.		300 copies of the Amharic translated Media Pocket Guide to reporting on disability in Ethiopia distributed to Regions where media workshop have been organised.	More copies of the Amharic Media Pocket Guide are on demand. Translation of the pocket Guide to other local languages required (e.g. to Tigrigna and Oromiffa languages).

Output/Activity	Indicators	Progress	Outstanding
5.2 Provide technical advice on disability reporting to Media outlets in collaboration with MoLSA and sponsor media programmes such as 'Our Voice' for disability rights and inclusion		For sustained consultation on disability reporting with the media MoLSA has initiated the establishment of a Media Forum with PROPEL's support. It has also signed a Memorandum of Understanding (MoU) with the Ethiopian Broadcast Authority (EBA) to closely work to ensure disability inclusion in media reporting in all electronic and print products.	
5.3 Collect good practice stories published by media		PROPEL has collected media products (print and electronics) from Tikuret Radio, Ethiopian Radio (<i>Dimtsahcin</i> Programme), ETV and others. They include news items, stories and interviews on existing disability policy/laws and inclusive programs.	A documentary film on good practice stories could be envisaged if additional PROPEL resources are secured.
5.4. Organise inclusive events for positive portrayal of women with disabilities during the International Women's day in collaboration with the Ethiopian Women Entrepreneurs' Association (EWEA)		International Women's Day celebrated with inclusive events organised by the Ethiopian National Association of Women with Disabilities (EWDNA) in collaboration with Women In Self Employment (WISE) and Addis Ababa Trade & Industry Bureau. The events included inclusive Trade Fair, music, poems, and blood donation. The PROPEL-funded events organised by EWDNA contributed to disability awareness and positive portrayal of women with disabilities.	More inclusive events would promote disability inclusion in women's entrepreneurship development in Ethiopia. A further and sustained initiative to include disability in mainstream women's entrepreneurship programme is an important next step.

Output	Activity	Indicators	Progress	Outstanding
<p>Immediate Objective 1</p> <p>Enabling legal and policy environment for better employment and training opportunities for women and men with disabilities is created.</p>		<p>Number of policies and laws under revision where disability rights have been included</p>		
<p>1.1 Review and revision of national laws on disability concerning employment and training opportunities for women and men with disabilities supported</p>	<p>1.1.1 Continue to provide technical advice to Government on revisions required to laws and policies concerning the training and employment of persons with disabilities</p> <p>1.1.2 Hold further workshops at national and provincial levels to support the Government in reviewing laws concerning persons with disabilities. This includes further regulations such as governor's regulation.</p> <p>1.1.3 Translate</p>	<p>- Extent of revisions of the national law addressing employment of women and men with disabilities</p> <p>- Number of consultative meetings on the review at the national and provincial levels: 2 main consultation events with all stakeholders, including organizations that have focus on disability and all lines of Ministries, including the Ministry of Manpower, the Ministry of Social Affairs, and the</p>	<p>After the ratification of UNCRPD in 2011, in which it was adopted into The Act of The Republic of Indonesia No. 19/2011, the advocacy groups for persons with disabilities, including participation from ILO-PROPEL, Draft of Disability Law that is in-line with UN Convention on Rights for Persons with Disabilities (UNCRPD) has been endorsed and is included in the 2015 (1st year) National Legislation</p>	<p>In order to review the current quota system for persons with disabilities in employment sector and propose changes in legislation, an international consultant will be assigned to look specifically into the quota system to review legislation, institutions and policies regarding quota for employment of persons with disabilities and to identify opportunities for inclusive public</p>

<p>1.2. Good practices of companies hiring persons with disabilities in Indonesia are compiled and disseminated to relevant stakeholders to promote inclusion of disability at workplace</p> <p>1.3. ILO reports and tools on disability inclusion published, and disseminated in Bahasa Indonesia and disseminated among relevant stakeholders in Indonesia (Government, companies, DPOs, NGOs,</p>	<p>existing laws and regulations on disability into English for international review.</p> <p>1.2.1 Compile and translate good practices of Indonesia context</p> <p>1.2.2 Translate document into Bahasa Indonesia</p> <p>1.2.3 Print hard copies of documents for dissemination, and provide soft copies for knowledge sharing online</p> <p>1.2.4 Hold meetings/seminars with Constituents to disseminate good practices</p> <p>1.3.1 Review and adapt reports, publications and tools to Indonesia</p>	<p>Ministry of Law and Human Rights (Kemenhumkam) between 2014 and 2015.</p> <p>Number of documents distributed to relevant stakeholders in 3 provinces and at national level: Four (4) ILO publications have been translated into Bahasa Indonesia and adapted for easier use for all constituents and other institutions, including DPOs and companies:</p> <ol style="list-style-type: none"> 1. The rights to decent work of persons with disabilities 2. Achieving equal employment opportunities for people with disabilities through legislation 3. Revision of the previous translated version of the Code of Practice on managing disability in the workplace due to outdated 	<p>Programme List by the new Parliament (People's Representative Council -DPR) in this new government period.</p>	<p>employment services. In the current Act of the Republic of Indonesia No. 4/1997, states that there is a quota system of 1% in place to promote employment opportunities for persons with disabilities in the open labour market. In the disability draft bill, the quota system of 1% has been increased to 2%.</p>
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<p>INGOs and Media).</p> <p>1.4. Incorporating disability laws into law faculty curriculum in other leading universities at national and province level in Indonesia facilitated.</p>	<p>context</p> <p>1.3.2 Translate document into Bahasa Indonesia</p> <p>1.3.3 Print hard copies of documents for dissemination, and provide soft copies for knowledge sharing online</p> <p>1.4.1 Organize consultations and workshops with selected university /law department staff at national and province level with the support of UNIKA Atma Jaya university</p>	<p>disability vocabulary</p> <p>4. In collaboration with the Better Work Indonesia Project, a Guideline on Recruitment and Good Practices on Disability Inclusions in Companies was produced</p> <p>- At least 3 publications and practical tools translated, published and disseminated:</p> <p>1. Posters from International Disability Day campaign were disseminated</p> <p>2. "Inclusion of People with Disabilities in Vocational Training: A Practical Guide" was translated</p> <p>- Faculty curriculum in at least 3 universities includes disability rights in at least 1 course:</p> <p>Three consultation workshops were held at Maranatha University of Bandung, West Java, Atma</p>	<p>Currently, there are in total 8 grant recipients. 5 students from UNIKA Atma Jaya, Jakarta and 3 students from Widya Mandira University who</p>	<p>The practical guide to be printed and disseminated during workshops / events</p>
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	<p>1.4.2 Provide grant awards for students conducting research on legal and policy concerning rights of people with disabilities</p>	<p>Jaya, Jogjakarta, and Widya Mandira University of Kupang, East Nusa Tenggara (both in Oct 2014) to seek the possibility for incorporation of disability issues into the curriculum of the Law Faculty.</p> <p>Due to the challenge for a new subject to be able to be introduced as a course in Indonesia, including a review from The Agency for The Assessment and Application of Technology (BPPT – Badan Pengkajian dan Penerapan Teknologi), disability topic is introduced directly in classes by raising the awareness of the students on the topic.</p> <p>- Number of students taking courses on or including disability legislation</p>	<p>are in the process of completing their researches on legal and policy concerning rights of people with disabilities.</p>	<p>Completing the final payment for students from both universities upon the completion of their research papers.</p>
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Immediate objective 2				
Employability and employment of young women and men with disabilities is enhanced through skills training and a job placement mechanism.				
2.1 Baseline survey on participation of people with disabilities completed (in general vocational training centres)	2.1.1 Conduct baseline survey of the attendance of persons with disabilities in general vocational training centres	Report of baseline study	The report of the baseline study on the accessibility of 16 vocational training centers in East Java was disseminated through a seminar held in Dec 2014 attended by 24 participants of government officials.	
	2.1.2 Publicize the survey findings through meetings and reports to the media	Report on accessibility audit of physical infrastructure: completed	For further accessibility audit of vocational training centers, it was agreed to select 6 vocational training centers based in East Java started in Jan 2015. The review on the report of the accessibility audit was completed by Geneva in May 2015.	
2.2 Action plan adopted to improve physical accessibility of selected vocational training centres	2.2.1 Conduct accessibility audit of selected general Vocational Training centre premises,	Report of workshop to review findings and recommendations of the accessibility audit ('Validation workshop'): completed		
	2.2.2 Hold a workshop to review the findings and recommendations, and decide on an action plan	Reports on accessibility of		The local government of East Java in charge of employment requests for the recommendation to be sent to the office and notify the Governor level to be followed up.

<p>2.3 Action plan adopted to revise curriculum revised and adapt training materials to make them accessible to persons with disabilities</p> <p>2.4 VTC instructors' needs' assessment conducted to identify disability-related sensitization and training needs.</p> <p>2.5 Mechanism in place between job seekers with disabilities and employers (job fair, gateway platform, referral system)</p>	<p>2.3.1 Commission a review of the curriculum and training materials from a disability perspective</p> <p>2.3.2 Hold a workshop to review the findings and recommendations of the review, and decide on an action plan</p> <p>2.4.1 Commission a needs assessment of VTC instructors in relation to disability inclusive training</p> <p>2.4.2 Hold a meeting to review the findings and recommendations of the needs assessment and decide on an action plan</p> <p>2.5.1 Hold consultative meetings with employment services, disability service</p>	<p>training curricula and materials and of validation workshop</p> <p>Report of assessment of instructor sensitization and training needs and of validation workshop</p> <p>Number of consultative meetings on developing accessible vocational training centres</p> <p>- Existence of the link/mechanism (job fair, gateway platform, employment office) for job seekers and employers</p> <p>- The mechanism is active (at least 1 Job fair at national level per year, 2 job fair at provincial level per year).</p>	<p>The report of the accessibility audit was disseminated through a workshop on 7 August 2015 to seek for further recommendations and decide on the next step. 57 participants attended the workshop were mostly from the local government, employers' association, disabled persons' organizations' (DPOs) representatives, and companies' representatives.</p> <p>Due to the challenge in revising and proposing curriculum, this activity will not take place.</p> <p>A national consultant has been identified. PROPEL Indonesia is learning from PROPEL Zambia on how it was done.</p>	<p>This activity to take place in 2015.</p>
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	<p>providers, DPOs, employers and workers' organizations on the establishment of the mechanism</p> <p>2.5.2 Organize seminar to endorse and publicize the established mechanism</p> <p>2.5.3 Support constituents in the implementation of the mechanism</p>		<p>The mechanism is in a form of a guideline to manage an inclusive job fairs. PROPEL Indonesia is still waiting for an approval from the MoM in doing this. There will be one national-level Job Fair and Disability Expo on 4 and 5 Sep, and a local-level Inclusive Job Fair in East Java on 2 and 3 Sep 2015. If the mechanism cannot be done, PROPEL Indonesia is planning to have a national consultant to support job seekers with disabilities at the national Job Fair and to liaise the needs of persons with disabilities with MoM</p>	
<p>Immediate objective 3</p> <p>Constituents are knowledgeable and have the capacity to address non-</p>		<p>- Awareness raising strategy adopted by government.</p>		

discrimination issues and barriers to equal employment opportunities for women and men with disabilities				
<p>3.1 Workshops/training completed for constituents and major stakeholders on non-discrimination and equal job opportunities for women and men with disabilities, on national and provincial levels.</p> <p>3.2 Representatives of media supported for a shift to a rights-based approach</p>	<p>3.1.1 Conduct at least one workshop on the labour market inclusion of persons with disabilities, covering trend in laws, policies, programmes and services</p> <p>3.1.2 Conduct DET training for constituents at national level</p> <p>3.1.3 Organize exposure visit of employers and media to selected companies that employ persons with disabilities</p> <p>3.2.1 Finalize and launch Pocket Guide to reporting</p>	<p>- At least one workshop on the labour market inclusion of persons with disabilities conducted</p> <p>- At least 1 DET workshop organized with 25 participants</p> <p>- At least 3 capacity building workshops organized for media at provincial level with a total of 75 participants</p> <p>- Pocket guide on Disability for Media finalized and made</p>	<p>2 DET trainings were conducted in Oct 2014. The first DET aimed government officials from ministries (Ministry of Manpower, Ministry of Social Affairs, Ministry of Laws and Human Rights, Public Rights and Statistics). The second DET targeted the employers' association, trade unions, media, university and employers. The facilitator was Maureen Gilbert assisted by 2 co-facilitators who are Enterprise Advisors of Better Work Indonesia (BWI) project.</p>	<p>This will be done at national-level towards the end of 2015.</p> <p>The Ministry of Manpower is requesting PROPEL Indonesia to provide with technical assistance and modules to conduct 2 DETs in Nov 2015 for its local officers and companies. The budget for DET has been included in the state budget of the Ministry of Manpower. In response to this, PROPEL Indonesia will support in providing technical support by engaging with 2 co-facilitators from BWI. The meeting to discuss this further with MoM will be held on 21 Aug 2015.</p>

<p>in media portrayal with articles featuring rights of women and men with disabilities at province level</p>	<p>on Disability for journalists</p> <p>3.2.2 Conduct Media baseline study on portrayal of persons with disabilities</p> <p>3.2.3 Conduct trainings for media representatives at province level to raise awareness of disability rights for general public and a refresher media training at national level</p> <p>3.2.4 Organize regular meetings with editors of media at national and province level to share knowledge, publications and tools of the ILO on disability</p>	<p>available to media</p> <p>Number of articles by trained media representatives disability issues from a rights-based perspective</p> <p>ToT was conducted in collaboration with DIFFA in Aug 2014 and followed with the media training for journalists in East Java and Kupang (Dec 2014). ToT was facilitated by Erick May and the training at the province level were facilitated by DIFFA.</p>	<p>Done and launched</p> <p>Media baseline study is done and reviewed.</p>	<p>This activity will be combined with regular meetings with editors of media at national and province level in 3 areas: Jakarta, East Java and East Nusa Tenggara.</p> <p>To disseminate the media guideline to media in Jakarta and province level.</p> <p>To follow up on the media baseline study on portrayal of persons with disabilities and to disseminate some of the key findings of the study, a national consultant will be hired to write an article highlighting some of the key findings as one form to disseminate the findings of the study.</p> <p>Conduct a training for mixed groups' representatives (DPOs, companies,</p>
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				<p>government, media), especially those in the media outreach / community relation division to promote the employability of persons with disabilities.</p> <p>This activity will be combined with exposure visits.</p>
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Vietnam

Output/Activity	Indicator	Progress	Outstanding
1.1 Revision of TVET law and policies, relevant to skill development revised to promote the inclusion of persons with disabilities, taking into ILO views and advice	Revisions to law and policies	A more inclusive TVET law is passed by the National Assembly in November 2014 and officially effected in July 2015.	A more inclusive TVET law is developed to cater to the training needs of rural workers and other disadvantaged groups, including women and men with disabilities.
1.1.1 Conduct a baseline survey on persons with disabilities accessing to mainstreaming vocational training programs	Baseline survey report	The baseline on auditing accessibility at TVET for persons with disabilities was conducted at 23 TVET schools and colleges in four provinces. The report is available in Vietnamese and is being translated now.	<p>This activity was combined with activity 1.2.1, 1.3.1 and 1.2.1 and was conducted from March to May 2015 in collaboration with the General Directorate of Vocational and Training (GDVT) – an organization belongs to the Ministry of Labour, Invalids and Social Affairs (MOLISA).</p> <ul style="list-style-type: none"> - A set of questionnaire used in the baseline survey was developed by the GDVT with technical support provided by the PROPEL project officer. These questionnaires (04 samples) were used to interview to representatives of department of labour, invalids and social affairs (DOLISA) at the provincial level, administrators of TVETs, instructors at TVETs and persons with disabilities. - A team of evaluators was set up for the baseline survey with contribution of experts from GDVT, the Social Protection Department of MOLISA, disabled people’s organizations (DPO Hanoi, DRD and VBPO) and the ILO.
1.1.2 Publicize the	Number of meetings	The workshop on publicizing the	This activity was combined with activity 1.2.2, 1.3.2 and 1.4.2

<p>survey findings through meetings and reports to the media</p>	<p>Number of media reports</p>	<p>survey findings was organized to around 70 participants from media, national constituents, selected TVET's administrators, employer's organizations, social partners, INGOs, Disabled People's Organizations (DPOs) and persons with disabilities.</p>	<p>and organized in collaboration with the GDVT as a workshop on publicizing the survey findings for national constituents, TVETs, media agencies, employer's organizations, social partners, INGOs, DPOs and persons with disabilities in Hanoi on 30th June, 2015. Report of the workshop is preparing by the GDVT and being submitted soon to the ILO. 8 media agencies were invited to the workshop and several articles about the findings workshop were published. http://www.molisa.gov.vn/vi/Pages/chitiettin.aspx?IDNews=23062 http://baodansinh.vn/hoc-nghe-gan-voi-giai-quyet-viec-lam-cho-nguoi-khuyet-tat-d11613.html http://thitruong.nld.com.vn/viec-lam-ho-tro-nguoi-khuyet-tat-hoc-nghe-i2166 http://vieclam.nld.com.vn/cam-nang/Ho-tro-nguoi-khuyet-tat-hoc-nghe-23055-nd.html http://yenbai.gov.vn/vi/tinh/daotaonghe/Pages/chitiettin.aspx?itm=439&mnId=0 http://vietnamnews.vn/society/272544/few-jobs-for-those-with-disabilities.html</p>
<p>1.1.3 Commission review of TVET law and policy from a disability perspective</p>	<p>Report of disability review of TVET law and policy</p>	<p>Planned in Aug and Sep</p>	
<p>1.1.4 Organize (O1) consultation the revised TVET law and vocational training policies for persons with disabilities with a view to identifying changes, needed</p>	<p>- Number of participants (male, female) and institutions - Required changes identified</p>	<p>Planned in Aug and Sep</p>	

1.1.5 Training for constituents and social partners on gender responsive strategy for inclusive TVET and coordination with inclusive education	Number of male and female participants	Planned in Aug and Sep	
1.1.6 Provide technical support to revision of laws and policies as required		Planned in Aug and Sep	
1.2 Action plan adopted to improve physical accessibility of selected TVET schools/centres	At least 3 vocational training schools/centres audited		
1.2.1 Conduct accessibility audit of selected vocational training schools/centres	Accessibility audit completed	The baseline on auditing accessibility at TVET for persons with disabilities was conducted at 23 TVET schools and colleges in four provinces. The report is available in Vietnamese and is being translated into English now.	This activity is combined with 1.2.1, 1.3.1 and 1.2.1 and was conducted from March to May 2015 in collaboration with the General Directorate of Vocational and Training (GDVT) – an organization belongs to the Ministry of Labour, Invalids and Social Affairs (MOLISA). Although the baseline survey was planned and budgeted for auditing at 20 mainstream TVET schools in four provinces, but when at the localities, the team of evaluators decided to visit 03 more non-mainstream TVET schools, who are providing vocational trainings for persons with disabilities.
1.2.2 Hold validation meeting to discuss findings and recommendations of accessibility audit and develop an action plan	- Number of recommendation accepted - Action plan	This activity was implemented in combination with activity 1.1.2, 1.3.2 and 1.4.2 as a workshop on publicizing the findings of baseline survey in 30 June, 2015.	Number of recommendations on the reasonable accommodation were raised by the experts, TVETs, DPOs and persons with disabilities during the workshop to contribute to the specific circular on vocational training for persons with disabilities which is planned to be developed by the GDVT and submitted to the MOLISA in the coming months. Recommendations for an action plan also were raised by

			participants in the workshop. Report of the workshop will be submitted soon to the ILO.
1.3 Action plan to revise curriculum and adapt training materials developed in selected TVET schools/centres			
1.3.1 Commission a review of the curriculum and training materials from a disability perspective	Curriculum review conducted	The activity was implemented during the baseline survey on auditing accessibility at 23 TVETs in the four selected provinces.	From a disability perspective, in all visited TVET schools, none of them has revised or adopted curriculum and training materials to persons with disabilities. Currently, time for three-month, six month and one year vocational training courses is allocated as 10%-30% for theory and 70%-90% for practice. Most of the interviewed TVET administrators and instructors thought that vocational training courses may take longer for persons with disabilities according to their health and disabilities condition.
1.3.2 Hold a workshop to review the findings and recommendations of the review, and decide on an action plan	Action plan on adaptations to the curriculum in line with recommendations	This activity was implemented in combination with activity 1.1.2, 1.2.2 and 1.4.2 as a workshop on publicizing the findings of baseline survey in 30 June, 2015.	Findings and recommendations on curriculum and training materials taken during the baseline survey was shared in the workshop on publicizing the survey findings for national constituents, TVETs, media agencies, employer's organizations, social partners, INGOs, DPOs and persons with disabilities in Hanoi on 30 th June, 2015. However, not yet an action plan or guidelines to support TVET schools develop action plan on this issues has not been presented. The GDVT has suggested that it should be considered to include in the upcoming circular on vocational training for persons with disabilities.
1.4 Action plan on instructor training adopted and disability sensitization			

carried out			
1.4.1 Commission a needs assessment of VTC instructors in relation to disability inclusive training	A comprehensive and good quality report	The activity was implemented during the baseline survey on auditing accessibility at 23 TVETs in the four selected provinces.	As the activity is combined in the baseline survey at selected TVET schools, findings on needs of VTC instructors in relation to disability inclusive training was presented in the comprehensive report of the baseline survey. One of the questionnaire used in the baseline survey was for interviewing TVET instructors. Total 111 instructors at four selected regions were interviewed directly in the baseline survey.
1.4.2 Hold a meeting to review the findings and recommendations of the needs assessment and decide on an action plan	Feasible action plan accepted	This activity was implemented in combination with activity 1.1.2, 1.2.2 and 1.3.2 as a workshop on publicizing the findings of baseline survey in 30 June, 2015.	The findings related on this issue was presented in the comprehensive report of the baseline. Most of the needs raised by the instructors are training course on support or soft skills to work with persons with disabilities. Beside of working skills, sensitization workshops are also requested. Based on the findings and recommendations, the PROPEL-VN and GDVT is planning to organize a two day training workshop on sensitization (using DET tools) and gender responsive strategy for inclusive TVET for national constituents, selected TVET's administrators and instructors in this September.
1.4.3 Organize sensitization workshops for key TVET and VTC personnel, using ILO DET	- Number of male and female participants - Suggestions for change made by participants end of workshops	Planned in Aug – Oct	
Outcome 2: Entrepreneurship skills development and employment related services accepting women and men with disabilities.			
2.1 Disability Inclusion Support Services offer support	- Practical changes to service provision, policies or laws		

<p>to the inclusion of persons with disabilities in mainstream entrepreneurship and employment services</p>	<p>proposed by participants following DET workshops</p> <ul style="list-style-type: none"> - Number of practical initiatives - Number of women and men received mainstreaming services 		
<p>2.1.1 Provide support to ICC and DRD to organize at least two sensitization workshops for mainstream services, using ILO DET</p>	<ul style="list-style-type: none"> - Number of DET workshops conducted - Number of male and female participants - Number of mainstream services supported through ILO's DET 	<p>04 (02 by DRD and 02 by ICC) sensitization workshops were organized from Feb to June, 2015. These workshops were cost shared with UN PRPD.</p>	<ul style="list-style-type: none"> - Total of 94 national constituents, media agencies, Disabled People's Organization members in Hanoi and in Ho chi minh city, parents of children with autism were participated in 04 sensitization workshops.
<p>2.2.2 Support ICC to facilitate delivery of at least four C/BED by Vietnam Cooperative Alliance</p>	<ul style="list-style-type: none"> - Number of C/BED training workshops conducted - Number of women and men received entrepreneurship skill training - Commitment of VCA to C/BED and to catering to entrepreneurs with disabilities 	<p>Planned to be conducted in August and September.</p>	
<p>2.2.3 Support provided for strengthening of organizational</p>	<ul style="list-style-type: none"> - Number of job placement centres provided with advice on disability inclusion 	<p>On-going with DRD and ICC</p>	<ul style="list-style-type: none"> - A contract signed with DRD from February to Oct 2015 to provide support to DRD to organize/conduct employment consultation sessions to improve capacity on job seeking for persons with disabilities then they

<p>capacity of disability inclusion support services (ICC, DRD) with a view to strengthening their linkage with mainstream job placement centres and entrepreneurship development programmes</p>	<ul style="list-style-type: none"> - Number of entrepreneurship development programmes provided with advice on disability inclusion - Number of men and women with disabilities benefitting from the job placement and entrepreneurship development services. 		<p>have enough skills to be able to work and retain their jobs. The session is expected to organise weekly, focusing on what strengths and abilities of disabled job seekers are, how they can write a CV, how they can manage to overcome an interview, and other important tips in having a job. Human resource managers from different enterprises, DRD's senior managers are invited to give consultation to disabled job seekers. In addition, the project provide support to strengthening the linkage of DRD with mainstreaming job introduction centres (JIC) and job fairs in Hochiminh city and Bien Hoa city, Dong Nai province through connecting and participating in JICs to increase number of enterprises into DRD's employer network who participate in the job fairs and employ labours with disabilities and increase job opportunities for PWDs. The first quarter report (Feb-May) was summited to the ILO and it is indicated there were 141 disabled job seekers approaching DRD for employment support through either emails, phone-calls, website, facebook and direct visits. Among 141 people, 43.3% are female and 56.7% are male, meaning that women with disabilities also expect to have employment opportunities as much as men. 83.7% are people with mobility disabilities, 7.1% are hearing impairment, 4.9% & 4.3% are visual impairment and other type of disabilities respectively. Regarding educational level, 21.3% have college degree, 24.8% have high school degree and those having primary and secondary school account for 53.9%. With PROPEL-supported, DRD has expended our network of employers by participating monthly in 2 more Job Introduction Centers in Thu Duc and Tan Binh, increasing to 4 JICs. Up to date, DRD has attended 16 sessions at JICs, among which 12 in Ho Chi Minh City and 4 in Dong Nai province. About 20</p>
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			<p>employers participating at the JICs including private enterprises, vocational training schools, companies... hiring people at different categories.</p> <p>- A similar contract also was signed with the Include Consultancy Center (ICC) from May to Oct, 2015 to organize 7 half of day consultation workshops for members of DPOs at district level in Hanoi to improve job seeking skills and job opportunities for persons with disabilities. These consultation workshops is organized in collaboration with the Hanoi Employment Service Center (HESC). To date, 03 half day employment consultation workshops were organized in 03 districts for persons with disabilities from 6 districts of Hanoi. Total of 12 enterprises and cooperatives have participated in providing employment consultation for 94 men and 64 women with disabilities in these districts.</p>
<p>Outcome 3: Disability Inclusion promoted by national constituents and the public media, as a way to foster the access of women and men with disabilities to general programmes and services.</p>			
<p>3.1 Disability Equality Training (DET) organized for employers organizations and trade unions with a view to encouraging their commitment to promote opportunities for persons with</p>			

disabilities			
3.1.1 Organize (01) refreshed training for DET facilitators in Vietnam	<ul style="list-style-type: none"> - Number of male and female facilitators attending refresher training - Number of individual coaching sessions arranged with expert facilitator 	Planned to be organised in end of September, 2015.	
3.1.2 Commission ICC and DRD to conduct (02) DET for national constituents and employers	<ul style="list-style-type: none"> - Number of key stakeholders (male and female) attending DET courses - Number of changes initiated by participants to promote disability inclusion after attending DET workshops 	<ul style="list-style-type: none"> - 01 DET training workshop has been organized by DRD in Ho Chi Minh city from 30th to 31st July. Report is being submitted soon. - 01 DET training workshop has been organized by ICC from 30th to 31st July. Report is being submitted soon. 	<ul style="list-style-type: none"> - DRD: 22 national constituents (9 females and 13 males) from Department of Labour, Invalids and Social Affairs (DOLISA) at city and district level, 02 (males) representatives from the Department of Public Transportation (DPT) and 01 (female) representative from Hoa Sen University were invited to participate in the training workshop. As reported by the DPT of Hochiminh city, at present, they are providing free bus services for persons with disabilities in the city, 200 among of 3,000 buses and 60% bus stops are accessible for persons with disabilities. In 2014, DPT carried nearly 1,2 million turns of persons with disabilities by bus. - ICC: 25 (8 females and 17 males) national constituents, DPO Ninh Binh, Hai Duong, Nam Dinh and Ha Nam province in Ninh Binh (a northern province). During the DET training, ICC also organized site visits to 03 enterprises in Ninh Binh province who are employing workers with disabilities.
3.2 Meetings conducted for employers' organizations and trade unions to facilitate dialogue and the launch of initiatives to promote equal opportunities	<ul style="list-style-type: none"> - Explicit commitments of employers, trade unions and social partners to promote opportunities for persons with disabilities - Number of initiatives 		-

for persons with disabilities	of employers in promoting hiring men and women with disabilities		
3.2.1 Organize (02) employers' dialogues to promote corporate social responsibility and disability inclusion	- Number of employers attending dialogues	02 Policy Dialogues for employers, trade unions and social partners were organized in Hoi An (Dec 2014) and Ho Chi Minh city (May 2015) in collaboration with Vietnam Chamber of Commercial and Industry (VCCI). One more policy dialogue is planned to organized in the South Central of Vietnam in August 2015 and cost shared with UN PRPD.	Total of 228 employers, trade unions and social partners participated in the 2 Policy Dialogues organized in Hoi An (4 th Dec, 2014) and Ho Chi Minh city (May 21, 2015). Number of initiatives and commitment were presented to promote job opportunities for persons with disabilities such as: <ul style="list-style-type: none"> - When sharing recruiting information on mass media, employers should encourage persons with disabilities to apply. - Employees with disabilities should share recruitment information and introduce their friends. - Link with DPOs and vocational trainings for PWDs. - Employers should attend inclusive job fairs for PWDs - Warm welcoming to candidates with disabilities - Learn difficulties of candidates with disabilities and how enterprise could provide support. - Receive persons with disabilities to internship and enterprise visits. - Coordinate with vocational training centers to provide vocational trainings and recruitment information for persons with disabilities.
3.2.2 Support national constituents organize disability relevant national and international days	- Number of events - Number of articles published	Provided partial support to the Vietnam Federation of Disability (VFD) to organize the Asian Pacific Disability Forum (APDF) in Hanoi from 26-29 November, 2014. The project is planned to provide support to national constituents to	The project provided 200 T-shirts with logos of IrishAid and ILO to 200 volunteers of the APDF event in Hanoi during November 26 th -29 th 2014 and a standard information booth with contents. In addition, PROPEL-Vietnam contributed registration fees for 05 members of DPO Hanoi and 02 professors of Hanoi Law University to participate in the event to strengthen their capacities and contribute their inputs to the law and policies

		organize International Day of Disability in 3 rd Dec, 2015.	relating to Disabilities.
3.3 Training programme/event carried out for the public media with a view to increasing knowledge and capacity to report on disability right issues			
3.3.1 Conduct (01) training/events for journalists with field trips for journalists promoting network with disabled activists and national constituents	<ul style="list-style-type: none"> - Number of journalists who report on disability from an equality viewpoint following training - Number of articles on disability from an equality perspective, following training 	A two day Media training aimed to journalists was organized in Binh Duong in earlier of April 2015. An International trainer – Mr. Eric May was invited to provide training in collaborated with the Vietnam Journalist Training Center (VJTC). This media training was organized in cost sharing with UN PRPD.	20 journalists from key media agencies (included print, online and broadcast media agencies) participated in a two day media training in Binh Duong. 02 persons with disabilities from Ho chi Minh city and Dong Nai also were invited to participate in the training programme. The training was included an enterprise visit to a garment factory (Fashion Garment – a 100% owned Sri Lanka factory) where nearly 70 persons with disabilities are working in different positions. Several articles on reporting disability issue in both Vietnamese and English were shared after the media training by journalists to the ILO Hanoi Communication Officer and PROPEL NPO.
3.3.2 ILO publications on promotion disability inclusion translated and disseminated	<ul style="list-style-type: none"> - Relevant ILO publications translated into Vietnamese - Pocket guide for media 	Four (04) ILO’s flyers were translated in Vietnamese and disseminated in various activities of the project. The Pocket guide for media is planned to be completed in Oct, 2015.	Flyers of “Recruiting people with disabilities”, “Myths and Facts”, “Why should you hire people with disabilities” and “Making your workplace accessible” were translated into Vietnamese, printed out and disseminated in most of DET trainings, sensitization workshops, Policy Dialogues and the Asian Pacific Forum on Disability.
4.1 Disability equality issues reflected in law courses taught at Hanoi Law University	<ul style="list-style-type: none"> - Number of courses that include disability equality as part of the curriculum - Number of male and 	A Service contract was signed with the Hanoi Law University (HLU) in late May, 2015 to implement all activities under the outcome 4. June and July is busiest time for the	A decision on Establishing the ILO-HLU project management steering committee was issued by the Rector of HLU on July 28, 2015. Five members of the committee included the Vice – Rector, department of International Relations and professors from related faculties such as Economic Laws, Labour Laws.

	female students attending disability equality courses.	university of new enrolment.	
4.1.1 Support HLU to hold a meeting on teaching disability equality legislation in law universities	- Number of male and female participants	On-going (Aug-Oct). The activity is planned to organize in earlier of Sep.	
4.1.2 Provide support to law universities to arrange internship/field trips for law students at DPOs	- Number of male and female students placed in internship programs	On-going (Aug-Oct)	
4.1.3 Support universities to incorporate disability equality issues into the full curriculum of law faculties and to update teaching material with relevant cases)	- Number of courses incorporating consideration of disability equality issues. -Number of law students (male/female) attending courses on disability equality legislation - Number of graduation thesis/papers on disability equality	On-going (Aug-Oct)	

Output/Activity	Indicator	Progress	Outstanding
<p>Immediate Objective 1</p> <p>Increased knowledge among government partners on Mainstreaming disability issues in skills development programmes</p>	<p>Total number of women and men with disabilities enrolled in pilot TEVET centres increased from the current 23 male and 21 female (44), to 200 with the aim of achieving a gender parity of 45-50% in the course of 2014 and 2015</p>	<p>*75 new enrolments for 2015, 28 female and 47 male</p> <p>*30 new enrolments for 2014, 10 female, 20 male</p> <p>Total enrolments for 2014/15- 105</p>	<p>* Awareness raising in special schools about the vocational skills training programmes available for students with disabilities in the pilot colleges contributed to the increased number of students admitted to the pilot colleges. 11 schools were sensitised including one group of out of school youths</p> <p>*Some students who were admitted to the pilot colleges failed to secure government bursaries to cover their fees</p>
<p>Output</p> <p>1.1. Training tools redesigned to reflect the recommendations in the audit report</p> <p>Activities</p> <p>1.1.1. Follow up on the pilot colleges on the redesign of training</p>	<p>Number of changes initiated to make training materials/tools accessible to trainees with disabilities</p> <p>Number of recommendations from the audit report integrated in the training tools</p>	<p>Not done</p> <p>Signage and labels on buildings has been done at three of the pilot colleges</p> <p>Ramps have been built at one of the colleges</p> <p>Physical access in the poultry</p>	<p>Lack of technical expertise and know-how on the redesign of training materials</p>

tools		houses and garden area has been improved to enable easy use/access for learners with physical disabilities	
<p>Output</p> <p>1.2. Support provided to TEVETA in the development of a teachers handbook based on the ILO practical guidelines on inclusive vocational training and checklist for inspectors</p> <p>Activities</p> <p>1.2.1. Technical expert hired to give comments on draft guidelines on inclusive VT</p> <p>1.2.2. Checklist revised to reflect the specific needs of trainees with disabilities</p> <p>1.2.3. Training manual/handbook developed</p>	Training manual and checklist available	<p>*Technical advice was given in developing guidelines on inclusive vocational training</p> <p>* Disability specific information has been added in the checklist for college inspectors</p>	
<p>Immediate Objective 2</p> <p>Women and men with disabilities have increased access to skills development programmes in mainstream vocational colleges</p>	Number of skills development programmes initiated and designed targeting inclusion of people with disabilities in mainstream vocational		

	colleges		
	Number of youth with disabilities placed into wage or self-employment upon successful completion of the training programme		
Output 1.1. Training module on inclusive vocational teaching developed in collaboration with the TVTC and TEVETA Activities 1.1.1. Working group established for the development of a teachers training module 1.1.2. Development of outline and content of the training module 1.1.3. Consultant identified to provide technical advice on the content on the training module	Training module on inclusive vocational training pilot tested with selected teachers from pilot colleges	*A TEVETA accredited skills award course in Inclusive Vocational Training has been developed for in-service trainers. *Disability has been mainstreamed as a unit in a training course for the newly revised curriculum for national vocational teachers	
Output 1.2. Teachers from the pilot colleges trained in inclusive teaching based on the training module developed Activities	Number of teachers who successfully complete the training	*20 lecturers from the pilot colleges have been selected to attend the inclusive vocational training course starting on 24 th August, 2015	

<p>1.2.1. Selected teachers identified to attend training at the TVTC</p> <p>1.2.2. Selected teachers attend and complete the training</p> <p>1.2.3. Follow-up on the teachers trained to observe their practice</p>		<p>*A 2 day capacity building workshop will take place on 4th and 5th Aug in preparation for the delivery of the course</p>	
<p>Output</p> <p>1.3. Support provided to TEVETA in the disability review of selected curricula</p> <p>Activities</p> <p>1.3.1. Selected curricula identified for review in consultation with TEVETA</p> <p>1.3.2. Technical advice provided throughout the review process</p> <p>1.3.3. Identify and contract a consultant to review draft curricula</p> <p>1.3.4.</p>	<p>Number of curricula identified for review</p> <p>Extent of integration of disability issues into curricula</p>	<p>One national curriculum was reviewed. The review process served as an example on the development of inclusive curricula to be used in future curriculum revision processes</p> <p>Curriculum review experts were capacity built on the review of disability inclusive curricula</p>	
<p>Output</p> <p>1.4. Provide technical advice on the</p>	<p>Level of integration of disability issues in the sector surveys</p>	<p>Not done</p>	<p>The survey did not take place as planned by the National Technical</p>

<p>undertaking of sector surveys on the skills needs of the mining and tourism industries</p> <p>Activities 1.4.1. Technical advice to TEVETA in the design of sector survey questionnaires</p>			Vocational Training Authority
<p>Immediate Objective 3</p> <p>Increased capacity of social partners, media and other stakeholders in promoting the employment rights of persons with disabilities.</p>	<p>Number and extent of new initiatives including reference to the rights of persons</p>		
<p>Output</p> <p>3.1. Support provided towards increased capacity of social partners to promote the rights of people with disabilities</p> <p>Activities 3.1.1. Develop a proposal for the establishment of a national Business and Disability network 3.1.2. Develop an action plan for funding the establishment of the network 3.1.3. Develop a proposal for the establishment of a disability champions network</p>	<p>National Business and Disability Network established</p> <p>Trade unions sensitized on how to include disability issues in their collective bargaining</p>	<p>*Supported the establishment of a national business and disability network under the Zambia Federation of Employers (ZFE) with the purpose of promoting the hiring of persons with disabilities</p> <p>*Trade union leadership sensitised on how to mainstream disability in union activities to promote the rights of workers with disabilities</p>	<p>The network has been funded by the Embassy of Finland for 18 months. ZFE is the main implementing institution with technical support from the ILO and Leonard Cheshire Disability</p> <p>No follow-up activities done due to limited resources</p>

in partnership with the ZCTU and the Disability Aid Abroad 3.1.4. Build the capacity of social partners including through DET	Trade unions commit to including disability in their collective bargaining agreements	Action plan done to mainstream disability in trade union activities	
Output 3.2. Media capacity on positive portrayal of persons with disabilities built Activities 3.2.1. Media pocket guide disseminated 3.2.2. Capacity building provided for selected media people	Awareness raising through a planned national event on access of youth with disabilities to mainstream skills development Number of media people trained on disability reporting	*16 media personnel were trained on how to report positively on disability. *A Pocket guide on disability reporting was developed and disseminated	*A disability award that was planned to be added to the Media Institute of Southern Africa awards failed to take off. The award was meant to motivate journalist to cover more disability issues
	Number of participants trained through DET	5 sessions of DET were conducted for representative of participants from key stakeholders, including government ministries, DPOs, TEVET trainers, employers and workers representatives. Total participants trained were 74, with 33 female and 41 male	Training of facilitators was not done due to inadequate funds to hire the DET master trainer
Output 3.4. Strengthened capacity of national partners to collect disability	Number of stakeholders sensitized on how to collect disability related data in national surveys	Not done	*Insufficient funds to support the training of national officers on approaches to gathering disability-

<p>statistics on the labour market situation of people with disabilities</p> <p>Activities 3.4.1. Capacity building conducted and technical advice provided on approaches to gathering disability-related information through national surveys</p>			<p>related statistics through national surveys</p>

Annex 4: Draft Questionnaire

Questions for Country Offices

Question 1: Progress on Planning Objectives, Outcomes and Outputs

Please review the attached table for your country which includes the logframe from the 2014-15 national proposals and fill in the progress to date, what is planned and what will be outstanding at the end of the project. Please include numbers of beneficiaries, people trained, placed in employment etc

Question 2: What do you see as the main purpose of the PROPEL project?

Question 3: What changes have taken place in your country that the PROPEL project has contributed to? (List all)

Question 4: What is the one most significant change you have witnessed as a result of the project? (Can be at any level, e.g. ILO operations, attitudes of the constituents, legislation, impact on ultimate beneficiaries, change in approach of partners etc)

Question 5: Are you aware of the findings of the mid-term evaluation for PROPEL? What were the main recommendations related to your country?

Question 6: Have you made any changes in operations or approach as a result of the findings of the mid-term evaluation? If so what are these? Please give examples.

Question 7: What has been the biggest program management challenge?

Question 8a: How satisfied are you with the program management support from ILO HQ? (very unsatisfied, unsatisfied, satisfied and very satisfied)

Question 8b: What improvements could be made?

Question 9: Do you think your country program contributes to the global product of PROPEL? If so how?

Question 10: Did you conduct a needs assessment before the project proposal development for the second phase (2014-15)? If so please email.

Question 11: Who did you consult when designing the project? How did you conduct the consultations?

Question 12: Do you think the changes that have occurred because of PROPEL are sustainable? If yes, please provide examples.

Question 13: What impact on the lives of persons with disabilities do you think the project has had? Can you give examples or case studies?

Question 14: Which initiative from PROPEL do you think has been the most successful? Why?

Question 15: Which initiative from PROPEL do you think has been the least successful? Why?

Question 16: How has your project taken the needs of people with multiple vulnerabilities into account?

Question 17: Have you used resources from elsewhere (e.g. ILO HQ, global platforms, other countries) to help implement the project?

Question 18: Has your project contributed to P&B outputs other than the ones stated in the proposal? If so which ones and how?

Question 19: Please insert the theory of change for your country's PROPEL project (if necessary, hand-draw it and scan a copy)

Question 20: Has ILO developed and funded any other disability focus funding during the period of the project.

Question 21: Who is on the Project Advisory Committee?

Question 22: How many times has the Project Advisory Committee met?

Question 23: What do you understand to be the main gender objectives of the project?

Question 24: Do you have a sustainability plan for the project or disability work in your country office?

Question 25: What efforts have been made to mainstream disability throughout the ILO country office?

Question 26: Have there been initiatives you wanted to do or requests from constituents that you weren't able to do because of lack of funding?

Annex 5: List of People Interviewed

Geneva

Date	Name	Gender (M/F)	Position	Organization	Place	Method
14&15/07	Stefan Tromel	M	Senior Disability Specialist	ILO	Geneva	In-person interview
14&15/07	Alex Petrachkov	M	Senior Administrator, HIV/AIDS dept. & Evaluation Manager	ILO	Geneva	In-person interview
14/07	Sara Park	F	Technical Officer, Global Business and Disability Network	ILO	Geneva	In-person interview
14/07	Pawel Gmyrek	M	Donor Relations Officer	ILO	Geneva	In-person interview
14/07	Francisco Guzman	M	Senior Evaluation Officer	ILO	Geneva	In-person interview
14/07	Adrienne Cruz	F	Gender Specialist	ILO	Geneva	In-person interview
15/07	Jeannette Sanchez	F	Communication Officer, GED	ILO	Geneva	In-person interview
15/07	Barbara Murray	F	Former Senior Disability Specialist	ILO	Geneva	Via Skype
15/07	Francesca Fantoni	F	Gender Coordinators team member, Program Unit	ILO	Geneva	In-person interview
15/07	Jurgen Menze	M	German JPO, Disability Team	ILO	Geneva	In-person interview
15/07	Shauna Olney	F	Chief of GED	ILO	Geneva	In-person interview

Skype Interviews

Date	Name	Gender (M/F)	Position	Organization	Place	Method
3 & 28/07	Peter Fremlin	M	Technical Specialist	ILO	Montreal & Geneva	Skype
29/07	Stefan Tromel	M	Senior Disability Specialist	ILO	Montreal & Geneva	Skype
19/07	Haibin Zhou	M	PROPEL National Project Coordinator-China	ILO	Montreal & Beijing	Skype
21/07	Fantahun Melles	M	PROPEL National Project Coordinator-Ethiopia	ILO	Montreal & Addis Ababa	Skype
21/07	Hasheem Mannan	M	Senior Lecturer in Health Systems	Trinity College	Montreal & Dublin	Skype
23/07	Eric May	M	Independent Media Consultant	Independent	Montreal & Switzerland	Skype
23/07	Milika Sakala	F	PROPEL National Project Coordinator-Zambia	ILO	Montreal & Lusaka	Skype
23/07	Trang Tran Quynh	F	PROPEL National Project Coordinator-Vietnam	ILO	Montreal & Hanoi	Skype
28/07	Luong Thi Quynh Lan	F	Deputy Head	Disability Resource and Development Center	Montreal & Ho Chi Ming City	Skype
28/07	Maureen Gilbert	F	Independent DET Facilitator	Independent	Montreal & Ireland	Skype
29/07	Duong Thi Van & Nguyen Hoan	M & F	Chair women & ?		Montreal & Hanoi	Skype
29/07	Santy Otto	F	PROPEL National Project Coordinator-	ILO	Montreal & Jakarta	Skype

			Indonesia			
03/08	Hilary HazeleChilala	M	Chairman	Zambian Federation of Enterprise	Beijing & Lusaka	Skype
10/08	Jonna Damanik	M	Executive Director	Diffa Magazine	Addis Ababa & Jakarta	Skype
18/08	Hartoyo, Mukadi, Budi Rahardjo, Setyo Budi, Aji Arnowo	5 M	Head & Sub-Head-Labour Office of East Java (Job Placement), Head & Sub-Head-Labour Office of East Java (Trainings and Productivity), & Head of International Relations Bureau	East Java Provincial Government	North Cave & East Java	Skype

China

Date	Name	Gender (M/F)	Position	Organization	Place	Method
02/08	Jia Wenjie	M	Project Manager	One Plus One	Guangzhou	Group meeting: In-person
	Cai Cong	M	Chief Editor	One Plus One		
	Xie Yan	M	CEO	One Plus One		
	Maggie	F	Operations Manager	Handicap International		
03/08	Focus Group	13 F 2 M	Various	DPO and Guangzhou DPF representatives	Guangzhou	Group discussion and sharing of stories of change: In-person

04/08	Lina	F	DET attendee Person with Physical Disability		Guangzhou	In-person interview
04/08	Yan Chen	F	DET attendee Person with Intellectual Disability		Guangzhou	In-person interview
04/08	Cai Cong	M	Chief Editor	One Plus One	Guangzhou	In-person interview
04/08	Feng Xin	F	Board Member	Yangai Parents Club	Guangzhou	In-person interview
04/08	Ray	M	Beneficiary, Person with Intellectual Disability	Supported employment- Restaurant	Guangzhou	In-person interview
05/08	Chu Pei Li	F	Focal point of diversity inclusion	L'Oreal	Beijing	Phone interview
	Morgan	M	Assistant to Pei Li			
05/08	Yang Chao	M	Job Coach	Fungtai District Lizhi Rehabilitation Centre	Beijing	In-person interview
	Zou Junjuan	F	Job Coach			
05/08	Wang	M	Beneficiary, Person with Intellectual Disability	Supported employment- bakery	Beijing	In-person interview
05/08	Li	M	Beneficiaries, Person with Intellectual Disability	Supported employment- food court	Beijing	In-person interview
	Li	M				
	Sun	M				
05/08	Lei	M	Beneficiary, Person with Intellectual Disability	Supported employment- business	Beijing	In-person interview
05/08	Lei Ping	F	Job Coach	Rong Ai Rong Le Family Group	Beijing	In-person interview
	Qu Zhuo	F	Deputy Director			
06/08	Project Advisory Committee Feedback Meeting				Beijing	Meeting
06/08	Professor Liu Bohong	F	Professor of Women's and Gender Studies	China Women's University	Beijing	In-person interview

			and Public Policy			
06/08	Zhang Baolin	M	President	China Association of Persons with Intellectual Disabilities and their Families	Beijing	In-person interview
07/08	Tim De Meyer	M	Country Director	ILO	Beijing	In-person interview
07/08	Huang Qun	F	Project Manager-Gender Lead	ILO	Beijing	In-person interview
07/08	Professor Xu Jia Cheng	M	Professor on Special Education	Beijing Union University	Beijing	In-person interview
07/08	Liu Yutong	M	Director of International Cooperation Department	Ministry of Human Resource and Social Security	Beijing	In-person interview
02-07/08	Zhou Haibin	M	National Project Coordinator for PROPEL project	ILO	Guangzhou and Beijing	Various meetings and discussions

Ethiopia

10/08-14/08	Fantahun Melles	M	National Project Coordinator for PROPEL project	ILO	Addis Ababa and Mekele	Various meetings and discussions
10/08	George Okuthu	M	Country Director	ILO	Addis Ababa	In-person interview
10/08	Feleke Jember	M	Director of Developmental Social Welfare Directorate	Ministry of Labour and Social Affairs	Addis Ababa	In-person interview
	Amaha Berhe	M	Team Leader and PROPEL Focal Person			
	Damtew	M	Senior Expert			
10/08	Melaku Tekle	M	EmployAble Project Officer	ECDD	Addis Ababa	In-person interview
	Tesfu Oukbayohannes	M	Ex-PROPEL Coordinator at ECDD			
11/08 &	Yohannes Arkebe	M	Mekele TVET Facilitator	ECDD	Mekele	In-person interview

12/08						
11/08 & 12/08	Retta Getachew	M	Program Director	ECDD	Mekele	In-person interview
11/08	Former job seeker with disability	M	Insurance Company	Supported by ECDD	Mekele	In-person interview
11/08	Genet Kidane	F	Chairperson	Mekele Women with Disabilities Association	Mekele	In-person interview
11/08	Woman with disabilities beneficiary	F	Shop owner	Supported by Mekele Women with Disabilities Association	Mekele	In-person interview
11/08	Woman with disabilities beneficiary	F	Furniture maker		Mekele	In-person interview
11/08	Woman with disabilities beneficiary	F			Mekele	In-person interview (conducted by Fantahun)
11/08	Legese	M	Chairman	Tigray Leprosy Affected Group	Mekele	In-person interview
11/08	Lewam	F	HR Manager	Mekele Ma Garment College	Mekele	In-person interview
11/08	?	F	Admin Assistant		Mekele	In-person interview
12/08	Mebrahatu	M	Vice-Dean & Program Director	Mekele Poly Technique TVET College	Mekele	In-person interview
12/08	Salomon	M	Student Centre Coordinator	Mekele Univeristy, Adikehaki Campus	Mekele	In-person interview
12/08	Awalom	M	Student Support Expert		Mekele	In-person interview
12/08	Muaz	M	Student rep for students with visual disabilities		Mekele	In-person interview
12/08	Woman with disabilities beneficiary	F	Cow fattening coop	Tigray Leprosy Affected Group	Mekele	In-person interview
12/08	Woman with disabilities beneficiary	F			Mekele	In-person interview
12/08	Woman with disabilities	F			Mekele	In-person interview

	beneficiary					
12/08	Woman with disabilities beneficiary	F			Mekele	In-person interview
13/08	Shitaye Astawes	F	Executive Director	FENAPD	Addis Ababa	In-person interview
	Paulos Kassu	M	President			
	Deresse Tadesse	M	Communication Officer			
	Miheret Nigussie	F	Director of ENAID			
13/08	Gedle	M	Owner and Operator	Bisrat Promotion Media Company		In-person interview
13/08	Fisehtion Biadgilgin	M	Social Affairs Department Head	The Confederation of Ethiopian Trade Unions		In-person interview
	Mesay Lemonsa	M	Expert			
13/08	Berhane Daba	F	President	Ethiopian National Association of Women with Disabilities		In-person interview
13/08	Focus group of women with disabilities	7 F	Small business owners	Ethiopian National Association of Women with Disabilities		Focus Group
13/08	Salam Zelalem	F	Translator & Executive Secretary	African Child Forum		Acted as translator but is knowledgeable on situation of women in Ethiopia so held discussion with her on this subject.

Annex 6: Field Trip Schedules

China

Date	Time	Organizations/Persons to Meet
02/08	17:00	Arrival
02/08	19:00	Dinner meeting with One Plus One, Handicap International and NPC
03/08	09:00-12:00	Attending One Plus One training for youth with disabilities
03/08	14:00-16:00	Focus Group meeting with job coaches, DPO representatives and government officials
04/08	09:00-12:00	Meeting with DET trainees
04/08	14:00-15:00	Meeting with job coach and person with intellectual disabilities in supported employment
04/08	17:00	Return to Beijing
05/08	10:00-11:00	Phone call with business leaders in Shanghai
05/08	11:30-12:30	Meeting with job coaches
05/08	13:00-14:00	Meeting with job coaches and person with intellectual disabilities in supported employment
05/08	14:00-16:00	Meeting with job coaches , persons with intellectual disabilities in supported employment, and manager
05/08	16:30-17:30	Meeting with job coaches and person with intellectual disabilities in supported employment
06/08	09:00-12:00	PSA meeting
06/08	13:00-14:00	Meeting with academic expert on gender and disability
06/08	14:00-15:00	Meeting with head of partner organization
06/08	15:00-17:00	Meeting with China NPC
07/08	09:00-10:00	Meeting with ILO Country Director
07/08	10:00-11:00	Meeting with ILO Gender lead
07/08	12:00-14:00	Meeting with Professor specialized in supported employment
07/08	14:30-15:30	Meeting at Ministry of Human Resource and Social Affairs

Ethiopia

Date	Time	Places/Organisations to visit
08/07/2015	Arrival	
09/07/2015		
10/07/2015	9:00-10:00	<ul style="list-style-type: none"> • Courtesy visit and briefing on mission to ILO Director, Mr George Okutho
	11:00-12:30	<ul style="list-style-type: none"> • Discussion with PROPEL team and review of PROPEL documents at the ILO office
	14:00-15:00	<ul style="list-style-type: none"> • Meeting with officials at the Ministry of Labour and Social Affairs (MoLSA)
	15:30-17:00	<ul style="list-style-type: none"> • Visit to ECDD Head Office and discuss with the Director and DET Facilitators
11/07/2015	Full day	<ul style="list-style-type: none"> • Trip to Mekelle (Tigray) to visit partners and beneficiaries as per ECDD's programmes
12/07/2015	Full day	<ul style="list-style-type: none"> • Mekelle visit continued.
13/07/2015	9:00-10:30	<ul style="list-style-type: none"> • Discussion with the President and Director of the Federation of Ethiopian National Associations of Persons with Disabilities (FENAPD) • Discussion with BiruhTesfa Radio Programme organiser at FENAPD
	10:45-11:45-	<ul style="list-style-type: none"> • Visit to Bisrat Promotion, a private media outlet reporting on disability rights and inclusion that benefited from PROPEL through media training and Media Pocket Guide publication supplies.
	12:00-13:00	<ul style="list-style-type: none"> • Visit to the Confederation of Ethiopia Trade Unions (CETU) to discuss ILO supported initiative for the inclusion of disability in Trade Unions' activities.

Date	Time	Places/Organisations to visit
	14:30-16:30	<ul style="list-style-type: none"> • Discussion with President of Ethiopian National Association of Women with Disabilities (EWDNA) • Focus group discussion with disabled women entrepreneurs who participated in PROPEL supported inclusive entrepreneurship development programme of EWDNA and Women In Self Employment (WISE)
14/07/2015	9:00-11:00	Feedback session with PAC

Mekele Visit in Detail

Date	Time	Place/Organization
11/08	9:30-10:30	Short briefing at ECDD office in Mekelle
11/08	10:30-12:00	Visit to Former job seeker with disabilities in their current occupational places
11/08	13:30-14:30	Visit to women entrepreneurs with disabilities in their business places
11/08	15:00-16:30	Visit to a self help group leader
11/08	17:00-18:00	Visit to TVET college
12/08	9:30-11:00	Visit to Mekele Poly Technique TVET college
12/08	11:00-12:00	Visit to Mekelle university career development center
12/08	12:00-13:00	Meeting with self-help group members
12/08	14:00-15:00	Debrief with ECDD staff

ILO-Irish Aid Partnership Programme 2012 - 2015

Terms of Reference

Independent Final Evaluation of Project relating to Persons with Disabilities

Project Title: Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL)

Type of Evaluation: Independent Final

Countries: Azerbaijan, Botswana, China, Ethiopia, Indonesia, Vietnam, Zambia

Project End: December 2015

Evaluation Manager: Mr. Alex Petrachkov

Administrative Unit: Skills and Employability Department; will transfer to Gender, Equality and Diversity Branch

Technical Unit: Initially Skills and Employability Department; currently Gender, Equality Diversity Branch

Independent evaluator:

Date Evaluation Completed: 1 September 2015

Key Words: Equal opportunity; non-discrimination; rights of persons with disabilities; legislation; employment; skills development; entrepreneurship; inclusion, poverty reduction.

Background and context

The Irish Aid-ILO Partnership Programme 2012-15 is fully based on the principles of aid effectiveness. In Phase II of the Partnership (2014-15), Irish Aid's provided a contribution of €6 million (US\$ 7 million) through thematic funding, lightly earmarked at the level of Outcomes from the ILO Programme and Budget. The actual programming of funds is derived from the ILO's results-based management systems (RBM) and the priorities flowing from Decent Work Country Programmes.

This phase of the Irish Aid-ILO Partnership supports 4 thematic areas: Disability, Women's Entrepreneurship, Forced Labour, and Child Labour. This evaluation is focused on the work conducted under the Disability thematic area between 2012 to 2015. This programme focussed on promoting employment opportunities and decent work for persons with disabilities with activities focussed in Botswana, China, Ethiopia, Indonesia, Vietnam and Zambia.

Strategies – P & B Outcomes

The ILO strategy to achieve Outcome 2 - *Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth* involves the development and use of policy assessment tools to help constituents track the results of policy reforms, the involvement of tripartite partners in matching training to labour market needs and ensuring a fair distribution of the benefits of productivity gains, as well as knowledge development and sharing, the provision of training and capacity-building services, including policy briefs and guidance notes, practical information on good practices on inclusive training and employment, courses on topics of relevance, including specialized courses on the labour market inclusion of persons with disabilities. The strategy advocates the combination of skills development, work experience, employment services, and entrepreneurship awareness in employment strategies and programmes for young people, so as to connect them to the labour market; and the promotion of measures that mainstream skills development into employment programmes so as to effectively improve the employability of people with disabilities. Emphasis is also placed on advocacy campaigns, for example to extend training and employment policies and programmes to persons with disabilities and technical cooperation projects – for example to extend work on disability inclusion.

The strategy to achieve **Outcome 17** *Discrimination in employment and occupation is eliminated* includes technical assistance and advice; focused research, awareness raising and policy guidance; capacity building for key stakeholders including judges, labour inspectors, government officials and tripartite constituents; facilitated dialogue among the tripartite partners; and increased collaboration across the ILO as well as with other relevant national and international institutions. In 2012-13, the focus is placed on

strengthening the capacity of constituents to identify the various dimensions of discrimination and to participate effectively in the development and implementation of comprehensive national equality policies; and broadening knowledge about recent trends in discrimination at work, as well as disseminating and using knowledge tools to address it. Specifically, the strategy involves providing support to national statistical offices in gathering and analysing data on discrimination at work, undertaking research, supporting constituents to address complex facets of discrimination, compilation of Information on measures that have worked in the fight against discrimination; collection and dissemination of legal and policy information on non-discrimination at the national, regional and global levels to inform the implementation of the ILO strategy, along with the tripartite policy guidance emerging from the discussion of it. Capacity building is provided to tripartite constituents in the development and implementation of national equality policies and in taking specific practice measures to combat discrimination at work for example through collective agreements and workplace initiatives. This will include the development of training materials and the provision of training courses, in collaboration with the International Training Centre, Turin. When assessing the impact of training activities, the evaluator should, whenever possible, consider how this training was put into practice and the results therein in order to move beyond outputs and analyse results.

Activities in relation to each outcome aim to promote gender equality and non-discrimination and develop partnerships at national level and with relevant UN agencies to develop synergies and increase effectiveness and impact.

PROPEL contributions to overall strategies

The Global Product aims to contribute to the ILO P&B outcomes through

- Development of further practical tools and guidelines
- Knowledge development and management
- Capacity Building
- Awareness-raising on the capacities and rights of persons with disabilities through:
 - Network of Disability Equality Training (DET) Facilitators.
 - Support to Media Involvement
 - Improved Labour market Information
- Support to the country-based outcomes and the implementation Decent Work Country Programmes.

At country level, PROPEL contributes to the achievement of P & B outcomes through country programme outcomes (CPOs) as specified in Decent Work Country Programmes. These CPOs were selected because of their explicit reference to persons with disabilities arising from national level consultations and the priorities of ILO field offices, and their linkages to P a& B outcomes.

Table 1. Country Programme Outcomes supported by the ILO/Irish Aid PROPEL project

Country	Country Programme Outcome
Azerbaijan	AZE 102 Better integration of people with disabilities and other vulnerable groups in the labour market. (Outcome 2)
Botswana	BWA 101 Employment creation mainstreamed in national development frameworks (Outcome 1)
China	CHN252 Skills development increases employability of workers (Outcome 2) CHN 903 Enhanced advocacy for non-discrimination through equal employment opportunities policies and practices (Outcome 17)
Ethiopia	ETH 126 Enhanced capacity of constituents to develop and implement gender sensitive policies and programmes focused on productive employment and poverty reduction (Outcome 1)
Indonesia	IDN 105 Barriers to employment and decent work are addressed, particularly for women and persons with disabilities. (Outcome 17)
Vietnam	VNM127 Effective formulation and implementation of local strategies for pro-poor employment intensive economic development and sustainable business development. (Outcome 3)
Zambia	ZMB 129 Enhanced employment and self-employment opportunities for people with disabilities through access to skills development (Outcome 2)

Azerbaijan (*discontinued after 2013*) was a selected arising from a request to the ILO by the Ministry of Labour and Social Protection of the Population (MLSPP) of the Government of Azerbaijan to support the process of transforming the current medical rehabilitation services in operation to include vocational rehabilitation and guidance programmes. The country is in transition from the former Soviet style approach to policies and service provision for people with disabilities, which focussed on a person's impairment and on rehabilitation measures to overcome or 'correct' this, to an approach consistent with international standards – in particular, the ILO Convention concerning Vocational Rehabilitation and Employment (Disabled Persons) ratified in 1992, and the UN CRPD, ratified by Azerbaijan in 2008.

Botswana was selected as a participant 'outreach' country in the second ILO/IA PP, due to the priority now attached to the strengthening the rights of persons with disabilities by the Government, as reflected in the establishment of the Office of People with Disabilities (OPD) under the Office of the President in 2010. The OPD is mandated to develop and coordinate the implementation of policies and programmes aimed at empowering people with disabilities.

China was selected for participation because of the increasing attention to policies, programmes and services catering to persons with intellectual disabilities, building in part on support provided through the first ILO/IA PP in China in Phase 3; and to the prioritization of measures to eliminate discrimination in employment and occupations following on China's ratification of the ILO Convention concerning Discrimination in Employment and Occupation (No. 111) in 2006, in addition to China's obligations following the ratification of the UN Convention on the Rights of Persons with Disabilities in 2008.

Ethiopia was selected for participation, due to the country's progression, with ILO/IA support, from a legal environment which regarded persons with disabilities as requiring welfare provisions to one in which the rights to employment opportunity are now guaranteed by law, and the need to establish appropriate structures in each region of the country to promote the implementation of the relevant laws and the National Action Plan on Disability (2011-21), as well as the relative success of the ILO/IA-supported, innovative Disability Inclusion Support (INCLUDE) Agency, the Ethiopian Centre for Disability and Development (ECDD) in providing awareness-raising and technical advice to promote disability inclusion in a range of programmes and services.

Indonesia was selected due to the recent increased attention paid to disability-related issues by the Government, that has requested the ILO for technical support in relation to training and employment opportunities. People with disabilities are recognised as among the most vulnerable groups in the country, facing discrimination in access to education, skills training and employment. Current legislation focuses on social welfare provisions and while a quota system is in place to promote employment opportunities in the open labour market, regulations have not been adopted to give effect to this requirement, with the result that it has not been implemented. The National Plan of Action for the Measure of Social Welfare Enhancement for Indonesia's People with Disabilities (2004), largely based on the principles of welfare and protection, specifies policies and programmes and activities to be realized, although there is no clear allocation of institutional responsibility.

Vietnam is selected for inclusion in the second ILO/AI PP, since progress made in the mentioned Phase 3 of the first PP in improving the legal and policy environment requires continued support, that will be provided in collaboration with the One-UN Country Team and linked where possible to the National Strategy for Cooperation and Development of Vietnam – Ireland 2011 to 2015. And the progress made through support provided to the Disability Inclusion Support (INCLUDE) Agency, increasing its capacities and networks and supporting it to promote the inclusion of persons with disabilities in community-based entrepreneurship programmes. HLU is being supported to embed the pilot disability legislation course in the University curriculum, once the first course has been completed.

Zambia was selected for participation in the second ILO/IA PP arising from the direct request by the Ministry of Science, Technical and Vocational Training (now the Ministry of Education, Science, Technical and Vocational Training – MESTVT) for ILO support to the implementation of the Disability Policy adopted by the Ministry in 2007, focusing on opening the general vocational training system to persons with different types of disabilities. In Phase 3 of the previous ILO/IA PP, support was provided to a review of the current situation in general vocational training centres in different regions and their experience in training persons with disabilities; a meeting to consider the findings of this review; the development of an Action Plan to systematically pilot-test inclusive vocational training in five selected training centres; and initial training of key personnel in the relevant MESTVT departments and the selected training centres. In the second PP, the focus was on supporting the implementation of this Action Plan, with a view to increasing the employability of people with disabilities through training provided by the TVET institutions

PROPEL Target groups

The target groups of PROPEL – Global include implementing partners in country-level elements of the ILO/Irish Aid Partnership Programme (government, employers’ and workers’ organizations and disabled people’s organizations), as well as service providers and media. The ultimate beneficiaries are women and men with disabilities.

Management structure

In line with the new funding approach and the linkage to ILO P & B outcomes and CPOs, Outcome Coordinators have been appointed to PROPEL. At a practical level, the management of PROPEL at country level is decentralized to ILO country offices, while the Global component is managed at ILO Geneva. Regular contact is fostered between the National Project Coordinators, the ILO/IA Regional Technical Advisor – Disability in Africa and the Senior Disability Specialist in Geneva, through regular internet-based Quality Circle meetings to discuss issues and themes of common interest and concern in implementing the project.

Previous evaluations

The ILO/Irish-Aid funded projects concerning persons with disabilities have been evaluated in the past through :

- Mid-term Evaluation of Phase 1 of the ILO/IS Partnership Programme in 2004
- Thematic Evaluation carried out towards the end of Phase 2 of the PP
- Self-Evaluation carried out in late 2009
- Irish Aid monitoring visit to Ethiopia in July 2010.
- Final evaluation of Phase 3 of the ILO/PP completed in 2011
- Independent mid-term evaluation of Project relating to Persons with Disabilities completed in September 2013

Introduction and rationale for the evaluation

In 2011, the ILO renewed its partnership agreement with Ireland covering a four-year period (Phase I 2012-13, and Phase II 2014-15). Funding under the agreement is no longer project- but outcome-based and aligned with the ILO's Strategic Policy Framework 2010-15 and the Programme and Budget for 2012-13 and 2014-15.

Along with other components of the Partnership Programme, Irish Aid funding supports the ILO thematic programme relating to persons with disabilities - Promoting Rights and Opportunities for People with Disabilities through Legislation (PROPEL). The programme, which is implemented at global and country level, sets out to contribute to achievement of several ILO Programme and Budget (P&B) Outcomes, in particular those concerning skills development (Outcome 2 - Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth), and the elimination of discrimination (Outcome 17 Discrimination in employment and occupation is eliminated) with a view to contributing to the promotion of employment opportunities (Outcome 1: More women and men have access to productive employment, decent work and income opportunities).

This document relates to the final independent evaluation the PROPEL thematic programme which is implemented in seven countries and at global level. The evaluation will be undertaken in accordance with the ILO's Evaluation Policy adopted by the Governing Body in 2005, which provides for systematic evaluations of projects in order to improve quality, accountability, transparency of the ILO's work, strengthen the decision-making process and support to constituents in promoting decent work and social justice. The evaluation will comply with UN norms and standards and ethical safeguards will be followed.

Purpose, scope and clients of the evaluation

The purpose of the final evaluation is four-fold:

- assess the evidence on whether PROPEL was able to meet its planned objectives within ILO's accountability framework for results-based management;
- identify the impact that has resulted from project activities for target beneficiaries as a result of country-level and global-component work;
- evaluate project improvement further to its mid-term evaluation;
- provide organizational learning to design future action to support employment of persons with disabilities.

The final evaluation covers Phases I and II of the partnership agreement between the ILO and Irish Aid over the period 2012-2015.

The clients of the evaluation will be the key projects' stakeholders:

- Irish Aid as the donor;
- ILO tripartite constituents in countries concerned, including members of the National Project Advisory Committees
- ILO as the implementer of the projects, including project management and staff

Evaluation criteria and questions

All aspects of this evaluation shall be guided by the ILO evaluation policy which adheres to the OECD/DAC Principles and the UNEG norms and standards. The evaluation will be based on the OECD/DAC criteria of relevance, efficiency, effectiveness and evidence of impact and sustainability through the analysis of the project implementation and outputs.

Relevance and strategic fit

1. To what extent were PROPEL activities responding to the needs of ILO constituents and other key stakeholders?
2. What were PROPEL's concrete contributions to the results achieved in accordance with ILO Outcome-based work plans at country (CPOs) and global levels (Global Product)?
3. Were PROPEL's activities compliant with ILO's policy on gender equality?
4. How do PROPEL activities represent added value for Irish-Aid?
5. Does project align with national gender-related goals?
6. Was a gender analysis included during the initial needs assessment of the project?

Validity of intervention design and project effectiveness

7. What were the most significant changes brought about by PROPEL at local, national and global levels?
8. Was a needs analysis and/or baseline study carried out that specifically address gender issues?
9. Which planned activities contributed to the most significant changes at country level?
10. To what extent has the work within countries and at the global level developed a knowledge base and cross-learning?
11. To what extent has PROPEL met its objectives during the period under review?
12. Did the project achieve its gender-related objectives? What kind of progress was made, what were the obstacles?

Efficiency of resource use

13. Do the project stakeholders have a perception of good value for money?
14. To what extent has PROPEL been able to complete its activities as planned?
15. Were resources (funds, human resources, time, expertise etc.) allocated strategically to achieve gender-related objectives?

Effectiveness of management arrangements

16. To what extent did PROPEL take on recommendations of mid-term evaluation for project improvement?
17. Was PROPEL management effective in addressing arising problems and challenges to meet the project objectives?
18. Were ILO and Irish Aid's gender guidelines and tools used where available?
19. Did the project have an M&E system in place that collects sex-disaggregated data and monitors gender-related results?
20. Did the project communicate effectively its gender-related objectives, results and knowledge?
21. How did project work at global level contribute to change in the PROPEL countries?

Sustainability and impact of the project

22. To what extent have training and capacity-building activities changed the attitudes of ILO constituents and other project stakeholders towards disability issues and developed their capacity to address disability inclusion?
23. How did PROPEL initiatives contribute to or create enabling environments for medium/long-term change in labour market inclusion for persons with disabilities?
24. What are emerging or good practices that could be usefully developed further or replicated? The particular focus here will be on activities that facilitated, improved or resulted directly in employment of persons with disabilities.
25. What are the possible long-term effects of the project on gender equality?
26. Are the gender-related outcomes likely to be sustainable?

Since the PROPEL programme is operational at the global level (ILO Headquarters) and in several countries in Africa and Asia, the evaluation shall adopt the following methods:

- desk review of project documentation including the mid-term evaluation and follow-up reports;
- analysis of qualitative and quantitative, including financial, data;
- information-gathering through interviews;
- briefings at ILO Headquarters in Geneva;
- field visits to two countries (one in Asia and one in Africa); and compilation of information on progress in other countries through other methods (phone interviews, questionnaires).

Key questions to be posed to all country offices where PROPEL is active will be agreed by the evaluator, project management, and other key stakeholders and a questionnaire will be prepared and sent out to key programme staff, to be combined with telephone interviews, if deemed appropriate. The questions will be established in the evaluation inception report. Each field visit will be concluded by a debriefing workshop with the project stakeholders in the country.

The draft report will be submitted by 1 August 2015 and a debriefing session, from distance or in person, will be arranged early in August 2015, as a means of checking draft findings, conclusions and recommendations. The draft report will be sent to the donor and the key stakeholders for comments before finalization.

The final report, incorporating the comments received, will be submitted to the ILO by 1 September 2015.

Main outputs/deliverables of the evaluation

The evaluation process will yield the following outputs:

- Inception report with an agreed evaluation design.
- Draft report.
- Final report including recommendations and lessons learnt

The Final Assessment Report should follow the format indicated below and be no more than 60 pages in length, excluding the annexes:

1. Title page
2. Table of Contents
3. Executive Summary

4. Abbreviations and Acronyms
5. Background and Project Description
6. Purpose of Evaluation
7. Evaluation Methodology
8. Project Status
9. Findings, Conclusions, and Recommendations (no more than 40 pages)
10. Lessons Learned (ILO template)
11. Summary of potential areas for future work

The Annexes will include, but not be limited to: present Terms of Reference, Inception report, the Project Document, Project Workplan and other relevant project documentation, executive summary of the mid-term evaluation report, list of meetings and interviews, schedules of field visits, minutes of minutes of interviews and written notes and comments received, if relevant to the evaluation; photographic, audio and video materials.

The quality of the report will be assessed against ILO evaluation checklists (attached).

Management arrangements

ROLES AND RESPONSIBILITIES

The independent evaluator:

- Review draft TOR and provide input, as necessary.
- Review project background materials
- Draft an inception report.
- Review and approve interview schedule.
- Carry out the tasks comprised in the evaluation methodology
- Jointly with the project management, develop evaluation questionnaires.
- Make the field trips.
- Timely report on any arising problems and issues.
- Prepare and submit the draft report.
- Update the report based on received feedback.
- Prepare and submit the final report.

The evaluation manager:

- Draft TOR and share with the evaluator, donor and key stakeholders.
- Finalize TOR based on received feedback.
- Share all relevant project materials with the evaluator.
- Share the ILO’s evaluation policy guidelines and all the documents listed in checklist 10 (see Annex III)
- Schedule meetings and visits, with the support of the ILO field offices and provide the interview schedule to the evaluator.
- Circulate draft report to donor, key stakeholders and ILO staff for comments.
- Consolidate and send comments to the evaluator for addressing in the final report.
- Receive and forward the final evaluation report to the departmental evaluation focal point.

EVALUATION TIMEFRAME AND SCHEDULE OF DELIVERABLES

Tasks	Work Days	Completion date
Preparatory work & inception report	5	07-Jul-15
Desk review and interviews at ILO HQ	5	13-Jul-15
Field interviews and visits	10	31-Jul-15
1st Draft report	5	15-Aug-15
Debriefing with ILO Headquarters and Final report	7	31-Aug-15
Total days	32	

ANNEX I

ASSESSMENT REPORT CHECKLIST

Executive summary

- Report contains summary
- Summary mentions type and timing of evaluation
- Summary mentions purpose, scope and clients evaluation
- Summary gives a brief description of methodology
- Summary gives a brief description of the development intervention: purpose, logic, structure, context
- Summary gives the main findings and conclusions
- Summary gives the main recommendations and lessons learned

Background on evaluation

- Brief description of purpose, objectives and clients of evaluating, justification of why it is undertaken at this time
- Scope and focus of evaluation are described and are realistic

Methodology

- The main evaluation questions are listed and any revisions to the original questions
- Transparent description of evaluation methods and data collection instruments used, and recognition of limitations and potential sources of bias
- If sampling is being used, explanation of any sample, including limitations regarding representativeness of evaluation sample
- Description of sources of information and data used, including recognition of limitations and potential sources of bias

- Description and rationale for stakeholders participation in evaluation process is given
- Evaluation report indicates that ethical safeguards have been followed in the evaluation process

Project background and review implementation

- Brief description of the objectives and rationale of the development intervention, including problem context and demand for ILO's support
- Brief description of the original intervention logic and strategy of the development intervention and later revisions
- Brief description of the organizational arrangements for implementation of development intervention and review of implementation
- Contributions and role of ILO, the project partners and other stakeholders to the development intervention are briefly described

Findings

- The standard evaluation criteria are being applied. Explanation is included for criteria not used or not considered applicable as for additional criteria used
- Findings are relevant to the scope and purpose of the evaluation
- Findings are supported by analysis of data. Any discrepancies between the planned and actual implementation of the development intervention are explained
- All evaluation questions are addressed or an explanation is included for questions that could not be answered
- The report presents and distinguishes findings at the different levels of the intervention logic: outputs, outcomes – and where possible – impacts
- Analysis of results included appropriate discussion of the factors of success and constraints and the role of the partners
- Reasons for accomplishments and failures, especially continuing constraints are identified as much as possible
- To the extent feasible, the report includes analysis of cost effectiveness
- Report contains findings on the incorporation of *tripartism* and promotion of social dialogue of the development interventions

- Report contains findings on the performance of the development intervention on promoting *standards*
- Report contains findings on the effectiveness of the development interventions to reduce *poverty*
- Report contains findings on the *gender* performance of the development intervention

Conclusions

- Conclusions follow from findings and are consistent with data and methods
- Judgments about the merit and worth of the development intervention are included

Recommendations and lessons learned

- Recommendations are included; they are firmly based on evidence and findings of report
- Recommendations and lessons learned are relevant, realistic, and targeted to the intended user
- Recommendations are worded constructively and are presented in a clear, concise, and actionable manner, specifying who is called upon to act
- Lessons learned, when presented, are generalized beyond intermediate intervention being evaluated
- If applicable, good practices are highlighted; it is argued what makes them good practice for what.

ANNEX II

LIST OF INTERVIEWEES

- Donor (Irish Aid)
- ILO HQ
- ILO Project staff
- Quality Circle members from University College Dublin
- In the countries for field-work
 - Representatives of ILO Country Offices, including technical specialists and programming officers
 - Representatives from relevant government agencies
 - Employer's Federations and specific employers where relevant
 - Trade Union representatives
 - Staff and students at vocational training centres
 - Recipients of Disability Equality Training and/or other capacity building;
 - Representatives from media, universities and other organizations PROPEL has worked with;
 - Disabled people's organizations
 - Persons with disabilities and other project beneficiaries
 - Project staff from UN Partnerships to Promote the Rights of Persons with Disabilities
 - Other relevant specialists or organizations, as identified by the evaluator and project staff

Annex III

EVAL Checklists and Templates for the evaluator:

ILO policy guidelines for results-based evaluation: Principles, rationale, planning and managing for evaluations

http://www.ilo.org/eval/Evaluationguidance/WCMS_168289/lang--en/index.htm

1. Checklist: Writing Terms of Reference:

http://www.ilo.org/eval/Evaluationguidance/WCMS_165971/lang--en/index.htm

2. Checklist: Rating the quality of Terms of Reference:

http://www.ilo.org/eval/Evaluationguidance/WCMS_165969/lang--en/index.htm

3. Checklist: Writing the Inception Report:

http://www.ilo.org/eval/Evaluationguidance/WCMS_165972/lang--en/index.htm

4. Checklist: Validating methodologies:

http://www.ilo.org/eval/Evaluationguidance/WCMS_166364/lang--en/index.htm

5. Checklist: Preparing the evaluation report:

http://www.ilo.org/eval/Evaluationguidance/WCMS_165967/lang--en/index.htm

6. Checklist: Rating the quality of evaluation reports:

http://www.ilo.org/eval/Evaluationguidance/WCMS_165968/lang--en/index.htm

7. Checklist: Filling in the evaluation title page:

http://www.ilo.org/eval/Evaluationguidance/WCMS_166363/lang--en/index.htm

8. Checklist: Writing the evaluation report summary:

http://www.ilo.org/eval/Evaluationguidance/WCMS_166361/lang--en/index.htm

9. Checklist: Impact Evaluation Planning:

http://www.ilo.org/eval/Evaluationguidance/WCMS_181283/lang--en/index.htm

10. Checklist: Documents for project evaluators:

Code of Conduct Form (submitted by Evaluator)

<http://www.ilo.org/legacy/english/edmas/eval/template-code-of-conduct.doc>

Independent Evaluation of ILO's project "Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL)"

Inception Report

Prepared by:

Chris Morris

July 2015

Introduction

In June 2015, the International Labour Organization (ILO) commissioned an evaluation of the project “Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL)”. This document serves as the inception report for the evaluation. The purpose of the inception report is to introduce the plans of the evaluation and serve as a document of understanding between ILO and the evaluator. It introduces the context that the intervention took place in and defines the scope, goals and questions of the evaluation. The report presents an evaluation matrix that identifies sub-questions, lines of enquiry, indicators, data sources and methods that will be used to answer the evaluation questions. It also describes the methodology the evaluator will follow and lays out suggested meetings and timelines for the evaluation.

Understanding of the Context

Estimates suggest that 15% of the world’s population are persons with disabilities. Disabled people living in both developed and developing countries face considerable challenges in accessing rights, equality and opportunity. Over 20% of the world’s poor are persons with disabilities and they often struggle to access to employment, education, health care, and other key services. In developing countries in particular, poor infrastructure and limited public awareness and understanding of disability creates additionally difficulties for persons with disabilities in reaching their full potential. Trapped in a cycle of low education and discrimination that limits employment opportunities, they have limited opportunities to overcome marginalization and poverty.

Women and girls with disabilities are already vulnerable to exclusion from education and employment because of unequal gender treatment and this is compounded by their disability. Estimates of the employment rates show that women with disabilities have considerably lower participation rates in employment than men.¹⁴ Environmental and policy factors mean women are also particularly vulnerable to acquiring disability. The limited quality of maternal health care in many countries means that approximately 20 million women become disabled each year as a result of complications in child-birth.¹⁵

Irish Aid has supported ILO’s work with disabilities since 2001. The ILO-Irish Aid Partnership Programme has worked in selected countries in South East Asia and East and Southern Africa to promote decent work and a better life for people with disabilities and break out of the poverty and marginalization cycle. The current funding phase of the partnership runs from 2012-2015. The funding agreement with Irish Aid covers more than just disability, focusing also on child labour, forced labour, and women’s entrepreneurship. Although there may be linkages between these issues and disability, the PROPEL project’s focus is disability and the other issues are addressed through separate projects. The funds Irish Aid provide are ‘lightly earmarked’ to be used to address identified ILO P&B outcomes.

¹⁴ *World Report on Disability*, World Health Organization and World Bank (2011)

¹⁵ United Nations, UN-Enable, <http://www.un.org/disabilities/default.asp?id=219>

Understanding of the Intervention

The renewal of funding with Irish Aid was split into two phases. Phase 1 ran from 2012-13 and Phase 2 runs from 2014-15. Unlike previous funding phases, the agreement is not project based but outcome based. The project has a series of global objectives that are linked to ILO's overall P&B Outcomes. Each country has a series of objectives linked to their Country Program Outcomes and Decent Work Outcomes.

PROPEL has implemented a wide variety of activities working with various stakeholders. Work has included legislation reform, training of media on disability issues, reform of TVET, job placements, engaging DPOs, and working with universities. The particular foci of the individual countries is set out in the country level proposals.

Phase One Objectives:

The global development objective of the project was:

- Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination.

The global immediate objectives were:

- Improved capacity of governments and social partners to address discrimination against persons with disabilities and promote equality of opportunity in training and employment for men and women with disabilities
- Improved public understanding of the situation, rights, capacities and abilities of person with disabilities
- Improved employability of persons with disabilities through access to skills development programmes

Phase Two Objectives

The global development objective of the project is:

- Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination.

The global immediate objectives are:

- National data collection systems are strengthened to provide up to date sex-disaggregated data on the employment situation of persons with disabilities.
- Awareness-raising on disability rights issues becomes firmly established in ILO Community of Practice of Disability Equality Training facilitators and available to contribute to increasing understanding and capacity among constituents on the rights of persons with disabilities.
- Improved media capacity to report on the rights of persons with disabilities and portray their working capacities.

- Strengthened knowledge base on non-discrimination on the ground of disability and on disability inclusion in training and employment.
- Mongolia National Programme on Persons with Disabilities 2015-2020 developed with ILO support.
- Labour Legislation in Myanmar reviewed from a disability perspective and revisions recommended.

The global project was designed to contribute to two main P & B Outcomes:

- Outcome 2: Skills development increases the employability of workers, the competitiveness of enterprises and the inclusiveness of growth
- Outcome 17: Discrimination in employment and occupation is eliminated

Additional P&B Outcomes that the project was designed to contribute to are:

- Outcome 1: More women and men have access to productive employment, decent work and income opportunities
- Outcome 3: Sustainable enterprises create productive and decent jobs

The countries involved in the PROPEL project are China, Ethiopia, Indonesia, Vietnam and Zambia. Additionally, Azerbaijan was involved in the first phase of the four year project between 2011 and 2013, and Botswana piloted work in the second half between 2014 and 2015. Each country identified country programme outcomes that PROPEL would contribute to. These were linked to the global P&B outcomes. Mongolia and Burma were included as development countries for the global product in the second phase of the project.

Country	Country Programme Outcome
Azerbaijan	AZE 102 Better integration of people with disabilities and other vulnerable groups in the labour market. (Outcome 2) (Only phase 1)
Botswana	BWA 101 Employment <u>creation mainstreamed in national development frameworks</u> (Outcome 1) (Only phase 2)
China	CHN252 Skills development increases employability of workers (Outcome 2) CHN 903 Enhanced advocacy for non-discrimination through equal employment opportunities policies and practices (Outcome 17)
Ethiopia	ETH 126 Enhanced capacity of constituents to develop and implement gender sensitive policies and programmes focused on productive employment and poverty reduction (Outcome 1)
Indonesia	IDN 105 Barriers to employment and decent work are addressed, particularly for women and persons with disabilities. (Outcome 17)

Vietnam	VNM127 Effective formulation and implementation of local strategies for pro-poor employment intensive economic development and sustainable business development. (Outcome 3)
Zambia	ZMB 129 Enhanced employment and self-employment opportunities for people with disabilities through access to skills development (Outcome 2)

Purpose and Scope of the Evaluation

The intended users of this evaluation are Irish Aid as the donor, ILO’s tripartite constituents including members of the National Project Advisory Committees, and ILO as the implementer of the project, including project managers and staff. The evaluation will have both a formative and summative element to it. The formative element comes from the fourth purpose of the evaluation as described in the TOR is:

- “provide organizational learning to design future action to support employment of persons with disabilities.”

Lesson learning will be a feature of the evaluation, providing recommendations for the next phase of the project.

The first three purposes of the evaluation described in the TOR ask the evaluator to provide a summative judgement on various elements of the project. The stated purposes are:

- “assess the evidence on whether PROPEL was able to meet its planned objectives within ILO’s accountability framework for results-based management;
- identify the impact that has resulted from project activities for target beneficiaries as a result of country-level and global-component work;
- evaluate project improvement further to its mid-term evaluation;”

These three purposes therefore give the evaluation a strong focus on accountability which will be provided to Irish Aid, the tripartite constituents and internally reciprocally to ILO country offices and ILO HQ. The use of the most-significant change methodology also gives the opportunity for an element of accountability towards the beneficiaries of the country projects. By involving them in the analysis of data, greater accountability is provided. The level of accountability to them will be significantly increased if ILO provides feedback on the evaluation and selection of MSC stories once the evaluation is completed.

Evaluation Criteria and Questions

The evaluation will follow the standard criteria of the OECD/DAC principles of relevance, efficiency effectiveness and evidence of impact and sustainability.

a. Effectiveness

i. Project Effectiveness and Validity of Design

- Has the project achieved its stated objectives?
- Which planned activities contributed to the most significant changes at country level?
- To what extent has the work within countries and at the global level developed a knowledge base and cross-learning?

ii. Effectiveness of Management Arrangements

- To what extent did PROPEL take on recommendations of the mid-term evaluation report for project improvement? Were these effective?
- Was PROPEL management effective in addressing arising problems and challenges to meet the project objectives? Did they affect the project outcomes?
- Were gender issues mainstreamed into the project management cycle including using available tools and guidelines, M&E systems and project communication?

b. Relevance and Strategic Fit

- Did PROPEL activities respond to the needs of ILO constituents, persons with disabilities and other key stakeholders?
- What were PROPEL's concrete contributions to the results achieved in accordance with ILO Outcome-based work plans at country (CPOs) and global levels (Global Product)?
- How do PROPEL activities represent added value for Irish-Aid?
- Was the project compliant with ILO's gender equality policy and national gender-related goals?

c. Efficiency

- Do the project stakeholders have a good perception of value for money?
- To what extent has PROPEL been able to complete its activities as planned?

d. Sustainability and Impact

- What were the most significant changes brought about by PROPEL at local, national and global levels?
- To what extent have training and capacity-building activities changed the attitudes of ILO constituents and other project stakeholders towards disability issues and developed their capacity to address disability inclusion?
- How did PROPEL initiatives contribute to or create enabling environments for medium/long-term change in labour market inclusion for persons with disabilities?
- What are emerging or good practices that could be usefully developed further or replicated?

Evaluation Matrix

Effectiveness				
Project Effectiveness and Validity of Design				
Q.1: To what extent has PROPEL met its objectives during the period under review?				
Sub-questions	Lines of Enquiry or Concerns	Indicators	Data Sources	Mode of Inquiry
2012-13				
Has the capacity of governments and social partners to address discrimination against persons with disabilities and promote equality of opportunity in training and employment for men and women with disabilities improved?	What developments took place after the mid-term evaluation?	Review mid-term evaluation findings and identify any additional progress	Project reports ILO HQ staff Mid-term evaluation	Review of project reports Interviews Project Monitoring Data
Improved media capacity to report on the rights of persons with disabilities and portray their working capacities	What developments took place after the mid-term evaluation?	Review mid-term evaluation findings and identify any additional progress	Project reports ILO HQ staff Mid-term evaluation	Review of project reports Interviews Project Monitoring Data
Has the employability of persons with disabilities through access to skills development programmes improved?	What developments took place after the mid-term evaluation?	Review mid-term evaluation findings and identify any additional progress	Project reports ILO HQ staff Mid-term evaluation	Review of project reports Interviews Project Monitoring Data
2014-15				
Have national data collection systems been strengthened to provide up to date sex-disaggregated data on the employment situation of persons with disabilities?	Was a capacity building plan developed? Has the worldwide survey been conducted? Was training (ITC) undertaken? Do at least 2 countries have improved labour market info?	National data systems on employment include disaggregated data on persons with disabilities Training report Evidence within labour market surveys	ILO staff National data statistics Project reports and monitoring information	Interviews Desk review Country questionnaire

Has awareness-raising on disability rights issues become firmly established in ILO Community of Practice of Disability Equality Training facilitators and available to contribute to increasing understanding and capacity among constituents on the rights of persons with disabilities?	Have 10 DET facilitators been trained and recognized? How is the DET community of practice and peer network functioning? How many DET workshops were conducted? Was there gender parity? What changes were introduced?	# of DET facilitators trained and recognized with disaggregated data Community of Practice and peer network shows evidence of functionality # workshops with disaggregated data Evidence and # of changes	ILO staff Trainers Facilitators Project reports	Desk review Interviews with facilitators and trainers MSC stories from facilitators Country questionnaire
Has media capacity to report on the rights of persons with disabilities and portray their working capacities improved?	Have at least 2 countries had constituents implement media training/info dissemination etc? What is the % change of media reports in PROPEL countries? What impact has training had on media coverage of persons with disabilities rights and concerns?	# of countries implementing constituent led training/info dissemination etc? % change in media reports on disability issues. # of pocket guides translated and produced # of countries media guide is translate # of fact sheets prepared, translated and UN World days covered # of media training courses Evidence of impact of training courses on media reps	ILO staff Constituents Project reports Media tracking data	Desk review Interviews with ILO staff and relevant constituents Country questionnaire
Has the knowledge base on non-discrimination on the ground of disability and on disability inclusion in training and employment been strengthened?	Has the guide on elimination of discrimination been published? What other publications have there been? What record is kept of website articles and views?	Published guide # of publications # of website posting and hits	Project monitoring data	Desk review Interviews
Country Level Proposals-See separate matrix				
Have the objectives of the	Review each countries objectives	Evidence that country level	ILO HQ and Country	Interviews

country level proposals been achieved?		proposals have met objectives	Staff Project Reports	Project Monitoring Data Country questionnaire
Q.2: Which planned activities contributed to the most significant changes at country level?				
Which of the PROPEL supported activities were most effective in leading to change? Did this vary from country to country?	Which group was impacted most by the significant change	Evidence of change in data collected from field visits.	Persons with Disabilities and their families NGOs/DPOs Tripartite constituent representatives	MSC stories Interviews Country questionnaire
Q.3: To what extent has the work within countries and at the global level developed a knowledge base and cross-learning?				
What systems exist for cross learning? How has the knowledge sharing platform been used?	Has the DET training contributed to knowledge sharing?	Evidence of use of knowledge sharing platform Evidence trained stakeholders are using knowledge platforms-e.g. awareness of what exists, how often used, examples of how it impacted work etc.	Geneva and country based staff Stakeholders Project reports	Interviews Country questionnaire Desk review
Effectiveness of Project Management				
Q.4: To what extent did PROPEL take on recommendations of the mid-term evaluation report for project improvement? Were these effective?				
Which evaluation recommendations were implemented? For those that weren't implemented, why not?	Was there scale up? What linkages and synergies were effected? Was capacity building of national statistics offices undertaken? Were any initiatives replicated elsewhere? What standardization of reporting and management information took place? Was gender mainstreamed into the project? Are the recommendations aimed at the planning for the next	# of interventions that were expanded # of country offices involved in training # of small scale initiatives replicated in other countries Evidence of standardization of reporting and management information and understanding and use in country offices Evidence of gender analysis Examples of gender mainstreaming at HQ and country office level	Project reports Monitoring system data ILO HQ staff Country staff Key stakeholders	Review of project reports and monitoring system Interviews

	phase of the project being considered?			
Q.5. Was PROPEL management effective in addressing arising problems and challenges to meet the project objectives? Did they affect the project outcomes?				
What problems and challenges arose? How did the project cope with these? How effective was the management communication between ILO HQ and country offices?	How does the project management system work? How well is the project understood in the countries?	Evidence of effective project management system Evidence of challenges being identified and responded to	ILO HQ Staff Country Managers PROPEL project managers Project reports	Interviews Desk review Country questionnaire
Q.6. Were gender issues mainstreamed into the project management cycle including using available tools and guidelines, M&E systems and project communication?				
Does the project have an effective system for collecting dis-aggregated data Did the project effectively communicate its gender related objectives, results and knowledge	Have the individual countries mainstreamed gender into their work? Were needs assessments on gender issues conducted? Do stakeholders understand gender concerns?	Evidence of disaggregated data Evidence of needs assessments considering gender and female specific issues Evidence that stakeholders understand gender concerns	Project monitoring data and needs assessments ILO HQ and Country Staff Stakeholders Beneficiaries	Interviews Desk review Country questionnaire MSC stories Focus Groups
Relevance and Strategic Fit				
Q.7. Did PROPEL activities respond to the needs of ILO constituents, persons with disabilities and other key stakeholders?				
What were the needs of key stakeholders? How did the global competent fit with the national activities? Where the specific needs of females with disabilities considered during the project design?	Were needs assessments conducted? Did the project have a means of addressing ongoing needs/concerns/feedback and adjust accordingly?	Evidence of needs assessments Evidence of feedback system and feedback being acted upon?	Project Advisory Groups Persons with disabilities and their family members Representatives of government, employer groups, partner NGO/DPOs	MSC Stories Focus Groups Semi-Structured Interviews
Q.8. What were PROPEL's concrete contributions to the results achieved in accordance with ILO outcome-based work plans at country (CPOs) and global levels (Global Product)?				
How do the results support	Do the results, global outcomes	Qualitative assessment of how the	ILO HQ and Country	Desk review

P&B 2 and 17 and the named country level outcomes? What other outcomes do they support?	and country level outcomes complement each other?	results link to outputs	Staff Constituents Beneficiaries	Interviews MSC Stories
Q.9. How do PROPEL activities represent added value for Irish-Aid?				
What are Irish Aid's goals? Do the activities contribute to these goals?	Did the global or country elements of PROPEL contribute more?	Evidence of project outcomes aligning with Irish Aid goals	Project reports Irish Aid strategy documents Donor	Desk Review Donor Interview
Q.10 Was the project compliant with ILO's gender equality policy and national gender-related goals?				
What is ILO's gender policy and national gender related goals? How has the project taken these into account?	Link to Q.6	Evidence of alignment with policies and goals	Policies and goals ILO HQ and Country Staff	Desk Review Interviews
Efficiency				
Q.11: Do the project stakeholders have a good perception of value for money?				
Has budget been spent effectively? Is there a solid budget management system in place?	Do constituents think the budget has been spent in an effective manner?	Evidence of budget management processes followed Evidence of awareness of effective use of funds from stakeholders	Project budget management tracking ILO country staff Stakeholders	Desk Review Interviews
Q.12: To what extent has PROPEL been able to complete its activities as planned?				
Has the global activities been completed? Have each individual country completed their activities?	Link closely to question 1	Evidence that activities have been completed outcome and output targets have been met.	Project reports ILO Country & HQ staff	Desk Review Interviews Country Questionnaire
Sustainability and Impact				
Q.13. What were the most significant changes brought about by PROPEL at local, national and global levels?				
Where was the most significant changes felt the most? Have the 4 key areas of work listed in the 2014 progress report each led to significant	Link to question 2	Qualitative assessment of the change that has taken place	Project reports ILO Country & HQ staff Persons with disabilities and their families	MSC stories Interviews Desk Review

change?			Tripartite Constituents Other stakeholders	
Q.14. To what extent have training and capacity-building activities changed the attitudes of ILO constituents and other project stakeholders towards disability issues and developed their capacity to address disability inclusion?				
How well do constituents understand disability and consider it in their daily work?	Is there a baseline?	Evidence of attitude changes in interviews and MSC stories Qualitative assessment of understanding of disability by constituents	Constituents Other stakeholders ILO Country staff	MSC stories Interviews Desk Review
Q.15. How did PROPEL initiatives contribute to or create enabling environments for medium/long-term change in labour market inclusion for persons with disabilities?				
Has the work of the project lead to systematic changes? Do these changes support the inclusion of women with disabilities in initiatives?	Is the change lasting?	Evidence of systemic changes that will be long lasting, e.g. policies, laws, practices, accessibility	Project reports ILO Country & HQ staff Persons with disabilities and their families Tripartite Constituents Other stakeholders	MSC stories Interviews Country questionnaire
Q.16. What are emerging or good practices that could be usefully developed further or replicated?				
Are there particular types of initiatives that have more good practices?				Identified in responses to other questions

Proposed Methodology

The TOR requires the evaluation of outcomes at multiple levels including identifying the impact at a global and national level. The evaluation needs an approach that captures the perspective of multiple stakeholders and identifies how the different elements of the project join together to provide the projected outcomes. It is proposed to use a mixed methods approach that blends qualitative data gathered through interviews, focus groups and stories of change with quantitative data gathered from project monitoring and budget data and a survey/questionnaire.

The evaluation will be guided by the ideas of democratic evaluation (MacDonald & Kushnar, 2005). This is an approach that sees the evaluator in the role of facilitator rather than referee. The evaluator is tasked with ensuring that all stakeholders, particularly those who hold less power, have the opportunity to participate and meaningfully impact the evaluation.

To ensure a democratic evaluation, a gender responsive approach is important. ILO's guidance on gender mainstreaming in evaluations identifies that gender mainstreaming throughout the project cycle requires:

“This implies taking into account the following elements: (i) the involvement of both men and women in constituents'/beneficiaries' consultations and analysis; (ii) the inclusion of data disaggregated by sex and gender in the background analysis and justification of project documents; (iii) the formulation of gender-sensitive strategies and objectives and gender-specific indicators; (iv) outputs and activities consistent with these; (v) striving for gender institutional structures set up under projects; and (vi) in the terms of reference for evaluations, requiring the inclusion of impact assessment on gender equality and gender expertise in the evaluation team.”

The evaluation will consider how successful the project has been in including these elements of gender mainstreaming throughout the project cycle. The evaluation will analyse the affect the project has had on the power relationships between men and women, and the consideration of gender concerns that was given to the project's design and implementation. The evaluation report will include disaggregated data and highlight gender responsive recommendations.

Many of the gender related questions including in the TOR are dependent upon a positive response to the question of whether gender goals were included in the initial design and considered during project implementation. Answering whether the project met its gender-related objectives presupposes that there were gender-related objectives in the first place. The evaluation will address both the inclusive nature of the project's design, and investigate how gender was mainstreamed during the project's implementation.

The proposed methods will be:

1. Remote Data Review and Collection
 - Secondary document and data review

Completed at the start of the evaluation will review project documentation such as proposals and donor reports. Documents will include country level proposals, and monitoring data/reports that is available at

a country level. This data will be used to help frame interview and focus group questions, and to triangulate data collected during the field visit. The initial deep-read of project data will be supplemented by re-reading during the data analysis phase of the evaluation. This will allow greater understanding of both the data collected by the evaluator and the data within the project documentation.

- Pre-trip briefings with key ILO staff

Part of the inception phase will involve briefings with key ILO staff. This will allow understanding of the context and agreement on the key goals of the evaluation. These took place prior to the preparation of the inception report with Peter Fremlin and Esteban Tromel.

- Remote interviews with country offices and other stakeholders

The timeframe and budget of the evaluation only allow for visits to 2 countries. In order to compensate for the limitations this will place on the data collection process, interviews with key country office staff involved in the PROPEL project will be conducted via skype. An interview guide will be developed during the inception phase of the evaluation and the data gathered in these meetings will be supplemented with a short questionnaire submitted to all country offices. A list of interview participants will be agreed during the briefing visit to ILO HQ

Other stakeholders may be included in the remote interview schedule if they are deemed appropriate. In particular these could include the donor and representatives of the Turin Institute who conducted the DET training.

- Questionnaire administration

To supplement the interviews with country offices, a questionnaire will be developed by the evaluator and agreed by ILO HQ. This will be submitted to the country offices who will be asked to complete and return it. The questionnaire will contribute to data collection for answering key evaluation questions. A first draft is included with the inception report.

2. Geneva Visit

- Briefings with ILO staff in Geneva.

A visit to Geneva will be undertaken once a draft of the inception report has been produced. A series of briefings and meetings with key HQ staff will be undertaken during this visit. This will support the collection of data particularly related to the global PROPEL product. The visit will also allow for a review of the inception report/evaluation plan, and any revisions that may be needed before field visits are conducted.

3. Country Visits

Two countries will be visited by the evaluator. Trips will be 5 days per country. The countries to be visited will be finalized during the inception phase of the evaluation. Ethiopia and China have been

selected as the countries to visit. The TOR asked for one visit to an African country and one to an Asian country. This requirement is sound as it will give more opportunity to identify regional differences that affect the implementation of the project. The selection of China and Ethiopia was made after the initial desk review of project documents and discussions with ILO HQ staff. Selection criteria focused on countries where a broad range of beneficiaries and stakeholders could be visited. Consideration was particularly given to the opportunity to speak with ultimate beneficiaries as well as tripartite constituents to help support identifying the impact the intervention had had on organizations and individuals. China most closely met this criteria in Asia. In Africa the evaluator felt that Ethiopia and Zambia were equally suitable for a visit. Given that Zambia was visited in the mid-term evaluation and the departure of the PROPEL officer and return from maternity leave of the Regional Coordinator made the logistics of a visit to Zambia difficult, Ethiopia was selected for the field visit.

More country specific timetables will be agreed with the country offices. However the general data collection techniques will be:

- Semi-structured interviews with beneficiaries, tripartite constituents, ILO country office staff and other key stakeholders

A series of semi-structured interviews with a variety of stakeholders will be conducted. A list of interviews will be agreed with the country offices depending on time and availability, but it is proposed that a wide variety of stakeholders be interviewed, including persons with disabilities and their families who have been affected by the project, representatives of DPOs, relevant academic officials, employer and trade union groups, and governmental officials. Interviews with ILO country office staff will also be conducted. Interview guides will be tailored for the particular stakeholder group being interviewed.

- Focus Groups

Focus groups are useful tool for stimulating conversation and ideas beyond what might come from individual interviews. They also support the most significant change methodology by allowing the identification of common themes related to the project. Focus groups with beneficiaries of PROPEL are proposed in both country visits.

- Most Significant Change

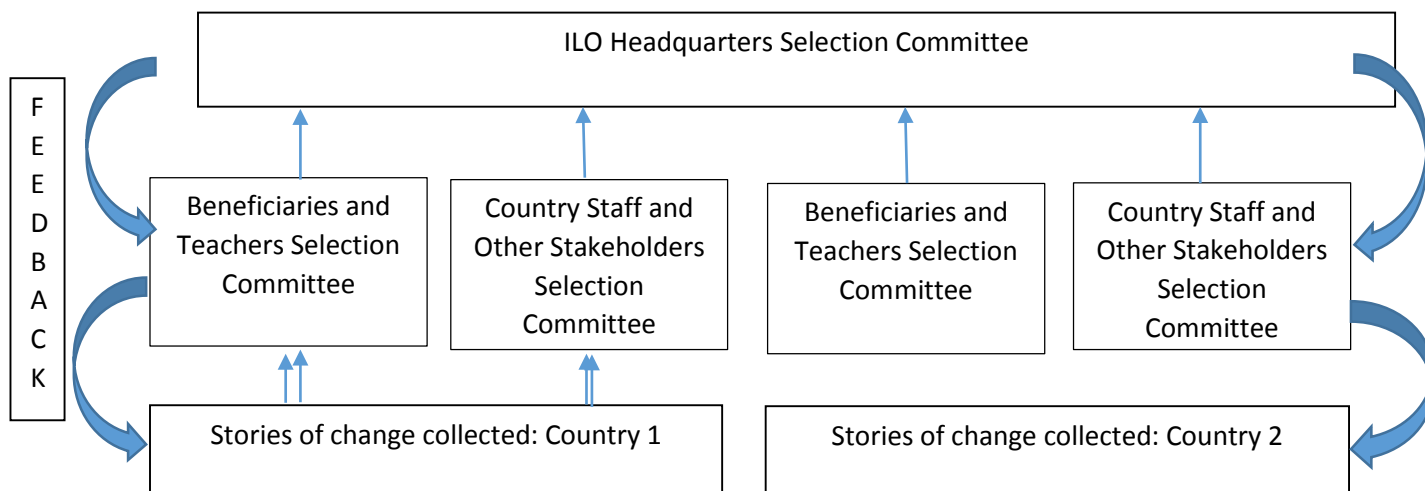
Most significant change (MSC) is a qualitative participatory approach that has been used as an alternative to traditional evaluative approaches. A key benefit of MSC is that it is able to identify unintended outcomes, both positive and negative and trace why these have occurred. The MSC methodology allows evaluations to move away from just assessing pre-determined goals and into measuring actual impact. This method will help address evaluation criteria such as effectiveness, the validity of design and the impact of the project.

A sample of beneficiaries, such as staff and students at the vocational training centres, trainees at a workshop, DPO representatives, trained media etc. will be asked to select one change which is most significant to them (positive or negative) and narrate a short story from their work that illustrates the change. Other potential groups such as disability people's organizations' representatives and other civil society groups will be discussed between the project staff and the evaluation. This will allow the MSC stories to also capture changes at the policy level.

The advantage of this method is that it allows participation in the evaluation of groups at different hierarchical levels in the project and allows those with less power to have a voice in the outcomes. MSC provides a methodology which allows weight to be given to the under-represented and ensures that beneficiaries have a say in collecting and analysing data and negotiating the meaning of the results.

Following the collection and translation of stories, selection committees will analyse, discuss and select a short-list of stories that they believe are most representative of the change that the PROPEL project has achieved. 2 selection panels are proposed for each field visit, which will short-list a series of stories to be discussed by a selection panel at ILO headquarters.

MSC Selection Process:



Limitations

The biggest constraint of this evaluation is that only 2 countries will be visited. This could lead to successes, impacts and challenges that are particularly relevant to one or two countries being missed. Only including two countries also means that beneficiary and stakeholder input will be limited. The evaluation will attempt to include as many beneficiaries and stakeholders in interviews, focus groups and stories of change as possible in the countries which are visited. This will help counter this problem to a certain extent. The use of the MSC methodology also will allow beneficiaries and stakeholders to be involved in analysing at least some of the evaluation data. However, even with these actions the evaluation will have a limited participatory approach which may weaken the ownership and usefulness of it to the countries where visits are not undertaken and particularly beneficiaries and other key stakeholders.

An evaluation should consider power imbalances throughout, including in the composition of the evaluation team. This evaluation is being conducted by an individual evaluator rather than a team, which naturally means there is a gender imbalance. In this case the evaluator is a western male. It needs to be recognized that this creates the risk of marginalized groups, including females, who may

have already felt disregarded during the project, not being comfortable in raising their concerns with the evaluator. The evaluation will mainstream gender and other equity concerns throughout and attempt to reduce the identified limitations through sensitive interviewing and focus group administration and the triangulation of data to identify gender specific concerns. Data collected will be disaggregated by gender and gender specific concerns identified in the evaluation report.

The initial review of the documents suggests that there is limited baseline information. As such the opportunity to assess the changes and impacts the project has had will be reduced. Reconstructing baselines and the identification of changes through participant interviews will help reduce this concern but will not eliminate the problem.

Timeline

Task	Prior to Geneva Briefing	Wk start 13/07	Wk start 20/07	Wk start 27/07	Wk start 03/08	Wk start 10/08	Wk start 17/08	Wk start 24/08	Wk start 31/08
Preliminary Skype discussion with Peter Fremlin and Esteban Tromel									
Contract drafted and signed, security clearance organized									
Visa Applications									
Sharing of project documentation									
Review of initial project documentation									
Inception Report Draft Produced									
Feedback on Inception Report									
Geneva Briefing									
Remote Interviews									
Submission of questionnaire to country offices									
Return of questionnaire to evaluator									
Pre-trip planning briefings									
Field trip to China									
Field trip to Ethiopia									
Analysing of evaluation data									
Preparation and submission of draft report									
Presentation of findings in Geneva									
Feedback on draft report given									
Feedback incorporated into final report									
Final report submitted									

Annex 9: SWOT Analyses

China PAC

Strengths	Weaknesses
<p>Meets the needs of PWDs Introduction of international experience Partners from different sectors-diversity-e.g. UN, DPO, CDPF Bottom-up strategy-Collection of good practices at local level International cooperation with Taiwan, Malaysia and Japan Case story collections Integration of resources Introduction of supported employment</p>	<p>Limited cooperation with the media Weak academic support Weak legislation of terms of PWDs Weak advocacy with employers Weak publicity of project's achievements Inadequate academic research which failed to find real problems leading to fake employment Inadequate funding and resources. Too many partners Limited involvement of other agencies and ministries, e.g, Ministry of Finance. Committee of National Reform Inadequate cases introduced and shared with the public Weak gender approach Job coaches have no connections to the Ministry of Human Resources and Social Security</p>
Opportunities	Threats
<p>Importance the government attaches to disability Connecting job coaches to Ministry of HR & SS Changes in attitudes are ongoing Government purchasing services from DPOs Acceptance of supported employment in the CDPF and govt media, e.g. The New Daily (Party Newspaper) Improved legislation and legal framework Inclusive employment targeting PWDs-more resources</p>	<p>The perception of employers needs to be changed Lack of coordination between different partners Poor efficiency in the way fine of employers who don't recruit PWDs is spent. Legislation to enable employers to open their employment up to PWDs is not strong Enforcement of laws is poor.</p>

Ethiopia PSA

Strengths	Weaknesses
<p>Vibrant project support committee and timely reporting and feedback.</p> <p>Strong partnerships</p> <p>Effectiveness of employment support services</p> <p>Sensitization of policy documents (govt. rules) of stakeholders.</p> <p>Timely budget release</p> <p>Technical support of ILO coordinator</p> <p>Production of various guiding documents</p> <p>Organizational capacity building</p> <p>Flexible implementation of work plan</p> <p>Unique media work focused on bringing media and disability together</p> <p>Improved saving culture among woman with disabilities</p> <p>Improved HR policies in institutions</p> <p>DET training and awareness creation</p> <p>Collective bargaining guidelines being made disability inclusive</p> <p>Role of UNCRPD and NPA implementing structures</p>	<p>Project short-termism and lack of continuity</p> <p>Lack of funding</p> <p>Limited capacity building for implementers</p> <p>Limited availability of DET expertise</p> <p>Lack of focal point in implementing organization to take care of projects</p> <p>Too many partnerships-less focused intervention</p> <p>Lack of clear sustainability strategy</p> <p>Lack of inter-country exchange between implementing partners</p>
Opportunities	Threats
<p>International national frameworks (CRPD, ILO Conventions, NPA etc)</p> <p>Institutional borders/frameworks focusing on implementation</p> <p>Existence of NGOs and DPOs focusing on disability</p> <p>2017census</p> <p>Improved interest in disability from bi-lateral donors</p> <p>Strong government commitments</p> <p>Diversified media outlets</p>	<p>Staff turnover</p> <p>Sustainability of the project</p> <p>Negative attitudes of society</p> <p>Inflation and EURO weakness</p> <p>Donor interest and reduction of aid</p>

Annex 10: List of documents consulted

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