



ILO EVALUATION

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- **Name of consultant(s):** Joao de Azevedo (team leader) (please send the CV to EVAL@ilo.org)
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IPEC Evaluation

ILO-Irish Aid Partnership Programme 2014 - 2015

**OUTCOME 16 – CHILD LABOUR: Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors
GLO/13/57/IRL**

An independent final evaluation by a team of external consultants

P&B Outcome:	<i>Outcome 16</i>
Title:	<i>Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors</i>
TC Code:	<i>GLO/13/57/IRL_16 (Umbrella TC Symbol)</i>
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Project dates	<i>1 January 2014 to 31 December 2015</i>
Countries	<i>Global, Benin, Ghana, India, Zambia</i>

September 2015

(with data in table updated October 2015)

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 Evaluation and Impact Assessment unit of ILO FUNDAMENTALS under the authority of ILO Evaluation Office.

NOTE ON THE EVALUATION PROCESS AND REPORT

This independent evaluation was managed by the Evaluation and Impact Assessment unit (EIA) of the ILO Fundamental Principles and Rights at Work (FUNDAMENTALS) branch following a consultative and participatory approach. The evaluation was designed and implemented in the context of the ILO wide evaluation of the Irish Aid Partnership. EIA has ensured that all major stakeholders were consulted and informed throughout the evaluation and that the evaluation was carried out to highest degree of credibility and independence and in line with established evaluation standards.

The evaluation was carried out by a team of external consultants¹. The field mission took place in August 2015. The opinions and recommendations included in this report are those of the authors and as such serve as an important contribution to learning and planning without necessarily constituting the perspective of the ILO or any other organization involved in the project.

Funding for this project evaluation was provided by the Government of Ireland. This report does not necessarily reflect the views or policies of the Government of Ireland nor does mention of trade names, commercial products, or organizations imply endorsement by the Government of Ireland.

¹ **International Evaluator:** João de Azevedo (team-leader)

National Evaluators: Stella Dzator (National Consultant/Ghana); Affo Daoudou Hamissou (National Consultant/Benin)

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Abbreviations

ACT/EMP	Bureau for Employers Activities
ACTRAV	Bureau for Workers Activities
AME	Association des Mères d’Enfants (Benin)
AP	Action Plan
CARDER	Centres Régionaux pour le Développement Rural (Benin)
CECI	Comités Locaux d’Epargne e Crédit Interne (Benin)
CCPC	Community Child Protection Committee (Ghana)
CL	Child labour
CLSSS	Comités locaux de surveillance, de sécurité et de santé (Benin)
COOP	ILO Cooperatives Unit (Enterprises Department)
CPO	Country Programme Outcome
CSSS	Comités de surveillance, de sécurité et de santé (Benin)
DWCP	Decent Work Country Programme
ECOWAS	Economic Community of West African States
FPRW	Fundamental Principles and Rights at Work (Branch of ILO Governance and Tripartism Department)
GAWU	General Agricultural Workers’ Union (of the Trades Union Congress, Ghana)
IA	Implementing Agreement
ICFA	Inland Canoe Fishers Association (Torkor, Kpando District, Ghana)
ILO	International Labour Organisation
IPEC	International Programme for the Elimination of Child Labour (ILO)
ITW	Interviews
NAP	National Action Plan
OHADA	French acronym of African Organization for the Harmonization of African Business
OBISACOTE	Observatoire Intersyndical pour le Suivi de l’Application des Conventions de l’OIT sur le Travail des Enfants au Bénin
OHADA	French acronym of African Organization for the Harmonization of African Business
OSH	Occupational Safety and Health
P&B	ILO Programme and Budget
SWOT	Strengths, Weaknesses, Opportunities and Threats
SSTEB	Système de Suivi du Travail de Enfants au Bénin

Executive summary

Introduction

The ILO has contracted three consultants to conduct the final evaluation of the Component 16 of the ILO-Irish Aid Partnership Programme 2014 – 2015: Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors (GLO/13/57/IRL_16). The activities of the Project now under evaluation were scheduled to start on 1st of January 2014 and expected to end by 31st December 2015, in Benin, Ghana, Zambia and India. The evaluation was conducted in the period August – September 2015, by a team of one international consultant (Mr João de Azevedo) and 2 national consultants (Mrs. Stella Dzator, Ghana and Mr Affo Daoudou Y. Amadou Hamissou, Benin). The evaluation also includes the implementation of the project in Zambia and India. Although these two countries were not visited, their actors were involved mainly through interviews and review of project reports. The evaluation exercise took place as previewed by the ToR² and proposed in the Inception Note.

In each country, the organisation in charge for the project implementation prepared an Action Programme, in consultation with ILO/IPEC, ILO sub-regional experts and in consultation with the ILO Constituents. These Actions Programmes are coherent with the Country Development Objectives and with Phase II of the Countries' ILO/Irish Aid Outcome 16 Logical Frame, as presented in the Project Document. Similarly, the Action Programmes, although not formulated in a formal homogeneousness, reflect their organisational cultures and previous experiences.

The results of all the project components as at the end of August 2015 are analysed in Chapter 2 of this report, showing that, despite the delays at the start of operations, the Implementing Agencies in Benin and Ghana are fully engaged to attain their objectives. The General Agricultural Workers' Union (GAWU) in Ghana and the Observatoire Intersyndical pour le Suivi de l'Application des Conventions de l'OIT sur le Travail des Enfants au Bénin (OBISACOTE) in Benin are surely and undoubtedly making notable efforts to test methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors having in mind the potential capitalization and replication in other contexts. They are currently under pressure to produce results and working with visible enthusiasm, expressing proudly their gratitude for the ILO and Irish Aid's trust and the opportunity to deliver on their Action Programmes.

Key findings

In the case of GAWU, a very positive development has been the massive adhesion to union membership of stakeholders, fishermen of the Inland Canoe Fishers Association (ICFA) and beyond, women working in the market and fish processing. This massive membership increase re-enforced GAWU's voice and representation, thus facilitating the general local awareness on child labour and the increasing outreach to other island communities along the Volta Lake. The traditional rulers (Chiefs) of the target community have adopted Torkor is Child Labour Free as the local flagship and have developed Community Rules and Regulations to maintain this stance. The same occurs in Dassa (Benin) where the project and the local Social Services have mounted visible sign boards in front of their quarries with the slogan: No more children in quarries, Adults at Work, Children at School.

Other evaluation elements suggest that important changes are occurring with union implementing agencies, which are seeds for the future with regards to the role of unions in combating child labour. The competencies they are currently showing and continue to acquire are opening new avenues and prospects for their organisations in especially effectively tackling child labour in the informal sector where the problem persists yet difficult to reach by labour inspectors and other law enforcement agencies. It is necessary however to wait until the end of the year, with the completion of planned activities, to better assess outcomes of the project on the elimination of child labour in Torkor.

² The Terms of reference for the evaluation are in **Annex 1**.

The project design is adequate, giving room to national partners to elaborate their Action Programmes in coherence with the global and immediate objectives. The project (and the Action Programmes) are relevant to the ILO P&B for Outcome 16, supporting the Global product and the Countries' Programme Outcomes (CPO), as it is effectively contributing to innovative approaches to tackle child labour in informal settings of the economy in the selected countries. Stakeholders identify with the project, and Ministries of Labour – especially in Ghana and Benin, showed significant expectations from the project outcomes.

The project is considered very relevant by all parties and this is clearly demonstrated during the evaluation interviews and workshops (in Ghana and Benin). Key stakeholders articulated the importance of the project in consolidating prior IPEC projects in their respective countries and to tackle key priority sectors with regards to the exploitation of children in the worst forms of child labour. Moreover, it is worth noting that local government authorities have kept child labour on their agenda, energising local Child Protection/Labour Committees and mitigating the weakness of interventions, under- budgeted and understaffed public services. It has been observed by the evaluation mission that the project has an important role to motivate and stimulate local officers and elected members of local assemblies to action.

The project and the Actions Programmes are coherent with the Decent Work Country Programmes (DWCP) and Agendas. All the activities were designed through extensive consultations with stakeholders in coherence with their efforts to end the exploitation of children in the worst forms of child labour, including hazardous work in their communities. Nevertheless, the approaches in delivering some of the project activities do not seem pragmatic, e.g. the OSH and cooperative management trainings. The provision of equipment to cooperatives is also at risk giving the delays in the provision of the equipment, trainings in the use and actual use of the equipment before project closure in December, 2015 (see following sustainability analysis).

It is imperative to note that the evaluation took place in August 2015, when the implementation of the Action Programme in Ghana started in March 2015 and in November 2014 in the case of Benin with those of Zambia and India starting much later. It is impossible therefore to fully assess the effectiveness of the project interventions at this point, giving that critical activities are still under implementation, thus some significant outputs are not yet available to evaluate. It can however be acknowledged that at least the outputs currently in the process to be achieved in Ghana and Benin are positive and are in line with the ILO's strategy for eliminating child labour and the desired project outcome. More so, though the actions are taking place in circumscribed and limited territories, they have undoubtedly a strong symbolic value and are instrumental for a strong learning process for the implementing unions and learning for scale up to other areas in similar situations.

Less efficient is the long duration for the preparation of the Action Programmes, thus inducing delays in their approval and start of activities. This issue is evident with regards to Ghana and Benin, where the duration of Action Programmes has been reduced to 10 and 14 months respectively, thus decreasing efficiency of the overall project. Another consideration on efficiency is in connection with ILO's weak project coordination in connection with this specific project and the slow pace in providing support during the critical period in project start-up.

The more sustainable effect of the project seems to be the current learning processes by the Unions concerning changes occurring in their union culture, sensitivity, values and capabilities to fight child labour in informal settings of their societies. This probably includes their capacities to undercover hidden hazardous child labour in their daily work. A certain positive impact can be observed on a rather massive adhesion to the project and on a very good trust relationship between the implementing unions and their partners in the communities, which is an emerging good practice. But it is necessary to consider that the evaluation took place when critical activities are still on-going and it is honestly not possible to assess for instance the sustainability of the use and maintenance of equipment either distributed or in the process to be delivered by the project: the safety/speed boat, monitors, the fish processing tools, the oil processing plants, the moto-tricycles with trailer... Some of this equipment

have either just been delivered to the beneficiary groups (July-August) – or are being delivered during the month of September or due in the following months.

Social dialogue (at district and municipal levels) is still to be improved and further institutionalised; this dialogue and a closer collaboration among all parties is a pre-condition for sustainability of the expected outcomes beyond the project's lifespan.

The following table synthetises the project activities performed during year 2015- August 2015:

Table 1: Synthesis of activities undertaken through the project

Country Project/ Action Plan	Benin	Ghana	Zambia	India	Global (App)
Capacity Development	Workshop for strategy of the project with constituents, line Ministries, all local/national stakeholders resulting in substantial interest and inputs from the National MCL Monitoring Committee	Over 350 fishermen and women fish processors and youth sensitised on CL through community meetings, radio broadcast of messages, community overhead public information speakers, IEC materials, resulting in proscription of CL from Torkor zone	A Planning workshop held to assess the participation of trade union leaders in DCLCs set up in 2013/2014 and identification of the new districts and strategic planning	ILO consultant visited field and meetings held with all key Government officials, TU volunteers, representatives of employers and workers' association and the report submitted	Development of a script to update, synthesize and adapt the content of the original hand-book to a mobile application and research of suitable container for the app basis information
	Cooperative training of 105 women of 4 savings becoming income generating formal cooperatives	Community Child Protection Committee (CCPC) conducted 1 first lake-surveillance on CL monitoring to Gabikpo island community and a local committee under implantation	Local chapters of ZCTU or sectoral unions in five new districts provisionally identified	Review of project implantation modalities and of project implementation strategy, identification of project team, draft work plan in the light of delayed start, done.	Technology research and adoption, with recruitment of a firm to develop a user-friendly product for smartphones
	Support of year planning for the Mothers' associations monitoring CL and school attendance in the 4 communities, on a regular and weekly basis	GAWU has broadened its membership base and expanded its organisational framework with more fishers registered as Union members and gathering experience to combat CL in other zones		The local units of the trade unions have been assigned with the task of mobilising the mine workers in the area.	
	Training of district officers on OSH in artisanal and small scale mining and the local officer of Ministry of Mining leading future operations	Best Fisherman in the Volta Region conducted a mini campaign to sensitise other fishermen in communities along the Volta Lake and strongly mobilised communities to form their own CCPCs			
	Other trainings were done on Income Generation group management and credit group management Half of the coop's income secured in banks savings and coop members' shares 1 cooperative equipped with operational palm oil transformation. 3 cooperatives equipped with OSH tools.	Consciousness on OSH has been raised through OSH sensitisation using various media. The use of agro-chemicals in farming activities close to the lake is being discouraged. Food safety issues are being addressed. Training on concrete OSH issues under preparation			
	3 out of 4 women cooperatives officially organised following training provided by CARDER with statutes approved and	A number of training and retraining undertaken with the members and leadership of ICFA. Community Rules and Regulations including sanctions for parents of children			

Country Project/ Action Plan	Benin	Ghana	Zambia	India	Global (App)
	registered.	found working during school times has been developed and in force			
Policy Support	Support to district OSH committees on planning, field visits, training and improvements on stone mining equipment	Kpando Municipal Assembly collaborates with Torkor CCPCs to establish similar structures in some of the island communities A simple database of fishers and fishing canoes under GAWU-ICF developed for follow-up activities and support services to Union members, in collaboration with Fisheries Commission and the newly established Fisheries Enforcement Unit (Marine Police and Navy)			
	Support to district and community CL and child protection monitoring committees enlarging social dialogue/participation of all local stakeholders and CL in mining reduced in both partner districts	Project inception meeting in Accra to share information on the Project with national partners in the context of national policies and plans with ministry of fisheries, gender, children and social protection to gather inputs and support for project implementation			
	Contribution to the national CL monitoring committee with reports and obtaining partners' inputs	Community Chiefs, Religious leaders, school management committees, youth leaders, children, women cooperative assemblymen, fish sellers understand the difference between child labour and age appropriate work for children. They have developed slogans and songs on child labour.			
	Sharing of feasibility study with all stakeholders (March 2015) that are aware of project challenges	Participation in Zambian Union workshop on Best Practices as a first exchange between involved 4 countries on project strategy and results to eliminate CL		Inception report produced and shared among partners with assessment of the living conditions of the communities of the mining workers and child labour in the 6 identified communities	The Application under test in Zambia to allow final version of App
Knowledge sharing		A National Seminar involving DAs from the 4 Regions of the Volta Lake to share the results of the intervention approach and to consider a possible regional programme to replicate the model in other communities under preparation (before November 2015)			

Recommendations, good practices and lessons learned

Recommendation 1: As a reasonable consequence of evaluation findings, coinciding with recommendations of the multi-stakeholders' consultation processes conducted in Accra and Cotonou, it seems fairly advisable that the actual project should be extended for another 12 months. This will increase the capacity of the union partners to better complete their activities, to phase-out their on-going interventions and, moreover, to consolidate the results without improvisation and rush. This extension of 12 months could be funded with a more reduced budget, as no more equipment will be needed. It should be essentially devoted to better complete the Action Programmes – for all the 5 objectives/components of the project and to consolidate the management of the cooperatives that are currently being created. More time seems also necessary for the partner unions to better stimulate and engage other local partners in monitoring the activities, through a learning process, thus reinforcing the unions' leadership on the field of child labour. This suggested extension will also most probably facilitate the processes of reflection on lessons learned, and will surely help to better refine and synthesize the models of intervention.

Recommendation 2: It is recommended that IPEC assigns a full time coordinator in Geneva to ensure that there will be no more delays to take action at central level management, and that all the necessary support will be timely and punctual for the remaining 4 months of the project and in case of project extension.

Recommendation 3: The involvement of the ILO Cooperatives Unit (COOP) in the assessment of the suitability of the trainings and support to new cooperatives by the project is also recommended.

Recommendation 4: Concerning the long hesitations and re-formulations of Actions Programmes, ILO could provide, in the future, an online assistance to applicants during the timeframe of one month, when they are developing their Action Programmes.

Recommendation 5: It is recommended that FPRW/IPEC conducts a reflexion on the need to rationalise at local level the number of committees, some of them established under former IPEC projects, mostly often composed of the same persons/officers. It is necessary to recognise that local authorities are critically under budgeted and understaffed and consequently the multiplicity of committees could duplicate and jeopardize efforts with the consequence of efficient use of limited resources.

Recommendation 6: Cooperatives are enterprises composed by volunteer members that decided to associate and work together with clear economic (and sometimes also social) objectives, investing in the enterprise and sharing risks and benefits. Traditionally, unions are not experienced on cooperative issues, with rare exceptions, and therefore GAWU and OBISACOTE seem to need further technical support and guidance. As a consequence, and respecting the principles of learning-by-doing, GAWU and OBISACOTE are recommended to make use of the volunteer support of members of other cooperative enterprises and organisations existing in their countries to visit and discuss cooperative issues in a concrete floor.

Recommendation 7: It is recommended to implementing unions to be more proactive with local authorities in the context of their Action Programmes, by inventing the forms to participate in local assemblies and bringing women and men from the supported cooperatives and groups to directly inform the elected members of local assemblies and local government officers. They can be supported to better communicate what they are doing to address child labour, and lobby for the creation of a budget line for combatting child labour at local levels.

Recommendation 8: With regards to the ILO country level partners, it is recommended that client-oriented methodologies are adopted by Unions implementing the Action Programmes with regards to training of the cooperatives in collaboration with the local government and other key partners.

The current status of the project implementation does not yet allow the framing of *good practices* based on acceptable criteria, given that critical activities are still ongoing. However, some elements may be defined as emerging good practices and could be confirmed as good practices – or suggested models of intervention in similar contexts in the future. Some important aspects of massive sensitization of the community on child labour issues can be found, e.g. in GAWU's experience in Torkor, but important aspects and activities related to sustainability of changes are still to be confirmed. The same can be said of OBISACOTE experience, by improving the women's income as a necessary way to eliminate hazardous child work – but the improvement of their income still needs to be verified.

Nevertheless, emerging good practices could be considered in the following areas:

- Declaration of child labour free zones by traditional rulers which are re-enforced with Community Rules and Regulations developed and in force by the leadership of chiefs in close consultation with its subjects (Benin and Ghana)
- Scale-up of social mobilisation activities to island communities by the Community Child Protection Committees (CCPC) in Torkor, including the use of the Chief Fisherman to reach out to other colleague fishers and other communities along the Volta Lake and the community cohesion among traditional leaders, GAWU local union, CCPCs, women groups, local navy and Fisheries Commission could be also an emerging good practice (in Ghana), as illustrated in Chapter 5.
- Taking social dialogue to the grass root and broadening of union activities in the informal sector which is complex, unregulated and out of the reach of labour inspectors and other enforcement agencies (Ghana and Benin).

The Ghana component of the project merits more exploration as a promising model of intervention capable of eliminating child labour – although recognising the issue of insufficient implementation time and too early to allow more theoretical conclusions. But some clear aspects of Torkor experience appear already as confluent to a draft of a convincing model of intervention.

Some lessons could be learnt from Ghana and Benin's experiences; some of which could be important for the future of similar actions:

- Over reliance on fish stocks create economic challenges for fishing communities, fishers and processors, which can result in the engagement of children to reduce operational cost. The dimensions of stock depletion is considered as an economic and social challenge for the future of the communities.
- The Occupational Safety and Health (OSH) tools for cocoa or other sectors cannot be applied automatically in the fishing context and the need for specific OSH materials and tools in fishing to achieve better results
- Limited project duration does not allow enough time to appropriately deliver project activities in a consequential manner to achieve greater outcome
- Even though the Project is a community-based project, there should be connection through the district to national level policy for proper mainstreaming and continuity

Chapter 1: Introduction and background to the evaluation

Introduction of evaluation and evaluation-team

1. The ILO has contracted three consultants to conduct the final evaluation of the Component 16 of the ILO-Irish Aid Partnership Programme 2014 – 2015: Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors (GLO/13/57/IRL_16). The activities of the Project now under evaluation were scheduled to start on 1st January 2014 and are expected to end by 31st December 2015.
2. The evaluation was conducted in the period August – September 2015, by a team of one international consultant (Mr João de Azevedo) and 2 national consultants (Mrs. Stella Dzator and Mr Affo Daoudou Y. Amadou Hamissou), designed to conduct field evaluation research in Ghana and Benin. The evaluation exercise also includes the implementation of the project in Zambia and India and a Global component. Although the two last countries were not visited, their actors were involved mainly through interviews and review of project reports.
3. The evaluation exercise took place as previewed by the ToR and proposed in the Inception Note³. The entire process of in-country evaluation in Ghana and Benin was efficiently eased by a large participation of national stakeholders and constituents. The project management teams were available and facilitated direct contact with the entire national, district and community level partners including associations and union members involved in the project activities. The target groups fully participated in the assessment process. A multi-stakeholders consultation/workshop took place in both Ghana and Benin, following one-on-one meetings with the key partners providing the opportunity for the evaluation team to share preliminary conclusions and to gather substantial contributions from all the stakeholders from the national and sub-national levels.

Evaluation purpose and scope, including the stakes of ILO and Irish AID Partnership Programme

4. As indicated in the Terms of Reference of this evaluation, the ILO-Irish Aid partnership agreement requires an independent evaluation, as part of review and further decision on the partnership. Additionally, the second phase of the Irish-Aid funded project on child labour will end in December 2015. Even though this component of the Project has a budget of less than USD 1 Million, it was decided that it will be subject to an independent final evaluation given the focus on testing models. The same ToR indicate key evaluation users as (1) Irish Aid as a donor of the project, (2) ILO as executor of the project; and (3) the Project management and staff.
5. The evaluation is supposed to be used in the following main ways:
 - Findings and recommendations will be used to strengthen the achievement of the project's objectives and use lessons learned to improve the strategy and operations design of any future project in the same domain; and
 - Identified and documented achievements that demonstrate results and effective use of funding to ILO management and the Donor.
6. The scope of the evaluation is the contribution of Irish funds towards the achievement of ILO Outcome 16, by reviewing and assessing the implementation strategy, identifying achievements and any possible blockages that impede the achievement of the project's objectives.

³ **Annex 2** presents the tools proposed in the Inception Note, submitted to the evaluation manager the 14th August 2015

7. The evaluation covers the period from January 2014 to present (August 2015), giving a comprehensive picture of the global project's context and developments. *A special attention is given to on-going activities still to be completed before the end of the project.*
8. The report assesses (1) the global component in Geneva, (2) the component in Africa (Ghana, Benin and Zambia) and the component in Asian and Pacific region (India). However, it is important to stress that, due to the nature of the Action Programmes and the Implementing Agreements in Ghana and Benin where evaluation field work was conducted, the project is still currently implementing the planned activities in support of communities and informal groups of workers dealing with the worst forms of child labour in their daily lives. Consequently, available evidence is provided on the achievements of the project until August 2015 only, documented with information resulted from an extensive desk review⁴, direct observation, interviews and consultations conducted with the key stakeholders⁵, including the beneficiaries (women, men and the youth).
9. The evaluation is to look at the linkages between the various Country Programmes' Outcomes (CPOs), respective DWCPs and the global component as stated in Outcome 16, generating findings on the six evaluation criteria for all country projects and the global component and compare the lessons learnt from other countries' implementation. Evidence should be provided on the achievements of the project.
10. Moreover, this evaluation report does not neglect the linkages between the various country projects (CPOs), national corresponding DWCPs and the global component as specified in Outcome 16, generating findings on the six evaluation criteria for all country projects and the global components and compare the lessons learnt from other countries' implementation. On these particular aspects, the reader needs to consider that there are limits to the comparison between all the components, taking into account the different stages of implementation of the activities and even, in some cases, the different approaches adopted. Interventions in Ghana and Benin are distinctly characterised by more direct activities delivered to well identified targets and communities, beyond the fact that they also started their operations earlier and therefore they are at a more advanced stage of execution and relatively closer to attain their objectives.
11. In all cases this report takes into account the theory of change sustaining the strategy of this Project - that supporting the empowerment of right-holders in the informal and rural economy is a key comparative advantage of workers' and employers' organisations in the struggle against child labour.

Evaluation methodology

12. As proposed by the Inception Note the participatory methodology was mainly composed by the following instruments:
 - Interviews based on previously prepared questionnaires related to the 6 evaluation criteria, and submitted to all the available and main stakeholders in Accra and Cotonou, including ILO constituents' representatives, more often the child labour focal points in the interviewed institutions;
 - Meticulous field visits to the project sites (in Ghana and Benin), with questionnaires administrated to beneficiaries' focus groups and, when suitable, detailed interviews (ITW) to the management committees of the beneficiaries' associations/cooperatives;

⁴ Annex 3 illustrates the documents reviewed.

⁵ Annex 4 shows the persons met and interviewed.

- Collective focus groups ITWs during work meetings with local governments authorities and / or elected members of local assemblies, including members of CL monitoring and Occupation Safety and Health (OSH) committees, where they exist;
 - Workshops, conceived as multi-stakeholders' consultative meetings, with all the stakeholders, including representatives of local governments and representatives of beneficiaries (workers' associations and cooperatives).
13. The **Annex 2** assembles the referred instruments. In both visited countries the tools have been adapted and translated, in order to better adhere to local languages and vocabulary. When in the presence of illiterate or less literate participants – as in the case of a certain number of community representatives in the workshops, specifically dedicated translation services were provided on the basis of language grouping with a facilitator.
 14. The methodology was oriented to explore the perceptions of stakeholders of their acquired experiences and changes occurred with the project's activities, and stimulate their recommendations in the direction of a sustainable future for their actions on the child labour issues. In a complementary way, by gathering the previously interviewed and visited partners, the multi-stakeholder consultation workshops allowed a deeper involvement and exchange between different perceptions, values and competencies of participants to share knowledge and make realistic suggestions for the future of the project interventions. In complementary way, the participation in workshops of official/groups from different areas of responsibility fostered mutual understanding and the social dialogue among them, putting in contact and in a common reflection number of actors who didn't know each other previously, though all they are involved in the fight against child labour at different levels. Similarly, the workshops have increased the visibility of the project and at the end its objectives were in general better appreciated by all the stakeholders.
 15. The reports of the main salient points resulting from the interviews conducted by evaluators in Ghana and Benin, including evaluators' comments, are highlighted in **Annex 5**; in this annex are also clearly indicated the interviewed persons. Some results of these workshops conducted in the same two countries are presented in **Annex 6**, synthetizing the group's assessment exercises and recommendations issued by the participants.

Evaluation process

16. The evaluation mission took place as planned, illustrated by **Annex 7**. The project managers and teams (GAWU, in Ghana and OBISACOTE, in Benin) welcomed with empathy and accompanied the mission during all its period, including travel to all project sites. The good and trustful ambiance accelerated the pace of work in such a way that the tables summarizing the information collected from partners could be finalized rapidly, as required by the tight deadlines for the preparation of this assessment report.
17. Discussions took place during the entire mission and feedback was exchanged with project managers; very preliminary findings were discussed, during and after the workshops. The 2 projects' national consultants collaborated also in the evaluation exercise in Accra and Cotonou, including their participation in the workshops and excluding the field visits.
18. Field visits were meticulous, to listen to stakeholders, ask questions and understand the rationale of women and men's associations supported by the project. In all cases the work sites were visited, e.g. the fish markets, the fish drying and smoking plants, as well as the quarries of sandstone and granite. Accompanied by the women, man and other members of their communities involved in the project, these visits to the places of work have made it possible to better observe and understand current efforts, deployed mainly by women, to withdraw their children from hazardous works.

19. Representatives of all the institutions and local workers' groups visited and interviewed during the field visits also participated at the workshops, providing them the opportunity for full participation in the entire process. Furthermore, the work in mixed groups during the SWOT exercises allowed the dialogue between participants from different backgrounds and even from different social groups (e.g. representatives of employers, national unions' federations or national institutions and community representatives exchanged ideas and information with women coming from quarries). Interviews with stakeholders (see **Annex 6**) were rapidly and detailed summarized by national consultants. Furthermore, a complementary and productive work was done during the mission, when the managers of the projects in Ghana and Benin made a special effort to update the information data for their next quarterly report (June-August 2015), as the end of the evaluation mission coincided with the end of the month of August.

Problems and limitations faced in the evaluation process

20. The main limitation of this evaluation is due to the fact that majority of project activities – with the only exception of Benin, started after the first quarter of 2015, as shown in the following table:

Table 2: Overview of project implementation

Project Country	Date of IA signature	AP end-date	Duration of Action Plan	Date of effective start of AP	ILO contribution (USD)	Preparatory work prior to Action Plan
Ghana	16 th February 2015	December 2015	10 months	March 2015	87,226	June 2014 – National, district and community level engagements by ILO headquarters December 2014 - consultative meetings with all stakeholders by GAWU
Benin	1 st October 2014	November 2015	14 months	December 2015	76,861	Launch/strategic planning workshop in October 2014
Zambia	14 th August 2015	November 2015	3,5 months	August 2015	31,761	Planning workshop in June 2015
India	30 th April 2015	December 2015	7.5 months	30 April 2015	69,944	A multi-stakeholder Roundtable (March 2014); meeting with IndustriALL partners (Nov. 2014)
Global ⁶		December 2015			45,000	

Source: Signed IA and quarterly project reports

21. The scope of the evaluation was therefore limited by the late or very recent start of activities - most of them just initiated earlier in the year 2015, or later. In many cases, in all the 4 countries, the project activities are still on-going or, in other cases, just started or even they are not yet started, making somehow difficult to assess important aspects of an evaluation as efficiency, impact and sustainability.
22. The focus is more on the activities in Ghana and Benin, where field visits were conducted and where the implementing unions were committed by Action Programmes that became operational between October 2014 and January 2015. This is when they strongly engaged themselves in order to accelerate progress in the design and project delivery to make up loss with the elaboration, approval, signature and availability of first funds of their Action Programmes.

⁶ This component is executed without an Implementation agreement/Action Plan but through ad-hoc contracts by ILO/Pretoria.

23. Consequently, the evaluation work in Ghana and Benin focused mainly on the description and analysis of the progress made in the framework of their Action Programmes with emphasis on the *quality of the processes*, as a way to report both results and perceived changes by the actors, even when the expected results are not completely attained.

Chapter 2: Project description and Project Results

2.1. Programme development

24. In December 2011, the ILO renewed its partnership agreement with Ireland for a four-year period (Phase I 2012-13, and Phase II 2014-15). The “Decent Work through Development” Partnership Programme 2012-15 builds on the experiences and lessons learned from prior cooperation. During Phase II of the Partnership in 2014-15, Ireland contributed € 6 million through a combination of innovative funding modalities. The Partnership provides thematic funding, lightly earmarked at the level of Outcomes from the ILO Programme and Budget. The exact programming of funds relies on the ILO’s Results Based Management systems and the priorities fluid from Decent Work Country Programmes. The selection of Decent Work Outcomes supported by Irish Aid has been made based on the themes funded in the previous three phases of the Partnership and Irish Aid’s priorities: Disability, Women’s Entrepreneurship and Forced and Child Labour.
25. The P&B Outcome (Outcome 16) of the “Decent Work through Development” Partnership Programme 2012-15 is: ‘Child Labour is eliminated’, covering Benin, Ghana India, Zambia and Global. Outcome 16 has been defined as a project and named “Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors” (TC code GLO/13/57/IRL_16), centrally administrated (at Geneva ILO/HQ) by GOVERNANCE/FPRW/IPEC and field offices, with FPRW/IPEC as the Technical Backstopping Unit. The budget considered for this project is USD 798,913.00. The project dates are: from 1st January 2014 to 31 December 2015.
26. The General and immediate objectives set for the project, as designed in the Project document and its global and countries’ components are shown in the following table:

Table 3: Objectives of project

<p>Development objective: The Project will contribute to the elimination of hazardous child labour in selected sectors and countries in the informal economy by strengthening social dialogue and social partners’ capacity, and testing methodologies that will empower women workers.</p>
<p>Immediate objectives:</p>
<p>Objective 1: Benin The capacity of women’s stone-breaking cooperatives and associations will be enhanced through the use of more productive and safer equipment in selected geographical areas combined with increased income of women’s groups to contribute to removing child labour in the sector</p>
<p>Objective 2: Ghana GAWU and Inland Canoe Fisher’s Association (IFCA) more effective in combatting child labour in fishing communities on Volta Lake by promoting more socially responsible associations and cooperatives underpinned by improved OSH and productivity and coordinated with District Assemblies (DAs)</p>
<p>Objective 3: India Workers’ in informal work in quarries in Rajasthan are organised with the support of local trade unions and, as a result and with training support, are better able to use social dialogue to improve their working conditions with a focus on OSH and child labour</p>
<p>Objective 4: Zambia Local chapters of ZCTU and/or of sectoral trade unions will be active members in five new DCLCs of selected new districts created by the Central government.</p>
<p>Objective 5: Global The capacity of employers’ and workers’ organisations to identify and contribute to eliminating child labour in supply chains with emphasis on hazardous work increased through the use of a mobile app</p>

27. In each country, the organisation in charge for the project implementation prepared an Action Programme, in consultation with ILO/IPEC, ILO sub-regional experts.
28. Local consultations with stakeholders/constituents and local governments and communities were previously organised in order to establish priorities and validate the Action Programmes.
29. During the implementation phase, especially from the beginning of year 2015, the implementing agencies recruited, on a time limited basis, national consultants, in order to ensure (mainly in the cases of Ghana and Benin but also India) a technical and methodological support, both as regards the ILO/IPEC procedures for the implementation of their Action Programmes and to ensure the consistency of activities with the experience accumulated by IPEC in their countries and regions.
30. These Action Programmes are coherent with the Country Development Objectives and with the Phase II of all the Countries' ILO/Irish Aid Outcome 16 Logical Frame, as presented in the Project Document. Similarly, the Action Programmes, although not formulated in a formal homogeneousness, represent with pragmatism the interpretation done by the national implementing agencies of the project objectives, reflecting also well on their organisational cultures and previous experiences. Activities deemed necessary to achieve the outputs and to attain the proposed objectives have been designed, as required by ILO procedures.
31. The target beneficiaries of these Actions Programmes are revealed by the following matrix:

Table 4: Target beneficiaries

Country / Component	Target beneficiaries
Benin	<ul style="list-style-type: none"> - 225 women and their households, mothers of children involved or at risk in worst forms of work in stone crushing and other artisanal mining schemes in 2 communities in Lokossa and 2 communities in Dassa districts - A total of 1.000 children – around 50% of girls, of which around 200 withdrawn from worst forms of work by the local surveillance committees
Ghana	<ul style="list-style-type: none"> - Volta lake fishers in Kpando Tokor (owners or workers of around 200 vessels), most of them members of the Kpando-Tokor local General Agricultural Workers' Union (GAWU), men and women, estimated to be more than 200 fishermen and equal number of women involved in fish marketing and processing - Households in surrounding fishing communities (unknown number) - Youth and Women's groups, associated in fishing and fish processing activities
Zambia	Selected sectoral trade unionists in the five districts of the Phase 1 of the project, to be prepared as trainers able to train other leaders from local chapters of ZCTU or sectoral unions in five new districts. This peer-to-peer initiative aims to promote local implementation of the National Action Plan against child labour
India	Adults and children working in informal quarries: the number (small, given the size of the project) and exact location of the quarries in Rajasthan and the size, age and gender breakdown of their workforce will be determined in consultation with the participating organisations at the implementation agreement development/consultation stage
Global (App)	Employers and trade unionists motivated to comply with national legislations within the framework of international labour standards, with an emphasis on hazardous child labour (in Africa and Latin America)

32. The Action Programmes under implementation are summarized in the following table:

Table 5: Summary of Action Programmes, Objectives and Expected Results

Benin
Implementing Agent: OBISACOTE (Observatoire Intersyndical pour le Suivi de l'Application des Conventions de l'OIT sur le Travail des Enfants au Bénin)
Development Objective: Contribute to the elimination of the child labour through the improvement of the productivity and incomes of the mothers of children who are victims or at risk
Immediate objective: At the end of the project, the targeted families support better schooling or vocational training of their children and they don't use them as labour force
Output 1: Yields/productivity and the income of the income generating activities are improved
Output 1.1: Women are organized in associations, groups or cooperatives and use equipment that reduces the arduous nature of their income-generating activities
Output 1.2: Women groups are formed for the management of their activities and implement management strategies that improve their income
Output 2: Organised women have put in place and implemented the mechanisms that prevent child labour, especially on the various sites of quarries of sand, stone and crushing of the granite and, more generally, in all sites where the worst forms of child labour happens in Lokossa and Dassa
Output 2.1: Associations of Mothers of Children (AME) are functional and keep track of the children in the school and training workshops.
Output 2.2: Child Labour Monitoring and Occupational Safety and Health Committees, are functional on the sites of worst forms of child labour and prevent any work of children on the sites of Lokossa and Dassa
Ghana
Implementing Agent: General Agricultural Workers Union (GAWU) of Trade Union Congress-Ghana (TUC-Gh) in collaboration with Inland Canoe Fishers Association (ICFA) and the Kpanda District Assembly
Development objective: To contribute to the elimination of child labour
Immediate objective 1: By the end of this Action Programme the organisation and capacity of the local members of GAWU and ICFA in Torkor to respect and protect the rights of children in the selected communities along the Volta Lake, including their right to education and protection from hazardous work, will have been enhanced through sensitisation and social mobilisation.
Output 1.1: At least 100 fishers and fish processing workers in Torkor community (including GAWU and ICFA) sensitised on the harmful effects of child labour
Output 1.2: Sensitised community actors organised and mobilised to lead the fight against child labour in Torkor
Output 1.3: Community Child Protection Committee (CCPC) engaged in community surveillance to deter the use of children in hazardous work in fishing in Torkor
Immediate objective 2: By the end of this Action Programme, the ability of fishers and fish processing workers (women) to apply safe, healthy and efficient methods in fishing and fish processing to increase their productivity would have been improved through training and business planning.
Output 2.1: GAWU and ICFA in Torkor trained on OSH, working conditions, advantages of cooperatism and local implementation of child labour policies
Output 2.2: Willing women in fish processing trained in cooperative formation, gender issues and productivity (business operations and management) without child labour
Output 2.3: GAWU-ICFA trained in the use of safety/diving equipment
Output 2.4: Application and impact of training on child labour elimination monitored and assessed
Immediate objective 3: By the end of this Action Programme, knowledge gained in the implementation of interventions under this Action Programme would have been shared with local government authorities and other partners to promote the elimination of hazardous work in Volta Lake fishing in Ghana.
Output 3.1: Partnership and coordination between local community and district authority strengthened.
Output 3.2: Experiences and lessons learned from the implementation of the AP shared at national level to inform child labour elimination across the Lake Volta

India
Implementing Agent: IndustriALL Global Union
Development objective: To contribute to the elimination of hazardous child labour in sandstone mining in the Indian State of Rajasthan with special emphasis on Bundi-Kota sandstone quarry belt, and in the informal sandstone quarrying economy by strengthening social dialogue and social partners' capacity.
Immediate objective 1: At the end of the project, workers' in sandstone quarries in informal economy in Bundi-Kota region in Rajasthan are organised with the support of local trade unions and, as a result and with training support, are better able to use social dialogue to improve their working conditions with a focus on OSH and child labour.
Output 1.1: An assessment of the OSH, workers' rights and child labour issues in Bundi-Kota region in Rajasthan quarries undertaken and disseminated
Output 1.2: Sandstone quarry workers will be trained on OSH and capacity to monitor child labour through organised trade unions in the Bundi-Kota belt (Rajasthan)
Immediate objective 2: At the end of the project, knowledge gained in the implementation of interventions under this Action Programme will be disseminated through IndustriALL network to its affiliates, the local and national actors, trade union centres and social partners to promote the elimination of hazardous child labour in mining/quarrying sector in India.
Output 2.1: The report and lessons learned from the experience in Rajasthan are documented and disseminated through IndustriALL South Asia Region and its mining/quarrying affiliates and other mineworkers/quarry workers trade unions in India.
Zambia
Implementing Agent: ZCTU (Zambia Congress of Trade Unions)
Development objective: Trade unions in Zambia will be contributing effectively towards prevention and elimination of child labour with a focus on its worst forms.
Immediate objective: At the end of the project, local chapters of ZCTU and/or of sectoral trade unions will be active members in five new District Child Labour Committees (DCLCs) created by the Central government.
Output 1.1: Trade unions' active participation in 5 newly selected operative District Child Labour Committees (DCLCs) of Chipata, Choma, Lundazi, Kasama and Mazabuka
Output 1.2. A Report on the Trade Union participation in the Zambian District Child Labour Committees (DCLCs) developed and disseminated

2.2. Results

33. The results obtained for the project to date (end of August 2015) through the IA Action Programmes are provided in the **Annex 9** and the achievements of Action Programmes in Ghana and Benin with regards to the Logical framework of Outcome 16 Project document in **Annex 8**.

2.2.1. Results for Benin

34. A brief description of the results obtained in Benin by the end of August 2015, with evaluator's assessment of progress, is presented in table 6 below:

Table 6: Summary of main results of Benin

Objectives and Outputs	Summary of Main Results	Evaluator's assessment of progress
Objective 1: Benin The capacity of women's stone-breaking cooperatives and associations will be enhanced through the use of more productive and safer equipment in selected geographical areas combined with increased income of women's groups to contribute to removing child labour in the sector		
Output 1.1: An agreed strategy on a small-scale mechanisation in stone-breaking among cooperatives developed and implemented for the Departments of Mono (Lokossa) and Zou (Zakpota)	<ul style="list-style-type: none"> - A feasibility study of women's activities in the 4 concerned villages conducted and shared in a strategic workshop with all national and local partners - OBISACOTE supports the district activities of OSH Committee established through the support of the WA ECOWAS II⁷ Project and National and Local Ministry of Labour, to operationalize the local CLMS. - 2 cooperatives (Egnonvo in Lokossa and Adjilo in Dassa) have either received or currently receiving adequate transport and safety tools and equipment reducing significant the burden of quarry' work, Egnonvo received a palm oil transformation plant and training provided for use of equipment - Other 2 coops (Ishedoun, Dassa and Mitinkpon, Lokossa) will receive the same type of transport and safety equipment in September. - The Children Mothers Associations and the local Credit Groups supported and partially integrated among cooperatives membership 	<ul style="list-style-type: none"> - The current AP is largely based on the previous IPEC experiences of the two targeted areas: Lokossa and Dassa. - Original area of Zou was replaced by Dassa as Zou had already other NGOs' projects on CL - Still need to put in place systems for the maintenance and replacement depreciated equipment - Full use of equipment, its monetization and appropriateness still to be tested within the rest of the year
Output 1.2: At least 50 women grouped in cooperatives and associations trained in micro-credit, income generation and the use of safer equipment	<ul style="list-style-type: none"> - 105 women trained in coop management: EGNONVO, Lokossa, 38 women; MITINKPON, Lokossa, 27; ADJILO, Dassa, 22; ISHEDOUN, Dassa, 18. Other trainings were done on IGA group and credit group management - 3 out of 4 women cooperatives officially organised following training provided by CARDER with statutes approved and registered and half of the coop's income secured in banks savings and coop members' shares - 1 cooperative equipped with operational palm oil transformation; members seeking for its full utilisation 	<ul style="list-style-type: none"> - Stone transport and work equipment well received by coop members - Possible overlapping of membership of coops, Mothers' Associations and credit groups - Still need to organise system for depreciation of oil transformation equipment
Output 1.3: Local OSH and labour practices monitoring committees will be operational to combat child labour in the stone-breaking sites	<ul style="list-style-type: none"> - The choice of equipment has been done with local authorities (including Ministry of Mining) - Local committees have been mobilised, trained and re-energized through one general meeting/training and sensitization on OSH for all members, including local Direction of Mining. 	<ul style="list-style-type: none"> - Social dialogue still weak, although OBISACOTE mobilizing the local OSH (CLSSS) committees, bigger work still to be done. - Quarries' entrepreneurs do not have a better understanding of the quarries' labour system - Local administration eager to make CL committee work regularly

⁷ This project, "Eliminating the Worst Forms of Child Labour in West Africa and Strengthening Sub-Regional Cooperation through ECOWAS II" (WA-ECOWAS II) aimed to contribute to on-going efforts by national governments, employers and workers' organizations, civil society and community based organizations as well as the Executive Secretariat and other institutions of the Economic Community of West African States (ECOWAS) to eliminate the worst forms of child labour in West Africa

Other comments on evaluation issues in Benin⁸:

35. The project has benefited from a prior and significant feasibility study, in due time shared with all the local and national partners, allowing the elaboration of a realistic plan of work that seems to reflect the growing capabilities of OBISACOTE to manage the project.
36. OBISACOTE is fully engaged to concretise all the activities as in the Action Programme. The adhesion and empowerment of the women partners seem effective. OBISACOTE is well known and recognised in the region. Local officer's opinion is that there is full commitment of the women partners and their communities with OBISACOTE, with a very likely impact in their communities, although the initiative will be difficult to replicate in other villages, due to lack of investment capacities.
37. The support of the National Consultant seems very effective, mainly by the fact that he doesn't substitute initiative or responsibilities of OBISACOTE, but coaches the project management when asked for concrete issues and he is always available for technical support.
38. For the field work OBISACOTE recruited 2 "animateurs" with IPEC experience and the other NGO (Africare) experience. They visit the villages 2-3 days a week, and use different approaches to "animate" and have both established a good relationship and confidence among women.
39. The cooperative training provided to the 4 cooperatives by CARDER (Centres régionaux pour le développement rural) is based on the newly adopted cooperative law by Benin from OHADA⁹'s "Acte uniforme relatif au droit des sociétés cooperatives" (AUSCOOP). Due to time constraints the management tools (more than 10 school notebooks) introduced to the 4 coops were not done progressively regardless of the literacy levels of the women managers, hence the likelihood in having difficult in its efficient management by such a young coop. Nevertheless, CARDER is committed to follow-up at least during the next 4 months, as these 4 coops are the first to experience this system, in the entire Department.
40. There were efforts by OBISACOTE to mobilize and strengthen existing committees to monitor OSH, and established 4 of these committees in the quarries of Yenawa, Agnivedji of Adjacomey and Kladjamey, neighbouring zones where hazardous child labour still exists. These committees seem functional in the same way as associations of mothers of children (AME), regularly supported by the project in Lakossa and Assa. The committees regularly check the school attendance of children. Eradicating child labour appears to be the main objective of the women partners.
41. As the result of the various past projects interventions in these communities, there is an apparent overlap of the same women in the cooperatives, OSH and CL committees, Associations of Mothers, Credit Groups, which could make it difficult to evaluate changes and impact (e.g. income increase).
42. Local Social Dialogue around generalisation of combatting CL is still fragile. The project activities in Social Dialogue between local actors (tripartite, elected representatives, local authorities) are still insufficient although the local visibility of project is good – including with local decentralised governing bodies. OBISACOTE argues that these activities are not yet developed as they are scheduled for next months. Meetings of evaluation team with local authorities showed poor governance and an under budgeted and understaffed local government,

⁸ These points will be developed subsequently in the following chapters of the report.

⁹ OHADA, French acronym of African Organization for the Harmonization of African Business is a system of business laws and implementing institutions adopted by sixteen West and Central African nations. It was created on October 17, 1993 and is a system of business laws and implementing institutions adopted by sixteen West and Central African nations <http://www.ohada.com>.

especially of social services and education, meant to integrate children withdrawn from hazardous work and support for the poorest families. OBISACOTE, despite these constraints, tries to set activities to fight CL and make local CL committees work regularly in the target communities and quarries, against a certain apathy and lack of leadership. The cooperatives female members and other committees engage in outreach activities of sensitisation on child labour in quarries and control children's attendance to schools.

2.2.2. Results for Ghana

43. The results obtained in Ghana are summarised in table 7 below:

Table 7: Summary of main results of Ghana

Objectives and Outputs	Summary of Main Results	Evaluator's assessment of progress
Objective 2: Ghana GAWU and Inland Canoe Fisher's Association (IFCA) more effective in combatting child labour in fishing communities on Volta Lake by promoting more socially responsible associations and cooperatives underpinned by improved OSH and productivity and coordinated with District Assemblies (DAs)		
Output 2.1: An intervention approach on child labour free artisanal fishing developed and implemented in Torkor based on cooperatives use of safety/diving boats for possible up-scaling by the relevant social partners and the network of littoral DAs in the 4 Volta Lake regions.	<ul style="list-style-type: none"> - Over 350 workers/fishers, processors and youth sensitised on child labour through community meetings, radio broadcast, community overhead public information speakers, IEC materials - More fishers are voluntarily taking part in the registration process as Union members, so GAWU has broadened its membership base and expanded its organisational framework. - Developed a simple database of fishers and fishing canoes to facilitate surveillance on the Lake - CCPC conducted 1 lake-surveillance visit to Gabikpo island community - With the increased knowledge, people now understand and report cases to the CCPCs, Local Navy with two of such cases referred by the Navy to the Police. - Drafting of business plan has commenced with observation of the local economy, interaction with informal (fishers, fish processing women - Safety/diving boat under construction, expected to be operational by September 2015; training of divers organised with local Navy cooperation and monitors procured and mounted to activities on the Lake. 	<ul style="list-style-type: none"> - Project designed to meet the needs expressed by the various target groups during initial consultations by both the ILO and GAWU - GAWU's strategy is well in line with that of the Municipal Assembly to address child labour on the island communities as outlined in the 2014-2017 Medium-Term Dev. Plans as evidence of consultations in designing the project strategy - The OSH interventions have however been theoretical and could observe visible signs and confirmed information of chemicals use in fishing, other farming activities along the Lake, use of dangerous tools and unhygienic fish processing conditions. - Community consensus to stop the use of children in child labour/hazardous activities and scale-up of social mobilisation to island communities
Output 2.2: At least 100 adults from key local organisations and governmental institutions trained and sensitised on safety issues and organisation of informal fishers, fishing fleet and women's processing cooperatives.	<ul style="list-style-type: none"> - Community partners have been massively sensitised on child labour and the productivity and health benefits of OSH. - The inland canoe fishermen understand and promote the concept of <i>child labour free zones</i> and monitoring their colleagues to ensure boats on the lake have NO children in them. - Consciousness on OSH has been raised through OSH sensitisation using various media. The use of agro-chemicals in farming activities close to the lake is discouraged. Food safety issues are addressed. Nonetheless, OSH tools and alternatives such as tables for fresh fish stock and also peeling of fish need to be addressed. - A number of training and re-training have been undertaken with the members and leadership of ICFA and its members. Community Rules and Regulations including sanctions for parents of children found working during school times has been developed and in force. - Although it's too early in the project life to measure impact, the drastic reduction of children at the port landing bay is obvious 	<ul style="list-style-type: none"> - Community and various interest groups well sensitised on child labour issues, mobilised and <i>reaching out to other island communities</i> to stop CL - Evidence of capacity building of the target beneficiaries; however not clear the number of trainings conducted - Lack of disaggregated information on beneficiaries of the trainings - Enhanced capacity of local partner including the Navy, GAWU members, traditional leaders, etc. on child labour issues
Output 2.3: Tokor Fishing community co-operative and ICFA active to share with the District Assembly lessons	<ul style="list-style-type: none"> - Periodic meetings and information sharing sessions have been held with officials of the Municipal Assembly with participation of the Mayor of Kpando Municipal Assembly - The CCPCs are working with the Pre-mix Committees, Unit Committees to increase visibility of child labour issues in their operations. The Fuel Committee provided a 3 classroom block to 	<ul style="list-style-type: none"> - Community level engaged in implementation and information sharing on the project delivery is very strong, however municipal level engagements need to be strengthened by taking advantage of existing platforms and submission of documented updates.

Objectives and Outputs	Summary of Main Results	Evaluator's assessment of progress
learned from the intervention approach developed and ensure better coordination in the implementation of local child labour policies.	support withdrawn children in their extra classes activities - A National Seminar involving DAs from the 4 Regions of the Volta Lake to share the results of the intervention approach and to consider a possible regional programme to replicate the model in other communities is under preparation. Communities and partners are being identified for this activity in the next phase of the project. Visits have been made to neighbouring Bumbula, Kete Krachi. Plans underway to cover Yeji and Adidome.	- Target communities are exploring other additional livelihood opportunities to enhance their economic situations and reduce dependence on fish stock. This is in the areas of Aqua Culture in Lake Volta in collaboration with the Fisheries Commission and crop diversification (cultivation of food crops including vegetables) along the Lake in collaboration with Ghana Irrigation Authority - The involvement of the DAs along the Volta Lake during the 2015 WDACL provides an opportunity to mobilise other DAs and partners.

Other comments on evaluation issues in Ghana¹⁰:

44. Massive engagement of community level partners could be observed. Even though the testing of the model is at an advanced stage, but not completed, it is observed that the partners are already reaching out to other island's communities.
45. GAWU reinforced its presence in Torkor by putting a full time agent as responsible for the activities. By working closely with the local representation of GAWU, that is always available to the community. This has expanded the project's visibility on the site, allows timely technical support to the partners and, very importantly, has broadened GAWU's membership base which is an important sustainable element of the project.
46. Some basic facilities have been provided for the processing of fish but need improvement to promote safety and health among the processors and consumers. There is still a need to improve further the environment and equipment for fish processing. Improvements of technologies (fish processing...) are a critical factor to improve income, better life and eliminate poverty and child labour. Therefore, more action is needed in this area. Women & mothers are at the centre of this action, considering also the on-hand availability of the Fisheries Commission (national, district and local levels) that are open to collaborate with the project on these improvements, a key factor to the success of the sector.
47. Fishers in Torkor obviously concerned about the impact of the depletion of fish stocks due to varied factors including lack of other sources of income on their economic situations and the consequence resort to child labour are exploring additional livelihood opportunities in Aqua Culture and crop diversification with technical support of the Fisheries Commission and Ghana Irrigation Authority respectively. A group of twelve (12) individuals including some GAWU Union members are piloting Aqua Culture though there are concerns about its being capital intensive and the need for additional government support in accessing capital in addition to technical support (training, construction of fish cages and follow-up support / advisory services) by the Fisheries Commission. The Chief Fisherman, traditional leaders of Torkor, GAWU Local Executives, women fish processors, the youth and participants of the national consultative workshop all saw Aqua Culture as an opportunity to improve the economic situation of fishing communities with the consequent elimination of child labour.
48. The action to perform better Occupational Safety and Health is a very important aspect of GAWU's project; therefore, approaches and training/mobilizing methods could be more problem centred and practical (learning by doing, demonstrations...) and less theoretical.

¹⁰ These points will be developed subsequently in the following chapter 5 of the report.

49. Information sharing on the project achievements with the Municipal Assembly need to be regular and improved as there is an interest of the District Assembly to be more engaged in the implementation and monitoring of the project, as agreed during the project consultations.

2.2.3: Results for India

50. The results obtained in India are summarised in the following table:

Table 8: Summary of main results of India

Objectives and Outputs	Summary of Main Results	Evaluator's assessment of progress
Objective 3: India Workers' in informal work in quarries in Rajasthan are organised with the support of local trade unions and, as a result and with training support, are better able to use social dialogue to improve their working conditions with a focus on OSH and child labour		
Output 3.1: An assessment of the OSH, workers' rights and child labour issues in Rajasthan quarries undertaken and disseminated	<ul style="list-style-type: none"> - A planning workshop held on 30 April 2015 at Udaipur, participated by all the relevant stakeholders as well as representatives from Headquarters of IndustriALL and ILO/HQ - Inception report produced, with assessment of the living conditions of the communities of the mining workers and child labour in the 6 identified communities of Kota-Bondi - Report of Strategic meeting held in regional office of IndustriALL on 10 Jul 2015 produced and disseminated for partners' use. - Work Plan of the project elaborated - Revised budget based on the detailed activities and situational requirement - ILO consultant visited field and meetings held with all key Government officials, TU volunteers, representatives of employers and workers' association and the report submitted - Held a strategic meeting in Delhi involving Child Labour Specialist, Programme officer and Project Consultant - Review of project implantation modalities and of project implementation strategy, identification of project team, draft work plan in the light of delayed start, done. - The local units of the trade unions have been assigned with the task of mobilising the mine workers in the area. 	<ul style="list-style-type: none"> - The project, though delayed, has taken off with initiative by all the concerned, and likely will attain the programme objectives before the end of the year - It is expected to be a pilot project in the mining area of India - Employers organisations likely difficult to engage.
Output 3.2: Quarry workers will be trained on OSH and capacity to monitor child labour through organised trade unions in the Udaipur-Kotha -Jaipur belt (Rajasthan) and the experience will be documented and disseminated through IndustriALL South Asia Region and its mining/quarrying affiliates and other mineworkers/quarry workers trade unions in India.	<ul style="list-style-type: none"> - Local plan for conducting the training, sensitization programme and rallies have been drafted and responsible officials identified with a detailed strategy - This strategy foresees the elaboration of a specific hand book on safe quarries' work, to be shared at a stakeholder workshop 	<ul style="list-style-type: none"> - This objective can be accomplished only after completion of the activities stated in Output 1. - Training and sensitization activities have been planned, with a detailed strategy. Action will take place likely before the end of December 2015

Other comments on evaluation issues in India:

51. In the context of this evaluation it seems premature to deepen the assessment, taking into account that the preparatory activities are still on-going and decisive activities will likely take place from September 2015 i.e. after the evaluation.
52. Although the preparatory work prior to the Action Programme (Roundtable) was held in March 2014; a meeting with stakeholders in November 2014 and the signature of the Implementation agreement in April 30, 2015, the activities have been delayed.
53. The situation of workers and children on the selected quarrying sites seems very difficult – lack of elementary workers’ rights, absence of public social services and unwillingness of employers to engage in dialogue; nevertheless, these constraints make the planned activities very challenging and pertinent in the national context of FPRW/Child Labour.

2.2.4. Results for Zambia

54. The results in Zambia are summarised in the table 9 below:

Table 9: Summary of main results of Zambia

Objectives and Outputs	Summary of Main Results	Evaluator’s assessment of progress
Objective 4: Zambia Local chapters of ZCTU and/or of sectoral trade unions will be active members in five new DCLCs of selected new districts created by the Central government.		
Output 4.1: 5 new districts with operative DCLC with trade union active participation	<ul style="list-style-type: none"> - A Planning workshop at Kaoma (10-12th June 2015) was held to assess the participation of trade union leaders in DCLCs set up in 2013/2014 and identification of the new districts and strategic planning. - Local chapters of ZCTU or sectoral unions in five new districts provisionally identified, namely Chipata, Choma, Lundazi, Kasama and Mazabuka (a definitive selection of the districts will follow after the first project activity takes place) - A Sensitization and Action Planning Workshop just took place during the evaluation report drafting (2nd to 3rd September, 2015) on Strengthening ZCTU Strategies on the Elimination of Hazardous Forms of Child Labour. 	<ul style="list-style-type: none"> - The Work plan for the signed IA/Action Programme on the 14th of August 2015 is expected after the planned workshop, on 2-3 September, thus limiting the evaluation. - The same constraint applies to reporting, as it is expected to cover September, October and November - <i>To note the participation of GAWU (Ghana) project coordinator with a report of Ghana’s experience, as a first step do the sharing of knowledge project expected outcome</i>
Output 4.2: A report on the functioning of the Zambian DCLC developed, disseminated and shared under south-south cooperation		Activities planned for the remaining 4 months of 2015

Other comments on evaluation issues in Zambia:

55. As in the case of India, it seems premature in the context of this evaluation to deepen the assessment, taking into account that the preparatory activities are still on-going and decisive activities will take place likely from September 2015.
56. However, it is important to note that during the Planning workshop at Kaoma (10-12th June 2015) a special recommendation was made to plan the coming training activities with pragmatism and realistically, due to the slow pace of implementation.

2.2.5: Results for the Global Component

57. The results obtained by the Global component are summarised in the following table:

Table 10: Summary of main results of Global App component

Objectives and Outputs	Summary of Main Results	Evaluator's assessment of progress
Objective 5: Global The capacity of employers and employers' organisations to identify and contribute to eliminating child labour in supply chains with emphasis on hazardous work increased through the use of a mobile app		
Output 5.1: The contents of a mobile application for employers developed based on the <i>Employers' and Workers' Handbook on Hazardous Child Labour (HHCLWE) and Eliminating Child Labour: Guides for Employers</i>	- Development of a script to update, synthesize and adapt the content of the original hand-book to a mobile application - Research of suitable container for the app basis information - Technology research and adoption, with recruitment of a firm to develop a user-friendly product for smartphones	The 'app' will synthesise the HHCLWE (the basis of the first phase of this project) and pertinent information contained in the <i>Employers' and Workers' Handbook on Hazardous Child Labour (HHCLWE) and Eliminating Child Labour: Guides for Employers</i>
Output 5.2: A mobile application developed and tested in Zambia by the Zambian Federation of Employers	A piloting of product done during the week of 31 August to 4 September, 2015 with the Zambian Federation of Employers and Unions	To note the participation of GAWU (Ghana) project coordinator as a first step to promote knowledge sharing
Output 5.3: The tested mobile application in Zambia will be also tested in Benin, Ghana and a selected country in South America, launched and globally disseminated	Expected to be launched at the end of September 2015. A workshop is planned for end of September 2015 with partners in Zambia.	- This operation is new for IPEC and budget, technical aspects and contents have been likely underestimated. - The final product (in English) will likely be available before the end of the project to be disseminated during the following years

Other comments on evaluation issues on Global component:

58. This component – with well identified Outputs – has not been implemented on the basis of an Action Programme, but directly by ILO/Pretoria/ACT/EMP, with the collaboration of the Communication Department of ILO/HQ and service providers. No Work plan was available for the evaluation.
59. The different phases of activities have been done on the basis of small contracts with specialised service providers. More complex than expected, this component has recently been supported by a budget review, with a small increase. It seems to be a new issue for ILO, with specific technologies currently being explored and therefore the pace of implementation is relatively slow. Before the end of 2015, it is expected that the first result will be available to be subsequently developed and disseminated. Therefore, it seems improbable that, before the end of year 2015 the tested mobile application in Zambia will be tested in Benin, Ghana and a selected country in South America, as it is expected by Output 5.3.

2.3. Brief analysis of budget and expenditures by the project

60. The following table pictures the current budget (as 21 October 2015)¹¹

¹¹ Data collection and analysis for the evaluation was completed in September 2015. In response to comments on the first full draft report, budget data was updated to reflect most current.

Table 11: Project current budget

Component	Total Budget	2014	2015	Current Encumbrances	Current Balance	% of expenditure
Benin	94.986	27.045	49.266,93	5.100,21	13.572,86	80%
Ghana	133.255	1.450	91.942,19	24.862,81	15.000	70%
India	71.000	0	1.050	69.944	6	1%
Zambia	41,045	0	28.505,80	10,975,20	1.564	69%
Global (App)	45,000	0	700	21.384,62	22.915,38	2%
Project Management & operations	384.497,80	153.098,40	52.031,88	67,716.81	111,650,71	53%
TOTALS	769.783,80	181.594,40	223.496,80	199.983,65	164.708,95	53%

61. Disbursement in 2014-2015 clearly shows the pace of implementation of the project, with the exception of Benin – that started earlier in 2014 and, in some extent, Ghana, with some preparatory activities. To note that during 2015 the projects in Benin and Ghana are investing significantly in equipment for the target cooperatives. The path of expenditure – in all the 5 cases is mainly determined by the late start of operations, the ability to use the funds efficiently doesn't seem an issue. This is demonstrated by the only expenditure in 2014, when Benin expended 27.045 USD (28,47 % of its allocation) and Ghana 1.450 USD (around 1% of its allocation). As commented in other parts of this report, the using of funds has been prudent and well managed. In some cases, both in Benin and Ghana, the budget is considered enough but not abundant, e.g. the equipment to cooperatives in Benin is conceived to be adapted to objectives, but estimated symbolic, as it benefits – on an experimental basis, only a small number of the district communities. The same can be said concerning Ghana, where the funds for navy surveillance equipment are most probably insufficient and short to guarantee investment in better conditions for fish processing.

62. A more complete detailed portrait of budget execution is presented in the following table:

Table 12: Spread of expenditure per country of project budget (as of 21 October 2015)¹²

Budget line number & category	Total Budget Allocation	Expenditure 2014	Expenditure 2015
11. International Experts & Consultants (subtotal)	1.450,00	1.450,00	19.100,00
Benin	0,00	0,00	0,00
Ghana	1.450,00	1.450,00	18.400,00
Zambia	0,00	0,00	0,00
India	0,00	0,00	0,00
Global (App)	0,00	0,00	700,00
15. Official Travel (subtotal)	5.562,00	0,00	5.001,29
Benin	0,00	0,00	0,00
Ghana	0,00	0,00	0,00
Zambia	0,00	0,00	0,00
India	0,00	0,00	0,00
Global (App)	5.562,00	0,00	5.001,29
16. Evaluation Missions (subtotal)	0,00	0,00	2.838,05
Benin	0,00	0,00	0,00
Ghana	0,00	0,00	0,00
Zambia	0,00	0,00	0,00

¹² idem

Budget line number & category	Total Budget Allocation	Expenditure 2014	Expenditure 2015
India	0,00	0,00	0,00
Global (App)	0,00	0,00	2.838,05
17. National Professional Staff (subtotal)	20.550,00	0,00	8.544,00
Benin	0,00	0,00	0,00
Ghana	9.550,00	0,00	7.494,00
Zambia	0,00	0,00	0,00
India	11.000,00	0,00	1.050,00
Global (App)	0,00	0,00	0,00
21. Sub Contracts (subtotal)	156.890,14	22.494,00	135.184,12
Benin	76.861,14	22.494,00	49.266,93
Ghana	35.029,00	0,00	66.048,19
Zambia	0,00	0,00	19.869,00
India	0,00	0,00	0,00
Global (App)	45.000,00	0,00	0,00
32. Group Training and Seminars (subtotal)	206.395,86	4.552,00	8.636,00
Benin	18.124,86	4.552,00	0,00
Ghana	87.226,00	0,00	0,00
Zambia	41.045,00	0,00	8.636,00
India	60.000,00	0,00	0,00
Global (App)	0,00		0,00
68. Support Costs (subtotal)	384.497,81	153.098,41	52.031,88
TOTALS	769.783,81	28.496,00	179.303,46

63. The conclusion about the funding is that the available allocations have shown to be appropriate for the actual purpose of gaining union's practical experience combatting child labour, with realistic, local and not inflated costs. An important part of the expenditure can be found in BL 21 (Subcontracts) used also to buy training services and equipment. In all the cases the available funds also seem sufficient and not a constraint.

Chapter 3: Key evaluation findings

3.1. Main findings from the country visits

64. This chapter does not repeat the more detailed assessment elements that are presented in the previous chapter as evaluation comments to the tables on the basis of the results obtained, but focuses instead more on some general findings that can help the reader to better understand the current dynamics of the project, 4 months before its completion. It should be taken into consideration that important activities are still being implemented during the evaluation timeframe and that only the projects in Ghana and Benin have been visited.
65. On the other hand, due to the evaluation methodology and approach, as illustrated by the participatory assessment tools presented in the Inception Note, the evaluation integrates the elements of evaluation that were expressed by the stakeholders. These stakeholders were consulted through interviews, in one-on-one meetings with national level stakeholders, during the field visit to communities to interact with beneficiary groups of workers and other sub-national level stakeholders and also during the workshops held in Accra and Cotonou, with representatives of all partners.

3.2. Main Findings at global project level (both in Ghana and Benin)

More positive evaluation elements

66. GAWU in Ghana and OBISACOTE in Benin are surely and undoubtedly making notable efforts to test methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors and keep in mind their potential capitalization and replication in other contexts. They are experiencing a positive pressure to get results and work with visible enthusiasm, expressing proudly their gratitude for the trust of ILO and Irish Aid to have provided the opportunity to such important support to their constituents.
67. The executing Unions do not have a notable experience in work with the informal socio-economic settings of their countries, although this issue persists on their agendas for many years. Nor are they particularly experienced to manage such projects by themselves. Or, the weight of informal sector is enormous in both countries and to gain experience in this field is clearly felt as a very important political issue for them. By the end of the project they will have the possibility to analyse their acquired experiences and most probably to be able to design similar actions in their countries. Moreover, they will be more recognized by other constituents as unavoidable partners to implement national child labour plans and policies.
68. In the case of GAWU, a very positive development has been the massive adhesion to union membership of stakeholders (fishermen of ICFA and beyond, women working in the market and fish processing). This massive membership increase re-enforced GAWU's voice and representation, thus, facilitating the general local awareness on child labour and the increasing outreach to other island communities along the Volta Lake. Furthermore, it is currently facilitating the integration of Fisheries Commission and the Navy as full and active partners of implementation. The Torkor traditional Chiefs have declared their territory *Child Labour Free* and tend to adopt this statement as local flagship with Community Rules and Regulations developed and in force to protect all children from exploitation and ensure they fully benefit from education/training. The same occurs in Dassa (Benin) where the project and the local Social Services department placed on the road in front of their main two quarries a visible signboard with the slogan: *No more children in quarries, Adults at Work, Children at School*.
69. These evaluation elements can be fully recognized as a very positive evaluation finding, suggesting that important changes are occurring with implementing union agencies with important seeds for the future regarding their role to combat child labour. The competencies

they are currently showing and acquiring are visibly opening new avenues and prospects for their organisations. But it is necessary to wait until the end of the year, with the completion of planned activities, to assess the exact outcomes.

70. In both countries, the projects were developed and launched with appropriate consultative meetings at all levels and with all the relevant stakeholders/constituents. These workshops and other preparatory activities have been instrumental to legitimate their Action Programmes and put them in tune with their National Action Plans and Decent Work National Agendas.
71. In both cases the Unions turned to two external and independent consultants, both experienced with IPEC projects in the past. This ad hoc recruitment was useful to gain knowledge on child labour approaches and to produce relevant documentations, including reports as required by the ILO. This is a useful way of knowledge transfer from the ILO to its constituents to enhance their capacities and promote self-reliance in managing child labour interventions in the informal sector which is a very complex sector to work in such contexts.

Less positive evaluation elements

72. It has been directly observed by evaluators that Social Dialogue during Action Programmes implementation is actually still weak and need urgent re-enforcement. Inviting partners/constituents to workshops and sending them quarterly reports and other documents is clearly not sufficient to engage them as *key* parties to efficiently tackle child labour in their territories. Furthermore, in such rural areas, stakeholders are likely not to work on the basis of written reports or information, but more through social and political networks and oral interactions, including the use of national languages. Social Dialogue specific activities are planned in both APs for the remaining period of 2015; workshops for effective experiences sharing are expected by stakeholders, including the Ministries of Labour in both countries. But the evaluation mission noticed that at district and municipal level the Child Protection Committees are less equipped to act, lacking leadership and means to take action, including the necessary elementary means to integrate children withdrawn from hazardous work in schools and technical vocational institutions; and their meetings are irregular. In some cases, they claim they needed more regular information and involved in project monitoring.
73. In both countries, local quarries' and fishers employers are practically unknown and not involved in the action. But in both value chains (fish and stones) there are employers and traders that have not been clearly identified as employers even though they could more be classified as employers rather than workers. It is clearer in the case of Benin, where district councils revealed the need to make quarries' entrepreneurs accountable for child labour, suggesting that they should be more clearly identified and invited to participate in the activities of the child protection committees'.
74. The numerous training activities already performed are essentially theoretical and often abstract and likely not always referring to the concrete life situation of trainees. That is the case in both countries, which can be illustrated by two examples:
 - The OSH training done in Torkor was based on the concepts extracted from the ILO manual for the cocoa sector. Considering the type of trainees and the Torkor context, conscience and knowledge raising on OSH concepts could probably more efficiently and appropriately be done acting and learning by experiencing improvements in the concrete work conditions of fishers and, more importantly, of the women that deal with fish in the market. GAWU's local office is located around the market and the training sessions are performed near the market, also near the precarious repairing boat engines workshop, the community information centre and the Navy. According to the local and district Fisheries Commission officials, the hygienic conditions are deplorable and don't respect the elementary Ghanaian rules for food safety. The women lack basic means of work; the fish

is cleaned on the floor, sometimes on top of a plastic sheet of questionable hygiene; they work with curved back down and do not have any improved tools to scale the fish. The floor of the vast market is saturated with fluids of fish after years, likely facilitating a fertile ground for the culture of bacteria, dangerous for the women, their families and for consumers. Very simple improvements could in this context be demonstrated in a training paradigm, with simplicity and low costs, as a pragmatic way to initiate the mainstreaming of OSH in practice and changing the work conditions in a positive direction. Such approach could be the basis for gradual introduction of new and more elaborate concepts, accompanied by changes on the OSH floor.

- The cooperative management training, in Benin, can also suggest the need for a more pragmatic approach, more consistent with the context of the women coop members. Records on school notebooks could initiate with a simple but necessary record routine adequate for the management of the equipment the women received from OBISACOTE. The priority, in this case will be to record in one school notebook *the expenses and revenues* of the tricycles or the vegetable oil processing equipment, given the strategic importance of their maintenance and sustainability, including the need for them to adopt from the beginning principles of maintenance and equipment replacement. The same approach could apply for the other income generating activities, such as rabbits and other IGA these women are actively exploring as a way to improve their income. More records could be later introduced, on the basis of progressivity, thus guaranteeing control of operations by the women.

3.3. Brief analysis of findings according to key evaluation questions

Project design

75. The design of the project was adequate, giving room to the national partners to elaborate their Action Programmes coherently with the global and immediate objectives. The project (and the Action Programmes) is relevant to the ILO P&B for Outcome 16, supporting the Global product and CPO, as it is effectively contributing to innovative approaches to tackle child labour in informal settings of the economy in the selected countries. It is obvious that a timeframe of 2 years is too short to assess the full quality of the results, considering also the late start of activities on the field. Nevertheless, the promising activities and outputs from the Action Programmes in Ghana and Benin allow optimism, as real changes in practices and behaviour can be observed.
76. Stakeholders identify themselves with the project, and Ministries of Labour – especially in Ghana and Benin, showed significant expectations from the project outcomes, mainly due to the fact that it targets informal sectors and the action is managed by national unions, as a clear challenge of ownership and contributing directly to the Country Decent Work Agenda as well as the contributing to the development of the new Action Plan for Ghana for 2016 to 2020. Same opinion was expressed by stakeholders at the national and local levels, both during interviews and multi-stakeholders' workshops conducted during the evaluation. Moreover, the stakeholders in both countries expressed concern with the current weakness of institutional responses to child labour, thus considering the project as a learning process through exploration of new forms of intervention. Consequently, it can be assessed that the project brings an added value by innovating through exploration of unions' roles and responsibilities concerning combatting child labour, compounded with a strong ownership dimension.

Relevance of project to country contexts

77. The project is considered as very relevant by all parties and this is clearly demonstrated by the evaluation interviews and workshops (in Ghana and Benin). Important stakeholders stated also that the project means a development and consolidation of prior IPEC projects in their countries. Moreover, it is necessary to appreciate, especially at local government level that the project

keeps child labour on the national agenda, energising local Child Protection/Labour Committees and mitigating the weakness of intervention as a result of under- budgeted public services. It has been observed by the evaluation mission that the project has an important role to motivate and stimulate local officers and elected members of local assemblies to action.

Coherence

78. As earlier indicated, the project and the Actions Programmes are coherent with the Decent Work Country Programmes and Agendas. All the activities were designed through intense consultations with stakeholders and they are coherent with their efforts to free themselves from the worst forms of child labour including hazardous work and, ultimately, to stop child labour in their communities. Nevertheless, some approaches in activities can be considered questionable as they seem not fully pragmatic, as the training (OSH and cooperative management). Some other activities with providing equipment to cooperatives can be a risk (see following sustainability analysis).

Effectiveness

79. It is impossible to fully assess effectiveness as the APs are still executing critical activities and thus some significant outputs are not yet available to evaluate. Furthermore, it is imperative that the evaluation took place in August 2015, when in Ghana the Action Programme started in March 2015, in Benin in November 2014, not talking about the Action Programmes in Zambia and India. It needs to be considered also that the APs have no sets of indicators to use as reference to measure outcomes (only outputs are considered). But it can be acknowledged that at least in Ghana and Benin the outputs currently in the process to be achieved are positive and correspond to ILO's strategy for eliminating child labour and in line with the desired project outcome.
80. Though the actions take place in circumscribed and limited territories, they have undoubtedly a strong symbolic value and are instrumental for a strong learning process for the implementing unions. The desired impact of their actions is clearly identified, i.e. raising conscience of child labour and simultaneously addressing economic issues of households. Improving their revenues is a *pre-condition* to withdraw their children from hazardous work and support their education and training as the social in acceptable work for skills transfer from their family businesses. The field visits confirmed that the presence of children at work clearly diminished in and also around project sites.
81. The project is also supporting the women's cooperatives to actively take advantage of new income generating opportunities, beyond those already supported by the present and past projects. As the project supports a certain and limited number of communities and households, the beneficiary groups of women and men are increasingly actively lobbying and sensitizing other surrounding communities, targeting other peripheral and disadvantaged households to end the exploitation of children. These dynamics seem also decisive to consolidate and amplify in the future the results already attained and further reduction in child labour.
82. Annex 10 shows and provide comments to the Logframe as it was originally presented in the project document (Outcome 16). It should be noted that in addition the Action Programmes of Ghana and Benin contain their specific indicators, dully presented and measured in their quarterly Action Programme Technical Progress Reports.

Efficiency

83. The less successful issue concerning efficiency is the long duration for the preparation of the Action Programmes, thus inducing delays in their approval and start of activities. Although the ILO framework for the Action Programmes seem suitable and clear, it is a real fact that unions

are not especially equipped neither used to fulfil such formal but necessary requirements. The long exercises of drafting successive documents can be considered – to some extent – as a learning process, by accurately defining objectives, outputs and activities, but it will be more efficient to mutually establish a deadline for such exercise, in order to be assured of enough time to complete conveniently the Actions. This issue is evident in the cases of Ghana and Benin, where the duration of Action Programmes have been reduced to 10 months and 14 months respectively, thus reducing efficiency of the overall development operation.

84. Another consideration on efficiency is in connection with the ILO's project coordination which has been weak and slow during the critical period of starting the project: assistance to the AP drafting, promptly answering to e-mail messages, activating disbursements. This likely corresponds to an effective absence of clear and accountable coordination for this project at IPEC headquarters. Regional offices were less slow and more efficient, as stated by the implementing unions, although they consider that their support could be more proactive.
85. The implementing unions used national available external expertise and searched for technical advice when necessary, thus optimising the use of resources and avoiding major and costly mistakes in the implementation.
86. There are no cases of mismanagement in the implementation of the Action Programmes, and the evaluation could observe parsimony and control on the use of project resources and on expenditures.

Sustainability

87. The more sustainable effect of the project seems to be the current learning processes by the Unions concerning changes occurring in their union culture, sensitivity, values and capabilities to fight child labour in informal settings of their societies. This probably includes their capacities to undercover hidden worst forms of child labour including hazardous work in their daily work. A certain impact can be observed on a rather massive adhesion to the project and on a very good trust relationship between the implementing unions and their partners in the communities.
88. But it is necessary to consider that the evaluation took place when critical activities are still on-going and it is honestly not possible to assess, e.g. the sustainability of the use and maintenance of equipment distributed or yet to be supplied to beneficiaries by the project, including the safety/speed boat, the fish processing tools, the oil processing plants, the moto-tricycles with trailer.... These equipment were just received by the recipient groups (July-August) – or arriving during the month of September or even will arrive in the following months.
89. It is also necessary to consider that local social dialogue (at district and municipal levels) is still to be improved and institutionalised. This dialogue and a more intense collaboration of all parties is a pre-condition for sustainability of the expected outcomes for the coming years.

Chapter 4: Recommendations

Overall recommendation

Recommendation n°1.

Extension of the project for one more year

90. As a reasonable consequence of precedent chapters of this report, and coinciding with recommendations of the multi-stakeholders' consultation processes conducted in Accra and Cotonou, it seems fairly advisable that the actual project should be extended for another 12 months. This will increase the capacity of the union partners involved as implementing agencies to better complete their activities, to phase-out their on-going interventions and, moreover, to consolidate the results without improvisation and rush.
91. This extension of 12 months could be funded with a more reduced budget, as no more equipment will be needed. It should be essentially devoted to better complete the Action Programmes – for all the 5 objectives/components of the project and to consolidate the management of the cooperatives that are currently being created. More time seems also necessary for the partner unions to better stimulate and engage other local partners in monitoring the activities, through a learning process, thus reinforcing the unions' leadership on the field of child labour in what concerns the support to informal workers and small producers. On the other hand, this extension will also most probably facilitate the processes of reflection on lessons learned, and will surely help to better refine and synthesize the models of intervention. This extension appears evident as CL partners are eager to capture these models of intervention, as it is clearly showed in Ghana in what concerns the “Torkor Model”,

The cost of this extension for 12 months of 2016 could be estimated as 40% of the actual total budget for years 2014-2015, as illustrated in Table 9.

Specific recommendations for ILO-HQ and policy level (IPEC, COOP...)

Recommendation n°2

To IPEC: A full time coordinator for the Project

92. It is recommended that IPEC assigns a full time a coordinator in Geneva to ensure that there will be no more delays to take action at central level management, and that all the necessary support will be timely and punctual for the remaining 4 months of the project and subsequent periods if the project is extended.

Recommendation n°3

To COOP Branch: Technical support to GAWU and OBISACOTE on cooperative management appropriate to the new cooperatives in Ghana and Benin the project supports

93. The involvement of COOP Services in the assessment of the suitability of the trainings and support to new cooperatives in Ghana and Benin by the project is recommended. This could be done by a field visit to Torkor (in Ghana), Lokossa and Dassa (in Benin) or by the identification of local partners, identified recommended by the national cooperative organisations in both countries, in order to ensure that these cooperatives will have possible allies in the future, as a condition for their survival and development.

Recommendation n°4

To ILO/FPRW: Online assistance to the formulation of Action Programmes by the national partners

94. Concerning the long hesitations and re-formulations of Actions Programmes, ILO could provide, in the future, an *online assistance* to applicants during the timeframe of one month, when during Action Programmes design. An online especially dedicated consultancy service could mean significant gains of productivity of funds available and will likely be understood as a training exercise by applicants. In the case of this project, all the applicants use daily internet and likely will respond very positively to this kind of professional online on real time support.

The probable cost of this recommendation could be estimated as the cost of one consultant (or a pool of consultants) that will be available online (and / or through Skype) during a total of 5 days (or 40 hours) in one month per Action Programme preparation.

Recommendation n°5

To FPRW/IPEC: Reflexion about the number of child Labour local committees

95. It seems recommendable for FPRW/IPEC to conduct a reflexion on the need to rationalise at local level the number and mandates of committees: Child Protection Committees as part of the Ghana Child Labour Monitoring System (Ghana) or Child Labour Monitoring and Protection (Benin), Occupational Protection and Safety committees and other committees. These committees are mostly often composed by the same persons/officers. It seems necessary to recognise that local authorities are critically under budgeted and understaffed and that in this context the multiplication of committees means duplication of efforts. Therefore, only one committee could probably be more effective, jointly embracing the Decent Work Agenda, the Fundamental Principles and Rights of Workers, the Combatting Child Labour and the Occupational Safety and Health issues. As such, only one committee could probably be more efficient, facilitating social dialogue, as it seems clear that they all have poor means but are committed to the Decent Work Agenda in their countries and show a reasonable knowledge of child labour issues. All they are really concerned with is combatting child labour from the value chain, but they do not have any kind of means to visit communities, neither to host nor effectively protect children withdrawn from worst forms of child labour, when it occurs. They called for support to better operate, to be guided by their mayors or chief executive, to be able to meet regularly and effectively, to be supported in lobbying for a small budget in line with the framework of local district or municipal plans and budget, which they don't have now.

Specific recommendations for ILO country level partners, Unions implementing the Action Programmes

Recommendation n°6

To GAWU and OBISACOTE: Concerning the cooperatives being created and supported in both countries by the project

96. Cooperatives are enterprises composed by volunteer members that decided to associate and work together with clear economic (and sometimes also social) objectives, investing in the enterprise and sharing risks and benefits. The forms of organisation and management they progressively adopt correspond to their levels of knowledge of cooperative organisation and management rules, but consistently with their levels of experience. In that sense, it seems important to balance complexity of a more elaborated cooperative system with existing capabilities and levels of literacy of members. Traditionally, unions are not experienced on cooperative issues, with rare exceptions, and therefore GAWU and OBISACOTE seem to need further technical support and guidance. As a consequence, and respecting the principles of

learning-by-doing, GAWU and OBISACOTE are recommended to make use of the volunteer support of members of other cooperative enterprises and organisations existing in their countries to visit and discuss cooperative issues in a concrete floor. In the case of Benin, much can be done by promoting cross-study-visits among the 4 supported cooperatives in Lokossa and Dassa, allowing them to exchange knowledge and experience. In the case of GAWU, a small group of members of existing national cooperative organisations could be invited to visit Torkor and advise methods of creating a cooperative in the concrete context. In both cases it is important to understand that cooperatives created exclusively based on the offer of equipment are most probably very fragile.

Recommendation n°7

To GAWU and OBISACOTE: Concerning the communication with local authorities and other partners to stimulate social dialogue

97. It is recommended to implementing unions to be more proactive with local authorities in the context of their Action Programmes, by inventing the forms to participate in local assemblies and bringing women and men from the supported cooperatives and groups to directly inform the elected members of local assemblies and local government officers. They can be supported to better communicate what they are doing to address child labour, and lobby for the creation of a budget line for combatting child labour at local levels. This is a procedure that GAWU is currently ready to experience in Kpando Municipal Assembly, as one of the members of IFCA is also a member of the Municipal Assembly. Unions should take the *leadership* in communicating the work they are doing, the objectives and expected results of their Action Programmes, as a way to stimulate dialogue among all partners. The same can be recommended to OBISACOTE in the context of Benin.

Recommendation n°8

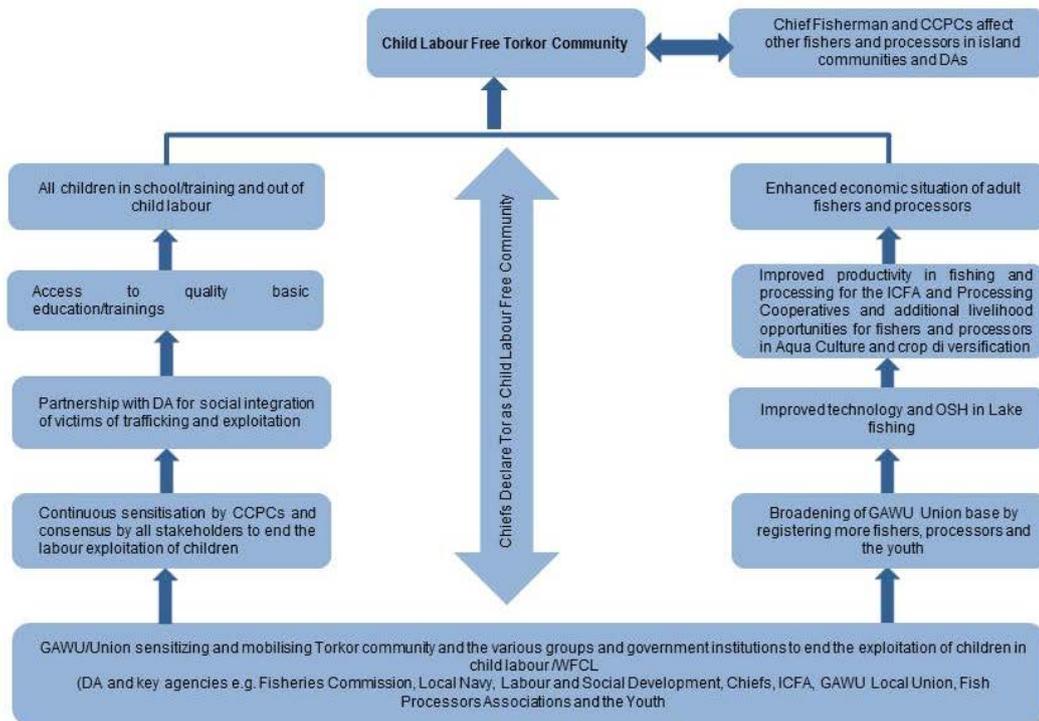
To GAWU and OBISACOTE: Concerning the training methodologies

98. It is highly recommended that future training sessions use learning by doing approach with, at least, 50% of practical demonstrations. Themes of training should be directly linked with current work and management issues, e.g. the work conditions of fish clean gutting and processing or planning the use of equipment with simple records of expenditures and revenues. In all cases, it is advisable that the training sessions focus always on concrete issues with an immediate outcome on the working conditions, easily identifiable and evaluated by participants as progress.

Chapter 5: Good practices, suggested models of intervention and lessons learnt

99. The current state of the project does not allow yet to frame in an acceptable good practices, as critical activities are still on-going. Some elements may be defined in the future, if confirmed, as good practices – or suggested models of intervention in similar contexts, but it seems too early to formulate good practices.
100. Some important aspects of massive sensitizing a community on child labour issues could however be found, e.g. in GAWU's experience in Torkor, but important aspects and activities related to sustainability of changes are still to be confirmed. The same can be said concerning OBISACOTE experience, by improving the women's income as a necessary way to eliminate hazardous child work – but the improvement of their income still needs to be verified.
101. Nevertheless, we could consider emerging and promising good practices in the following areas:
- Declaration of child labour free zones by traditional rulers which are re-enforced with Community Rules and Regulations developed and in force by the leadership of chiefs in close consultation with its subjects (Ghana)
 - In a especial way, the scale up of social mobilisation activities to island communities by CCPCs in Torkor, including the use of the Chief Fisherman to reach out to other colleague fishers and other communities along the Volta Lake and the community cohesion among traditional leaders, GAWU local union, CCPCs, women groups, local navy and Fisheries Commission could be also an emerging good practice (in Ghana)
 - Taking social dialogue to the grass root and broadening of union activities in the informal sector which is complex, unregulated and out of the reach of labour inspectors and other enforcement agencies (Ghana and Benin).
102. The Ghana component of the project merits more exploration as a promising model of intervention – although recognising the issue of insufficient implementation time and too early to allow more theoretical conclusions. But some clear aspects of Torkor experience appear already as confluent to a draft of a model of intervention. A well established, permanent and sustainable relationship with all local partners is currently being designed, susceptible to give more substance and strength to the project in the District and most probably elsewhere. Government agencies show interest and sensitiveness to ILO/GAWU experience, declared to be waiting results and visibility. Therefor more time should be granted in order to give room for GAWU to complete some important footsteps of the Action Programme. The following figure illustrates what is already convened to call the "*Torkor model*":

The Torkor Model in Ghana



Lessons learnt

103. Some lessons could be learnt from Ghana and Benin's experiences with the project; some of them that could be important for the future of the concerned and similar actions:
- Over reliance on fish stocks create economic challenges for fishing communities, fishers and processors, which can result in the engagement of children to reduce operational cost. The dimensions of stock depletion are not yet considered as a challenge for the future of the communities.
 - OSH tools for cocoa or other sectors cannot be applied automatically in the fishing context and the need for specific OSH materials and tools in fishing to achieve better results
 - Limited project duration does not allow enough time to appropriately deliver project activities in a consequential manner to achieve greater impact
 - Even though the Project is a community-based project, there should be connection through the district to national level policy for proper mainstreaming and continuity.

Chapter 6: Conclusion

The main aspects of the evaluation can be synthesized by the following conclusions:

Highly relevant project

104. The Irish-Aid funded IPEC project was conceived to strengthen the efforts of workers' and employers' organizations in contributing to policies to fight against child labour with a focus on its worst forms (hazardous child labour). This phase of the project is effectively responding to explicit requests to pilot models to assist informal economy workers and small producers in sectors in which hazardous child labour. For the evaluators it is evident that there is national consensus about the need for the intervention in these sectors in the countries concerned. The relevant national (and global) trade union organisations need to explore deeper social dialogue, mainly at local level, to support these informal economy workers to organise themselves to conduct decent work and combat child labour. This has been particularly confirmed by evaluators in Ghana and Benin, where constituents expressed clearly their expectations of results and outcomes of the project. The actual project shows high potential to positively answer to these expectations.

Adequate strategy, but more time is necessary

105. The adopted strategy was to continue strengthening social dialogue as an effective tool to eradicate the worst forms of child labour, developing the methodologies and tools experienced and produced during previous phases of the Irish-Aid funded IPEC project. The new particular aspect of the ongoing phase is the focus on models of intervention in the informal settings of the economy, particularly for unions, and to draw conclusions to inspire future interventions, both in the selected countries and in their regions.

106. Although their operations started with delays, mainly due to difficulties of designing Action Programmes in Benin and Ghana, the project holders started enthusiastically the operations and consolidated the achievements of the previous phases, as shown by the reinforcement of existing committees in various locations. The unions committed themselves to develop the achievements of the previous phases and are gaining noticeable experience, including a specific experience to design Action Programmes with the required follow-up and reporting systems. In both cases (Benin and Ghana) managing such projects – dealing directly with rural and informal social constructions is a relatively new issue. The evaluators acknowledge that the project is currently a valid vehicle to build the capacity of the union organisations involved. If the work was only done with development professional organisations/service providers that already had all the capacity needed to deliver, there would not be such capacity building of workers and producers organisations. This issue was also part of ILO strategy and it appears to be consistent with important changes already occurred through project implementation. That's well the case particularly in Ghana, where a massive dynamics of child labour abolition is in the way to be obtained. If some more time is allowed to outreach the entire Lake Volta constellation of smaller communities, the Outcome of Elimination Child Labour will be eventually attained in the Lake Volta Region.

107. The strategy to empower unions – at least in Ghana and Benin cases, is also possible due to some sensitive technical support by national consultants, professionals with experience in former IPEC projects. They are not replacing Unions' staff responsibilities, but instead helping them to improve their reflections, planning and reporting skills. In some cases, if demanded by the Unions, some international/regional expertise could be necessary, as it seems the case for a still necessary conception of theoretical/practical materials for political marketing of their models of intervention. The reflection on these models is timidly under way, as the staff responsible for the execution are fully busy to meet results. However, this models of intervention are nowadays better captured, but not yet enough measured, quantified, reported

upon and disseminated. More time to complete the actual cycle of activities is consequently necessary.

Gender sensitivity in action

108. Combatting child labour is a process where women/mothers are at the front. That's the case of women community organisations and cooperatives in Benin, and also the case of impressive quantity of women groups in Kpando. But this predominant role of women is not clearly demonstrated by a specific gender oriented monitoring system or by the existence of gender specific indicators in the Prodoc and in the approved Action Programmes. The staff perception of the relevance of gender mainstreaming to their entity's mandate is positive, as necessary first step in achieving buy-in for any organizational strategy. References to gender equality policies are well present in the Action Programmes documents in specific terms connected to the Action (e.g., access to microcredit, to better and safe equipment...) as opposed to generic terms (e.g., empowerment, access to resources). The evaluators could appreciate the overwhelming role of women in the identification and conduction of the activities, directly or indirectly referring to the elimination of child labour in the targeted communities. The perspective of gender equality seems very well understood by the unions' staff beyond the use of overly technical language. In the same manner, the connections between gender equality results and the development results they are aimed to achieve seem explicit within its gender equality policies, as they stimulate women to be on board as community leaders, to speak loud and daily take initiatives to eliminate child labour, to drive children back to school, first in their households and next in their surrounding communities.

Annexes

Annex 1. Terms of reference of the evaluation mission

P&B Outcome:	<i>Outcome 16</i>
Title:	<i>Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors</i>
TC Code:	<i>GLO/13/57/IRL_16 (Umbrella TC Symbol)</i>
Administrative unit:	<i>GOVERNANCE/FPRW/IPEC and field offices</i>
Technical Backstopping Unit:	<i>FPRW/IPEC</i>
Type of evaluation:	<i>Independent evaluation</i>
Timing of evaluation:	<i>Final (July/August 2015)</i>
Budget of the project:	<i>USD 798,913 USD (GLO/13/57/IRL – 16)</i>
Project dates	<i>1 January 2014 to 31 December 2015</i>
Countries	<i>Global, Benin, Ghana, India, Zambia</i>

1. Background and context

The second phase of this partnership (2014-2015) saw an allocation of \$798,913 USD to outcome 16. These global outcomes are designed to directly support Country Programme Outcomes (CPO) in countries with target or pipeline status.

The overall strategic direction of the ILO-International Programme on the Elimination of Child Labour (IPEC) is set by ILO Conventions Nos. 138 on minimum age for admission to employment and 182 on the worst forms of child labour; the 1998 Declaration on Fundamental Principles and Rights at Work, the 2008 Declaration on Social Justice for a Fair Globalisation and the 2012 ILO Conference Resolution on Fundamental Principles and Rights at Work;; and the ILO Global Action Plans on child labour adopted by the ILO Governing Body in 2006 and 2010 and now incorporating the Declaration of the second and third Global Conferences on child labour in The Hague in 2010 and Brasilia in 2013. Under the ILO's Strategic Policy Framework (SPF) 2010-2015, the elimination of child labour is one among nineteen strategic outcomes of the office.

The indicator of progress under the Programme and Budget (P&B) is measured in

(16.1.) number of member States in which constituents, with ILO support, take significant policy and programme actions to eliminate child labour in line with ILO Conventions and Recommendations

To be counted as reportable, results must meet at least one of the following criteria:

- Policies, programmes and/or action plans are adopted or implemented by one or more of the ILO's constituents, to bring them in line with international labour standards to prohibit and eliminate child labour.
- Time-bound measures to eliminate the worst forms of child labour as a matter of urgency are implemented by one or more of the ILO's constituents.
- Child labour concerns, considering the special situation of the girl child, are included in relevant development, social and/or anti-poverty policies and programmes.
- Policies that address child labour are adopted and promoted through global, regional or sub-regional economic and social intergovernmental organizations or groupings.”

And

(16.2.) Number of member States in which constituents, with ILO support, take action to adopt or modify their legislation or reinforce their knowledge base on child labour.

To be counted as reportable, results must meet at least one of the following criteria:

- Either Convention No. 138 or 182 is ratified.
- The ILO supervisory bodies have noted with satisfaction or interest progress in the application of the relevant Conventions.
- Mechanisms and systems are established or strengthened so that up-to-date sex-disaggregated data and statistics concerning the situation of child labourers are available.
- Targeted data collection and analysis and research are undertaken by constituents and/or other national partners to expand the knowledge base on child labour and to document lessons learned.

The most recent ILO estimates (September 2013) show that 168 million children worldwide – one in ten aged 5 - 17– are in child labour. 85 million of them are engaged in hazardous work; the remaining 83 million are simply too young to be working at all.

Change is possible and it is moving in the right direction – child labour has declined by one-third since 2000, most significantly between 2008 and 2012. Yet progress remains too slow. Accelerating progress demands that we tackle the root causes of the problem while providing immediate support to children in need. The promotion of social protection and of fundamental principles and rights at work are essential elements of such a holistic approach.

Family (and community) poverty and income shocks and insecurity are often catalysts of child labour, compounded by the weakness or absence of the rule of law, of functioning structures for social dialogue and of social protection floors. These are among the key reasons why child labour is found primarily in the informal and rural economies. It is necessary to break this cycle and ensure that families living in poverty are protected under the rule of law and have a collective voice with which to assert their rights to adequate and secure incomes and access to health care and to quality education for their children. These social protection measures can help households weather shocks and keep their children in school and out of child labour.

The overall vision supporting the ILO strategy on combatting child labour has been that worst forms of child labour should be eliminated by 2016 and significant progress be made in eliminating other forms of child labour performed by children who are simply too young to be working. Discussions about the post-2015 sustainable development goals indicate a growing consensus that the international community should seek the elimination of all forms of child labour by 2025. The objective of IPEC's increasingly integrated strategy is to ensure that the tripartite constituents in the member States, in alliance with other actors in the worldwide movement against child labour, have the capacity and political will to address and eliminate all forms of child labour in accordance with their obligations as members of the ILO.

Accelerated reduction in the number of children in child labour and effective measures to prevent the entry of children into child labour are required to reach that goal. Success would remove a major brake on national and international social and economic development by ending the self-reproducing cycle of intergenerational poverty that child labour creates, by releasing untapped human potential through education and decent work and by enabling those in child labour or at risk of child labour, their families and communities, to realise their fundamental rights at work.

This pro-poor, rights-based approach would support the human rights of children and the collective agency and voice of hundreds of millions of people, who live in families affected by child labour.

IPEC's strategy recognises the central role of good governance, legislation and public policy, but it also places rights-holders and their empowerment and agency at the centre - because, in democracies, rights holders also need to be able to hold duty-bearers to account.

Political will and determination are required if these objectives are to be realized and ILO constituents have expressed strong support for them - including by the unprecedented ratification rate of Convention 182 – which now stands at 179 out of 185 member States (making it the most and most rapidly ratified Convention in the history of the ILO); and of Convention 138, which now stands at 167 (with Mexico expected to deposit the ratification documents imminently). The transposition of the Conventions into national law is a key starting point for national action and the development, through tripartite consultation – of national plans of action against child labour. Yet, as explained above, the implementation of NAPs requires action at all levels, including in public policy, enforcement and service delivery at the district and community level and in ensuring that the social partners - the economic actors - are able to fulfil their role in ensuring that workplaces are free of child labour.

The theory of change underpinning the strategy of this Project - that supporting the empowerment of right-holders in the informal and rural economy is a key comparative advantage of workers' and employers' organisations in the struggle against child labour – was first expressed in those terms at an ILO inter-sub regional meeting in Chennai in 2005.

The action programme in Tokor (Volta Lake, Ghana) is a good example, deriving from and testing that strategy. The results are already evident from the first phase of the Project and so confident is General Agricultural Workers Union (GAWU) about its validity, especially when combined with collective inputs for improved livelihoods, that, it is already referring to the “Tokor model”, including in UN discussions. It is, however, crucial to understand that “starting from where we are” means working with grassroots workers', small producers' and employers' organisations which, however committed they may be, commonly lack the capacity required to fulfil that mandate. Just as the role of accountable public authorities must be strengthened and cannot be substituted by temporary service provision, so to the response to the relative weakness of these workers' and employers' organisations is to strengthen them rather than to seek temporary gains by bypassing their representative role in the real economy,

With the support of Irish Aid, the ILO is able to test methodologies with social partners that directly address the issue of child labour in the informal economy at the local level by enhancing the capacity of economic actors to take immediate action against child labour in their workplaces, enterprises and sectors, and in the development and implementation of national and local district policies against child labour in the four countries selected (Benin, Ghana, India and Zambia)

Under the project, trade unions in the four target countries are testing models to contribute to the elimination of hazardous child labour by ensuring decent working conditions for adult workers in the sectors involved. This will be pursued, ultimately, by scaling up and replicating the model and implementing three complementary Outcomes to be achieved through five project components and objectives:

1. The capacity of women's stone-breaking cooperatives and associations in selected geographical areas to contribute to removing child labour in the sector will be enhanced through the use of more productive and safer equipment, thereby increasing earning capacity for their members (Benin);
2. The General Agricultural Workers Union and its Inland Canoe Fishers' Association will be more effective in combatting child labour in fishing communities on the Volta Lake by promoting more socially responsible associations and cooperatives underpinned by improved OSH and productivity and coordinated with District Assemblies (Ghana);

3. Workers in informal work in quarries in Rajasthan will be organized with the support of local mineworkers' trade unions and, as a result and with training support, will be better able to use social dialogue to improve their working conditions with a focus on OSH and child labour (India);
4. Local chapters of the Zambia Congress of Trade Unions and/or of sectoral trade unions will be active members in new District Child Labour Committees in five selected new districts created by the central government (Zambia);
5. The capacity of employers' and workers' organizations to identify and contribute to eliminating child labour in supply chains, with an emphasis on hazardous work, will be increased through the use of a mobile app (Global).

Therefore at the local level the outcomes are related to strengthening:

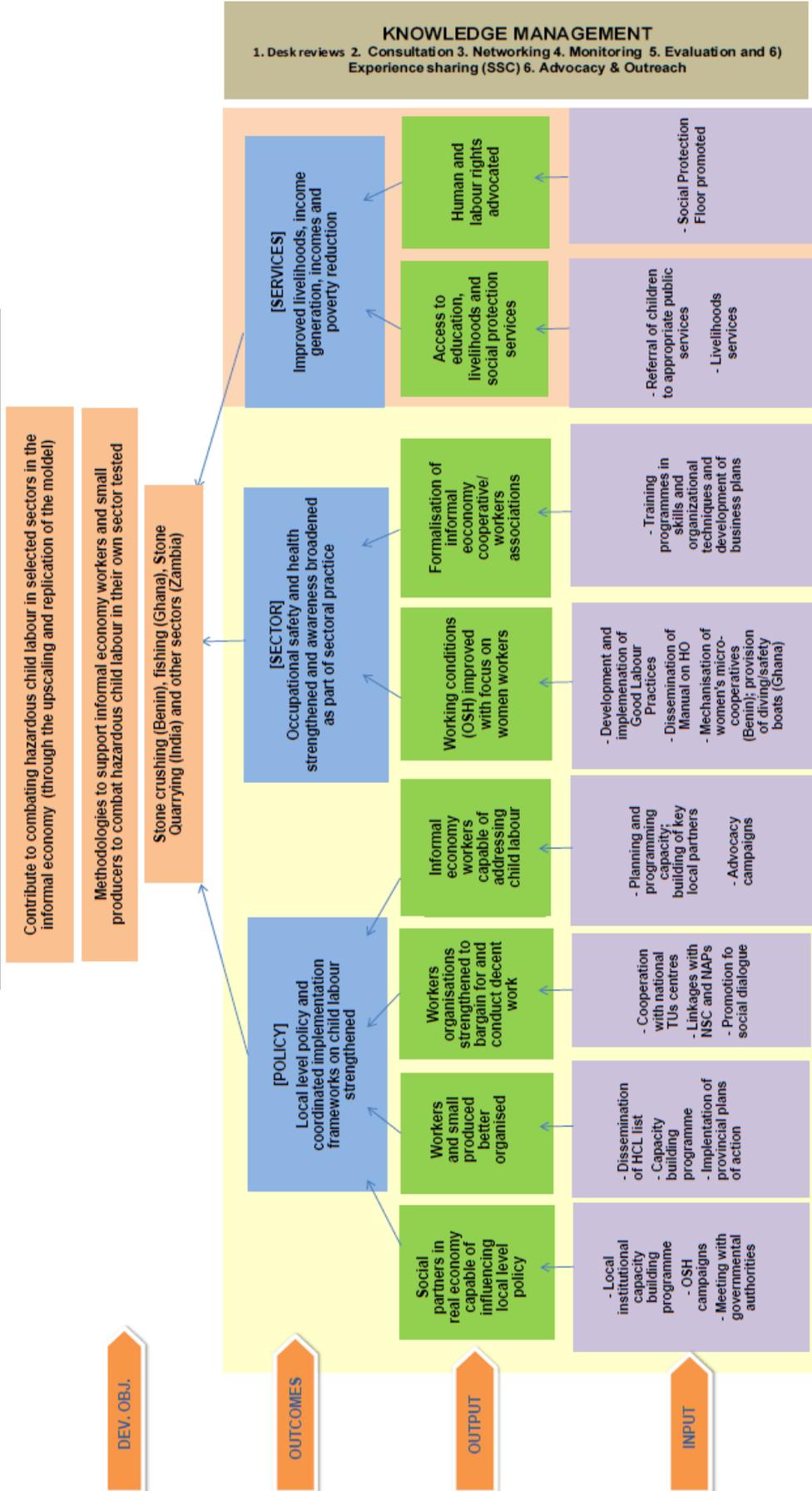
1. Sectoral approaches (increasing compliance with occupational safety and health standards and broadening OSH awareness - especially of hazardous child labour and youth employment - as part of sectoral practice);
2. Policy (strengthening local level policy and coordinating implementation frameworks and enhancing the social partners' capacity to implement policies);
3. Provision of services (improving livelihoods, income generation and income security and reducing poverty by the provision of area-based education, social protection and livelihood services to targeted children and families).
4. These will be achieved through:
5. Expanding the knowledge base on child labour in these sectors;
6. Increasing awareness about hazardous child labour;
7. Improving the institutional environment contributing to the elimination of child labour;
8. Improving the capacity of trade unions and employers' organizations and, as appropriate, other local stakeholders to negotiate, coordinate, network and advocate for the elimination of child labour;
9. Strengthening the capacity of the relevant public authorities to provide services to children

The project will ensure the documenting of the models – as part of the knowledge management strategy – so that the tested methodologies can be subsequently scaled up and replicated. This will be done by developing desk reviews, reports on consultations and networking as well as by monitoring, experience sharing and evaluation. There is hence a strong emphasis on the development, documentation and sharing of models of promising practice. As part of the sustainability of the project interventions, it is envisaged that, in the context of a project funded by another donor, a meeting will be held in 2017 to enable South-South exchange of experience about similar outreach models between the beneficiary groups and organisations of this project and others from other sub-sectors and countries. This is also intended to support a more significant presence of informal and rural economy stakeholders at the fourth Global Conference on Child Labour to be held in Argentina in 2017.

The activities undertaken under this programme are also linked to the 2010-2015 ILO Outcomes 9 and 10 – strengthening employers' and workers' organization; and to the newly adopted Outcomes 5 on decent work in the rural economy; 6 on the formalization of the informal economy; and 8 on protecting workers from unacceptable forms of work.

The Irish Aid funded project supports the overall ILO strategy on combatting child labour, as well as the underlying theory of change. For an update on the activities completed under the project in 2014, please refer to Appendix II.

Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sector: theory of change



Introduction and rationale for the evaluation

In December 2011, the ILO renewed its partnership agreement with Ireland covering a four-year period (Phase I 2012-13, and Phase II 2014-15).

The “Decent Work through Development” Partnership Programme 2012-15 builds on the experience and lessons learned from prior cooperation. This partnership represents an important step forward in the long-standing cooperation between Irish Aid and the ILO.

The Irish Aid-ILO Partnership Programme 2012-15 is fully based on the principles of aid effectiveness. During Phase II of the Partnership in 2014-15, Ireland provided a contribution of €6 million through a combination of innovative funding modalities.

The Partnership provides thematic funding, lightly earmarked at the level of Outcomes from the ILO Programme and Budget. The exact programming of funds relies on the ILO’s Results Based Management systems and the priorities flowing from Decent Work Country Programmes.

The selection of Decent Work Outcomes supported by Irish Aid has been made based on the themes funded in the previous three phases of the Partnership and Irish Aid’s latest priorities: Disability, Women’s Entrepreneurship, Forced and Child Labour.

One World, One Future, Ireland’s Policy for International Development sets out our vision of a sustainable and just world, where people are empowered to overcome poverty and hunger and fully realise their rights and potential and is to be considered as part of the policy and strategic framework for the evaluation. (<https://www.irishaid.ie/news-publications/publications/publicationsarchive/2013/may/one-world-one-future-irelands-policy/>)

Table 1. Allocation of Irish Aid funding to P&B Outcomes

Irish Aid-ILO Partnership Programme 2012-15 Phase II, 2014-15					
Theme	P&B Outcome	€	US\$ ¹³	Countries covered	Evaluation of Phase I (2012-13)
Disability	Outcome 2: Skills Development (focus on disability) Outcome 17: Non-Discrimination (focus on disability)	2,100,000	2,796,196	Botswana, China, Ethiopia, Indonesia, Viet Nam, Zambia	Independent Evaluation in 2013
Women’s entrepreneurship	Outcome 3: Sustainable Enterprises (focus on women)	1,500,000	1,997,283	Kenya, Uganda, United Republic of Tanzania	Independent Evaluation in 2013
Forced labour	Outcome 15: Forced Labour is eliminated	1,800,000	2,396,739	Asian and Pacific region, China, Mongolia, Niger, Viet Nam	Independent Evaluation in 2013
Child labour	Outcome 16: Child Labour is eliminated	600,000	798,913	Benin, Ghana, India, Zambia & Global	Internal Review in 2013
TOTAL		6,000,000	7,989,131		

Purpose, objectives and users of the evaluation

The Irish Aid partnership agreement requires an independent evaluation of the outcome based funding for each outcome as part of review and further decision on the partnership.

Furthermore the second phase of the *Irish-Aid funded project on child labour (Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors)* will end in December 2015. Although this component of the overarching Project has a budget of less than USD 1 Million, it will nonetheless be subject to an independent final evaluation given the focus on testing models. This is also specified in the project document and agreed on with the donors.

The key evaluation users will be:

- Irish Aid as donor of the project
- ILO as executor of the project
- Project management and staff

The evaluation will be used in the following ways:

- Findings and recommendations will be used to strengthen the achievement of the project's objectives and use lessons learned to improve the strategy and operations design of any future project;
- Identified and documented current achievements demonstrate results and effective use of funding to ILO management and the Donor.

The evaluation report will be disseminated in the ILO for organisational learning through the EVAL's i-Track evaluation database. A summary of the evaluation will be made available publicly through EVAL's websites.

2. Evaluation scope

The scope of the evaluation will be the contribution of Irish funds towards the achievement of ILO Outcome 16, more specifically to review and assess the implementation strategy and identify achievements and any possible bottlenecks that could impede the achievement of the project's objectives.

The evaluation will cover the period from January 2014 to present, to create an accurate and comprehensive picture of the global project's context and development.

The evaluation will assess the following components:

- Global component in Geneva.
- Components in Asian and Pacific region: India
- Component in Africa: Benin, Ghana and Zambia

The evaluation should look at the linkages between the various country projects (CPOs), respective DWCPs and the global component as stated in Outcome 16. This should generate findings on the six evaluation criteria for all country projects and the global components and compare the lessons learnt from other countries' implementation. Evidence should be provided on the achievements of the project.

3. Evaluation methodology

Following ILO evaluation requirements, the evaluation will assess ILO's contributions based on the criteria of relevance, coherence, effectiveness, efficiency, impact and sustainability as defined in the ILO Policy Guidelines for Results-Based Evaluation: Principles, Rationale, Planning and Managing

for Evaluations (i-eval resource kit)', 2013. The evaluation should be carried in line with United Nations Systems Norms and Standards for evaluation.

Gender concerns should be addressed in accordance with ILO Guidance note 4 of the ILO Policy Guidelines for Results-Based Evaluation: “Considering gender in the monitoring and evaluation of projects” All data should be sex-disaggregated and different needs of women and men and of marginalized groups targeted by the programme should be considered throughout the evaluation process.

A set of key questions for each criterion (see table 2) shall guide the analysis:

Table 2. Key evaluation criteria

<p>Relevance: To what extent is the design of the ILO project relevant to the strategy outlined in the P&B for Outcome 16 and to the Global product and CPOs it aims to support? Did the project respond to real needs of stakeholders? What is the added value of the project?</p>	<p>Coherence: To what extent are the various activities in the project’s implementation strategy coherent and complementary (in its design and implementation) between the elements of Outcome 16 within the ILO’s Strategic Framework?</p>
<p>Effectiveness: Have the project outputs been effective in supporting the achievement of the outcome objectives ILO’s strategy for elimination of child labour (Outcome 16) and help meet targets and indicators. Was the programme focused towards delivering progress towards impact?</p>	<p>Efficiency: To what extent are the project’s resources (technical and financial) being used efficiently?</p>
<p>Impact: To what extent have the project’s actions produced impacts towards the achievements of Outcome 16 objectives? What is the progress on impact for the target group?</p>	<p>Sustainability Does the project have an implementation strategy that involves tripartite constituents and development partners to establish synergies that could enhance impacts and sustainability? What is the likelihood that stakeholders and in particular tripartite constituents will build on the activities by the project and continue the focus?</p>

Through these questions the evaluation should aim to identify how donor funding contributes to the achievement of the selected CPOs and how these CPOs contribute to the achievement of P&B outcome indicators.

Evaluation criteria and questions

The evaluation will examine the project based on the following key questions:

- Assess the contribution of Irish funds towards the achievement of ILO Outcome 16;
- How the Irish Aid funding contributes to achieving progress towards the selected Global Product and CPOs as set out in the documents approved by the donor,
- How the current efforts build on previous experience (other projects or regions, previous phases funded by the donor), and/or the synergies realized with other ILO interventions and sources of funding (i.e. RB, RBTC, XBTC, RBSA),
- Review existing budget information on use of funds to determine the added value of donor resources in contributing to the achievement of the Global products and CPOs selected at the beginning of the partnerships;
- Assess to what extent the interventions are aligned with the P&B;
- Assess to what extent project objectives/outcomes have been realistic and focused on delivering progress towards impact.
- Assess to what extent project objectives/outcomes have been modified over time.

- What modifications are suggested to the outcome indicators, progress on gathering data and building baselines
- Assess the progress, made possible by the contribution of Irish funds, towards ILO Outcome 16, by the stakeholders;
- The effectiveness, efficiency, impact orientation and sustainability of interventions
- Assess the extent to which sustainability was duly incorporated into the design and appropriate sustainability plans were used, particularly in relation to the further use of the models tested
- Examine if the best approach was taken, and if it was optimally executed;
- Assess how the programme has influenced ILO's tripartite constituents on child labour occupational safety and health and freedom of association. Have constituents been involved in the implementation of the programme?
- The extent to which the documents and publications of the project have been used or are showing potential for use
- The extent to which results-based management is being used.
- Assess whether the interventions are aligned with ILO relevant Conventions;
- Assess to what extent synergies with other ILO interventions, including projects funded by other donors have been established, in order to have an overall picture of ILO work under each targeted outcome. Synergies with other UN or partner projects could also be included.
- Assess the extent to which the tested models are effective and suitable for possible replication, up –scaling or further testing

The evaluation will provide recommendations and a clear articulation of the 'lessons learned' and identify good practices to inform future project development and contribute to knowledge development of the ILO and project stakeholders.

Identification of possible case studies of impact or models of intervention at country level would be useful.

The evaluation should be carried out in adherence with the ILO Evaluation Framework and Strategy, the ILO Policy Guidelines for Results-Based Evaluation: Principles, Rationale, Planning and Managing for Evaluations (i-eval resource kit)', 2013, the UN System Evaluation Standards and Norms, and the OECD/DAC Evaluation Quality Standard.

Gender concerns should be addressed in accordance with ILO Guidance note 4: "Considering gender in the monitoring and evaluation of projects" All data should be sex-disaggregated and different needs of women and men and of marginalized groups targeted by the programme should be considered throughout the evaluation process.

Evaluation approach

The approach to the final independent evaluation methodology is expected to encompass, but will not be restricted to:

- Briefing and planning calls with Geneva
- Review of documents related to the project, progress and achievements, including project documents, progress reports, research outputs and training materials (draft list in Appendix 2);
- Interviews, in person or through telephone, with IPEC staff, relevant collaborators in other ILO headquarters units and departments, specialists and project staff and specialists in relevant ILO field offices, global and national stakeholders including constituents in-

country (draft list of stakeholders to be considered for interview in Appendix 3); given the nature of some elements of the project with networks, events with participants etc. some form of questionnaire or electronic survey should be considered

- Field mission to Benin and Ghana.
- Analysis, write-up and presentation of findings and recommendations;
- A one-day feedback session/debriefing in Geneva with IPEC and FOA-CB and other concerned stakeholders.

To facilitate the above, the external collaborator is expected to undertake one, possibly two missions to Geneva, Switzerland, as well as a mission to Benin and Ghana.

Main outputs/deliverables of the evaluation

The evaluation process will yield the following outputs:

1. An inception report outlining the proposed evaluation design for approval by ILO Evaluation Manager. The inception report should review the Theory of Change and assess its suitability as the basis for demonstrating contribution of the project to CPOs and Outcome 16. It should also establish the relevant measures to assess capacity development of partners. A particular focus should be how to document the experience with the models tested.
2. A draft report, according to the ILO guidelines (template provided), to be circulated to ILO, identified key stakeholders and Irish Aid for comment.
3. A final report including recommendation and incorporating comments of the ILO, identified key stakeholders and Irish Aid to be submitted by the end of September 2015/beginning of October 2015.
4. An evaluation summary according to the ILO template provided.

The specific templates and checklist to be followed (Checklist 5: Preparing the Evaluation Report and Checklist 6: Rating the quality of the Evaluation Report) are listed in the annexes and will be provided.

Management arrangements

An external collaborator will be engaged to undertake the independent final evaluation as the international evaluation team leader. The choice of independent evaluator will be approved by ILO's Evaluation Unit, along with the Terms of Reference for the evaluation. National evaluation consultants will be used in Benin and Ghana to support the evaluation team leader, in particularly in the review of the tested models.

The Evaluation and Impact Assessment (EIA) unit of the FPRW Branch will act as the Evaluation Manager to coordinate the evaluation and act as liaison with the independent evaluator and ILO key stakeholders.

The independent evaluator will report on a regular basis to the Evaluation Manager who will act as a liaison with IPEC and the Evaluation Unit. The Evaluation Manager will provide initial quality assurance and sign-off on the report.

IPEC will make available to all information pertaining to the project and facilitate contact with persons to be interviewed.

The Independent Evaluator is responsible for conducting the evaluation according to the terms of reference (ToR). S/he shall:

- Review the TOR and provide input, as necessary;

- Review project background materials provided by the evaluation manager and by the project management (e.g. project document, progress reports);
- Review the evaluation questions and refine the questions in collaboration with the evaluation manager as necessary and develop interview protocols;
- Develop and implement an evaluation methodology (i.e., conduct interviews, review documents) to answer the evaluation questions;
- Draft an inception report following the indications (included in Annex 2).
- Supervise and work with national consultants as required, including preparing an agreed work plan and distribution of task in line with the inception report
- Design and conduct a survey/questionnaire, if needed;
- Conduct interviews, using the list of identified stakeholders including key stakeholders;
- Conduct an evaluation planning teleconference prior to the evaluation missions;
- Undertake evaluation mission to Benin and Ghana and the global component (Geneva);
- Facilitate a national stakeholder evaluation workshop in Benin and/or Ghana
- Prepare an initial draft of the evaluation report and submit it to the evaluation manager at the ILO.
- Prepare a final report, reflecting any comments or additional inputs received;
- The independent evaluator is to submit the final evaluation report after the evaluation missions according to the timeline provided below.

The independent evaluator will have relevant thematic and technical knowledge and experience, documented evaluation experience, preferable in a team leader position, and familiarity with ILO including previous evaluations assignments highly preferable. Ability to work in both English (language of report) and French is required given the work in Benin.

The national consultant(s) will

- Review project background materials provided by the evaluation manager and by the project management related to the country (e.g. project document, progress reports);
- With the evaluation team leader, review the evaluation questions and refine the questions specifically relevant for the in-country work
- Collect data and conduct interviews if needed in preparation for the field mission
- Prepare country specific briefing information for the evaluation team leader as required by the inception report
- Support the evaluation team leader in further data collection, interviews and initial analysis of in-country work
- Co-facilitate the national stakeholder evaluation workshop
- Prepare country specific analysis and input to the draft evaluation report as per agreed work plan with the evaluation team leader
- Support the evaluation team leader during the drafting of the evaluation report by following up on country specific information

Proposed timeframe and work plan

The total duration of the evaluation process from the desk review to the submission of the final report should be starting in July and ending by September 30¹, 2015.

The evaluation consultant will be engaged for 25 working days of which 15 days will be conducting visits to ILO Geneva and the two field locations. Each national consultant will be engaged for 10 days.

The suggested timetable is as follows (will be confirmed after consultation with Irish Aid to ensure report can be used for planning cycle).

Tasks	Responsible Person	Number of working days	Timeframe
- <i>Post call of interest and select external consultant, and recruitment</i>	<i>Evaluation Manager</i>		<i>May/June 2015</i>
- Desk Review of thematic programme related documents - Telephone/HQ briefing - Consultations with ILO staff and other relevant individuals - Inception report (including framework for testing the model)	Independent International Evaluation Consultant	5	3-7 August 2015
- Conduct interviews - Field visits to intervention sites in selected country - Consultations with national partners	Independent International Evaluation Consultant/National Evaluation Consultants	10/20	13-28 August 2015
- Draft report based on consultations from field visits and desk review	Independent International Evaluation Consultant	5	31 August – 4 September 2015
- <i>Review of the draft report</i> - <i>Circulate draft report to key stakeholders</i> - <i>Consolidate comments of stakeholders and send to consultant</i>	<i>IPEC/Evaluation Manager</i>		<i>7-18 September 2015</i>
- Finalize the report - Debrief at HQ Geneva	Independent International Evaluation Consultant	5	21-25 September
- <i>Approval of the report</i>	<i>Evaluation Manager/EVAL</i>		<i>28 September to 2 October 2015</i>
TOTAL (International CONSULTANT/National Consultants):		25/20	

Appendix to TORs

- Status of Project
- List of documents (under preparation – included in final TORs)
- List of persons to be interviewed (under preparation – included in final TORs)
- Organizational chart of the programme (under preparation – included in final TORs)

Annexes to TORs (provided separately)

- Evaluation Title Page Inception Report template
- Checklist 5: Preparing the Evaluation Report
- Checklist 6: Rating the quality of the Evaluation Report
- Evaluation Summary

Annex 2. Inception Report: Evaluation methodology and tools

Independent Final Evaluation of the ILO-Irish Aid Partnership Programme 2014 – 2015

Outcome 16 IPEC component:

Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors GLO/13/57/IRL_16

Geneva, 14 August 2015 (João de Azevedo)

Evaluation Approach and Methodology

Our approach towards this evaluation can be characterised by the following principles:

- **Focus on learning** which will lead to the importance of drawing best practices and recommendations that are owned by ILO-IPEC and stakeholders.
- **Participatory** as true learning can only be accomplished if key stakeholders are involved throughout the evaluation process (including data collection, analysis and assessment).
- **Multi-national and multi-disciplinary evaluation teams** to ensure different perspectives in the analysis of findings to enable thorough peer-to-peer critical reflection and consultation.
- **Multiple sourcing and cross-checking of data** to ensure the data and findings generated are factual and rich enough for a sound process of analysis.
- **Looking beyond planned changes at unexpected effects** to ensure that relevant context factors and boundary partners are considered enabling a more comprehensive analytical perspective.
- **Gender concerns** whereby data will be disaggregated by gender and specific needs of marginalised groups.

Evaluation Steps

For specific indicators to be used in this evaluation, the reader is referred to the Evaluation Matrix.

Specific steps and data collection instruments and methods

The following steps and instruments are used to address the research questions in the ToR of this evaluation:

1. Interviews with key informants:

Structured interviews are conducted with key informants that can be grouped in three categories:

- **ILO Headquarters:** Relevant staff and managers are interviewed at the HQ, and by phone or Skype. Some interviews will be conducted after the field work. This includes, where applicable, to *Regional Offices* (relevant staff, specialists, consultants and managers);
- **Stakeholders:** Relevant stakeholders that are not residing in visited and studied countries are interviewed by Skype, phone or email.
- The interviews are guided by a checklist/format for four different stakeholder groups: ILO, Government, Project implementing agencies, Project benefiting organisations, External stakeholders (e.g. involved NGO and consultants)

2. Multi-Stakeholder focus-group workshop/meetings on the project achievements and future at the end of the fieldwork in Ghana and Benin

At the end of each period of fieldwork the national consultant together with the international consultant, prepare a preliminary presentation of findings on the project in the respective country. This analysis will be elaborated in a PowerPoint presentation only used for a verbal discussion during the meeting. Furthermore, during the multi-stakeholder meetings opinions of different stakeholder groups on the project will be gathered, analysed and discussed. Additionally the participants conduct a participatory SWOT analysis of the project and finally they can submit confidential remarks, suggestions and recommendations. The multi-stakeholder meetings/workshops will be attended by the tri-partite constituency of ILO, by involved NGO's and national consultants that provided collaboration with the past and on-going activities. *The participation should be by people that know the project and the different stakeholder groups should be balanced.*

3. Draft evaluation report

A draft evaluation report will be elaborated based upon the desk study, interviews, and country-level visits. Data-collection concerning Zambia and India, which are not going to be visited by consultants will be mainly based on the questionnaires and on-line ITWs.

4. Final report

After the receipt of the final feedback on the draft report the evaluation team will proceed to produce its final report, under the full responsibility of the international consultant.

Work plan and deliverables

The planned work and related deliverables are presented in the table below:

Deliverables	August				September		
Initial Briefing visit ILO Geneva (start interviews)	23-24						
Inception report		24					
Mission in Ghana			25-22				
Mission in Benin				23-29			
Draft report					1-7		
Comments to draft						8-20	
Final evaluation report							24

Evaluation Matrix and Research Tools

Evaluation area	Core evaluation questions (from TOR, with additions of evaluation team)	Evaluation Tools	Information sources
<p>1. Relevance and strategic fit of the project To what extent is the design of the ILO project relevant to the strategy outlined in the P&B for Outcome 16 and to the Global product and CPOs it aims to support? Did the project respond to real needs of stakeholders? What is the added value of the project?</p>	<ul style="list-style-type: none"> Is the project relevant to the country context? (namely to the achievements of the outcomes) How well does it complement and link to other relevant ILO/IPEC, COOP projects in the country (namely in the domain of CL)? 	<ul style="list-style-type: none"> Desk-study Interviews Questionnaire 	<ul style="list-style-type: none"> Project management Technical Progress Reports Representatives of implementing partners ILO Offices, ILO-IPEC desk officers, ILO-technical specialists that provided inputs to the project National stakeholders (representatives from ILO constituents, members of national steering committees)
<p>2. Validity of the project design To what extent are the various activities in the project's implementation strategy coherent and complementary (in its design and implementation) between the elements of Outcome 16 within the ILO's Strategic Framework?</p>	<ul style="list-style-type: none"> Was the project design logical and coherent? Was it based on specific demands of the selected countries? Was it based on a needs analysis of the target countries? How were previous IPEC experiences in the project countries utilized during the design phase? Were the project's original assumptions valid, related to each of its objectives? How appropriate are the project's indicators and means of their measurement and verification? Does the Project original document foresee a phase-out strategy? 	<ul style="list-style-type: none"> Desk-study Interviews Questionnaire 	<ul style="list-style-type: none"> Project planning documents, MTR report, ITWs & questionnaires Studies conducted by the project-IPEC Project reports Direct Beneficiaries Monitoring and Reporting documents Project Action Programmes
<p>3. Effectiveness (partnerships, implementation modalities, cost effectiveness) Have the project outputs been effective in supporting the achievement of the outcome objectives ILO's strategy for elimination of child labour (Outcome 16) and help meet targets and indicators. Was the programme focused towards delivering progress towards impact?</p>	<ul style="list-style-type: none"> How effective were established linkages/collaborations between other projects working on CL issues in the countries / regions? (i.e. National GOV or NGO development organizations at country level) Were the resources sufficient for the project period? What are the challenges that the Project has faced in its implementation and what efforts have been made to overcome these challenges? What were the measures and processes adopted by the project to sustain eventual benefits of the project activities? How have the Action Programmes contributed to the achievement of the immediate objectives? How effective was the project staffing (level and quality) and management of the project, (centralised and decentralised)? How has the administrative and technical support been provided to the Project: Management by ILO Offices in relevant project countries, IPEC HQ and Senior Child Labour Specialists in the sub-region in the implementation of the project activities? How have previous IPEC experiences in project countries been used during the implementation of the project? How effective was the content, quality, scope, cost effectiveness and methodology of the training carried out for capacity 	<ul style="list-style-type: none"> Desk-study Interviews Questionnaire Multi-stakeholder Meeting/workshop 	<ul style="list-style-type: none"> ILO's staff of the project (Geneva, Countries, IPEC-EIA) Representatives of implementing partners (including NGO and other holders of AP) ILO Offices, ILO-IPEC desk officers, ILO-technical specialists that provided inputs to the project National stakeholders (representatives from ILO constituents, members of national steering committees)

Evaluation area	Core evaluation questions (from TOR, with additions of evaluation team)	Evaluation Tools	Information sources
	building? <ul style="list-style-type: none"> Were monitoring & evaluation systems and tools developed with a strategy for utilization? Was it effective? 		
4. Achievements (under each of the results) To what extent are the project's resources (technical and financial) being used efficiently?	<ul style="list-style-type: none"> What outputs have been produced and delivered (<i>under each of the results</i>)? What outputs have not been implemented and why? Do the benefits accrue equally to male and female children (boys and girls)? How is the project progress in relation to targets set within the project document, and in the country work program? Have there been any unintended results of the project? 	<ul style="list-style-type: none"> Desk-study Interviews Questionnaire Multi-stakeholder Meeting 	<ul style="list-style-type: none"> Outputs' specific tables produced for the evaluation by the project (Geneva, countries) Budget and financial reports of the project Staff of the implementing agencies Representatives of ILO constituents, members of national steering committees or equivalent labour boards Focal points in EU delegations in 12 countries
5. Sustainability of the project results Does the project have an implementation strategy that involves tripartite constituents and development partners to establish synergies that could enhance impacts and sustainability? What is the likelihood that stakeholders and in particular tripartite constituents will build on the activities by the project and continue the focus?	<ul style="list-style-type: none"> If the project adopted a phase-out strategy, what progress has been made in this regard? Is there any progress in project partners' capacity to carry forward the project? What local institutions have been built and what local resources have been mobilised? Are the project results, achievements and benefits likely to be durable? Are results anchored in national institutions and can the partners maintain them financially at the end of the project? 	<ul style="list-style-type: none"> Desk-study Interviews Questionnaire Multi-stakeholder meeting 	<ul style="list-style-type: none"> ILO's staff of the project Staff of the implementing stakeholders and agencies Representatives of partner institutions of the project Representatives of non-partner institutions of the project
6. Key lessons learned, good practices To what extent have the project's actions produced impacts towards the achievements of Outcome 16 objectives? What is the progress on impact for the target group?	<ul style="list-style-type: none"> What are the main lessons learnt from the project (country and global level) <i>At least one lesson</i> What good practices can be learned from the project and could be applied to similar future projects? <i>At least one good practice</i> What should have been different, and should be avoided in future similar projects? <i>Why?</i> 	<ul style="list-style-type: none"> Desk-study Interviews Questionnaire Multi-stakeholder meetings 	<ul style="list-style-type: none"> Beneficiaries and not direct beneficiaries of the project Staff of implementing agencies ILO's staff of the project ILO (Regional officers, CO Africa) Representatives of partner organizations of the project

Checklists for Interviews

For the realization of the interviews, 3 different formats will be used depending on the identity and place and role of respondent's organization in the project. *The checklist was adapted with national consultants in the various national contexts.*

The interviews will take a maximum of one hour and in case of group interviewing a maximum of two hours. Therefore the formats will not be used as *fixed* formats: only those items that are most relevant will be picked from the interview format list. Therefore as a preparation for the interviews the consultants will tick the relevant questions in the list, print out the list and take them to the interview.

Pay attention to the importance of the testing methodologies / exploring models has in the national context and as a special feature of the project. In an interview of 1 hour a maximum of 10 questions can be asked.

Please note that in all cases the questions on lessons learned and recommendations for the future need to be asked.

Format 1: interviews for ILO (regional offices, IPEC – Country Governments Agencies...)

Menu of Questions
Is the project relevant to the achievements of the outcomes in the CL National Plan, Decent Work Country Programme/ Plans of Action?
How well does it complement other relevant ILO projects in the country?
What links are established/being established with other similar activities of the UN or non-UN international development organizations at country level?
<i>What progress has been made towards achieving the outcome/project objectives, in a special manner the aspects related to the exploration of testing methodologies and defining models of intervention in informal/grassroots/community contexts to fight CL in the country?</i>
Have the quantity and quality of the outputs/results produced been satisfactory? Do the benefits accrue equally to men and women? What outputs have not been implemented and why?
To what extent do the outputs contribute to the achievements of the outcomes/ project objectives?
Do the operations of the project match with the project work plan and budget?
How have the Action Programmes contributed to the achievement of the objectives?
How adequate is the participation of stakeholders in project planning and implementation? How effective is the project in establishing national ownership?
What factors have influenced the effectiveness of the programme?
Have there been any unintended results of the project?
How effective has the backstopping support provided by ILO (regional offices, Geneva) been to the project?
Did the project receive adequate political, technical and administrative support from its national partners/implementing partners?
Are the management, monitoring, and governance arrangements for the project adequate? Is there a clear understanding of the roles and responsibilities of all the parties involved?
How effectively does the project management monitor project performance and results?
Is information being shared and is it readily accessible to all partners/stakeholders?
Has a monitoring & evaluation system been in place and how effective was it?
Have there been international activities in the project and how has international exchange taken place?
What are the most important lessons learned?
Do you have any recommendations for the future of the project?

Format 2: Interviews with implementing partners

Implementing partners that are implementing, carrying out Action Programmes but also includes other types of organisations or entities – e.g. consultants – that were implementing (using project funds) project activities. (Please note that implementing partners can also be benefiting organisations, and in that case also some of the questions from format 3 could apply).

Menu of Questions
Is the project relevant to the country context? (namely to the achievements of the outcomes in the CL National Plans and Decent Work Country Programme' Plans of Action?
Is the strategy and approach of the project still relevant?
Has the project received adequate political, technical and administrative support from its national partners/implementing partners?
How adequate is the participation of stakeholders in project planning and implementation? How effective is the project in establishing national ownership?
Does the original Project document foresee a phase-out strategy?
How effective were the established linkages/collaborations between other projects working on child labour issues in the countries / regions?
How effective was the content, quality, scope, cost effectiveness and methodology of the training carried out for capacity building, and how has the trained staff used the gain acquired from training in the project?
Have monitoring & evaluation systems and tools been developed with a strategy for utilization? Where they effective?
How have the Action Programmes contributed to the achievement of the immediate objectives?
Which outputs have not been implemented and why?
Do the benefits accrue equally to male and female children (boys and girls)?
How is the project progress in relation to the targets set within the project document, and in the country work program? More specifically: What progress has been made towards achieving the outcome/project objectives, in a special manner the aspects related to the exploration of testing methodologies and defining models of intervention in informal/grassroots/community contexts to fight CL in the country?
Have there been any unintended results of the project?
If the project adopted a phase-out strategy, what progress has been made in this regard?
Is there any progress in the project partners' capacity to carry forward the project? Are the project results, achievements and benefits likely to be durable? Are results anchored in national institutions and can the partners maintain them financially at the end of the project?
What are the main lessons learnt from the project (country and global level) <i>At least one lesson</i>
What good practices can be learned from the project and be applied to similar future projects? <i>At least one good practice</i>
What should have been different, and should be avoided in future similar projects? <i>Why?</i>
Have there been international activities in the project and how has international exchange taken place?
Do you have any recommendations for the future of the project?

Format 3: Interviews with benefiting organisations and target-groups

Benefiting organisations are institutions whose capacity was built – who participated in training etc. and beneficiaries are (organisations, families, communities, children) that have been “direct recipients” of activities.

Menu of Questions
Is the project relevant to the country context? (namely to the achievements of the outcomes in the national development plans)
Is the strategy and approach of the project relevant?
How effective was the content, quality, scope, cost effectiveness and methodology of the training carried out for capacity building, and how has the trained staff used the gain acquired from training in their countries?
Do the benefits accrue equally to male and female children (boys and girls)?
How adequate is the participation of stakeholders in project planning and implementation? How effective is the project in establishing national ownership?
If the project adopted a phase-out strategy, what progress has been made in this regard?
Is there any progress in project partners' capacity to carry forward the project? Are the project results, achievements and benefits likely to be durable? Are results anchored in national institutions and can the partners maintain them financially at end of project?
What are the main lessons learnt from the project? <i>At least one lesson</i>
What good practices can be learned from the project and be applied to similar future projects? More specifically: What progress has been made towards achieving the outcome/project objectives, in a special manner the aspects related to the exploration of testing methodologies and defining models of intervention in informal/grassroots/community contexts to fight CL in the country?
What should have been different, and should be avoided in future similar projects? <i>Why?</i>
Do you have any recommendations for the future of the project?

Briefing Note for Multi-Stakeholder Workshops

1. Objectives

- Gather opinions of different stakeholders on the relevance, effectiveness, results and impact of the project;
- Confront different opinions to provoke a debate on the project and results and identify major aspects (strengths and weaknesses) of the project, with a special focus on the dimensions of testing methodologies and exploring models of intervention on the CL floor;
- Achieve better understanding of external factors influencing the project (opportunities and threats)
- Gather recommendations for the future follow-up on project activities

2. Participants

The participants should be a balanced mix from the following stakeholder groups, with a minimum (if possible) of 15 participants and a maximum of 30 participants.

A general criterion for inviting the participants is that all people that participate in the workshop should have working knowledge of the project.

3. Methodology

- Short questionnaire at the start of the meeting to gather opinions of stakeholders on the project as the basis for discussions during the stakeholder meeting (*on a confidential basis, this questionnaire is not to be signed*);

- Interactive and facilitated discussion on main issues of the project (based on outcomes of questionnaire);
- Inventory of Strengths and Weaknesses of the project, plus voting by all participants on the most important ones;
- Inventory of Opportunities and Threats of the project, plus voting by all participants on the most important ones;
- Confidential gathering of recommendations

4. Materials needed for Multi-stakeholder Meetings

To be provided by ILO:

- Hard copies of questionnaire. Please make sure you'll have enough for all participants!!
- Name-cards (blanks sheets and markers to write down the name of participants)
- 4 Flipcharts and Markers
- Blank sheets and pens (for participants)
- Projector for PowerPoint
- **Don't forget the stickers or dots for voting exercise**

Consultants/Facilitator:

- Laptop with possibility to connect to projector
- Digital version of questionnaire for distribution/copies
- Digital version of PowerPoint to be used for workshop

5. Program

The program below assumes starting at 9.00 h. To be discussed/adapted with national consultants

Time	Subject	Methodology
9.00 – 9.15	Introduction of participants, objectives and program of workshop	PowerPoint
9.15 – 9.45	Questionnaire on project (individual for all participants)	Questionnaire (Individual work)
9.45 – 10.45	Inventory of Strengths and Weaknesses and Opportunities and Threats of project	Small groups rotating around four flipcharts
10.45 – 11.00	Coffee/Tea break	
11.00 – 11.30	Priority/Importance setting of SWOT elements	Voting by individual participants
11.30 – 12.30	Presentation and discussion results of questionnaires	Plenary debate
12.30 – 13.30	Lunch Break	
13.30 – 14.30	Presentation and Discussion of preliminary findings of country research activities in this evaluation	Presentation and plenary questions and debate
14.30 – 14.50	Inventory of recommendations on the project	Individual work
14.50 – 15.00	Wrap-up and evaluation of the workshop	Plenary round

6. Facilitator's Notes

Time	Subject	Facilitator's Notes
9.00 – 9.15	Introduction of participants, objectives & program of workshop	Start with a short round of presentation of everybody (no long intro's: only name, function and organization) Use the PowerPoint with two slides to introduce the workshop objectives and program
9.15 – 9.45	Questionnaire on the project	Distribute the questionnaire for all participants Make sure that participants fill-out the questionnaire quickly (and more or less intuitively)
9.45 – 10.45	Inventory of Strengths and Weaknesses and Opportunities and Threats of the project	Explain the methodology to all participants (see below): Divide the group in four sub-groups (one group for each stakeholder group and the ILO participants are distributed among them) and use four flip-charts in the corners of the room, one for each SWOT element). Assign one group per flipchart and give them 10 minutes to inventories inputs under the heading of the flipchart (not going outside the agenda of the specific SWOT element of that flipchart). Each element on the flipchart should be clearly separated after a bullet-point! After 10 minutes each group will move to the next flipchart with another SWOT element and has 5 minutes to analyse the inputs of the previous group and to add their own elements. You can also use the OK-sign if you agree with an item that was already mentioned by the previous group and a lightning-bolt if you disagree, <i>so don't repeat what was already written</i> . After 5 minutes move to the next flipchart After 5 minutes move to the final flipchart
10.45 - 11.00	Coffee/Tea break	
11.00 – 11.30	Priority/Importance setting of SWOT elements	Explain the methodology (see below): Each individual gets 3 dot's/stickers per flipchart to stick them to the issue they find most important/relevant Divide the group in the same subgroups as before and assign them to the same flipchart. Now they get 3 minutes to put their dot's on items and then move to the next flipchart You can accelerate during the process! Depending on amount of time left, the facilitator will look at all flipcharts in front of the training-room and will walk through some items that have received many votes and checks with the audience if these points can be recognized. You can also ask some clarifying questions. Take some notes (on flipcharts) if there are new inputs for the transcription of the items in the workshop report.
11.30 – 12.30		Present the results of the questionnaire and give a brief analysis/ask questions and or let the participants come up with remarks; Take at least 45 minutes to discuss the most interesting findings in the questionnaires. There are two categories of most interesting findings <ul style="list-style-type: none"> • <i>Items with overall low scores</i> • <i>Items with high difference in scores between different stakeholder groups (with the highest standard deviation).</i>
12.30 - 13.30	Lunch Break	
13.30 – 14.30	Presentation and discussion results of questionnaires	Prepare a few slides of a PowerPoint (in the morning or evening before the stakeholder meeting) to present the evaluation program, your main impressions, findings and preliminary/partial conclusions. Important to follow this sequence. Important also to state that conclusions are very preliminary and might still be subject to change. Explore specifically the dimensions of "testing methodologies" of the project. Take a maximum of 20 minutes for this presentation. Important: Don't make hand-outs of the PowerPoint and don't distribute it digitally. These findings are preliminary and can only be verbally shared as PRELIMINARY findings! Have a round of questions and remarks on these findings and make sure that you capture the most important items on a flipchart for later reporting.
14.30 -14.50	Inventory of recommendations on the project	Each individual receives a blank sheet on which he/she can write recommendations for the project These recommendations are strictly confidential, so please no names or organizations on the sheet. Ask people to write legibly, because all these recommendations will be transcribed in the workshop report
14.50 – 15.00	Closure of the workshop	Present some concluding remarks, Have a short round of verbal evaluation (only a few remarks) Close (or maybe see if ILO needs to close the workshop)

7. Multi-Stakeholder Assessment Questionnaire of project

NOTE:

- to be refined with national consultants
- Also: enough copies of this questionnaire will be prepared prior to the workshop!

Please give your personal opinion/assessment on the following questions referring to the design and implementation of the project by ILO in your country. Provide this assessment from your own individual perspective and don't be afraid to express a critical opinion. Your answers to this questionnaire are strictly confidential and anonymous. We only ask you to provide information about your background: to which of the sectors mentioned in the table below are you related? Only one answer is possible!

To which of the sectors below do you belong?	Please tick box!
Government	
Trade unions / Labour Membership Based Organisations	
Employers (Private and Public)	
NGO's, Civil Society Organisations & Others	

Please note: we don't need your name! Your answers are confidential!

You might not be fully aware of all details of the project, but in case you have a reasonable amount of information on which you can base your opinion, please do so. Only in the case you really don't know, you can choose the option of "don't know/no opinion". We ask you to fill out the questionnaire below, allowing yourself only limited time. Don't take more than a minute to respond to a question. If it is not possible to express your opinion within that time, consider filling out the box of: "don't know/no opinion". In all cases, you can only tick one box!

1. Relevance and strategic fit of the project (in your country context)

1.1. Relevance of the project in the light of the country's main challenges in the area of child labour issues.

Not relevant at all	Not so relevant	Quite relevant	Very relevant	Don't know/ No opinion
1	2	3	4	

1.2. Fit of the project main expected result with national policy priorities.

No fit at all	A slight fit	A good fit	A perfect fit	Don't know/ No opinion
1	2	3	4	

1.4. Degree of participation of the different national stakeholder groups in the preparation, design and start-up of the project in your country.

Not at all	A little	Quite a bit	Very much	Don't know/ No opinion
1	2	3	4	

1.5. Degree in which the project is linked to specific priorities and preoccupations of your organisation.

Not at all	A little	Quite a bit	Very much	Don't know/ No opinion
1	2	3	4	

2. Quality of the project design and inception

2.1. Quality of the context - and stakeholder analysis at the design and inception phase of the project.

Very poor	Poor	Good	Very good	Don't know/ No opinion
1	2	3	4	

2.2. Degree in which the project country-level action programmes integrated the needs and interests of the different stakeholder groups.

Not at all	A little	Quite a bit	Very much	Don't know/ No opinion
1	2	3	4	

2.3 Degree in which the project country-level action programmes integrated equally the specific needs and interests of male and female (girls & boys) ultimate beneficiaries.

Not at all	A little	Quite a bit	Very much	Don't know/ No opinion
1	2	3	4	

2.4. Degree in which the project actions logically can contribute to substantial improvement in the action against child labour in your country

Not at all	A little	Quite a bit	Very much	Don't know/ No opinion
1	2	3	4	

3. Effectiveness in the implementation of the project

3.1. Effectiveness of ILO in planning and delivering project activities.

Not effective at all	Not very effective	Generally effective	Very effective	Don't know/ No opinion
1	2	3	4	

3.2. Flexibility of ILO in anticipating changes and adapting to them.

Very inflexible	Inflexible	Flexible	Very flexible	Don't know/ No opinion
1	2	3	4	

3.3. Coordination between ILO on the one hand and implementing partners in the joint implementation of project activities.

No coordination at all	Sometimes coordination	Usually coordination	Always coordination	Don't know/ No opinion
1	2	3	4	

3.5. Effectiveness of the project in bringing together different stakeholders in a national level or in relevant sectors at the social dialogue table.

Not effective	Sometimes effective	Generally effective	Very effective	Don't know/ No opinion
1	2	3	4	

4. Results and Achievements of the project

4.1. Progress of development of a country level legal framework on child labour.

No progress or decline	A little progress	Considerable progress	Achieved a fundamental change	Don't know/ No opinion
1	2	3	4	

4.2. Progress in strengthening institutional capacities to formulate and implement child labour strategies.

No progress or decline	A little progress	Considerable progress	Achieved a fundamental change	Don't know/ No opinion
1	2	3	4	

4.3. Progress in delivering targeted actions to combat child labour and innovation on the ground with innovative approaches and methodologies (models of intervention).

No progress or decline	A little progress	Considerable progress	Achieved a fundamental change	Don't know/ No opinion
1	2	3	4	

4.4. Progress in advocacy and dissemination of good practices on child labour and education.

No progress or decline	A little progress	Considerable progress	Achieved a fundamental change	Don't know/ No opinion
1	2	3	4	

4.5. Visibility of the overall results and impact of the project thus far at the country level.

Not visible at all	Some visibility	Considerable visibility	Very visible	Don't know/ No opinion
1	2	3	4	

5. Perspectives towards sustainability of the project's results

5.1. Degree in which the project planning documents and actions (particularly in the past year) have contained a clear perspective on working towards sustainability of the project's results.

Not at all	A little	Quite a bit	Very much	Don't know/ No opinion
1	2	3	4	

5.2. Degree in which the project achieved transferring capacities to the national tri-partite ILO constituency and relevant NGO's to continue working on the longer term on combatting child labour.

Not at all	A little	Quite a bit	Very much	Don't know/ No opinion
1	2	3	4	

5.3. Commitment and ownership showed by the different tri-partite parties in raising more support and interest in the project. Note: Here it might be that different stakeholders show different degrees of ownership and commitment, but we ask you to provide your assessment of the joined and combined commitment and ownership of all stakeholders.

No sign of commitment	Some commitment	Quite committed	Very committed & complete ownership	Don't know/ No opinion
1	2	3	4	

5.4. Degree in which local contributions in cash, labour and kind are raised or can be raised at the short-term to enable continuation of locally owned efforts in combatting child labour.

Not at all	A little	Quite a bit	Very much	Don't know/ No opinion
1	2	3	4	

5.5. Degree in which child labour issues are not only formally recognised and ratified (relevant ILO conventions signed) but also effectively implemented and monitored by the different social partners

Not at all	A little	Quite a bit	Very much	Don't know/ No opinion
1	2	3	4	

Thank you for your cooperation!

8. Proposed Table of Contents for the Evaluation report

The following table of contents is suggested for the evaluation report:

Executive summary

- Intro
- Key findings
- Recommendations

Chapter 1: Introduction and background to the evaluation

- Intro of evaluation and evaluation-team
- Evaluation purpose and scope, including the stakes of ILO and Irish AID Partnership Programme
- Evaluation methodology (with references to relevant annexes on methodology)
- Evaluation process

- Problems and limitations faced in the evaluation process

Chapter 2: Project description

- Programme development
- Results
- Brief analysis of budget and expenditures by the project

Chapter 3: Key evaluation findings

- Main findings from the country visits and presented as performance stories. Findings will be at aggregated level and some examples could be presented in boxes.
- Main findings from the global level (Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors and potential capitalization and replication in other contexts)
- Brief analysis of findings according to key evaluation questions:
 - Project design
 - Relevance of project to country contexts
 - Effectiveness
 - Major achievements of the project
 - Sustainability
 - Key lessons learned (Global level, Regional and Country specific)

Chapter 5: Recommendations

- Overall recommendations
- Specific recommendations, specified for:
 - ILO-HQ and policy level (IPEC, COOP...)
 - ILO at country-level/national partners of the project

Chapter 6: Good practices and suggested models of intervention

Most relevant and significant good practices observed in this evaluation towards the proposed and explored models to support informal economy workers and small producers to combat hazardous child labour in their own sectors.

Annex 3. Documents reviewed

Author, date	Title
General	
IPEC (no date)	Project Global work plan (objectives, outputs, and activities)
IRISH AID- ILO PARTNERSHIP PROGRAMME 2012–15 Phase II, 2014–15 (May 2015)	Progress Report 2014
International Labour Organization Technical Cooperation (January 2014)	- Project Document: Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors - Outcome 16 Irish Aid Log Frame - Phase II - Prodocs for Ghana, Benin, Zambia, India & Global
IPEC Evaluation Social Partnership and Advocacy to tackle Child Labour (INT/08/72/IRL) (September 2011)	Independent final evaluation by an external consultant
ILO/IPEC (November 2013)	Internal Mid-Term Project Implementation Review of Child Labour (Outcome 16) component 2012-2013 of ILO/Irish Aid Partnership 2012-2015 FINAL REPORT
ILO/ACTRAV/ACTEMP (October 2011)	Employers and Workers Handbook on Hazardous Child Labour
GHANA:	
ILO/IPEC (December 2014)	Implementation Agreement Summary Outline
ILO/IPEC & General Agricultural Workers' Union (GAWU)	GAWU Child Labour Strategic Plan (GCLSP) 2014-2020
GAWU Project Coordination (December 2014)	Terms of Reference for an External Collaborator Assist GAWU in drafting the full-fledged ILO Implementation Agreement for the child labour combat activities in the fishing industry in Lake Volta (Ghana)
GAWU Project Coordination (June 2015)	Terms of Reference for Consultant Providing Technical Assistance to the General Agricultural Workers Union (GAWU) of TUC-Ghana under the ILO-Irish Aid Child Labour Project
Simon Steyne, Head of Social Partner Engagement, Partnerships and Advocacy, IPEC (June 2014)	Overview Mission Report to assist development of Action Programme with General and Agricultural Workers' Union (GAWU) and its Inland Canoe Fishers' Association at Tokor, Volta Lake foreshore
GAWU Project Coordination (December 2014)	Work Plan 11 months of the Implementation Agreement Strengthening the capacity of informal workers in Kpando-Torkor to effectively combat child labour through enhanced social responsibility, occupational safety and health and improved productivity on Lake Volta Fishing
GAWU Project Coordination (December 2014)	Action Programme first technical progress report for the period April – June 2015
GAWU Project coordination (February 2015)	Budget of Implementation Agreement of Action Plan
BENIN	
BIT, IPEC, LUTRENA (2006)	La traite des enfants à des fins d'exploitation de leur travail au Bénin
BIT/IPEC (October 2014)	Accord d'exécution avec OBISACOTE
OBISACOTE & BIT- IPEC-ACTRAV (October 2014)	Rapport de l'atelier de lancement et de planification stratégique
Gautho François, OBISACOTE (February 2015)	Etude de faisabilité de l'appui aux microprojets coopératifs de quatre associations de femmes dans les communes de Lokossa et de Dassa-Zoumé
OBISACOTE (Mai 2015)	Premier Rapport d'activités du Programme d'Action (17 December 2014 – 27 April 2015)
ZAMBIA	
ILO/IPEC (January 2014)	Outcome 16, Project Document for Zambia
ILO/IPEC (July 2015)	Implementation Agreement Summary Outline
Zambia Congress of Trade Unions (ZCTU) June 2015	Planning Workshop to assess the participation of trade union leaders in DCLCs set up in 2013-2014 and identification of the new districts and strategy setting
Zambia Congress of Trade Unions (ZCTU)	Workshop Report

Author, date	Title
July 2015	
Zambia Congress of Trade Unions (ZCTU) August 2015	Planning Workshop Towards Strengthening ZCTU Strategies on the Elimination of Hazardous Forms of Child Labour: Sensitization and Action Planning Workshop, 2nd to 3rd September, 2015
INDIA	
ILO/IPEC (December 2014)	Outcome 16, Project Document for India
ILO/IndustriALL Global Union (April 2015)	Implementation Agreement Summary Outline (India) & Budget
Sherin R. Khan & DWT - New Delhi (30 July 2014)	Mission Report: ETI Multi-stakeholder Roundtable on strategic partnerships and collection action in the sandstone sector, Rajasthan
ILO – IndustriAll Project (no date)	Inception Report ILO – IndustriAll Project on Strengthening the capacity of workers in sandstone quarries in the informal economy in Bundi-Kota region in Rajasthan
ILO/IPEC (February 2015)	Terms of Reference for an External Collaborator to assist IndustriALL in drafting the full-fledged ILO Implementation Agreement
ILO/IPEC (April 2015)	Implementation Agreement with IndustriAll Global Union
IndustriAll –ILO project (April 2015)	Report on Project Planning Workshop
IndustriAll –ILO project (April 2015)	Work plan: Preparatory Outputs and Activities
IndustriAll –ILO project (July 2015)	Important points of discussion in the meeting held on July 2015 in the regional office of IndustriALL
ILO-IndustriALL Project (July 2015)	Mission Report: Visit to Kota (21 – 23 July 2015)
ILO/IPEC/India (September 2015)	Action Programme technical progress report (draft) (from 1 May to 31 August 2015)

Annex 4. Persons met & interviewed

Name	Function / Organisation
ILO/HQ	
Peter Wichmand	Head of Evaluation and Impact Assessment Unit, IPEC/Fundamental Principles and Rights at Work (FPRW) Branch
Hervé Berger	Head of Operations, FPRW/IPEC
Mary Read	Head of Programme and Planning, FPRW
Steyne Simon	Head of Social Partner Engagement, Partnerships and Advocacy, FPRW/IPEC
Alex Soho	Senior Programme and Operations Officer, FPRW/IPEC
Guy Tchami	Technical Officer on Cooperative Development, Cooperatives Unit, Enterprises Department
Pawel Gmyrek	Office of the Deputy Director-General for Field Operations and Partnerships (DDG/FOP)
Ivana Agabekov	Technical Officer, FPRW/IPEC
Nadine Osseiran	Senior Programme and Operations Officer, FPRW/IPEC
GHANA	
ACCRA, National Level	
Akua Ofori-Asumadu	Officer-In-Charge of the ILO Office in Ghana
Emmanuel Kwame Mensah	GAWU Project Consultant providing technical support to GAWU for the Irish Aid Partnership Project design, implementation, monitoring and evaluation
Eugene Korletey	Ag. Chief Labour Officer in charge of labour issues
Anthony Awotwe	Responsible for Employment and Labour Inspections
Elizabeth Akanbombire	Coordinator Child Labour interventions
Matilda Queist	Coordinates marine fishing activities
Wendell Quertey	In charge of Fisheries activities in the Volta Region and Kpando Municipal
Victoria Natsu	Coordinates human trafficking and issues of domestic violence
Charles Asante-Bempong	Director Research & Projects with Ghana Employers' Association and coordinates all labour interventions within the Association
Kingsley Ofei-Nkansah	Gen. Secretary of GAWU with overall responsibility of the Irish Aid Partnership Project
Andrews Tagoe	Head of Programmes in GAWU and the Project Coordinator for the Irish Aid Partnership Project
Christopher Barnnerman	Regional officer (GAWU) and local coordinator for the Irish Aid Partnership Project
Hans Awude	Programmes Officer in charge of Rights and Work Programme in GAWU
Godwin Dzukey	GAWU's Accountant in charge of project finance
Juliana Odei-Asare	Head of Human Resource of GAWU
Municipal Assembly Kpando	
K. Awity	Responsible for the Kpando Municipal Planning Unit
Harr Sitsafe Dake	Assists the Head of Kpando Municipal Planning Unit
William K. Pobi	Municipal Labour Officer in charge of labour issues
K. Hukpoti	Municipal Fisheries Officer
Roland Kumfo	Municipal Social Development Officer
Community Level (Kpando Torkor)	
Traditional Authorities	
Togbe Duosor Gbadagbali II	Traditional Ruler of Torkor
Samuel Dompseh	Secretary to the Traditional Ruler
Elias Dasebu	Stool Father
GAWU Local Union Executives	
Eric Osabutey	GAWU Local Union Chairman
James Kporha	GAWU Local Union Vice Chairman
Wesley Edeke	GAWU Local Union Secretary
Shabu Albert	Assistant Secretary of GAWU Local Union
Vida Agbanyo	Treasure of GAWU Local Union
Melenovisi Fish Processors/Mongers Association	
Florence Aku Alorgbi	Chairperson of the Association
Adiabo Mary	Vice Chairperson of the Association
Glifty Agbeti	Secretary to the Association
Mavis Tekpor	Treasure of the Association
Charlotte Tetteh	Patron of the Association

Name	Function / Organisation
GAWU Youth Wing of the Local Union	
Salifu Hafiz	Chairperson
Azorko Celestine	Vice Chairperson
Awunyamah Esther	2 nd Vice Chairperson
Apeti Patrick	Secretary
Sottie Gideon	Assistant Secretary
Alorgbey Cynthea	Treasure
Kpeti Michael	Assistant Treasure
Doh Benjamin	Organiser
Local Navy	
Exgol C. K. Budu	Regional responsible for the Navy in Kpando Torkor
B. Sarpong	Local Navy
B. Walker	Local Navy
L. S. Kpikpitse	Local Navy
P. D. Ofori-Offei	Local Navy
Chief Fisherman	
Yohannes Apeti	Chief Fisherman
BENIN	
COTONOU	
Gautho François	Project Consultant
Innocent Assogba	Project Coordinator, Chairperson OBISACOTE
Lima Béatrice	Treasurer OBISACOTE
Dansoukpevi Marcellin	Directeur de la Sécurité Sociale et de la Mutualité de la Direction Générale du Travail
Hounkpe B. Bernard	Membre de la CSTB et de l'OBISACOTE
Ahitcheme Bonaventure	Membre de l'UNSTB et de l'OBISACOTE
Loumedjinou Julienne	Membre de la CSTB et de l'OBISACOTE
Bossou Marcellin	Membre de la COSI et de l'OBISACOTE
Idriz Abdel Rahim	Membre de la CSA et de l'OBISACOTE
LOKASSA	
Deha Togbédj	Animateur du projet IRISH OBISACOTE/ILO at Lokossa
Badjagou Cosme	Chef Service Mine / Direction Département des Mines
Amoussouvi K. Toussaint	Chef Service Budget / Direction Départementale du Travail et de la Fonction Publique
Gbedande Sabine H.	Directrice Populations / Mairie de Lokossa
Afannou Maximin	Service d'appui à l'action coopérative / Carder Lokossa
Dohou D. Edouard	Président / OBISACOTE, Département du Mono Couffo
Gaga Janvier	Centre Promotion Sociale de Lokossa
Coopérative EGNONVO d'ADJAKOME	
Edah Victorine	Présidente Coopérative
Gnonlonfin Nouratou	Secrétaire Coopérative
Kpanou Mariano	Trésorière Coopérative
Ameyou Albertine	Surveillance générale Coopérative
Degbe Léocadie	Surveillante Adjointe Coopérative
Coopérative MITINKPON de YENAWA	
Zounon Philomène	Présidente SCOOPS
Davo Florentine	Secrétaire SCOOPS
Donou Mahnou	Trésorière SCOOPS
Dansi Micheline	Présidente Conseil de surveillance Coopérative
Kouessi Sylvie	Rapporteuse Conseil de surveillance Coopérative
Acclombessi Monique	Secrétaire Conseil de surveillance Coopérative
Moumonvi Nadège	Secrétaire Adjointe Conseil de surveillance Coopérative
DASSA ZOUMÉ / DASSA ZOUME LEVAL	
Gauthe Crépin E. H.	Animateur du projet IRISH OBISACOTE/BIT at Dassa Zoumè
Akpo C. Léon	Premier Adjoint au Maire / Mairie de Dassa Zoumè
Fadegnon David D.	Technicien supérieur en inspection/Service communal de Développement Agricole
Ogoudje Honoré	Chef Service Planification et Développement Local / Mairie de Dassa Zoumè
Assogba Denis	Technicien supérieur en Statistique et Suivi-évaluation / Service communal de Développement Agricole

Name	Function / Organisation
<i>Coopérative ADILO du quartier Latin Etiekpo</i>	
Lawin Salomé	Présidente / Coopérative
Orunla Sylvie	Secrétaire / Coopérative
Kouthika Micheline	Trésorière / Coopérative
Fado Anne-Marie	Chargée de la communication
Idossou Mathieu	Chargé des Matériels / Coopérative
Sogbossi Hélène	Chargée de Matériels / Coopérative
Akpaki Appolinaire	Commissaire aux comptes / Coopérative
Adjahossi Gisèle	Commissaire aux comptes / Coopérative
Aitheou Bertin	Commissaire aux comptes / Coopérative
Bara Antoine	Commissaire aux comptes / Coopérative
<i>Coopérative ISHEDUN de Mondji – Gangan</i>	
Assogba Germaine	Présidente / Coopérative ISHEDUN
Segan Christine	Secrétaire / Coopérative ISHEDUN
Datche Alice	Trésorière / Coopérative ISHEDUN
Affra Marcel	Chargé de Matériels / Coopérative ISHEDUN
Akomidja Isabelle	Chargée de Matériels / Coopérative ISHEDUN
Affra Jean	Commissaire aux comptes / Coopérative ISHEDUN
Gansounou Florence	Commissaire aux comptes / Coopérative ISHEDUN
Abrewa Angèle	Chargée de la communication / Coopérative ISHEDUN
Dougbe Emilienne	Chargée de Matériels / Coopérative ISHEDUN
INDIA	
Krisnamoorthy Kukkikatte	Project Consultant

Annex 5. Interviews contents in Benin and Ghana, with comments by evaluators

BENIN, ITW contents and comments by evaluators / BENIN

OBISACTE est à sa première expérience de contact direct avec les communautés locales de Lokossa et Dassa-Zoumè pour la mise en œuvre des actions de lutte contre le travail des enfants dans les carrières de gravier et concassage de granite. Le tableau ci-dessous rend compte des principaux points abordés lors des entretiens avec les différents partenaires/parties prenantes du projet de l'OBISACOTE.

Place/ date	PERSON OR GROUP INTERVIEWED	Main highpoints (bullet-points)	Comments evaluators, if any (e.g. links with workshop conclusions, etc.)
1. Niveau National / National Level			
Cotonou le 24 Août 2015	GAUTHO François Consultant du projet	<p>Mise en œuvre du projet</p> <ul style="list-style-type: none"> • Malgré le retard dans la mise en œuvre des activités, le projet a connu une avancée significative, notamment dans la formation à la constitution et la gestion des coopératives, et celle relative aux communautés d'épargne et de crédit interne • Les coopératives sont bien engagées avec le projet et certaines d'entre elles ont déjà obtenu des équipements, notamment un tricycle (une coopérative à Dassa) et une machine de transformation de fruits de palme en huile rouge (une coopérative à Lokossa) • L'OBISACOTE s'est engagé fermement à la réalisation de toutes les activités du projet, à terme. <p>Impact / Durabilité des actions du projet</p> <ul style="list-style-type: none"> • L'impact serait difficilement réalisable et bien visible au terme du projet du fait de retard des activités, même si l'OBISACOTE parvenait à exécuter toutes les activités du Plan d'Action (PA). • Pour favoriser la durabilité des actions du projet, il est souhaitable de continuer l'appui à l'OBISACOTE dans la mise en œuvre des activités, tout en évitant de se substituer à lui. • Il est également souhaitable que l'OBISACOTE dans son intervention, aide à l'alphabétisation des points focaux dans les coopératives des femmes appuyées 	<ul style="list-style-type: none"> • OBISACOTE expérimente lui-même la mise en œuvre de projet de lutte contre le travail des enfants avec les communautés locales. • Le consultant du projet lui apporte une assurance qualité dans la mise en œuvre des activités. • La mise en œuvre du projet est à un stade relativement avancé (9 mois d'exécution sur 14), mais pas terminée.
	OBISACOTE (Institution d'exécution du projet)	<p>Planification, mise en œuvre et efficacité du projet</p> <ul style="list-style-type: none"> • Le projet s'inscrit pleinement dans les actions stratégiques du PAN (Plan d'Action National de lutte contre le travail des enfants). La stratégie et l'approche privilégiées par le projet consistent à impliquer les services décentralisés de l'Etat (CARDER, CPS, Mairie, Direction de Mines, Direction de Travail). • Le projet a reçu l'appui politique, technique et administratif de ces partenaires aussi bien au niveau national que local. • Des formations en création et gestion de coopératives ont été administrées aux membres des coopératives, ainsi que celles relatives à la gestion des communautés d'épargne et de crédit interne. Par ailleurs, des équipements ont été donnés à la coopérative EGNONVO à Lokossa (machine de transformation de fruits de palm en huile rouge), à la coopérative ADILO à Dassa (Tricycle, 2 pousse-pousse et matériel de concassage). <p>Les acquis (Expériences, bonnes pratiques et leçons apprises) du projet</p> <ul style="list-style-type: none"> • L'OBISACOTE a acquis de nombreuses expériences pratiques en matière de management de projets avec les communautés à la base. • L'OBISACOTE retient également qu'il ne faudrait pas donner de matériels aux coopératives sans avoir identifier au préalable, leurs besoins réels. Aussi, est-il important de clarifier les besoins de bénéficiaires en termes d'habitude et/ou préférence de matériels de concassage des pierres à utiliser. 	<ul style="list-style-type: none"> • Le PA s'inscrit dans la dynamique de la pérennité des actions de lutte contre le travail des enfants amorcées par le projet WA ECOWAS II • La mise en œuvre du projet est à un stade relativement avancé (9 mois d'exécution sur 14), mais pas terminée. • Les PA d'un à deux ans ne semblent pas permettre de pérenniser les actions de lutte contre le travail des enfants.

Place/ date	PERSON OR GROUP INTERVIEWED	Main highpoints (bullet-points)	Comments evaluators, if any (e.g. links with workshop conclusions, etc.)
		<ul style="list-style-type: none"> • Un autre acquis du projet réside dans la mise en place des plaques d'interdiction du travail des enfants sur les sites des carrières, notamment à Dassa Zoumé. <p>Impact, durabilité et perspective d'avenir du projet</p> <ul style="list-style-type: none"> • Le projet permet de dynamiser les cellules communales de suivi, de protection et de lutte contre le travail des enfants. • Les formations et équipements donnés aux coopératives permettent progressivement à leurs membres d'accroître leurs revenus. Par ailleurs, les membres des coopératives semblent avoir pris conscience des méfaits/conséquences du travail des enfants. • En perspective, l'OBISACOTE souhaite toujours bénéficier de l'accompagnement du BIT pour lui permettre de continuer de façon opérationnelle la lutte contre le travail des enfants avec les communautés locales. Par ailleurs, il souhaite un échange d'expériences avec les syndicats des travailleurs des autres pays 	
	DANSOUKPEVI Marcellin / Directeur de la Sécurité Sociale et de la Mutualité de la Direction Générale du Travail	<p>Attentes du gouvernement, collaboration et appui au projet</p> <ul style="list-style-type: none"> • Le PA en exécution s'inscrit pleinement dans la dynamique de pérennisation des actions de WA ECOWAS II pour l'élimination du travail des enfants au Bénin. A cet effet, le gouvernement n'a pas marchandé son appui politique, technique et administratif aussi bien au niveau national que local, à l'OBISACOTE. • Le gouvernement attend de ce projet que les enfants qui travaillent dans les mines et carrières des localités cibles, sont identifiés et référencés. Par ailleurs, il espère que le dialogue instauré par l'OBISACOTE puisse permettre de retirer définitivement les enfants du travail dans les mines et carrières, en conscientisant davantage les parents et les employeurs/exploitants. <p>Durabilité des actions du projet et perspective d'avenir</p> <ul style="list-style-type: none"> • Dans la dynamique de la pérennisation des actions du projet, le gouvernement envisage la mise en place d'un fonds d'appui à l'enfance, au niveau du Ministère en charge de la famille et des affaires sociales. • Il envisage également le renforcement des capacités des comités de surveillance du travail des enfants, existants sur le terrain afin d'en faire des spécialistes avérés de la question de la sécurité au travail. Par ailleurs, il souhaite que la Direction Générale du Travail soit plus renforcée pour le suivi des actions de lutte contre le travail des enfants, puisque les moyens de l'Etat (budget) y relatifs, sont presque inexistantes. • Une autre alternative est la suppression de l'extraction du gravier et le développement / mécanisation de concassage de granite. Aussi est-il nécessaire de veiller à la protection des travailleurs des mines et carrières par une souscription à une mutuelle de santé. 	<ul style="list-style-type: none"> • Le projet et les coopératives des femmes appuyées par l'OBISACOTE sont bien connus des responsables étatiques aux niveaux national et local.
	Centrales syndicales de l'OBISACOTE	<ul style="list-style-type: none"> • Toutes les centrales syndicales de l'OBISACOTE connaissent le projet et estiment que le PA a permis de passer de la parole aux actes. • Le projet a permis ainsi de sensibiliser davantage les proches sur la question du travail des enfants. • En termes de recommandations, les syndicats souhaitent la démultiplication des séances de formations à la base en faveur davantage des communautés dont les enfants sont présents dans les carrières de graviers et de concassage de granite. Ils envisagent également que des actions de l'OBISACOTE soient relayées par les radios communautaires. 	
2. Niveau de Lokassa / Lokassa Level			
Lokossa, le 25 Août 2015	DEHA Togbéjji / Animateur du projet IRISH OBISACOTE/BIT à	<p>Planification, mise en œuvre et acquis du projet</p> <ul style="list-style-type: none"> • La planification des activités du projet se fait mensuellement. L'animateur est presque toujours présent sur le terrain. • Toutes les femmes des coopératives ont quitté les carrières avec leurs enfants. Les deux coopératives appuyées (EGNONVO et MITINKPON) sont réglementairement enregistrées. Aussi, la tenue des cahiers de gestion de la coopérative 	<ul style="list-style-type: none"> • Les coopératives des femmes appuyées par l'OBISACOTE sont déjà bien connues des communautés et formellement enregistrées.

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	Lokossa	<p>est assurée.</p> <p>Acquis du projet et perspectives d'avenir</p> <ul style="list-style-type: none"> • Pour favoriser la pérennité des actions du projet, il convient de continuer l'appui des coopératives pendant une période plus importante (2 à 4 ans). • Il serait également souhaitable de prévoir dans le budget de la mairie de Lokossa, une ligne budgétaire destinée au suivi/entretien des actions de lutte contre le travail des enfants, mais également pour aider les indigents. 	
	Partenaires locaux de l'OBISACOTE (CARDER, CPS, DDTFP, Mairie de Lokossa, Direction de Mines)	<p>Engagement des acteurs locaux et approches du projet</p> <ul style="list-style-type: none"> • Les partenaires locaux de l'OBISACOTE semblent engagés à ses côtés dans la lutte contre le travail des enfants dans les carrières de gravier. OBISACOTE a opté pour une synergie d'action avec les services déconcentrés, à travers un dialogue social impliquant le CARDER, le Centre de Promotion Sociale (CPS), la Direction Départementale du Travail, la Mairie de Lokossa, la Direction Départementale des Mines. • Cependant, l'on note encore une insuffisance de synergie entre le projet et les services déconcentrés dans la mise en œuvre du projet. L'on enregistre l'absence de certains acteurs clés concernés par la question du travail des enfants, notamment les forces de l'ordre (police et gendarmerie), les acteurs de justice et les exploitants des carrières. <p>Les acquis (bonnes pratiques et leçons apprises) du projet</p> <ul style="list-style-type: none"> • Le projet a contribué à la dynamisation de la Cellule communale de suivi, de protection et de lutte contre le travail des enfants. Il a permis également un éveil de conscience sur le travail des enfants au niveau des services décentralisés, notamment au CARDER. • Les femmes sont désormais conscientes de la dangerosité du travail des enfants dans les carrières de gravier. Le projet leur a permis de comprendre qu'il est possible de changer d'activité (AGR). Aujourd'hui, deux groupes sont formellement autorisés à exercer les activités coopératives. • Un autre acquis reste le suivi des enfants dans les écoles par les Associations des Mères d'Enfants (AME) pour s'assurer que les enfants inscrits vont effectivement à l'école et s'interdisent d'aller travailler dans les carrières. • Un dernier point réside dans la prise en compte de la question du travail des enfants dans les PTA (Plan de Travail Annuel) des Directions départementales, mais manquent de moyens (pas de ligne budgétaire). <p>Perspectives pour l'élimination du travail des enfants</p> <ul style="list-style-type: none"> • Les partenaires locaux d'appui à la mise en œuvre du projet souhaitent que l'OBISACOTE stimule davantage le dialogue social en impliquant les forces de l'ordre (police et gendarmerie) et les exploitants des carrières. Par ailleurs, ils suggèrent de passer désormais à une répression douce des délits du travail des enfants (l'appel d'un gendarme est un début de sagesse). Ces acteurs proposent de démultiplier les présences / visites des Services déconcentrés sur les sites, en associant les forces de l'ordre lors de ces visites par la Cellule de Suivi de protection et de lutte contre le travail des enfants. • Les partenaires suggèrent enfin, d'impliquer le conseil communal, notamment les chefs d'arrondissement dans les actions de lutte contre le travail des enfants. 	<ul style="list-style-type: none"> • Les coopératives des femmes appuyées par l'OBISACOTE dans la commune de Lokossa sont déjà bien connues de leurs communautés et par les acteurs locaux concernés par la question de la lutte contre le travail des enfants. • Les principaux apports en matière de Sécurité et Santé dans le travail fournis par l'OBISACOTE à ce jour au bénéfice des femmes appuyées, n'ont pas encore été mis à l'épreuve. Toutefois, ils semblent encore insuffisants, car ne couvrent pas les besoins d'amélioration des outils les plus élémentaires utilisés par les femmes dans le travail.
	Coopérative EGNONVO d'ADJAKOME	<p>Dynamique coopérative et collaboration d'EGNONVO avec le projet</p> <ul style="list-style-type: none"> • La coopérative EGNONVO qui a pour principale activité la transformation de fruits de palme en huile rouge, et accessoirement la tontine-épargne-crédit, s'est fortement engagée dans la lutte contre le travail des enfants dans les carrières de gravier. • Dans le cadre de l'appui de l'OBISACOTE, la coopérative a bénéficié des formations en coopérative (constitution, 	<ul style="list-style-type: none"> • Les femmes d'EGNONVO affichent un plein engagement avec le projet IRISH de l'OBISACOTE dans leur coopérative. • Un impact très probable de cet

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		<p>fonctionnement et gestion des activités coopératives) et en développement des AGR. Aujourd'hui, elle est officiellement agréée et reconnue des partenaires locaux. La coopérative a également bénéficié des équipements (machine de transformation), dans le cadre de son activité principale.</p> <p>Expériences et principaux acquis de la coopérative</p> <ul style="list-style-type: none"> • Les Association de Mères d'Enfants (AME) issues de WA ECOWAS II sont plus dynamisées. Ainsi, elles font régulièrement des descentes dans les écoles et/ou ateliers de formations, pour faire le suivi des enfants afin d'éviter que ceux-ci retirés des carrières y repartent. • La coopérative est devenue une référence dans le quartier et plusieurs femmes s'y réfèrent pour s'organiser et/ou travailler. <p>Impact du projet et perspective pour l'élimination du travail des enfants dans les carrières</p> <ul style="list-style-type: none"> • Plusieurs enfants seraient retirés des carrières notamment les enfants des femmes de la coopérative. Cela serait favorisé par des économies réalisées pour pouvoir faire face aux charges de leurs enfants. Cependant, plusieurs enfants sont encore perceptibles sur les sites/carrières; ces enfants proviendraient des foyers dont les parents ne sont pas membres de la coopérative • La coopérative s'engage à sensibiliser les femmes du quartier et les appuyer éventuellement pour s'organiser et développer des AGR. Par ailleurs, elle envisage accroître les revenus de leurs membres dans l'avenir par la transformation complémentaire des dérivés de leurs activités en d'autres produits finis (huile palmiste, savon, etc.) afin de mieux faire face aux besoins de leurs enfants. 	<p>engagement des femmes d'EGNONVO, qu'il convient de vérifier avant fin 2015, serait enregistré dans leur communauté d'ADJAKOME.</p>
	Coopérative MITINKPON de YENAWA	<p>Dynamique coopérative et collaboration au projet</p> <ul style="list-style-type: none"> • La coopérative MITINKPON qui est à ses débuts, exerce comme activités principales la production d'huile de palme, la fabrication du fromage de soja, la préparation de l'akassa et l'achat et vente de poisson. • Son engagement dans la lutte contre le travail des enfants dans les carrières de graviers lui a permis de bénéficier de l'OBISACOTE, de formations en vie coopérative (constitution, fonctionnement et gestion des coopératives) et le développement des AGR. Au regard des performances souhaitées et non encore atteintes par la coopérative, celle-ci n'a pas encore reçu de l'OBISACOTE des équipements (machine de transformation des fruits de palmier en huile rouge). <p>Expériences et perspective pour l'élimination du travail des enfants dans les carrières</p> <ul style="list-style-type: none"> • La coopérative a hérité de WA ECOWAS II des aptitudes de sensibilisation des femmes, lesquelles sont renforcées et dynamisées par le projet de l'OBISACOTE. Ainsi, la coopérative s'engage à poursuivre les actions de sensibilisation pour un changement de comportements de femmes du quartier et d'ailleurs et non membres. 	<ul style="list-style-type: none"> • Ici également, l'on note un plein engagement des femmes de MITINKPON avec le projet ILO/IRISH de l'OBISACOTE. • Un impact très probable de cet engagement des femmes de MITINKPON, qu'il convient également de vérifier avant fin 2015, serait enregistré dans la communauté de YENAWA. • Les actions de formation la coopérative MITINKPON doivent encore être testées dans le temps (1-2 ans, au moins) avec des actions d'appui technique et de suivi qui vont au-delà du projet actuel
3. Niveau de Dassa Zoomè / Dassa Zoume Leval			
Dassa Zoomè, le 26 Août 2015	Partenaires locaux de l'OBISACOTE (CARDER, CPS, Mairie de Dassa)	<p>Initiative et approche de mise en œuvre du projet</p> <ul style="list-style-type: none"> • Comme dans la commune de Lokassa, OBISACTE est également à sa première expérience de contact direct avec les communautés locales de Dassa pour la réalisation des actions de lutte contre le travail des enfants dans les carrières de concassage de granite. • OBISACTE a impliqué au démarrage de ses activités, et pendant la remise d'équipement (tricycle et autres) à la coopérative 	<ul style="list-style-type: none"> • Les groupements coopératifs des femmes appuyées par l'OBISACOTE dans la commune de Dassa Zoomè sont bien connues de leurs communautés et par les acteurs

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		<p>ADILO, la mairie et les services déconcentrés de l'Etat, notamment le centre de promotion social (CPS) et la Service communal de Développement Agricole (SCDA)</p> <p>Engagement des acteurs locaux et perspectives pour l'élimination du travail des enfants</p> <ul style="list-style-type: none"> • La Maire de Dassa réaffirme son engagement aux côtés de l'OBISACOTE pour une synergie d'actions qui prennent en compte les 10 chefs d'arrondissement de la commune de Dassa et tous les acteurs concernés par la question de travail des enfants les carrières. • Les partenaires locaux de la mise en œuvre du projet envisagent pour la pérennité du projet, que l'OBISACOTE stimule davantage le dialogue social entre tous acteurs concernés par le travail des enfants dans les carrières 	<p>locaux concernés de lutte contre le travail des enfants.</p> <ul style="list-style-type: none"> • Les activités du projet dans le domaine du dialogue sociale entre les acteurs locaux (tripartites, élus, autorités locales) sont encore à leurs débuts et semblent ne pas être encore suffisamment planifiées pendant les mois avant la fin du projet (Décembre 2015)
	Coopérative ADILO du quartier Latin Etiekpo	<p>Dynamique coopérative et collaboration d'ADILO au projet</p> <ul style="list-style-type: none"> • La coopérative ADILO a pour activités principales: le concassage de granite, l'élevage de lapins. Elle fait également la tontine-épargne-crédit et la location de matériel (tricycle). Elle compte 25 membres, et 4 demandes d'adhésions sont en étude. • L'engagement de la coopérative contre le travail des enfants dans les carrières de concassage de Dassa, lui permis de bénéficier du projet de l'OBISACOE, des formations notamment en coopérative (constitution et gestion des activités coopératives) et en développement des AGR. Elle a reçu également des équipements (tricycle, marteaux, bottes, pousse-pousse, etc.), mais aussi des panneaux d'interdiction du travail des enfants, implantés au niveau des sites de concassage. <p>Impact, acquis et perspective pour l'élimination du travail des enfants dans les carrières</p> <ul style="list-style-type: none"> • Les formations et équipements reçus favorisent l'accroissement de revenus des membres de la coopérative, leur permettant de prendre en charge leurs enfants, les retirant des carrières. • Les membres de la coopérative ont pris conscience que l'échec scolaire de leurs enfants était lié à leur travail dans les carrières. A cet effet, la coopérative s'engage à sensibiliser les femmes du quartier et celles qui continuent de aller avec leurs enfants pour travailler sur les carrières, sur les méfaits du travail des enfants. Elle envisage également de relayer les formations reçues à leurs consœurs. • Tout le monde semble s'accorder sur le retrait des enfants des membres de la coopérative des carrières. Cependant, beaucoup d'enfants continuent d'y aller travailler. Ces derniers viendraient notamment des foyers dont les parents ne sont pas membres de la coopérative. • La coopérative prévoit de disposer d'une caisse et d'assurer sa bonne gestion afin de pour entretenir ses équipements et en acquérir d'autres. 	<ul style="list-style-type: none"> • Les femmes d'ADILO affichent un plein engagement avec le projet IRISH de l'OBISACOTE dans leur coopérative. • Un impact très probable de cet engagement des femmes de ADILO, qu'il convient de vérifier avant fin 2015, serait enregistré la communauté du quartier Latin Etiekpo. • Les actions de formation la coopérative MITINKPON seront encore être testées dans le temps (1-2 ans) avec l'appui technique et de suivi qui vont au-delà du projet actuel • Le même concernant la coop. ADILO
	Coopérative ISHEDUN de Mondji – Gangan	<p>Dynamique coopérative et collaboration au projet</p> <ul style="list-style-type: none"> • La coopérative ISHEDUN est pratiquement naissante. Elle exerce comme activité principale le concassage de granite. Accessoirement elle fait aussi du jardinage. Elle compte 18 membres. Aucun nouveau membre n'est encore enregistré depuis son AG constitutive malgré la volonté de quelques femmes. • Du fait de son engagement à la lutte contre le travail des enfants dans les carrières de concassage de granite, la coopérative ISHEDUN a bénéficié des formations sur la vie coopérative (constitution, fonctionnement et gestion des coopératives) et le développement des AGR afin de disposer d'autres alternatives de revenus. • Les équipements (tricycle, marteaux, bottes, pousse-pousse, etc.) achetés au profit de la coopérative ISHEDUN, sont encore en instance de lui être donnés <p>Acquis du projet et perspectives pour l'élimination du travail des enfants dans les carrières</p>	<ul style="list-style-type: none"> • Les femmes de la coopérative ISHEDUN affichent également un plein engagement avec le projet IRISH de l'OBISACOTE. • Un impact très probable de l'engagement de ces femmes de ISHEDUN, qu'il convient de vérifier avant fin 2015, serait enregistré la communauté de Mondji – Gangan • Ici également, les actions de

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		<ul style="list-style-type: none"> • Les enfants des membres de la coopérative ne vont plus dans les carrières pour y travailler grâce aux efforts de sensibilisation et de formation. Toutefois, certains enfants sont toujours présents sur les carrières. Ces derniers proviendraient particulièrement des autres foyers non membres de la coopérative. • La coopérative a bénéficié également des panneaux d'interdiction du travail des enfants, implantés au niveau de site de concassage. Les femmes de la coopérative sont sensibilisées aux méfaits du travail des enfants (échec scolaire, problème de santé, absence de croissance physique, etc.). Cela a entraîné une diminution sensible du nombre d'enfants travailleurs sur les sites de carrière. • La coopérative présage que la réception prochaine des équipements (tricycle, marteaux, bottes, pousse-pousse, etc.), lui permettra de développer son activité de concassage et de diversifier ses activités (location de matériel, achat et vente de produits agricoles, etc.) afin d'accroître ses revenus. Cela devra lui permettre de prendre en charge la scolarisation/formation professionnelle de leurs enfants. • Par ailleurs, la coopérative envisage de mettre en place une caisse et d'assurer une bonne gestion financière afin de pouvoir assurer l'entretien de matériels à recevoir. 	<p>formation la coopérative ISHEDUN méritent encore testées dans le temps (1-2 ans, au moins) avec des actions d'appui technique et de suivi qui vont au-delà du projet actuel.</p>

GHANA, ITW contents and comments by evaluators

Place/date	PERSON OR GROUP INTERVIEWED	Main highpoints (bullet-points)	Comments evaluators
1. National Level			
	Project Consultant	<ul style="list-style-type: none"> • Sensitisation and Social Mobilisation: • Despite initial delays in the start of project activities significant progress has been made especially with the first objective • Community leaders and the various interest groups deeply engaged in the project design, implementation and monitoring • Evidence of attitudinal change in children's engagement in work and the importance of educating their children. Much of the challenge is with the island communities • The Project through CCPCs is reaching out to other island communities including Gavikpo to sensitise the fishers • Improving OSH and Technology for Improved Productivity: • Some initial sensitisation including production and dissemination of IEC materials to the fishers, processors and the youth on the productivity and economic benefits of OSH • On-going engagements with the Volta River Authority and Navy on appropriate technology to improve surveillance on the Lake and enhance local capacity through training of divers to end the use of children in disentangling nets under the Lake • 2 Surveillance cameras have been mounted to monitor activities on the Lake • Speed board is under construction to enhance surveillance by CCPCs and the Navy • 1 surveillance of the Lake conducted by CCPCs using a fishing boat • Drafting of business plan has commenced with observation of the local economy, interaction with informal sector workers including fishers and fish processing women • Knowledge-Sharing • The District Labour and Fisheries Officers are closely engaged in the process • Initial updates/reports shared with the Kpando Municipal Assembly • The model informing the review of the National Plan of Action being developed by the Ministry of Employment and Labour Relations (MELR) in consultation with the social partners and other key stakeholders 	<ul style="list-style-type: none"> • Evidence of massive community level engagement and mobilisation of the different interest groups to (Traditional leaders, government officials i.e Navy, Labour and Fisheries Officials, GAWU Local Union, CCPCs, ICFA, Fish Processors Associations, the Youth leading to the formation of the GAWU Youth Wing) • There is still significant work to improve OSH practices among fishers and processors • Lots of enthusiasm and prospects in enhancing surveillance through use of speed boats, cameras and adult divers. • The GAWU model informing the design of the new NPA for Ghana
	Labour Department and Child Labour Unit (Ag. Chief Labour Officer, Head of Employment and Labour Inspections Unit and Head of Child Labour Unit)	<ul style="list-style-type: none"> • Child labour in fishing is a key sector the country needs to focus much attention giving the high level of child exploitation compared to other sectors • Projects are presented to the NSCCL by the various stakeholders for approval in line with the NPA goal and objectives before implementation 	<ul style="list-style-type: none"> • The need for improved information sharing and taking advantage of informal knowledge-sharing among partners • The Project works closely with the Kpando Municipal Labour Officer in reaching out to the fishers in project

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		<p>commences</p> <ul style="list-style-type: none"> • The NSCCL had the opportunity to make inputs into the Project design with the circulation of the draft Project document to the NSCCL for their inputs • There is general challenge with partners' feedback on project delivery to the NSCCL. Informal means are therefore adopted for such feedback • The Department has over the years focused Labour Inspections activities in the formal sector due to limited staff and logistics. Efforts are however being made to expand gradually to the informal sector. • Recommends simple monitoring mechanisms to track child labour intervention in the country 	<p>areas</p>
	<p>Fisheries Commission (Dep. Director and National Child Labour Focal Person and Municipal/Regional Fisheries Officer for Volta Region and Kpando Municipal)</p>	<ul style="list-style-type: none"> • There is high interest by the Commission to tackle child labour and trafficking issues in collaboration with partners working on the issue including GAWU • The Commission at the national level was part of the Project Inception activities • The Kpando District Fisheries Office has deeply been engaged in the Project delivery • The Commission's approach is however to deal with the issue from the sending communities which are mainly the coastal communities • The Fisheries Commission is challenged with limited personnel and logistics to effectively deliver on these plans • Recommends closer engagements between GAWU, DA and the Commission 	<ul style="list-style-type: none"> • There are opportunities for closer linkages and partnerships between GAWU/project and the Fisheries Commission with an on-going World Bank West African Regional Fisheries Project which is also focusing on enhancing technology and value addition • The creation of Fisheries Enforcement Unit composed of Marine Police, Navy and Fisheries Officers and designation of Kpando Torkor for one of the branches is a huge opportunity to strengthen government-union engagements in improving the fisheries sector with the end goal of eliminating child labour
	<p>Ministry of Gender, Children and Social Protection (Human Trafficking Unit) <i>(Head of Human Trafficking and Domestic Violence Units)</i></p>	<ul style="list-style-type: none"> • The Child Trafficking Unit is very much interested in working with all partners towards addressing trafficking of persons including children • A lot has been achieved at the Torkor level but the challenge is huge with the island communities where there are challenges with lack of schools and teachers to provide satisfactory alternatives to these children which withdrawn • Recommends closer collaboration between GAWU and the Fisheries Commission in registration boats and boat owners to enhance surveillance and punishment of perpetrators • There is the need to enhance law enforcement to prosecute perpetrators of child trafficking 	<ul style="list-style-type: none"> • A lot has been achieved in the Kpando Torkor and the need for scale-up to island communities • Prosecution is very crucial to succeed in curbing child trafficking in fishing • Challenges with access to quality education with available teachers need to be addressed by the Kpando Municipal Assembly together with other key partners
	<p>Ghana Employers' association (GEA) <i>(Head of Programmes)</i></p>	<ul style="list-style-type: none"> • Child labour in fishing is one of the major challenges confronting the country • The GEA had collaborated very well with GAWU in the implementation of the Project and other similar interventions in other sectors including oil palm, rubber and cocoa • There are huge prospects in the Project and needs to be extended and 	<ul style="list-style-type: none"> • Very important project with short duration of implementation • The need for extension to maximize impact and scale up to replicate emerging good practices to cover other island communities where exploitation of children is very high

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		<p>scaled up to other island communities on the Volta Lake</p> <ul style="list-style-type: none"> • GEA is interested in collaborating with GAWU in engaging fishers who employ 5 or more workers and could be classified as employers and not workers. GEA has had similar successful collaborations with GAWU in the Rubber and Oil palm sub-sectors in this regard 	
	<p>General Agricultural Workers' Union <i>(General Secretary, Project Coordinator, GAWU Volta Regional Officer, Rights and Work Programme, Accountant, Human Resources Officer)</i></p>	<ul style="list-style-type: none"> • All GAWU's interventions adopt the right-based approach with DWCP as the pillars of interventions • The project is also designed in line national policies including Ghana Shared Growth Development Agenda 1 and II; the NPA and TUC-G and GAWU's child labour Policies • The approach is to use child labour as an entry point to organise and empower farmers to address child labour • GAWU has become an entry point for other partners in addressing child labour in fishing on the Volta Lake • Key partners at the national and sub-national level are engaged in the project design and implementation with more emphasis at the local level • Implementation has focused so far on social mobilisation which has made huge impact as well as sharing of the Torkor model in the new NPA design. • Outstanding areas of intervention including deepening the OSH activities and productivity issues through enhanced technology and improved working conditions and environments • GAWU exploring expansion to formal fishing sector based on findings from the Fisheries Conditions in Africa Study • The lessons is that organisation of workers is very useful in empowering communities and groups to address child labour; and over reliance on fish stocks create economic challenges for fishing communities, fishers and processors • The short duration of implementation has been a real challenge for GAWU 	<ul style="list-style-type: none"> • Unionisation of fishers and fish processors is an opportunity to end child labour in the informal sector • The extent of local level engagements need to be extended to the district and national levels • Project extension is crucial to achieve greater impact • Scale up of the interventions to island communities is critical to seen real change on the Volta Lake • Sharing of lessons and good practices to inform the new NPA is important for future interventions in the sector
2. Municipal Assembly			
	<p>Kpando Municipal Assembly (Planning Officer, Deputy Director, Labour Officer, Fisheries Officer, Social Development Officer)</p>	<ul style="list-style-type: none"> • The Municipal Assembly has mainstreamed child labour issues and the project strategy into its 2013-2017 Medium-Term Development Plan (MTDP) • The District Labour and Fisheries Officers have been actively engaged in the project design, implementation and monitoring • The challenge with prosecution of perpetrators of child trafficking needs to be given special attention by the Municipal Assembly • Even though the project team have had some engagements with the Municipal Assembly there was the need to deepen these engagements • It was recommended that GAWU regularly updates the Assembly during its Municipal Assembly meetings 	<ul style="list-style-type: none"> • Need to improve information sharing and communication between the project and the Municipal Assembly • The Project should take advantage of the Assembly's commitment to child labour interventions in its Medium-Term Plan to deepen its engagement • The Assembly needs to support the scale-up of the model to island communities where the problem is predominant and compounded with limited access to quality education

Place/date	PERSON OR GROUP INTERVIEWED	Main highpoints (bullet-points)	Comments evaluators
		<ul style="list-style-type: none"> • Reports of the project should also be shared with the Assembly 	
3. Community Level			
	Kpando Torkor Traditional Leaders	<ul style="list-style-type: none"> • Traditional authorities have been actively engaged in the project conception and implementation • There is cohesion among the three traditional leaders as a result of the project engagements • The child labour issues has significant reduced in the Torkor township with the island communities being the major challenge where the issue still persists • The need to scale up interventions to the island communities • Traditional leaders are prepared to engage with their counterparts in the island communities on the issue • Recommended support to fishers in Aqua Culture for diversification in livelihoods 	<ul style="list-style-type: none"> • Massive community level engagement including all key stakeholders • Partners willing to extend interventions to other island communities which is key mark of sustainability • Government support for Aqua Culture very crucial to enhance the incomes of fishers and processors
	GAWU Local Executives and Community Child Protection Committee (CCPC)¹⁴	<ul style="list-style-type: none"> • GAWU Local Union and CCPCs engaged in the project design, implementation and monitoring • Leading the project implementation at the local level in closer collaboration with other key players • The use of children in island communities still a challenge hence extension of sensitisation activities to island communities including Gasuekofe, Kpala, Gabikpo, Fleda, Amankuatornu, Agodeke, Wodidiada, Adzaboso, Mafikofe and Biobio. • GAWU's intervention has resulted in Torkor benefiting from other Partners' interventions including adoption and support of over 140 children in formal education by John Bosco Training Centre in Tema; Madamfo Ghana Foundation in Ho; Free to Live, IOM and International Needs • Also recommends support in Aqua Culture to enhance livelihoods and incomes 	<ul style="list-style-type: none"> • Massive community engagement and coordination among the partners • Extension of interventions to island communities is a good sign of sustainability • There is the need for the Kpando Municipal Assembly to use the expertise acquired by the Torkor CCPCs in scaling up the setting up of such committees in the other island communities • Support for additional livelihoods in Aqua Culture will enhance incomes of fishers
	Minorvisi Fish Processors/Mongers Association (Chairperson, Vice Chairperson, Secretary, Treasurer, Patron and about 35 other members)	<ul style="list-style-type: none"> • Women groups actively mobilised and engaged in project design and implementation • Women given equal attention and support • Women provided with freezer to preserve their fish stock to prevent lose of income • Need an improved environment for the processing of fish • Support for improved working tools to reduce cuts and exposure to other health conditions 	<ul style="list-style-type: none"> • Need to step up practical sessions on OSH trainings • Support for improve working environment
	Local Navy (Chief Navy Officer Dudu, P. O. Ofori-Offei, and L. S. Kpikpitse)	<ul style="list-style-type: none"> • Ensures security on the lake • Plays a key role in the identification and rescue of suspected victims of child trafficking 	<ul style="list-style-type: none"> • Prosecution of trafficking cases will be a motivation for stakeholders to continue to address the issue • Surveillance arrangements under the project will

¹⁴¹⁴ Same officials double as GAWU Local Union Executives and CCPCs hence the FGD was jointly held for the two groups

Place/date	PERSON OR GROUP INTERVIEWED	Main highpoints (bullet-points)	Comments evaluators
		<ul style="list-style-type: none"> • Suspected child trafficking cases referred to the Police are not prosecuted and perpetrators freed after a few days • The provision of surveillance cameras and speed boats will enhance its capacity to deliver on its mandate and contribute to achieving the project goal • The Navy is ready to train the divers and provide support to sustain the interventions 	<p>facilitate the work of the navy in ensuring security on the Lake</p> <ul style="list-style-type: none"> • The presence of key public institutions such as the Navy, Immigration and Fisheries Commission at the local level is a precondition for success, leaning and mainstreaming of project strategies
	Chief Fisherman	<ul style="list-style-type: none"> • Unapproved methods still being used by some fishermen (Chemicals, etc.) • Depletion of fish stock on the lake impacting on the livelihoods and incomes of fishers and processors • Recommends government support in Aqua Culture to protect the livelihoods of the communities 	<ul style="list-style-type: none"> • There is the need for the practicalisation of OSH trainings to achieve impact • Government support for Aqua Culture to enhance the livelihoods of fishers is a key recommendation
	GAWU Youth Wing (<i>Chairperson, Vice Chairperson, 2nd Viceperson, Secretary, Assistant Secretary, Teasure, Assistant Treasure, Organiser and other 47 members</i>)	<ul style="list-style-type: none"> • The youth ready to be trained as divers to end the use of children • The divers will serve dual purposes: disentangle nets for fishers as well as rescue victims of Lake accidents • Issues regarding certification, decent work including insurance need to be clearly addressed in conditions of their services prior to the trainings • Other additional livelihoods opportunities need to be created for the youth 	<ul style="list-style-type: none"> • Active youth engagement crucial for project sustainability

Annex 6. Stakeholder's consultations/workshops' findings and recommendations

Benin Cotonou, le 25 Août 2015

Resultats de l'analyse swot / results of swot exercise (most voted by participants)

SWOT COMPONENTS	Comments by evaluators
STRENGTHS/FORCES	
1. Retrait des enfants des membres des coopératives aux activités de concassage et d'exploitation de granite et gravier	Même si le projet n'est pas encore terminé (9/14 mois d'exécution), on peut quand même observer qu'il a permis de sortir des carrières, les enfants des membres des coopératives appuyées.
2. Mobilisation et participation des structures décentralisées et autres acteurs (ONG, syndicats, autorités communales, etc.) aux activités du projet	La mise en œuvre du projet bénéficie d'un plein engagement des structures décentralisées de l'Etat et autres (ONG, syndicats, autorités communales, etc.), quoiqu'insuffisant, par manque de moyens
3. Existence des outils législatifs et réglementaires en matière de lutte contre le travail des enfants.	Le Bénin a adopté plusieurs conventions (convention relative aux droits de l'enfant ; Charte Africaine des droits et du bien-être de l'enfant; Convention n°138 - sur l'âge minimum d'accès à l'emploi - et n°182 - sur les pires formes du travail des enfants) de l'OIT. Il a élaboré également de textes législatifs et réglementaires sur le code du travail et la lutte contre le travail des enfants: La Constitution du 11 Décembre 1990; la Loi 098-004 du 27 janvier 1998 portant Code du Travail; etc.
4. Fourniture par OBISACOTE des équipements destinés à réduire la pénibilité du travail des femmes des coopératives	Dans le cadre du projet, l'OBISACOTE donne aux coopératives constituées et jugées suffisamment performantes, des équipements destinés à réduire la pénibilité du travail des femmes.
WEAKNESSES/FAIBLESSES	
1. Insuffisance des moyens financiers pour la visibilité du projet et la vulgarisation de ses objectifs	Bien que pleinement engagé dans la lutte contre le travail des enfants dans les carrières au niveau communautaire, l'OBISACOTE ne dispose que des moyens matériels et financiers limités qui limitent ses actions seulement à 4 coopératives.
2. Faible implication du conseil communal	Il existe dans les mairies, des cellules communales de suivi, de protection et de lutte contre le travail des enfants. Cependant, les conseils communaux sont faiblement impliqués dans la mise en œuvre du projet IRISH de l'OBISACOTE.
3. Faible engagement des exploitants des carrières	Les exploitants des carrières sont reconnus comme partie prenante importante aux actions de lutte contre le travail des enfants sur les sites / carrières. Cependant OBISACOTE n'associe pratiquement pas encore, les exploitants des carrières à la mise en œuvre du projet.
4. Grande taille des ménages et non élargissement du champ d'action du projet à d'autres activités dangereuses.	La plupart des ménages des enfants travaillant dans les carrières au niveau des communautés locales sont de grande taille (nombre important de membres des familles). Par ailleurs, le présent projet de l'OBISACOTE ne prend en compte que deux secteurs d'activités dangereuses: exploitation de gravier et concassage de granite.
THREATS/MENACES	
1. Non application des textes législatifs et réglementaires en matière de lutte contre le travail des enfants	Il existe certes au Bénin de lois/ textes législatifs et réglementaires en matière de travail et de lutte contre le travail des enfants; cependant leur application est pratiquement non effective.
2. Faible implication des autres secteurs d'activité utilisant des enfants (vulcanisation, mécanique auto-moto, BTP, etc.)	Plusieurs secteurs d'activité au Bénin utilisent des enfants dans leur travail. Mais le projet ne prend en compte que 2 à savoir l'exploitation du gravier et le concassage de granite.
3. Déficit d'appui financier de l'Etat	Malgré le plein engagement du Bénin dans la lutte contre le travail des enfants, les ministères sectoriels ne disposent/prévoient pas de lignes budgétaires destinées à la lutte contre le travail des enfants.
4. Faible engagement de l'Etat dans l'accompagnement du projet	Le projet bénéficie de l'implication des plusieurs structures nationales/locales et autres (ONG, syndicats, autorités communales, etc.). Cependant, l'on note une insuffisance manifeste de l'accompagnement dans la mise en œuvre des activités du projet.
OPPORTUNITIES/OPPORTUNITES	
1. Scolarisation des enfants et maintien des enfants à l'école	Le projet favorise l'accroissement de revenus des membres des coopératives à travers le développement des AGR alternatives, afin que les ménages puissent payer les frais de scolarisation de leurs enfants en les y maintenant aussi longtemps que possible.
2. Accompagnement de l'OIT dans la lutte contre le travail des enfants	L'OIT dont l'une des missions est la promotion d'un monde sans travail des enfants, offre toujours l'opportunité d'appui des pays dont le Bénin, à

SWOT COMPONENTS	Comments by evaluators
	l'élimination des pires formes de travail des enfants dans les mines et carrières.
3. Existence des cellules communales de lutte contre le travail des enfants.	Dans la majorité des mairies du Bénin, il existe une cellule communale de suivi, de protection et de lutte contre le travail des enfants. Cette cellule est composée de tous acteurs locaux concernés par la question
4. Limitation des risques d'accident de travail.	L'OBISACOTE en donnant aux coopératives des équipements destinés à réduire la pénibilité du travail des femmes, contribue à la limitation des risques d'accident de travail dans les carrières

Recommendations des participants a atelier / Recommendations by participants (selection of the 10 most important)

N°	Recommandations / Recommendations	Commentaires des Evalueurs / Comments by evaluators
1	Renouveler le projet et/ou poursuivre les activités de sensibilisation des populations au-delà de l'échéance de décembre 2015.	La visibilité de l'impact du projet exige que l'on continue l'action du projet pendant 2 à 3.
2	Faire bénéficier davantage les appuis du projet aux autres femmes de la communauté qui ne sont pas membres des coopératives	L'impact du projet sera plus visible si l'on étend l'action (directe ou indirecte) du projet vers les autres femmes des enfants travailleurs, et qui ne sont pas forcément membres d'une coopérative.
3	Revoir/Améliorer les approches d'appui de l'OBISACOTE aux groupements, familles et/ou ménages cibles.	Identifier au préalable avec les bénéficiaires leurs besoins réels et diversifier les appuis
4	Promouvoir davantage la synergie en adoptant avec les différents partenaires un plan d'action concerté pour la mise en œuvre des activités du projet.	Associer/informer davantage les partenaires locaux de mise en œuvre sur la planification et l'évolution de l'exécution du projet.
5	Poursuivre le dialogue avec les exploitants de carrières et les associer davantage aux actions de lutte contre le travail des enfants.	Vulgariser davantage les textes/lois relatifs à la protection de l'enfant et à la lutte contre les PFTE.
6	Mettre en place un mécanisme multisectoriel d'accompagnement des enfants extraits des carrières (circonscription scolaire, CPS, Mairie, santé, etc.)	Pour éviter le retour des enfants retirés des carrières, un effort avec plusieurs structures sectoriel est nécessaire.
7	Plaidoyer auprès de l'Etat central à mettre à la disposition des structures décentralisées (Direction du travail, CPS, etc.) suffisamment des moyens pour leur permettre de lutter contre le travail des enfants.	L'efficacité de la lutte contre le travail des enfants au niveau communautaire nécessite également que les structures décentralisées de l'Etat disposent de moyens (matériel, financier et humain) adéquats.
8	Plaidoyer auprès des mairies pour faire fonctionner les cellules communales de suivi, de protection et de lutte contre le travail des enfants, en inscrivant dans le budget annuel une ligne budgétaire spécifique	Les mairies devront inscrire dans leur budget annuel, une ligne destinée à la protection de l'enfant pour mieux dynamiser les cellules communales de suivi, de protection et de lutte contre le travail des enfants
9	Développer des approches de responsabilisation des parents dans la scolarisation et la prise en charge de leurs enfants.	Sensibiliser davantage les parents sur leur devoir et responsabilité de prendre en charge leurs enfants et vulgariser les textes/lois relatifs à la protection de l'enfant et à la lutte contre les PFTE
10	Susciter et encourager l'application des textes/lois relatifs à la protection de l'enfant et au droit de travail	Passer progressivement à la répression (en douce) des délits liés au travail des enfants dans les carrières

Ghana 21st August, 2015, Accra

Results of SWOT exercise (most voted by participants)

SWOT COMPONENTS	Comments by evaluators
STRENGTHS	
1. Presence of GAWU, ILO and other stakeholders at the community level	Closer engagement and collaboration of all key partners facilitated the acceptance and progress within this very short period of implementation
2. Political commitment in the design and implementation of project	Child labour in fishing is a priority sector to eliminate the WFCL in the NPA for Ghana and its partners
3. Legal and policy frameworks	Ghana has a comprehensive legal framework to address child labour. The challenge has however been enforcement of the laws
4. Awareness and the acceptance of the child labour elimination messages by the various groups	Appropriate and well targeted messages and media is bound to achieve results
WEAKNESSES	
1. Low level of stakeholder involvement at the municipal and national levels	Stakeholder involvement was massive at the local level but limited at the national level
2. Lack of information sharing between project and Municipal Assembly	This needs to be improved giving the contribution of the project to the achievement of the Assembly's Medium Term Development Plan. This should be enhanced through written updates and briefing during Assembly meetings
3. Short project duration	Delay in the start of the project shortened time of actual delivery and recommends extension to maximize project outcomes
4. Lack of resources at all levels to effectively tackle the problem	Limited budget allocations and releases for key government institutions affect their role in the project deliver and monitoring
THREATS	
1. Political interference in the prosecution of perpetrators of child trafficking resulting in weak law enforcement	Prosecution of perpetrators is crucial to deter others and motivate institutions
2. Low understanding and appreciation of the legal framework	The need to carry out massive sensitisation on the legal framework in other parts of the Lake where the problem still persists is important giving what has been achieved in Torkor
3. Late release of funds for implementation	This is in line with the first ILO instalment which is also linked to the late start of the project
4. Absence of shelters for withdrawn children	Government and Civil Society need to find a lasting solution to the absence of shelters and strategic locations for rescued victims of child trafficking and other forms of exploitation
OPPORTUNITIES	
1. Stakeholder mobilisation and increased community participation and engagement	This is critical for sustainability
2. Platform for sharing among key partners	The NSCCL, MCPCs, Municipal Assembly meetings and CCPCs provides a comprehensive stakeholder engagement and sharing opportunities
3. Joint activities by different actors (Navy, Fisheries Commission, Labour Officers, Youth groups, etc.)	This promotes greater participation, avoids duplication and condition for efficient use of limited resources
4. Existing Community Child Protection Committee (CCPC)	The Kpando Municipal Assembly in collaboration with the Torkor CCPCs should explore replication/establishment of CCPCs in island communities already reached with sensitisation

Recommendations by the participants (selection of the 12 most important)

Recommendation	Comments by evaluators (if any)
Active involvement of the Municipal Assembly and information sharing among partners (E.g. project updates during Municipal Assembly and NSCCL meetings)	The need for equal attention to district and national level engagements and not to focus only at the community level
Document and share lessons and emerging good practices of the Torkor models	Documented good practices and lessons needed for partner's replication and should be done at the end of the project giving that some of the activities are still under implementation of yet to start
Support GAWU to sharpen specific OSHE/Food safety needs of fishermen and fish processors	GAWU should seek support from other experts in this area including the use of existing fishing specific OSH materials in such engagements/trainings
Introduction of new technologies that will help reduce the use of child labour. (E.g. the provision of speed boats with clear management arrangements to enhance surveillance systems on the lake and sustain the intervention)	This model has good prospects and should be promoted during and beyond the project
Extension of the project to island communities to impact along fisher	Formation of CCPCs by the Assembly in collaboration with the

Recommendation	Comments by evaluators (If any)
folks	Torkor CCPCs in other island communities
Government supported additional livelihoods for fishers and fish processors (Equipment and credit facilities) in areas including Aqua culture to improve incomes and eliminate child labour	Aqua Culture for fishers run through all discussions with all the partners to reduce depletion of fish stock in the Lake
Closer collaboration between the national and sub-national level partners	The gap needs to be bridged between policy and local level implementation
Media engagement to increase awareness beyond Torkor	This is good for sustainability and scale-up
Shelter for trafficked children should be provided	Absence of shelters is a huge challenge and need urgent attention
Enhance law enforcement especially with regards to child trafficking	The Assembly needs to take up the challenge with the security agencies to improve prosecution
More effective M&E system including community involvement in monitoring	GAWU needs an M&E officer to improve on the monitoring and evaluation of its interventions
Scale-up of interventions to other districts and communities along the Lake and support for the Municipal Assembly for effective monitoring and coordination	Strongly recommended by all stakeholders

Annex 7. Agenda of evaluation mission from 13 to 31 August 2015

Date	Place	Purpose
13-14 August	Geneva	Briefing with Evaluation Manager. Work meetings with PARDEV, FPRW/IPEC suitable Coordinators and officers, COOP. Submission and discussion of the Inception Note
15 August		Travel to Accra, via Barcelona. Arrival in Accra
16 August	Accra	Continue desk review and adaptation of evaluation instruments
17 August	Accra	Visit to ILO Office. Work with national consultant and Project consultant
18 August	Accra	Visit to Ministry of Labour and partner Ministries, Employers and Workers' Organisations. Work session with General Agricultural Workers Union (IA) and project management team.
19-20 August	Travel from Accra to Kpando District	Meeting with the Kpando District Assembly and its key line Agencies. Visit and meetings in Torkor (project site): community level meetings. Travel back to Accra
21 August	Accra	Stakeholder's workshop. Debriefing.
22 August	Accra	Work with National Consultant
23 August		Travel from Accra to Cotonou, via Lagos
24 August	Cotonou	Visit to ILO/IPEC Office (absent), ITW with Project Consultant. Visit to Ministry of Labour. Work with OBISACOTE.
25 August	Lokossa	Travel to Lokossa. Meetings with women members of cooperatives and other community members: Egnonvo d'Adjakomé & Mitinkpon de Yénawa. Meeting with local partners (local gov. officers and CL committee members)
26 August	Dassa Zoumé	Travel to Dassa. Meetings with cooperatives: Adilo and Ishedun. Meeting with local partners (local gov. officers and CL committee members)
27 August	Cotonou	Travel from Dassa to Cotonou. Workshop preparation.
28 August	Cotonou	Stakeholder's Workshop.
29-30 August	Cotonou	Work with National Consultant and OBISACOTE project Coordinator
31 August	Cotonou	Debriefing with OBISACOTE and travel to Europe

NB: Details of persons interviewed (name, functions) as also the summary of their ITW can be consulted in Annex 4.

Annex 8. Results as described in Project document Outcome 16 (Benin and Ghana)

Benin

Objectives and outputs	Activities	Réalisé	Comments by evaluators
Objective 1: Benin La capacité de coopératives de concassage de granite et des associations sera améliorée à l'aide de l'équipement plus productif et plus sûr dans des zones géographiques choisies combinées avec un revenu accru de groupement de femme afin de contribuer à l'élimination du travail des enfants dans le secteur			
Output 1.1: Une stratégie acceptée sur la mécanisation à petite échelle au sein des coopératives de concassage de granite et d'exploitation de gravier est développée et mise en œuvre dans les départements de Mono (Lokossa) et du Zou (Dassa).	Activité 1.1.1 : Examiner l'expérience précédente de mécanisation dans des carrières (2002 - le Ministère de Mines, la CEDEAO...) – systématiser les leçons apprises et les potentielles bonnes pratiques	Le PA en cours d'exécution, est fondé sur les expériences antérieures des deux zones ciblées: Lokossa et Dassa. Le projet appuie les activités des comités de surveillance, sécurité et santé au travail (C3ST) installés par le projet WA ECOWAS- Il appuie également la direction générale du travail dans la mise en œuvre des activités de pérennisation du système de suivi du travail des enfants (SSTEB) démarré par le projet WA ECOWAS II.	
	Activité 1.1.2: Rencontre avec des autorités gouvernementales; les organisations des employeurs et celles des travailleurs, ainsi que des banques de développement pour développer une stratégie (accord de mise en œuvre) afin de fournir aux coopératives et/ou associations une mécanisation à petite échelle, de concassage de pierre.	DBISACOTE a associé pleinement la Direction des Mines et les CARDER de Lokossa et de Dassa à tout le processus d'identification et de détermination de la qualité des équipements à mettre à la disposition des coopératives. Par ailleurs, avec la collaboration de certaines Institutions de micro finance, les coopératives bénéficiaires du projet ont ouvert leurs comptes notamment à la CLCAM Lokossa et RENACA /BENIN (Lokossa) et Lokossa BETHESDA (Dassa).	Le projet bénéficie de la collaboration et de l'appui (politique, technique et administratif) de plusieurs partenaires/ structures. Par exemple, l'évolution des 4 associations au rang de coopératives a été possible grâce à l'appui des CARDER. Ces CARDER ont aussi joué un rôle important dans la détermination de la qualité des équipements à mettre à la disposition de ces coopératives.
	Activité 1.1.3: Organiser avec des partenaires sociaux et les principales parties prenantes, un atelier de planification et de validation pour développer et finaliser une stratégie pour le secteur et ses femmes travailleurs dans les zones ciblées.	Le PA a démarré par un atelier d'orientation / planification stratégique des différentes activités du projet. Cet atelier tenu à Cotonou en octobre 2014, a réuni les partenaires nationaux et locaux du projet.	L'atelier tenu à Cotonou en octobre 2014, a réuni plusieurs partenaires sociaux et principales parties prenantes nationales et locales notamment : la Direction Générale du Travail, le Patronat, la Direction de Mines, le CARDER, le Point Focal ACI 8 - Bénin, les Centrales Syndicales, etc. Les acteurs directs du projet sont venus de Lokossa et de Dassa.
	Activité 1.1.4 : Faire une étude de faisabilité sur l'évaluation du meilleur équipement et son installation sous l'infrastructure existante	L'étude de faisabilité et de rentabilité pour le choix et l'installation des équipements y compris la capitalisation des expériences du Projet W.A ECOWAS II en la matière a été réalisée.	Cette étude réalisée par un consultant commis à cet effet, a été validée par un atelier tenu à Cotonou le 13 mars 2015.
	Activité 1.1.5 : Installer l'équipement et donner une formation sur son utilisation incluant un mécanisme d'entretien (maintenance)	L'activité d'installation des équipements réalisée à 50% a permis de mettre en place des équipements pour deux coopératives (EGNONVO à Lokossa et ADJILO à Dassa). La formation des coopératives bénéficiaires à l'utilisation	La question de maintenance des équipements des coopératives bénéficiaires est en cours de planification et les contrats avec des structures appropriées seront bientôt passés. Les deux autres coopératives sont programmées pour recevoir des équipements

Objectives and outputs	Activites	Réalisé	Comments by evaluators
		de ces équipements a été également faite, notamment pendant la remise de ces équipements.	dont la fabrication et / ou l'achat est suffisamment avancé. Le processus de formation de ces deux coopératives à l'utilisation des équipements sera aussi enclenché dès réception, de même que la définition des modalités pour leur entretien périodique.
Output 1.2 : Au moins 50 femmes se sont organisées en coopératives et / ou associations formées en microcrédit, en AGR et sur l'utilisation d'équipement plus sûr.	Activité 1.2.1 : Faire de sensibilisation sur les avantages de coopératisme	Des sensibilisations sur les avantages de coopératisme ont été largement faites notamment lors des sessions de formation des groupements des femmes.	Les avantages de la structuration des femmes en coopératives ont été largement mis en évidence au cours des séances de formation dispensées suite à l'étude de faisabilité.
	Activité 1.2.2 : Appuyer les femmes qui souhaitent déjà s'organiser en coopératives en leur donnant une formation à l'utilisation et à la gestion de l'équipement	A l'issue de l'étude de faisabilité, 4 groupements de femmes ont été organisées en coopératives. A cet effet, toutes leurs femmes ont été formées à la création et gestion des coopératives, à la gestion des AGR, des équipements etc.	Les 4 associations qui ont réussi à être les toutes premières à évoluer vers des structures coopératives telles que recommandées par l'OHADA sont ADJILO et ISHEDOUN (Dassa) et EGNONVO et MITINKPON (LOKOSSA).
	Activité 1.2.3 Entreprendre des sessions de formation avec les coopératives/associations des femmes sur l'évaluation de besoins, de microcrédits et de renforcement des capacités.	Une formation a été administrée aux 105 femmes des quatre coopératives sur la gestion de leur CECl. La mobilisation des moyens financiers se poursuit au niveau de chaque coopérative et un plan de gestion des tâches est élaboré en Assemblée Générale	Les membres de chacune des coopératives travailleraient actuellement à payer par tranche prévue leurs parts sociales. Les fonds déjà collectés par les coopératives sont versés dans leurs comptes respectifs.
	Activité 1.2.4 : Organiser des rencontres avec tous les bénéficiaires sur le travail des enfants, et la recherche des solutions communautaires.	Des campagnes de sensibilisation contre le travail des enfants sont régulièrement organisées dans les deux localités à savoir Lokossa et Dassa	Ces campagnes de sensibilisation sont animées par les animateurs du projet, appuyés par les structures locales épris par la question du travail des enfants.
	Activité 1.2.5 : Appuyer les AME locales dans l'élaboration de leur plan d'action annuelle et la sensibilisation sur le travail des enfants	Les AME de Lokossa (héritage de WA ECOWAS II) sont redynamisées et appuyées dans l'élaboration de leurs plans d'actions annuels par l'animateur.	L'expérience des AME n'est pas encore élargie à Dassa. L'organisation des femmes des coopératives de cette localité est en cours.
Output 1.3: OSH Local et les comités de surveillance et de lutte contre le travail des enfants seront opérationnels pour combattre le travail des enfants dans les sites et carrières de gravier et de concassage des pierres.	Activité 1.3.1: Former les comités de surveillance et de lutte contre le travail des enfants aux pratiques développées par WA ECOWAS II et constituer de nouveaux comités plus appropriés	Une formation a été animée à Lokossa et une autre à Dassa en faveur des membres de comités de surveillance, de sécurité et de santé mis en place avec l'appui du Projet W.A ECOWAS II	L'activité de suivi et de surveillance du travail des enfants étant nécessairement permanente, elle est toujours en cours de réalisation aussi bien à Lokossa et qu'à Dassa, en collaboration avec les cellules communales de protection des enfants sur les sites, à travers des descentes inopinées.
	Activité 1.3.2: Soutenir l'installation d'un Système de Contrôle de Travail des enfants (CLMS)	Les membres de la cellule communale de protection des enfants de Dassa ont été formés sur le SSTEb et son opérationnalisation	A Dassa, il y a eu en outre la pose de plaques sur trois différents sites. Ces plaques mentionnent, image à l'appui, que le travail des enfants dans les carrières est interdit.
	Activité 1.3.3: Organiser des sessions de discussion/concertation pour la recherche de solutions communes (le dialogue social et la solution proactive) aux problèmes identifiés D'OSH	Activité non encore menée	Cette activité serait en cours de planification.

Ghana

Ghana	Indicators	Achievements of the project as per GAWU reports and statements	Comments/ Observations by evaluation team	Proposed follow up Next steps/Recommendations
Output 1.1 Fishing communities members trained in OSH and work conditions (Ghana)	O 2.1. - Number of workers trained - Number of women trained	<ul style="list-style-type: none"> - Over 350 workers including fishers, processors and the youth sensitised on child labour through community meetings, radio broadcast of messages, community overhead public information speakers, IEC materials - Community Child Protection Committee (CCPC) conducted 1 lake-surveillance on child labour monitoring to Gabikpo island community - Best fisherman in the Volta Region conducted a mini campaign to sensitise other fishermen in communities along the Volta Lake. This kind of peer sensitisation has had a very strong impact. Many of the fishers have been inclined to decline the use of children in fishing. - GAWU has broadened its membership base and expanded its organisational framework with more fishers voluntarily taking part in registration as Union members. - A simple database of fishers and fishing canoes under GAWU-ICFA developed for follow-up activities and support services to Union members 	<ul style="list-style-type: none"> - Community level partners including fishers and ICFA, fish processors and women groups, the youth, local Navy, etc. have been massively engaged and sensitised on child labour and the productivity and health benefits of OSH. - The OSH interventions have however been theoretical and the team could observe visible signs and confirmed information of chemicals use in fishing, other farming activities along the Lake, use of dangerous tools and unhygienic fish processing conditions. - Community consensus to stop the use of children in child labour/hazardous activities and scale-up of social mobilisation to island communities a key sustainability element of the project 	<ul style="list-style-type: none"> - Technical support to GAWU to conduct OSH ToT for selected key local officials including women fish processors for the training of other community members - On-hand practical OSH trainings with the various groups by local trainers including fishers and processors to achieve real change and improved OSH measures in fishing. - Setting up of hygienic fish processing centre(s) for the women groups - Collaborate with Fisheries Commission and the newly established Fisheries Enforcement Unit (Marine Police and Navy) to prevent the use of chemicals in fishing - Step up collaboration with law enforcement agencies to enhance prosecution of perpetrators of child trafficking - Kpando Municipal Assembly collaborates with Torkor CCPCs to establish similar structures in some of the island communities reached with social mobilisation - Institutionalise the fishers and canoes database by linking it to the GAWU farmers database for sustainability
1.2.2 Business Plans for fishing communities organised in cooperatives developed (Ghana)	0.2.2 - A business plan developed	Drafting of business plan has commenced with observation of the local economy, interaction with informal sector workers including fishers and fish processing women	All key partners in the locality are well mobilised to contribute to the development of a sustainable plan to the industry. Very useful ideas are already being discussed including promotion of Aqua Culture for additional incomes, working with Ghana Irrigation Authority to promote organic crop diversification (e.g. vegetables cultivation) along the Lake.	<ul style="list-style-type: none"> - The Plans need to be finalised and implementation started to benefit from project's technical support before of the project end - The need for wider consultations including the Municipal Assembly and other associations and interest groups in exploring opportunities beyond the community in finalising the business Plans
A 2.1.1: Desk review on the ILO and FAO fishing initiatives in selected countries with focus on safety and working conditions and the use of hazardous child labour.		Desk review of relevant literature including ILO and FAO fishing initiatives conducted to inform Action Programme strategy and implementation	Much information was gathered through both literature and key stakeholders in the design of the project strategy	<ul style="list-style-type: none"> - Good practices in the promotion of OSH in other sectors is very crucial for maximum impact - ILO should provide support to GAWU with materials on OSH in fishing to avoid the use of the Cocoa OSH manual which does not fit the fishing context
A 2.1.2: Further meetings with Governmental authorities (Volta River Authority, the Ghana Navy, the Ghana Police, the Ministry of Fisheries and Aquaculture, the Ministry of Local Government and Rural Development, the Ministry of Education and Ghana Education		Consultations by the ILO Head of Social Partner Engagement Partnerships and Advocacy IPEC-FPRW Branch in Accra, Suhum (ILO/IPEC-CCP Municipal /communities), Kpando Municipal Assembly and Kpando Torko between 18th-21st June 2014 to seek inputs from national and sub-national level partners and gather lessons from other interventions to inform the project	<ul style="list-style-type: none"> - Wide national and sub-national consultation in project design except on the issue of speed boat and available alternatives resulting in the delay in executing this vital aspect of the project to improve technology and OSH - Partners' roles at the community level clearly 	<ul style="list-style-type: none"> - Bridge the gap between community, municipal and national level engagements in project implementation and communication - The project need to take advantage of existing partner interventions especially the Fisheries Commission to achieve proper mainstreaming and sustainability

Ghana	Indicators	Achievements of the project as per GAWU reports and statements	Comments/ Observations by evaluation team	Proposed follow up Next steps/Recommendations	
		Service, the Ministry of Gender Children and Social Protection, the Ministry of Employment and Labour Relations, and MPs of littoral constituencies) employers' and workers' organisations, to discuss the situation in the region and consult on alternatives suggested by the workers to address the problem (use of safety/diving boats), and to gain their cooperation in providing key training (e.g. diving).	strategy. Partners engaged included the MELR, Parliament (Select Committee responsible for Employment) TUC-G, GAWU, IUF (Women's Coordinator), Suhum Municipal Assembly and Mfranta (CCP intervention areas), Kpando Municipal Assembly, Police, Navy, GAWU Local Union, ICFA, Women Groups. - Project inception meeting in Accra to share information on the Project with national partners and also in the context of national policies and plans with respect to the ministry of fisheries and aqua culture and the ministry of gender, children and social protection to gather inputs and support for project implementation	defined and being well executed in project implementation and monitoring - Even though the AP is contributing to the Municipal Medium Term Plan to address child labour especially along the island communities the Assembly's role in addressing the other elements including access to quality education, law enforcement and monitoring is not very conspicuous Though national partners were consulted in project design and inception, there is a disconnect in the national level engagement in implementation and monitoring	- Speed up the procurement of the speed boat and training of divers for surveillance and other support services to fishers
	A 2.1.3: Based on the results of Activity 2.1.2, organise a planning/strategy workshop with GAWU-Inland Canoe Fishers' Association members and relevant DA to draft a detailed and integrated intervention approach (Action Programme) for Tokor	Follow-up sub-national level consultations by GAWU with the Kpando Torkor Municipal Assembly and Torkor stakeholders on the project in December, 2014. Consultations were held with the Municipal Assembly, led by the DCE and key line agencies; Opinion leaders of Kpando Torkor (Chiefs), GAWU Union members and executives, leaders of ICFA, women members of GAWU and women's processors association and other women women's groups, the Navy, District Fisheries Offices and Social Development to gather further inputs for the project design, implementation and monitoring. Action Programme finalised and implementation on-going.	GAWU's strategy is well in line with the Municipal Assembly's strategies to address child labour on the island communities as outlined in the 2014-2017 Medium-Term Development Plans as evidence of consultations in designing the project strategy	- Improve information sharing on the project with the Municipal Assembly - Interest the Assembly through closer engagement in the implementation and monitoring of the project - Follow up with the Assembly regularly on the fulfilment of its commitment in the MTDP and during the project consultations	
	A 2.1.4: Organise a planning and validations workshop with GAWU and Inland Canoe Fishers' Association members with other key stakeholders to develop a draft strategy for the sector.	Inputs sought from project stakeholders in the design and implementations of project hence enhancing their visibility in their role	Project designed to meet the needs expressed by the various target groups during initial consultations by both the ILO and GAWU		
	A 2.1.5: Support the GAWU-Inland Canoe Fishers' Association implement the agreed intervention through the provision of timely technical support and monitor its impact on child labour	- The inland canoe fishermen understand and promoting the concept of child labour free zones and monitoring their colleagues to ensure boats on the lake have NO children in them. They also report identified cases to the CCPC and the Navy detachment - Quarterly monitoring by GAWU national officers and ILO Project Consultant to provide technical backstopping to the GAWU-ICFA	GAWU at the national and sub-national levels together with the Project Consultant provide technical backstopping in the delivery and monitoring of the project	- The Project Team should focus more on the project outcomes than the outputs - Relevant agencies including Fisheries, Labour and Social Welfare Officers should be provided relevant information to support the community giving that they are closer as well as promote institutionalisation and sustainability of interventions	
	A 2.2.1: As part of the Action Programme, training sessions for association on OSH, working conditions, the advantages of co-	Consciousness on OSH has been raised through OSH sensitisation using various media. The use of agro-chemicals in farming activities close to the lake is being discouraged. Food	- GAWU Local Union is very much strengthened through mobilisation of more fishers into the Union and a database created for follow up	- Pay special attention to OSH activities during the remaining implementation period - ILO support in providing relevant information and tools in	

Ghana	Indicators	Achievements of the project as per GAWU reports and statements	Comments/ Observations by evaluation team	Proposed follow up Next steps/Recommendations
	operatives and child labour	safety issues are being addressed. Nonetheless, OSH tools and alternatives such as table for fresh fish stock and also peeling of fish need to be addressed.	support services - The OSH interventions have however been theoretical with visible signs and confirmed information of chemicals use in fishing and other farming activities along the Lake, use of dangerous tools and unhygienic fish processing conditions.	delivering OSH interventions
	A 2.2.2: Rolling out of a campaign and awareness-raising activities to sensitise relevant groups directly related to the fishing industry towards the damaging effects of child labour and improve the ability of key stakeholders to raise awareness	- Community Chiefs, Religious leaders, school management committees, youth leaders, children, women cooperative assemblymen, fish sellers understand the difference between child labour and age appropriate work for children. They have developed slogans and songs on child labour. - Awareness raising is translating to improved attitude for child protection: community members are helping to identify trafficked children, school teachers are engaging affected children in their schools, parents are becoming more protective of their children and children are assertive in protecting their rights.	Community and various interest groups well sensitised on child labour issues, mobilised and reaching out to other island communities to stop the practice	Encourage the Municipal Assembly to scale up the setting up of CCPCs in other island communities to expand coverage
	A 2.2.3: Support existing women members of the willing to be organised in women 's processing co-operative and how to improve fish processing and working conditions (clean gutting, smoking, drying, carrying loads) without the use of child labour	Though the use of children in fish processing has reduced work is still on going to provide modern tools for peeling the fish to the women and smoke free smoking ovens for fish smoking	- A freezer has been provide to the fish processing associations for preservation of their stock to improve their incomes - Some basic facilities have also been provided for the processing of fish but need improvement to promote safety and health among the processors and consumers	- Improve further the environment and equipment for fish processing
	A 2.2.4: Training of Cooperative and IFCA members in the use of safety equipment	Initial meeting with fishers, including ICFA members included knowledge sharing on the use of safety equipment such as life jackets and how to avert collision with tree stumps in the lake.	The procurement process is taking some time because not much engagements and checks were done on this aspect during the project design	- Speed up the provision of the speed boat and trainings - Make provision for certification of the divers to guarantee other employment opportunities including rescue of accident victims on the Lake - Put in place management arrangements to access the services of the divers, incentive packages including insurance and maintenance and replacement of the boat
	A 2.2.5: Training of ICFA members on OSH and working conditions and on how to be active and pro-active in the local implementation of policies to eliminate child labour	A number of training and retraining have been undertaken with the members and leadership of ICFA. Community Rules and Regulations including sanctions for parents of children found working during school times has been developed and in force	- Evidence of capacity building of the target beneficiaries - It is however not very clear the number of trainings conducted - Lack of disaggregated information on beneficiaries of the trainings	- Refresher trainings are needed for the target groups - Proper documentation of project results including sex disaggregated information is needed
	A 2.2.6: Monitor the application of the training provided and assess impact on the presence of	- Although it's too early in the project life to measure impact, the drastic reduction of children at the port landing bay is obvious to	- Enhanced capacity of local partners including the Navy, GAWU members, traditional leaders,	- Support for the Torkor CCPCs for more outreach social mobilisation activities in the island communities

Ghana	Indicators	Achievements of the project as per GAWU reports and statements	Comments/ Observations by evaluation team	Proposed follow up Next steps/Recommendations
	child labour in the sector	all who lived and witnessed the teeming thousands of child labour activities at Torkor. - With the increased knowledge people understand and report cases to the CCPCs, Local Navy with two of such cases referred by the Navy to the Police within the year	etc. on child labour issues - The development of Community Rules and Regulations on child labour and education is a key evidence of the community putting into good use acquired knowledge - Evidence of drastic reduction of child labour in Torkor. The challenge is however with the other island communities	- Scale-up of interventions to other island communities
	A 2.3.1: Foster the organisations of meetings with the DA, Tokor cooperatives and ICFA to report on the implementation of the Action Programme.	Periodic meetings and information sharing sessions have been held with officials of the Municipal Assembly with the personal participation of the Mayor of Kpando Municipal Assembly.	Community level engaged in implementation and information sharing on the project delivery is very strong	Municipal level engagements need to be strengthened by taking advantaged of existing platforms and submission of documented updates
	A 2.3.2: Initiate the inclusion in the agenda of the community economic development and Community Action Plan that may enable the formalisation of fishing and other livelihoods activities.	The CCPCs are working with the Pre-mix Committees, Unit Committees to increase visibility of child labour issues in their operations. The Fuel Committee thus provided a 3 class room block to support withdrawn children in their extra classes activities	- Pilot Aqua Culture is ongoing with technical support of the Fisheries Commission - Promotion of diversity in livelihoods through the promotion of vegetable cultivation along the Lake in collaboration with Ghana Irrigation Authority	- Closer collaboration with Fisheries Commission to promote access to on-going interventions in the sector in collaboration with the World Bank Increase advocacy for support in Aqua Culture to prevent the depletion of fish stock with economic consequences on the fishers and processors
	A 2.3.3: Organise a National Seminar involving DAs from the 4 Regions of the Volta Lake to share the results of the intervention approach and to consider a possible regional programme to replicate the model in other communities	- Communities and partners are being identified for this activity in the last phase of the project. Visits have been made to neighbouring Bumbula, Dzemeni, KeteKrachi. - Plans underway to cover Yeji and Adidome	The involvement of the DAs along the Volta Lake during the 2015 WDACL provides a huge opportunity to mobilise other DAs and partners working in the sector	Follow up activities to engage their DAs and other key partners for massive support and scale-up of the interventions

August 2015

Annex 9. Results as described in Action Programmes (Benin and Ghana)

Benin

Objectifs, Produits et Activites		Realisé/Activités	Commentaires des évaluateurs
Objectif de développement Contribuer à élimination du travail des enfants à travers l'amélioration de la productivité et des revenus des mères des enfants victimes ou à risque.			
<i>Objectif Immédiat : A la fin du projet les familles soutiennent mieux la scolarisation ou la formation professionnelle de leurs enfants et ne recourent plus à eux comme main d'œuvre. (ou les familles n'utilisent plus leurs enfants comme main d'œuvre et soutiennent mieux leur scolarisation ou formation professionnelle ou encore les familles soutiennent mieux la scolarisation ou la formation professionnelle de leurs enfants et ont renoncé à les utiliser comme main d'œuvre)</i>			
INDICATEURS	Indicateurs de réalisation	Moyens de vérification	
	Au moins 95% des enfants des familles bénéficiaires directs et au moins 60% des enfants des familles bénéficiaires indirects ne sont pas impliqués dans les PFTE	Résultats suivi DBMR pour les enfants des familles bénéficiaires directs Résultats d'enquête auprès des familles bénéficiaires indirects	
	Au moins 60% des femmes bénéficiaires directes ont amélioré leur revenu d'au moins 50% d'ici la fin du projet	Résultats d'enquête de comparaison du niveau des revenus entre le début et la fin du projet	
	Au moins 60% des femmes bénéficiaires directs en besoin de financement, ont eu accès à un crédit couvrant au moins 75% de leur besoin	Résultats d'enquête	
	Au moins un groupement ou une coopérative est formellement constitué(e) dans la zone d'intervention du PA	4 coopératives formées	
PRODUIT 1: LES RENDEMENTS/PRODUCTIVITE ET LES REVENUS DES AGR SONT AMELIORES			
Produit 1.1: Les femmes sont organisées en associations, groupements ou coopératives et utilisent des équipements qui réduisent la pénibilité de leurs activités génératrices de revenus			
Produit 1.2: Les femmes sont formées sur la gestion de leurs activités et mettent en œuvre des stratégies de gestion qui améliorent leurs revenus			
PRODUIT 2: LES FEMMES ORGANISEES ONT MIS EN PLACE ET EN ŒUVRE DES MECANISMES QUI EMPECHENT LE TRAVAIL DES ENFANTS SUR LES DIFFERENTS SITES D'EXPLOITATION DU GRAVIER ET DE CONCASSAGE DU GRANITE EN PARTICULIER, ET SUR TOUS LES SITES DE PFTE DANS LOKOSSA ET DASSA EN GENERAL			
Produit 2.1: Les associations de Mères d'enfants sont fonctionnelles et assurent le suivi des enfants à l'école et dans les ateliers de formation.			
Produit 2.2: Les comités de surveillance, de sécurité et de santé sont fonctionnels sur les sites de pires formes de travail des enfants et empêchent tout travail des enfants sur les sites			
ACTIVITÉS			
<i>Objectif n° 1: Les familles bénéficiaires n'utilisent plus leurs enfants comme main d'œuvre et soutiennent mieux leur scolarisation ou formation professionnelle</i>			
<i>Produit 1.1 : Les femmes sont organisées et utilisent des équipements qui réduisent la pénibilité de leurs activités génératrices de revenus</i>			
Activité 1.1.1: Faire l'étude de faisabilité et de rentabilité pour le choix et l'installation des équipements y compris la capitalisation des expériences du Projet W.A ECOWAS II en la matière.	L'étude de faisabilité et de rentabilité pour le choix et l'installation des équipements y compris la capitalisation des expériences du Projet W.A ECOWAS II en la matière a été réalisée. (Activité réalisée à 100%)	Un consultant a été commis pour cette étude qui a été réalisée. L'étude est sanctionnée par un rapport qui a été validée par un atelier tenu le 13 mars 2015.	
Activité 1.1.2: Mettre en place les structures et modalités de gestion des équipements	Les structures et modalités de gestion des équipements ont été mise en place dans les quatre coopératives appuyées par le projet (Activité réalisée à 100%)	Les comités de gestion et de surveillance existent au niveau de chaque coopérative et les modalités de gestion sont définies	
Activité 1.1.3: Mettre en place les équipements	Les équipements sont mis en place pour deux coopératives (EGNONVO à	A Lokossa, un léger retard est constaté, du fait du temps mis par la coopérative	

Objectifs, Produits et Activités	Realisé/Activités	Commentaires des évaluateurs
	Lokossa et ADJILO à Dassa). Cette activité est réalisée à 50%.	MITINKPON à retenir l'AGR à mener. A Dassa, la coopérative ISHEDOUN ne semblait pas suivre le rythme au départ et OBISACOTE a dû la renforcer pendant quelques mois. A présent, les démarches sont très avancées pour que les équipements soient remis à chacune des deux coopératives en Septembre 2015.
Activité 1.1.4: Former les femmes à l'utilisation et à la gestion des équipements	Les membres des deux coopératives (EGNONVO et ADJILO) ainsi que quelques membres des autres coopératives (MINTINKPON et ISHEDUN) ont suivi cette formation lors de la remise des équipements suivie d'une démonstration.	Cette formation a été faite lors des séances de remise des équipements respectivement aux coopératives EGNONVO à Lokossa et ADJILO à Dassa.
Activité 1.1.5: Mettre en place les mécanismes d'entretien périodique des équipements	L'activité est amorcée dès la remise des équipements aux coopératives EGNONVO et ADJILO.	Cette activité est en cours de réalisation. Elle est actuellement au stade de la désignation des responsables chargés de matériels au niveau de chaque coopérative.
Activité 1.1.6: Suivre et évaluer périodiquement le fonctionnement des équipements	Cette activité n'est pas encore réalisée.	Des discussions sont en cours avec le fabricant des équipements à Lokossa et avec un mécanicien et les fabricants d'outils de concassage à Dassa. Des contrats devront sanctionner ces discussions dans le respect des règles en la matière
Produit 1.2: Les femmes sont formées sur la gestion de leurs activités et mettent en œuvre des stratégies de gestion qui améliorent leurs revenus		
Activité 1.2.1: Elaborer un plan de formation des femmes suite à l'étude de faisabilité	Le plan de formation prévu a été élaboré	Huit thèmes de formation ont été retenus.
Activité 1.2.2: Former les femmes bénéficiaires (Création et Gestion des coopératives, alphabétisation, gestion des AGR, etc.)	Les femmes des quatre coopératives bénéficiaires du projet sont formées sur la création et gestion des coopératives, gestion des AGR, etc.	Sur les huit (08) définis par le plan de formation, Sept (07) thèmes sont déjà administrés. Il reste un thème à programmer (Thème 8 : alphabétisation des femmes)
Activité 1.2.3: Mettre en œuvre les plans d'affaires issus de l'étude de faisabilité	La mobilisation des moyens financiers se poursuit au niveau de chaque coopérative et un plan de gestion des tâches est élaboré en Assemblée Générale par les membres	Les SCOOPS ont mobilisé des montants de taille variable dans leur compte. Il s'agit des parts sociales partiellement libérées par les membres.
Activité 1.2.4: Former les femmes sur la gestion de leur CECI	Une formation a été donnée aux femmes sur la gestion des CECI.	A Lokossa, il s'est agi d'un recyclage qui a concerné seulement les membres élus des organes de gestion des deux coopératives (EGNONVO et MITINKPON), puisque les CECI existaient depuis le programme WA ECOWASII. A Dassa par contre, tous les membres des deux coopératives (ADJILO et ISHEDUN) ont été formés aux CECI. Cependant, une seconde descente du Consultant semble nécessaire afin de renforcer les premiers acquis en vue d'une plus grande efficacité de leur CECI.
Activité 1.2.5: Mettre en relation les CECI avec d'autres institutions financières	L'identification des institutions de micro finance a été faite par les membres des coopératives ; ce qui leur a permis de s'informer davantage sur leur politique d'épargne et de crédit suite à la formation.	La coopérative EGNONVO a ouvert son compte à la CLCAM de LOKOSSA, la coopérative MITINKPON au RENACA/BENIN et celle ADJILO à BETHESDA. Les démarches en vue de l'ouverture du compte d'ISHEDOUN sont en cours dans une institution de micro finance à Dassa. OBISACOTE et les coopératives respectives envisagent de parfaire avec ces structures de microfinance les négociations de prêts et les modalités de gestion des comptes.
Activité 1.2.6: Organiser des séances de réflexion pour la recherche commune des solutions (selon l'approche de recherche coactive de solutions)	Activité non encore réalisée	Activité en cours de programmation
Produit 2.1: Les associations de Mères d'enfants sont fonctionnelles et assurent le suivi des enfants à l'école et dans les ateliers de formation		

Objectifs, Produits et Activites	Realisé/Activités	Commentaires des evaluateurs
Activité 2.1.1: Appuyer les AME à élaborer leurs plans d'actions annuels	Les AME de Lokossa (héritage de WA ECOWAS II) sont redynamisées et appuyées par l'Animateur dans l'élaboration de leurs plans d'actions annuels.	Au niveau de Lokossa, les plans d'action des AME existent et sont approuvés en AG au sein des coopératives EGNONVO et MITINKPON. Cependant, à Dassa, la mise en place des AME est en cours.
Activité 2.1.2: Appuyer la mise en œuvre des plans d'actions annuels...	Accompagnement des AME est fait régulièrement par l'Animateur dans la mise de leur plan d'action.	A Lokossa les plans d'action s'exécutent déjà à travers l'organisation des réunions et AG ainsi que l'adoption des textes fondamentaux des coopératives et le suivi régulier des enfants à l'école. Par contre à Dassa, la transmission de l'expérience en vue de la mise sur pied des AME est ses débuts.
Activité 2.1.3: Organiser des campagnes de sensibilisation contre le travail des enfants	Des campagnes de sensibilisation contre le travail des enfants se font régulièrement dans les deux localités à savoir Lokossa et Dassa.	Les séances de sensibilisation de proximité sur le travail des enfants se font par les animateurs lors des descentes sur les sites de carrière et lors des descentes des membres des cellules communales de protection des enfants. Des visites inopinées sont généralement faites ensemble avec la direction départementale du travail sur les sites de carrière de gravier de Lokossa. Par ailleurs, les cérémonies de remise des équipements aux coopératives EGNONVO et ADJILO ont constitué des occasions/séances de sensibilisation grand public contre le travail des enfants.
Produit 2.2: Les comités de surveillance, de sécurité et de santé au travail sont fonctionnels sur les sites de pires formes de travail des enfants et empêchent tout travail des enfants sur les sites		
Activité 2.2.1: Former et dynamiser les comités de surveillance, de sécurité et de santé mis en place avec l'appui du Projet W.A ECOWAS II	Une formation a été animée à Lokossa et une autre à Dassa (Août 2015) en faveur des membres de comités de surveillance, de sécurité et de santé mis en place avec l'appui du Projet W.A ECOWAS II.	Ces séances de formation ont réuni les membres de comités de surveillance de sécurité et de santé au travail des sites de carrières où le travail des enfants demeure
Activité 2.2.2: Appuyer la mise en œuvre du SSTEb (système de suivi sur le travail des enfants au Bénin)	Cette activité se déroule dans les deux localités (Lokossa et Dassa) à travers l'appui à la descente de contrôle des membres des cellules communales de protection des enfants sur les sites. A Dassa, il y a eu en outre, la pose de plaques sur trois différents sites. Ces plaques mentionnent, image à l'appui, que le travail des enfants dans les carrières est interdit. Par ailleurs les membres de la cellule communale de protection des enfants de Dassa ont été formés sur le SSTEb et son opérationnalisation	Activité permanente et en cours de réalisation à Lokossa et à Dassa
Activité 2.2.3: Organiser des séances de réflexion pour la recherche commune des solutions (Dialogue social et approche de recherche coactive de solutions)	Activité non encore réalisée	Activité en cours de programmation. Les TDR sont en cours d'élaboration en vue de la mise en œuvre de cette tâche.

Ghana

Development objective: to contribute to the elimination of child labour		
Immediate objectives, outputs, activities	Implemented/Achievements	Comments of evaluators
Immediate Objective I. By the end of this Action Programme the organisation and capacity of the local members of the General Agricultural Workers Union (GAWU) and the Inland Canoe Fishers Association (ICFA) in Torkor to respect and protect the rights of children in the selected communities along the Volta Lake, including their right to education and protection from hazardous work, will have been enhanced through sensitisation and social mobilisation.		
OUTPUT 1.1: At least 100 fishers and fish processing workers in Torkor community (including GAWU and ICFA) sensitised on the harmful effects of child labour		
Activities		
Activity 1.1.1: Organise 4 meetings to sensitise 50 village chiefs, queen mothers, leaders of cooperatives, chief fishermen, assembly members, unit committee members, and other leaders of Torkor and nearby island communities on the harmful effects of child labour and the need to protect the rights of children, and on international labour standards	Over 350 workers including fishers, processors and the youth sensitised on child labour through community meetings, radio broadcast of messages, community overhead public information speakers, IEC materials	Community level partners including fishers and ICFA, fish processors and women groups, the youth, local Navy, etc. have been massively engaged and sensitised on child labour and the productivity and health benefits of OSH. CCPCs have reached out to nearly 8 island communities outside Torkor. The Municipal Assembly need to build on efforts by the Torkor CCPCs to establish such similar Child Protection Committees in the island communities reached by the CCPCs The need to clear information on number of meetings, trainings, sensitisation activities, IEC materials produced and sex disaggregated information on target beneficiaries
Activity 1.1.2: GAWU-ICFA produce and disseminate appropriate IEC materials on child rights in Kpando Torkor and surrounding fishing villages	IEC materials including T-shirts, sign boards, wall messaging, etc. produced and disseminated in Torkor and selected island communities	A short documentary for community sensitisation will make more impact on the populace as well as serve as entertainment
Activity 1.1.3: GAWU-ICFA design and broadcast open air messages on child labour through overhead public information speakers at Torkor market area	GAWU-ICFA designed and broadcasted open air messages on child labour through overhead public information speakers at Torkor market area	The use of the Volta Regional FM should also be stepped up to reach out to all communities along the Lake
Activity 1.1.4: Organise 2 sensitisation meetings for women in fishing processing and traders on the negative consequences of child labour and assign them to distribute child labour IEC materials to other	Two sensitisation meetings held for women in fishing processing and traders on the negative consequences of child labour and assign them to distribute child labour IEC materials to other community members.	The women should also be involved in outreach activities to other island communities
Activity 1.1.5: GAWU-ICFA, cooperatives and women hold 2 radio discussions on child labour, gender and community development issues.		Same comment as 1.1.4

Development objective: to contribute to the elimination of child labour		
Immediate objectives, outputs, activities	Implemented/Achievements	Comments of evaluators
Output 1.2.: Sensitised community actors organised and mobilised to lead the fight against child labour in ToRkor		
Activities		
Activity 1.2.1.: organise 2 meetings for nationally acclaimed Chief Fisherman of the Volta Region to sensitise and mobilise 50 fishers and chief fishermen of littoral districts along the Volta Lake.	Best fisherman in the Volta Region has conducted a mini campaign to sensitise other fishermen in communities along the Volta Lake. This kind of peer sensitisation has had a very strong impact. Many of the fishers have been inclined to decline the use of children in fishing.	The Chief fisherman need to be encouraged to carry on the campaign at different platforms including meetings of chief fishermen and women
Activity 1.2.2.: register 200 fishers and fishing fleet under GAWU-ICFA and provide identification cards for old and new members	GAWU has broadened its membership base and expanded its organisational framework with the registration of new members. ID cards are being developed for members	There is the need for clear disaggregated information on new membership and the percentage of increase of membership base
Activity 1.2.3.: develop a simple database of fishers and fishing canoes under GAWU-ICFA	A simple database of fishers and fishing canoes under GAWU-ICFA has been developed and data entry for members on-going	The database needs to be institutionalise by linking it with GAWU database of farmers for sustainability
Output 1.3. Community child protection committee (CCPC) engaged in community surveillance to deter the use of children in hazardous work in fishing in Torkor		
Activity 1.3.1.: organise two (2) sensitisation and training meetings on child labour and lake surveillance and child labour monitoring for community child protection committee (CCPC) and local navy officers	One sensitisation and training meetings on child labour and lake surveillance and child labour monitoring organised for community child protection committee (CCPC) and local navy officers.	The trained CCPCs should be supported to train other opinion leaders in island communities
Activity 1.3.2: Community child protection Committee (CCPC) and navy officers stationed in Torkor conduct monthly surveillance to monitor child labour activities on the Volta Lake.	Community child protection committee (CCPC) conducted one surveillance on the Lake around Torkor	It is innovative for the CCPCs and the Navy to use other available canoes to start surveillance awaiting the speed delivery of the boat
Activity 1.3.3: community child protection committee (CCPC) conduct surveillance on island villages around Torkor.	CCPC conducted 1 surveillance visit to Gabikpo island community	Same comment as 1.3.2
Activity 1.3.4: CCPC set up mobile phone helpline and "What's Up" pages (WUP) to enhance information sharing on child labour monitoring	Yet to start	This activity need to be carried out before the next reporting period to enable enough time for testing before end of project

Development objective: to contribute to the elimination of child labour		
Immediate objectives, outputs, activities	Implemented/Achievements	Comments of evaluators
IMMEDIATE OBJECTIVE 2: By the end of this Action Programme, the ability of fishers and fish processing workers (women) to apply safe, healthy and efficient methods in fishing and fish processing to increase their productivity would have been improved through training and business planning.		
Output 2.1: GAWU and ICFA in Torkor trained on OSH, working conditions, advantages of corporatism and local implementation of child labour policies		
Activities		
Activity 2.1.1.: organise 6 trainings (2 trainings for each of 3 sets of 35 persons) on OSH (including the use of safety equipment) and working conditions for 105 GAWU-ICFA members	Initial meeting with fishers, including ICFA members included knowledge sharing on the use of safety equipment such as life jackets and how to avert collision with tree stumps in the lake	Again, it is not clear the number of fishers and fish processors who have received training and the number of trainings so far conducted. Subsequent trainings should also be practicalised to better appreciate the health and productivity benefits of occupational safety and health measures for a maximum impact
Activity 2.1.2.: Organise 4 quarterly training on co-operatives and child labour for 50 working adults of the same informal sector who are not presently organised (e.g. fish processors, fish sellers, sellers of fishing wears)	Trainings have been held for fishers and other adults resulting in the broadening of GAWU's membership	Need to clearly appreciate the percentage of increase in farmer registration through project interventions
Activity 2.1.3.: organise 2 trainings for GAWU-ICFA members on child labour policies including how local groups can drive the enforcement of district bye-laws on child labour, education and social protection.	A number of training and retraining have been undertaken with the members and leadership of ICFA and its members. Community Rules and Regulations including sanctions for parents of children found working during school times has been developed and in force	The community rules and regulations need to be developed further into district bye-laws to expand reach for the protection of all children in the Kpando Municipality
Output 2.2: willing women in fish processing trained in cooperative formation, gender issues and productivity (business operations and management) without child labour		
Activities		
Activity 2.2.1: carry out 2 trainings in cooperative formation for fish processing women willing to be organised into cooperatives and strengthen existing cooperatives or support the formation of new cooperatives.	Trainings and sensitisations held for fish processing women and groups on how to make their groups viable to be attractive to service providers	The groups need further trainings in group dynamics and management, conflict resolution, opportunities in collaborating with other internal and external existing groups for learning and information sharing to improve on their activities
Activity 2.2.2.: conduct 2 trainings on gender issues for 50 women and men, including family roles, leadership and access and control of resources		Issues about financial power is an emerging issue in Torkor resulting in husbands' refusal to sell their catch to their wives. This training need to be urgently carried out to address this issues
Activity 2.2.3.: organise 2 information sharing meeting on government policies and programmes on aquaculture and other programmes planned for communities along Lake Volta.	Organised a Project inception meeting (in the context of activity 2.2.3) in Accra, to share information on the Project with national partners and also in the context	The second information meeting after some period of implementation should be carried out involving partners at all levels: community, district and national

Development objective: to contribute to the elimination of child labour		
Immediate objectives, outputs, activities	Implemented/Achievements	Comments of evaluators
	of national policies and plans with respect to the ministry of fisheries and aqua culture and the ministry of gender, children and social protection	
Output 2.3: GAWU-ICFA trained in the use of safety/diving equipment		
Activities		
Activity: 2.3.1: purchase diving equipment (e.g. diving suits, Diving mask, Snorkel, Fins, Swimming goggles, gloves, socks, underwater touch lights, air cylinder), including safety/speed boat	Surveillance cameras have been procured and mounted for Lake Surveillance. Speed boat being locally built and will be ready in a couple of weeks for training and service delivery to fishers to commence	- The diving equipment especially the speed boat need to be procured as early as possible to allow time for training and actual piloting before end of project - Guidelines for the use, maintenance and replacement of the safety equipment should be put in place by the community with project support
Activity 2.3.2.: recruit 10 volunteers (who are GAWU-ICFA members) willing and able to be trained as divers lake safety guards who will also be used for the disentangling of fishing nets in the lake.	Over 15 youth have been registered to be trained as divers once the speed boat is ready	The modalities for training, certification and working conditions should be spelt out very clearly at the inception
Activity 2.3.3.: organise training for the 10 voluntary recruits as divers	The 15 registered youth to be trained as divers have been briefed on the project and ready for the training to commence	Same comment as 2.3.2
Activity 2.3.4.: train the recruits on how to use diving/safety boat and other diving gear	Fishers sensitised on the usefulness of the speedboat for disentangling fishing nets from tree tamps and other foreign objects in the lake	Fishers and other stakeholders in Torkor and island communities should be very well engaged on the benefits of using the services of the divers for fishing and other services including rescue of accident victims
Output 2.4: Application and impact of trained on child labour elimination monitored and assessed		
Activities		
Activity 2.4.1.: conduct 6 bi-monthly monitoring visits to project area to observe project implementation and assess progress towards achievement of objectives	Monitoring visits by the GAWU Project team and Project Consultant to Torkor and some island communities reached by the project	The Municipal Assembly and its key agencies including Social Welfare, Labour and Fisheries Commission should be more engaged in the monitoring of interventions for purposes of sustainability
Activity 2.4.2.: organise 4 quarterly project review meetings to assess impact of interventions on child labour elimination.		This activity is very critical but this seem not to be happening
Activity 2.4.3.: prepare and submit regular technical progress reports to ILO/Donor	The first technical progress reported submitted in June 2015 and the preparation of the next report on-going	The technical progress reports need to be more detailed with number of activities carried out and total beneficiaries disaggregated by sex

Development objective: to contribute to the elimination of child labour		
Immediate objectives, outputs, activities	Implemented/Achievements	Comments of evaluators
Immediate Objective 3: By the end of this Action Programme, knowledge gained in the implementation of interventions under this Action Programme would have been shared with local government authorities and other partners to promote the elimination of hazardous work in Volta Lake fishing in Ghana.		
OUTPUT 3.1: partnership and coordination between local community and district authority strengthened.		
Activities		
Activity 3.1.1: organise 4 quarterly meetings to share project progress report with District Chief Executive (DCE), District Planning and Coordination Unit (DPCU)	A number of meetings held with the Kpando Municipal Assembly for an update on the project	- The Project should take advantage of Municipal Assembly's meetings to share project information - The Assemblyman for Torkor should be well engaged and informed on the project and results to also brief the Assembly
Activity 3.1.2: organise 2 information sharing and coordination meetings with 20 district line agencies (Police, CHRAJ, Education, Department of Social Development, Labour office etc.)		Same comment as 2.2.3
OUTPUT 3.2: experiences and lessons learned from the implementation of the AP shared at national level to inform child labour elimination across Lake Volta		
ACTIVITIES		
Activity 3.2.1: share project implementation experiences with the National Steering Committee on Child Labour (NSCCL)	Lessons from the project implementation informing the design of the new NAP for Ghana 2016 to 2020	In addition to the sharing of lessons with the technical group reviewing the NPA, GAWU should go further to share documented information on the project results with the NSCCL.

Annex 10: Comments on Log frame matrix

	Indicators	Means of verification	Comments
Outputs			
1.1 An agreed strategy on a small-scale mechanisation in stone-breaking cooperatives developed for the Departments of Mono (Lokossa) and Zou (Zakpota) and implemented (Benin)	O 1.1 - A consolidated intervention document developed	O1 - Final document of the intervention	<i>Ongoing; equipment tested and operational in the 4 cooperatives</i>
1.2. At least 50 women grouped in cooperatives and associations trained in microcredit, income generation and on the use of safer equipment (Benin)	O 1.2. - Number or women trained	O.1.2 - Training lists of participants	<i>Done; lists exist; 105 women trained</i>
1.3 - Local OSH and labour practices monitoring committee will be operational to combat child labour in the stone-braking sites (Benin)	O 1.3 - A monitoring committee operational	O 1.3 - Meetings reports	<i>Done, monitoring committee established, although meeting not regularly. No reports.</i>
2.1 - An intervention approach on child labour free artisanal fishing developed and implemented in Tokor based on cooperatives use of safety/diving boats for possible up- scaling by the relevant social partners and the network of littoral DAs in the 4 Volta Lake regions. (Ghana)	O 2.1 - An intervention approach drafted/developed	O 2.1 - Final document of the intervention	<i>To be drafted before December 2015</i>
2.2 - At least 100 adults from key local organisations and governmental institutions trained and sensitised on safety issues and organisation of informal fishers, fishing fleet and women's processing cooperatives (Ghana)	O 2.2 - 100 adults trained and sensitised	O 2.2 - Lists of participants	<i>On going</i>
2.3 - Tokor Fishing community co-operative and ICFA active to share with the District Assembly lessons learned from the intervention approach developed and ensure better coordination in the implementation of local child labour policies (Ghana)	O 2.3 - A Report submitted to the District Assembly	O 2.3 - Formal communication note	<i>On going</i>
3.1: An assessment of the OSH, workers' rights and child labour issues in Rajasthan quarries undertaken and disseminated (India)	O 3.1 - An assessment developed and disseminated	O 3.1 - Assessment report - Workshop and seminar reports	<i>On going</i>
3.2: Quarry workers will be trained on OSH and capacity to monitor child labour through organised trade unions in the Udaipur-Kotha -Jaipur belt (Rajasthan) and the experience will be		O 3.2	

	Indicators	Means of verification	Comments
documented and disseminated through IndustriALL South Asia Region and its mining/quarrying affiliates and other mineworkers/quarry workers trade unions in India.	O 3.2 - Workers trained - Experience systematised and disseminated	- Lists of participants - Report	<i>Planned</i>
4.1: 5 new districts with operative DCLC with trade union active participation (Zambia)	O 4.1 - 5 new operational DCLCs	O 4.1 - Report or other document indicating the establishment of the DCLC	<i>Planned</i>
4.2: A report on the functioning of the Zambian DCLC developed, disseminated and shared under south-south cooperation (Zambia)	O 4.2 - A report developed and disseminated	O 4.2 - A Report	<i>Planned</i>
5.1: Contents of a mobile application for the employers developed based on the Employers' and Workers' Handbook on Hazardous Child Labour (HHCLWE) and Eliminating Child Labour: Guides for Employers (Global)	O 5.1 - A mobile application developed	O 5.1- Application ("App") available for download	<i>Ongoing, ready to be tested</i>
5.2: A mobile application developed and tested in Zambia by the Zambian Federation of Employers (Zambia)	O 5.2 - A mobile application tested	O 5.2 - Report	<i>Test ongoing; no report yet.</i>

ILO Emerging Good Practice Template

Project Title: Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors

Project TC/SYMBOL: GLO/13/57/IRL_16

Name of Evaluator: João de Azevedo, Stella Dzator

Date: October 2015

The following emerging good practice has been identified during the course of the evaluation. Further text can be found in the full evaluation report.

GP Element	Text
<p>Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)</p>	<ul style="list-style-type: none"> • Declaration of child labour free zones by traditional rulers which are re-enforced with Community Rules and Regulations developed and in force by the leadership of chiefs in close consultation with its subjects
<p>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</p>	<p>Some important aspects of massive sensitizing a community on child labour issues can be found in GAWU's experience in Torkor, but important aspects and activities related to sustainability of changes are still to be confirmed.</p>
<p>Establish a clear cause-effect relationship</p>	<p>GAWU capitalises and mobilises its important past experience with CL and mobilisation capacities. The full involvement of traditional rulers is a key issue for the success.</p>
<p>Indicate measurable impact and targeted beneficiaries</p>	<p>Visible community engagement to stop CL and evidence of fishermen and women/youth to engage. GAWU increased its membership as a consequence of activities.</p>
<p>Potential for replication and by whom</p>	<p>After completion of project, other fishing communities will benefit of this experience and modalities of intervention could be replicated. Also, other unions can replicate action..</p>
<p>Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)</p>	<p>The role of Unions combatting CL should be enhanced</p>
<p>Other documents or relevant comments</p>	<p>GAWU's experience should be better studied before end of the project. It is important to note that GAWU concentrated the project in one only site, therefore focusing its full energy, differently from OBISACOTE that dispersed energy in 4 communities.</p>

ILO Lesson Learned Template

Project Title: Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sectors

GLO/13/57/IRL_16

Project TC/SYMBOL:

Name of Evaluator: João de Azevedo, Stella Dzator

Date: October 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)	Limited project duration does not allow enough time to appropriately deliver project activities in a consequential manner to achieve greater impact
Context and any related preconditions	the preparation of the partners' Action Programmes took almost one year before approval.
Targeted users / Beneficiaries	ILO/IPEC/FPRW
Challenges /negative lessons - Causal factors	Time available for project execution is insufficient. Partners are not used to use formats or ILO Offices (regional, central) are slow to efficiently give feed back and collaboration for the formulation of project documents.

Success / Positive Issues - Causal factors	Local partners gained some experience in drafting, more accurate planning
ILO Administrative Issues (staff, resources, design, implementation)	Concerning the long hesitancies and re-formulations of Actions Programmes, ILO could provide, in the future, an online assistance to applicants during the timeframe of one month, when during Action Programmes design

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Context and any related preconditions	the preparation of the partners' Action Programmes took almost one year before approval.

Targeted users / Beneficiaries	ILO/IPEC/FPRW
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Success / Positive Issues - Causal factors	Local partners gained some experience in drafting, more accurate planning
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Name of Evaluator: João de Azevedo, Stella Dzator
Date: October 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
<p>Brief description of lesson learned (link to specific action or task)</p>	<p>The project's activities on Occupational Safety and Health are critical when combatting child labour in Ghana and Benin and need a specially tailored methodology and tools to be effective for transformational change, improving work conditions and income – especially for women/mothers and youth. OSH tools for cocoa or other sectors cannot be applied automatically in the fishing context and the need for specific OSH materials and tools in fishing to achieve better results. The OSH training done in Torkor was based on the concepts extracted from the ILO manual for the cocoa sector. Considering the type of trainees and the Torkor context, conscience and knowledge raising on OSH concepts will be more efficiently and appropriately be done acting and learning by experiencing improvements in the concrete work conditions of fishers and, more importantly, of the women that deal with fish in the market. The same can be said concerning Benin, where improvements of the stone breaking tools can be addressed by unions.</p>
<p>Context and any related preconditions</p>	<p>GAWU and OBISACOTE are short in training methods and tools to improve productivity and working health conditions</p>
<p>Targeted users / Beneficiaries</p>	<p>Women and youth in quarries and fish markets</p>
<p>Challenges /negative lessons - Causal factors</p>	<p>OSH is still conceived as theoretical and not directly linked to concrete work conditions. Existing training material probably not enough adaptative</p>
<p>Success / Positive Issues - Causal factors</p>	<p>GAWU and OBISACOTE, as Unions, have the potential opportunities to involve union members in the research for OSH appropriate methods and tools</p>
<p>ILO Administrative Issues (staff, resources, design, implementation)</p>	<p>IPEC/FPRW have the opportunity to reform methods and approach for OSH training. It is highly recommended that future training sessions use <i>learning by doing approach</i> with, at least, 50% of practical demonstrations. Themes of training should be directly linked with current work and management issues, e.g. the work conditions of fish clean gutting and processing or planning the use of equipment with simple records of expenditures and revenues. In all cases, it is advisable that the training sessions focus always on concrete issues with an immediate outcome on the working conditions, easily identifiable and evaluated by participants as progress.</p>

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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
<p>Brief description of lesson learned (link to specific action or task)</p>	<p>Fighting child labour around Lake Volta (Ghana) demonstrates how development challenges are complex and interrelated. Climate change, fish resource management and the forms of conflict are complex. The lake is reducing its area, very small fish is illegally captured and marketed, the stock is officially considered in danger while there is confirmed information of chemicals use in fishing, other farming activities along the Lake, use of dangerous tools and unhygienic fish processing conditions. Over reliance on fish stocks create economic challenges for fishing communities, fishers and processors, which can result in the engagement of children to reduce operational cost. The dimensions of stock depletion are not yet considered as a challenge for the future of the communities. Meanwhile, aquaculture is currently locally experienced with a pilot cooperative supported by the national Fisheries Commission. GAWU members are included among coop membership. Although this pilot experience was not included in the GAWU project planning it seems urgent to coordinate the activities of all partners in the near future to understand better how the different parts of the system interact and affect each other, which actors are affecting the system and what motivates them. This issue calls for adaptive challenges, also considering that the project seeks to outreach the more distant fishers' communities in the islands inside the Lake, where the household survival strategies are critically depending from the fish stocks and child labour still exists – and where there are no schools.</p>
<p>Context and any related preconditions</p>	<p>The ILO/GAWU project strengthens the partnership with the Fisheries Commission and act jointly. The Fisheries Commission is starting the operations of a regional project in the Lake Volta region and will associate GAWU to it's execution</p>
<p>Targeted users / Beneficiaries</p>	<p>IPEC/ILO, GAWU</p>
<p>Challenges /negative lessons - Causal factors</p>	<p>The project planning under implementation was not aware of the climate change / fish stock depletion.</p>

Success / Positive Issues - Causal factors	Fisheries Commission is eager to associate GAWU in the near future.
ILO Administrative Issues (staff, resources, design, implementation)	A follow up is necessary to insure that parthership between Gawu and FC is effective

