



ILO EVALUATION

- **Evaluation Title:** Independent Mid-term Evaluation of Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL)
 - **ILO TC/SYMBOL:** GLO/11/27/IRL
 - **Type of Evaluation :** midterm
 - **Country(ies) :** Azerbaijan, Botswana, China, Ethiopia, Indonesia, Viet Nam, and Zambia
 - **Date of the evaluation:** July-September 2013, report submitted 16 October 2013
 - **Name of consultant(s):** Dr. Karin Reinprecht
 - **ILO Administrative Office:** Skills and Employability Department, transferred to Gender, Equality and Diversity Branch
 - **ILO Technical Backstopping Office:** Initially the Skills and Employability Department, transferred to Gender, Equality Diversity Branch
 - **Date project ends:** December 2015 (subject to decision to be taken in November 2013)
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 - **Evaluation Manager:** Ms. Adrienne Cruz
 - **Evaluation Budget:** US\$ 45,880
 - **Key Words:** equal opportunity; non-discrimination; rights of persons with disabilities; legislation; employment; skills development; entrepreneurship; inclusion; poverty reduction; disability

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



International
Labour
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Irish Aid



Executive summary

BACKGROUND AND CONTEXT: The thematic programme ‘Promoting Rights and Opportunities for People with Disabilities through Legislation (PROPEL)’ is funded under the ‘ILO – Irish Aid: Development through Decent Work, Partnership Programme 2012 – 2015’ with USD 2,663,087. The programme is implemented as a global product and in seven countries (Azerbaijan, Botswana, China, Ethiopia, Indonesia, Viet Nam, and Zambia). It focuses on contributing to achieving four P&B Outcomes and eight Country Programme Objectives, by helping to strengthen the rights and access to rights of people with disabilities as well as their employability, entrepreneurship and access to decent work. (please, refer to Chapter 1)

PURPOSE, SCOPE AND CLIENTS OF THE EVALUATION: As the first biennium 2012-13 comes soon to its end, an independent mid-term evaluation of PROPEL was carried out between July and September 2013. Its purpose was to determine, if value had been added and how Irish Aid’s funding had helped to produce change. Ultimate beneficiaries, direct beneficiaries, national PROPEL coordinators, country directors, PROPEL Global coordinator, Outcome Coordinator, experts of ILO Geneva and representatives of Irish Aid have been interviewed in the context of this evaluation. The scope covered the alignment of PROPEL with relevant strategies and ILO and UN conventions, coherence of PROPEL’s strategic planning and implementation, effectiveness, including cross-cutting issues. Also examined was impact, efficiency and synergies, sustainability of interventions and knowledge building. Evaluation clients are Irish Aid, as the donor of PROPEL, ILO as executor of the programme, PROPEL management and staff, and members of the national Project Advisory Committees. (please, refer to Chapter 2)

Since the PROPEL programme is operational in seven countries in Africa and Asia as well as globally, the mid-term independent evaluation combined a desk review of relevant project documentation and analysis of evaluation questionnaires, with findings from interviews with PROPEL management, and technical experts and management at ILO Geneva, telephonic interviews with ILO country office directors and PROPEL field-based staff in six countries. A field visit was made in Zambia to carry out interviews with ultimate beneficiaries, stakeholders and government partners, and to observe PROPEL activities and results on the ground.

RELEVANCE: The logical and strategic fit within the planning hierarchy PROPEL – ILO and Irish Aid – UN is very good, even admirable looking at the number of variables in this hierarchy. Programme implementation thus heeded what an earlier evaluation recommended, a better ‘design validity’. PROPEL’s planned objectives as well as actual work in the seven target countries and PROPEL Global are relevant to the goals of Irish Aid, ILO and UN. The *planned and actual* contributions of PROPEL to the ILO Declarations, relevant ILO Conventions, UN CRPD and ILO strategies (e.g. DWP, SPF 2010 - 15, P&B 2012 - 13) are *mainly to P&B Outcome 17*, to which only two countries (China, Indonesia) are assigned. Three countries,

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Azerbaijan, China, and Zambia are assigned to P&B Outcome 2; Azerbaijan and Zambia are also contributing strongly to Outcome 17 without being assigned to it.

PROPEL's activities as planned in its implementation strategy, the Logical Framework, and as implemented are coherent in design and implementation with the vertical elements of P&B Outcomes (e.g. DWA, Four Strategic Objectives, SPF) and the horizontal ones (other P&B Outcomes, Eight areas of critical importance). STRATEGIC COHERENCE has thus been achieved.

PROPEL is relevant to CROSS-CUTTING ISSUES gender, youth, reduction of poverty, labour standards, and tripartism and social dialogue. The gender-mainstreaming concept of PROPEL needs to be based on a systematic analysis of power relations between men and women, and be practically implemented with a country-specific approach in all PROPEL countries. Ethiopia and Indonesia have an especially strong focus on women with disabilities, as they cooperated with disabled person organisations for women. Youth has been added as cross-cutting target group in several PROPEL countries (Azerbaijan, Botswana, China, Indonesia, and Zambia). PROPEL is aiming specifically at poverty reduction with its skills development for people with disabilities and support to people with disabilities to find employment or start income generation as self-employed. These are objectives in China, Ethiopia, Vietnam and Zambia and are implemented in Indonesia through cooperation with the Better Work project, also aiming at decent employment creation and poverty reduction. Ensuring that labour standards are kept for people with disabilities is an issue in the review of laws, policies and strategies and the support to the development of action plans which four PROPEL countries are focussing on (Azerbaijan, Botswana, Indonesia, and Vietnam). Through capacity building of constituents PROPEL works on tripartism and social dialogue in five countries (China, Ethiopia, Indonesia, Vietnam, and Zambia). (please, refer to Chapter 3.1.3)

PROPEL achieved the Key Outputs and Objectives planned in its Logical Framework to a large extent (70% - 90%). Although the EFFECTIVENESS, defined as reaching objectives, outputs and indicators, is assessed to be relatively high, the outreach of these achieved effects is in most countries still fairly low (an exception here are Ethiopia and Indonesia). The challenge for the next phase of PROPEL is therefore, to scale-up the results achieved. The only UNINTENDED OR UNEXPECTED EFFECTS, the evaluator heard about, have been positive.

According to the evaluator's assessment, PROPEL Global achieved estimated 75% of the Global product 'Disability Inclusion', with the challenge for the next phase to make positive changes being felt by the ultimate beneficiaries, people with disabilities. PROPEL Azerbaijan's objective 'Better integration of people with disabilities and other vulnerable groups in the labour market' has been achieved by about 70% with the challenge to provide more access to inclusive vocational training in the next phase. PROPEL Botswana's objective 'Employment creation mainstreamed in national development frameworks' has been attained to estimated 90% with the remaining task to train experts of the SADC countries' statistics bureaus. PROPEL China's objectives 'Skills development increases employability of workers' and 'Enhanced advocacy for

non-discrimination through equal employment opportunities policies and practices among enterprises' have been reached by about 85 – 90%, with the remaining challenge to scale up pilot initiatives and expand. PROPEL Ethiopia's objective 'Enhanced capacity of constituents to develop and implement gender sensitive policies and programmes focused on productive employment and poverty reduction' has been achieved by estimated 85%, with the remaining challenge to disseminate its experience to other African countries. PROPEL Indonesia's objective 'Barriers to employment and decent work for persons with disabilities are addressed through capacity building of constituents and other stakeholders' has been achieved by estimated 90% with the challenge for the next phase to expand PROPEL's activities to other provinces. PROPEL Viet Nam's objective 'Effective formulation and implementation of local strategies for pro-poor employment-intensive economic development and sustainable business development' has been reached by about 80% with the remaining challenge to reach more entrepreneurs with disabilities. PROPEL Zambia achieved its objective 'Enhanced employment and self-employment opportunities for people with disabilities through access to skills development' by about 70% with the remaining challenge to reach out to more youth with disabilities accessing vocational training. (please, see Chapter 3.2 on effectiveness)

KNOWLEDGE on disability issues especially regarding the rights of people with disabilities, their skills development, employment and entrepreneurship is disseminated effectively through hard copy publications and on internet platforms and networks to ILO constituents and other disability stakeholders, and to the media by PROPEL. PROPEL Global and PROPEL country projects are able to leverage the learning from one country to other countries through the monthly internet-based Quality Circle meetings among PROPEL project coordinators and in other internal ILO meetings. (please, see Chapter 3.2.9)

SYNERGIES have been created by PROPEL in cooperation with other UN agencies, through which PROPEL could achieve a farther reaching effect than on a stand-alone basis. Very targeted synergies have been brought about by PROPEL's cooperation with other ILO projects. Some PROPEL projects have established linkages to other donors, and will in some cases not only enhance their activities through these cooperation, but also receive additional funding. Several PROPEL projects have applied for additional funds at the multi-donor trust fund of UN Partnership on the Rights of Persons with Disabilities.

EFFICIENCY: Value has been added because objectives as defined in the Logical Framework of PROPEL projects have been achieved on average by 81%, while 80% of PROPEL's budget has been used. PROPEL including PROPEL Global has made contributions to reaching the CPO's in the respective countries and to the four P&B Outcomes, it is assigned to, and has inspired some positive longer-term changes for direct and ultimate beneficiaries. This has been done efficiently, as the funds used to date (80% of the budget) and the extent to which objectives have been achieved match. The funding of PROPEL seems to have been adequate to produce effects and potential positive impact, but not to attain a bigger outreach and scale. The Irish Aid funding of

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PROPEL has produced change, an increase in funds would be necessary to multiply this change and make it more sustainable. (please, see Chapter 3.3 on efficiency)

It is likely that PROPEL will achieve with its interventions **LONGER-TERM CHANGES** through

- raising the awareness and changing the mind-set of government officials and policy makers on inclusion of people with disabilities, their rights and work capabilities, in Botswana, China, Indonesia and Zambia, which will continue to see disability issues differently, in whatever capacity they work in;
- legal systems' changes, which are underway in Azerbaijan, Botswana, Ethiopia, Indonesia and Viet Nam, and which will continue to exert their positive effects on people with disabilities seeking their rights;
- capacity building of stakeholders such as employers' organisations, disabled persons organisations, universities and vocational training colleges in China, Ethiopia, Vietnam and Zambia, which will continue to sensitise professionals and increase knowledge on disability issues, and to provide services to people with disabilities;
- increased and improved media reporting, portraying people with disabilities positively, which inspired some people with disabilities already and might have started to change the attitudes of some members of the public (no studies on the latter exist);
- more access to skills training for people with disabilities in Ethiopia, Viet Nam and Zambia, which has a lasting influence on the employability of the trained people with disabilities; (please, see Chapter 3.4 on impact)

SUSTAINABILITY: PROPEL's approach of intervening in systems and building the capacity of systems' actors, rather than focusing its full attention on the ultimate beneficiaries at grassroots level, is geared towards sustainability. PROPEL helps to bring about the revision of laws and policies; supports building of implementation structures and the capacity of governments, disabled persons organisations, employers', and workers' organisation; helps modify university and vocational college curricula and inspires more and improved media reporting. With these interventions it is likely that long-term change will be achieved, and PROPEL inputs rendered sustainable. (please, see Chapter 3.5 on sustainability)

MANAGEMENT ARRANGEMENTS: The planning and reporting of PROPEL is on the basis of the ILO Strategic Policy Framework. A new element in this framework, the eight areas of critical importance, could confuse the corresponding implementation structures (such the country programmes and Outcome orientation) and instruments (such as IRIS), thus also PROPEL. Monitoring of timelines planned in workplans is done systematically being built into ILO monitoring and reporting structures (IRIS, 'traffic light' system). Comprehensive project reports are prepared by PROPEL, but need to put forward information on impacts and value added more clearly. The technical backstopping on a daily basis is done by the PROPEL Regional Coordinator in Africa and by the PROPEL Global Coordinator for Asian PROPELs. (please, see Chapter 3.6)

RECOMMENDATIONS (please, see Chapter 4.1):

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1. **Expand** existing interventions to other provinces in the target countries (except for Botswana) and scale-up employability and job placement interventions;
2. Increase efforts to create **linkages** and synergies with other employment creation projects, sectoral value chain projects, youth employment projects etc. to open up mainstream employment and business services and entry points for people with disabilities;
3. Implement the planned capacity building of national **statistics** offices;
4. To **give time** for constituents mobilisation and meaningful involvement, and to ensure at the same time the engagement from ILO's side, plan outputs and indicators related to the mobilisation of constituents, and to the support given to constituents representatives to convince their own decision makers;
5. When only a **small budget** can be funded, it is recommended to **focus** on a few, targeted objectives;
6. **Replicate more little initiatives**, which worked in other PROPEL countries
7. Explore to which extent **standardised real-time management information** systems and **reporting formats** at the level of project coordinators could help to streamline follow-up and sharpen reports at this level;
8. Prepare analysis of effects on **gender equality** and develop a country-specific gender mainstreaming concept

In Appendices 1a – 1c **EMERGING PRACTICES** are described:

China: Pre-employment and job coaching for people with disabilities

Ethiopia: Vacancy information and job placement for university graduates with disabilities and job seekers with disabilities

Zambia: Infrastructure audit, training materials audit improve the inclusiveness of vocational training colleges for people with disabilities

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List of Acronyms

CDPF	China Disabled Persons' Federation (CDPF)
CPO	Country Programme Outcome
CRPD	United Nations Convention on the Rights of Persons with Disabilities
DAC	Development Assistance Committee
DET	Disability Equality Training
DPO	Disabled Persons' Organisation
DWA	Decent Work Agenda
DWCP	Decent Work Country Programme
ECDD	Ethiopian Centre for Disability and Development
GLADNET	Global Applied Disability Research and Information Network on Employment and Training
ICC	Include Consultation Centre
INCLUDE	Promoting Decent Work for People with Disabilities through a Disability Inclusion Support Service
IRIS	Integrated Resource Information System (IRIS)
ITC Turin	ILO International Training Centre in Turin
NTT	Nusa Tenggara Timur province in Indonesia
NVRC	National Vocational Rehabilitation Centre in Zambia
PARDEV	Department of Partnerships and Development Cooperation
PROPEL	Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation
RB	Regular Budget
RBSA	Regular Budget Supplementary Account
RBTC	Regular Budget Technical Cooperation
SIDA	Swedish International Development Cooperation Agency
SPF	Strategic Policy Framework
SADC	Southern African Development Community
TEVETA	Technical and Vocational Training Authority in Zambia
ToR	Terms of Reference
UN CRPD	United Nations Convention on the Rights of Persons with Disabilities
UNDAF	UN Development Assistance Framework
UNDG	UN Development Group
UNPRPD	UN Partnership on the Rights of Persons with Disabilities
XBTC	Extra-budgetary resources for technical cooperation

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1. Programme Background

In 2011, the ILO renewed its partnership agreement with Ireland covering a four-year period: Phase I (2012-13), and Phase II (2014-15). Funding under the agreement is no longer project- but outcome-based and is aligned with the ILO Strategic Policy Framework 2010-15 and the Programmes and Budgets (P&B) 2012-13 and 2014-15. The programming cycle of the new Partnership “Decent Work Through Development” Partnership Programme 2012-2015 has been fully harmonised with ILO's programming cycles and will cover two ILO biennia: 2012-13 and 2014-15.

Along with other components of the Partnership Programme 2012 - 2015, Irish Aid funding supports the ILO thematic programme relating to persons with disabilities - Promoting Rights and Opportunities for People with Disabilities through Legislation (PROPEL). The programme, which is implemented at global and country level, seeks to contribute to achieving several ILO P&B Outcomes, particularly concerning skills development (Outcome 2 - Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth), and the elimination of discrimination (Outcome 17 - Discrimination in employment and occupation is eliminated). It also aims at contributing to the promotion of employment opportunities (Outcome 1 - More women and men have access to productive employment, decent work and income opportunities, and Outcome 3 - Sustainable enterprises create productive and decent jobs).

The PROPEL programme with a budget of USD 2,663,087, builds on earlier work under the ILO/Irish Aid Partnership Programme which contributed to the achievement of P&B Outcomes 1, 2, 3 and 17. Irish Aid funds to PROPEL are ‘lightly earmarked’; Irish Aid leaves the monitoring of PROPEL entirely to ILO. The ILO – Irish Aid Partnership Programme 2012 – 2015 plans annual meetings between ILO and Irish Aid based on written reports to inform on PROPEL and the Outcomes 2, 3 and 17. At country level, PROPEL signs Memoranda of Understanding with relevant ministries.

The first phase of PROPEL will finish at the end of December 2013. This independent mid-term evaluation of PROPEL has been carried out to assess the results achieved and give inputs to implementation in the next phase from 2014 to 2015.

2. Evaluation Background

This mid-term independent evaluation of the PROPEL which is implemented in seven countries and as global product has been undertaken in accordance with the ILO Evaluation Policy adopted by the Governing Body in 2005. The policy provides for systematic evaluations of projects in order to improve quality, accountability, transparency of the ILO's work, strengthen the decision-making process, and provide support to constituents in promoting decent work and social justice. The evaluation complies with UN norms and standards, and ethical safeguards have been followed. The evaluation is based on the Development Assistance Committee (DAC) criteria of relevance, efficiency, effectiveness and evidence of impact and sustainability through contributions of ILO support. The evaluation will identify how donor funding contributes to the achievement of the relevant Country Programme Outcomes (CPO) and how these contribute to achieving the Programme and Budget Outcome indicators.

This mid-term evaluation was carried out by an independent consultant, Dr. Karin Reinprecht, between July and September 2013. The evaluation has been supervised by an evaluation manager, Ms. Adrienne Cruz of the ILO Gender, Equality and Diversity Branch (GED) with support from Mr. Edward Lawton, GED.

The evaluator assessed alignment with ILO Conventions, ILO strategies and Decent Work Country Programmes and progress made to achieve PROPEL objectives and to establish baselines; promote knowledge dissemination; examine the impact and sustainability of PROPEL interventions; analyse efficiency, created synergies and the added value of donor resources; and to determine how Irish Aid's funding has helped to produce change.

The key evaluation clients are:

- Irish Aid as donor of PROPEL
- ILO as executor of PROPEL
- PROPEL management and staff
- Members of the national Project Advisory Committees

The purpose of this evaluation is to analyse what worked in the first phase of PROPEL and what could be improved in the next phase from 2014 to 2015. The primary use of the evaluation is to draw recommendations for implementation of the next phase from the information gathered on successes and challenges experienced by PROPEL.

2.1 Evaluation Methodology

2.1.1 Main evaluation criteria

All aspects of this evaluation have been guided by the ILO evaluation policy, which adheres to the OECD/DAC Principles and UNEG norms and standards. The evaluation is based on the OECD/DAC criteria of relevance, efficiency, effectiveness and evidence of impact and sustainability through analysis of the project implementation and outputs. The evaluation criterion on coherence has been added by the ILO Evaluation unit to ensure assessment of the logical connection of all planning and implementation levels.

<ul style="list-style-type: none">• Relevance: To what extent is the design of the ILO project relevant to the strategy outlined in the CPOs and P&B for Outcomes it aims to support (see table 1), and for the achievement of the Global product and CPOs it aims to support?	<ul style="list-style-type: none">• Coherence: To what extent are the various activities in the project's implementation strategy coherent and complementary (in its design and implementation) with regard to the vertical and horizontal elements of P&B Outcomes which the project supports ?
<ul style="list-style-type: none">• Effectiveness: Have the project outputs effective in supporting the achievement of the CPOs, and Strategic Outcomes listed in Table 1.	<ul style="list-style-type: none">• Efficiency: To what extent are the project's resources (technical and financial) being used efficiently?
<ul style="list-style-type: none">• Impact: To what extent have the project's actions produce immediate and midterm impacts towards achievements of CPOs and P&B outcomes it aims to support?	<ul style="list-style-type: none">• Sustainability Does the project have an implementation strategy that involves tripartite constituents and development partners to establish synergies that could enhance impacts and sustainability?

Through these criteria, the evaluation aimed to identify how donor funding contributes to achieving the selected CPOs and how these CPOs contribute to the achievement of P&B outcome indicators.

2.1.2 Evaluation Design

The evaluation focused on assessing the likeliness of PROPEL achieving planned results (e.g. PROPEL Logical Framework, Decent Work Country Programmes, Programme & Budget 2012 - 2013). The evaluation provides insights regarding the relevance and coherence of PROPEL's work with respect to ILO Conventions, ILO's fundamental principles, Decent Work Agenda, the

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Decent Work Country Outcomes, the ILO Programme and Budget Outcomes and the objectives and indicators formulated in the PROPEL Logical Framework. Financial information provided by PARDEV/ILO was put in juxtaposition with results achieved to evaluate efficiency and to allow the donor to determine, if value has been added and how its funding has helped produce change. Evidence of longer-term development changes realised and of sustainability was gathered through interviews with beneficiaries.

The tools used by this evaluation are:

- desk review of documents
- open interviews on the basis of a prepared question list, in person and per telephone
- interviews with ultimate and direct beneficiaries during the field visit in Zambia
- questionnaires, which ask for a focus group discussion with beneficiaries in the PROPEL countries and which are designed to collect information on already achieved results
- one focus group with stakeholders during the field visit.

A potential limitation of the evaluation could be that PROPEL is implemented in eight countries (including PROPEL Global in Switzerland) and that only two locations, Zambia and ILO headquarters in Geneva, were visited by the evaluator. Therefore, the evaluator spoke directly to project implementers, stakeholders and beneficiaries in Zambia only. To evaluate the remaining six countries, telephone interviews have been carried out with ILO country directors and PROPEL project coordinators, and questionnaires have been sent to PROPEL coordinators. The questionnaires requested a focus group with ultimate beneficiaries to learn on effects and impacts from their point of view – these sections have not been filled out because of time constraints in the PROPEL project countries.

The evaluation is designed to combine the collection of views and opinions from stakeholders with facts researched in questionnaires and from documents such as reports. Evaluations using opinions of stakeholders to assess the progress of a project usually merge the opinions of different stakeholder groups for a reasonably objective conclusion. In the case of the PROPEL mid-term evaluation this was only possible in Zambia. In the other six PROPEL project countries, the opinions and facts from questionnaires and reports derived only from ILO and PROPEL itself. The evaluation has therefore a strong self-evaluation aspect, triangulating information from national PROPEL staff only with information from interviews with PROPEL Global staff and experts from the ILO headquarters – but hardly with the opinion and information from interviews with other stakeholders. When several interviewees mention the same point, this is seen as evidence for the point to be valid. When a fact was reported in the questionnaires or interviews, it has been partly triangulated with other interviews, but verification through observation did not take place apart from Zambia.

DESK REVIEW

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The desk review looked into PROPEL contributions to overall strategies, assessed PROPEL's effectiveness by comparing reported results with planned outcomes, and examined efficiency by weighing money spent against results achieved.

Documents analysed included the following (see Appendix 5 for a list of documents used and Appendix 3 for an example of the questionnaire that was sent to each country):

- Relevant ILO Conventions, United Nations Convention on the Rights of Persons with Disabilities (UN CRPD), ILO Recommendations and Codes
- ILO Programme and Budget Outcomes
- Country Programme Outcomes (CPOs) as specified in Decent Work Country Programmes DWCPs
- Progress reports of PROPEL (data used in the report came from the more recent questionnaires)
- Questionnaires filled in by PROPEL project coordinators
- Evaluations and information on projects relevant on which PROPEL builds (e.g. Promoting Decent Work for People with Disabilities through a Disability Inclusion Support Service (INCLUDE))

INTERVIEWS

The opinion and views on effectiveness, impact, and sustainability which were triangulated between different interview groups have been gathered through the use of

- One-to-one interviews (open questions, anonymous except when explicit citation of statement was necessary; when quoting a statement was envisaged, this was discussed with the interviewee)
- One focus group facilitated by the interviewer with members of the Project Advisory Committee in Zambia.

Facts and background information on data reported and described in documents have been compared to information gathered in the interviews.

Forty-five interviews of about one hour's duration each were held (see Appendix 4 for list). The interviews were organised, so that the evaluator could speak to representatives of all stakeholders, especially during the country visit. Interviewees were grouped into the following categories:

- Ultimate beneficiaries, women and men with disabilities (often in their twenties)
- Irish Aid representatives
- Ministries that are implementing partners on country-level (direct beneficiaries)
- Government (partly, direct beneficiaries)
- Employers' organisations (partly, direct beneficiaries)
- Workers' organisations (partly, direct beneficiaries)
- Disabled people's organisations (direct beneficiaries)

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- Service providers and intermediaries (partly, direct beneficiaries)
- Media (partly, direct beneficiaries)
- ILO staff working with PROPEL
- ILO country directors in the countries with PROPEL offices

KEY EVALUATION QUESTIONS

According to the Terms of Reference (see Appendix 2) of this evaluation, the key questions to be addressed by this evaluation concern:

- 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, in line with the indicators listed in the log-frames.
- how the interventions reach out to the target groups, and address their problems as part of a wider poverty reduction strategy
- how other decent work issues (gender equality, social dialogue...) are mainstreamed into the implementation.
- 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
- what modifications are suggested for the outcome indicators, progress on gathering data and building baselines
- the effectiveness, efficiency, impact orientation and sustainability of PROPEL interventions
- the extent to which results-based management is being used with examples of impact on the ground as a result of i) using the global products, (ii) interventions, and (iii) training.

3. Main Findings

3.1 Findings related to Relevance, Coherence and Strategic Fit

Evaluation Questions from Terms of Reference and I-eval Resource Kit, Checklist 5, which guided this chapter:
Relevance: To what extent is the design of the ILO project relevant to the strategy outlined in the CPOs and P&B for Outcomes it aims to support, and for the achievement of the Global product and CPOs it aims to support?
Coherence: To what extent are the various activities in the project's implementation strategy coherent and complementary (in its design and implementation) with regard to the vertical and horizontal elements of P&B Outcomes which the project supports ?
Assess to what extent the interventions are aligned with the P&B;
Assess whether the interventions are aligned with ILO relevant Conventions;
Findings related to the relevance, strategic fit and validity of design of the project are discussed, including adequacy of objectives and indicator

PROPEL - both its field-based projects in seven countries as well as PROPEL Global activities - has a two-pronged relevance. On the one hand, the project contributes to the achievement of goals of ILO (Irish Aid) and the UN system (see 3.11), and on the other hand to national goals of the countries, in which PROPEL operates (see 3.12).

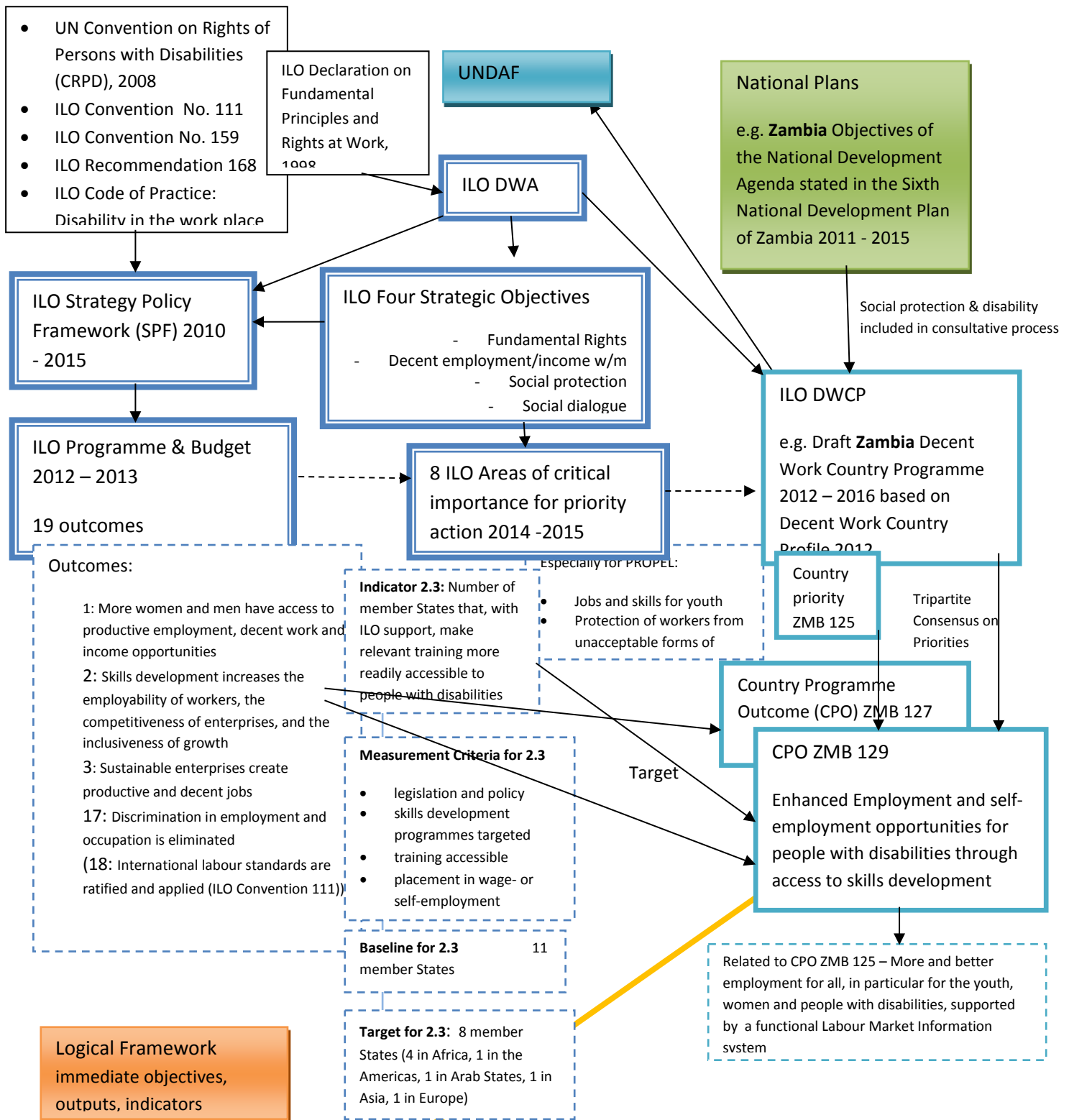
3.1.1 Alignment of PROPEL with strategies, visions and conventions of ILO and the UN system

PROPEL works toward achieving Outcomes 1, 2, 3, and 17 of the ILO *Programme & Budget for the Biennium 2012 – 2013* which in turn is informed by the ILO *Strategy Policy Framework (SPF) 2010 – 2015*. This strategy in turn is working toward the ILO *Four Strategic Objectives* guided by the ILO *Decent Work Agenda*, and toward the ILO *Conventions* and relevant UN Conventions such as the *UN CRPD*.

In the countries, PROPEL is relevant to the national policies pertaining to PROPEL's focus, people with disabilities, mostly via a Decent Work Country Programme (DWCP). In each country with a DWCP, PROPEL works towards a specific Country Programme Outcome, which is aligned to a specific Country Priority and identified and defined in a tripartite consultation process based on National Policies. The UN agencies working in a specific country develop a UN Development Assistance Framework (UNDAF) to have a joint approach to poverty reduction challenges, which have been highlighted by the host country. The ILO contributes to the UNDAF through projects and programmes it implements on the basis of the DWCP and thus creates linkages and synergies with other UN initiatives in the country.

Graph 1 below, shows the two-pronged and multilayered hierarchy of strategies, to which the objectives of PROPEL, as defined in the Logical Framework need to be aligned. A blurring of the vertical logic occurs, when strategies are seemingly at the same level and are both influencing another strategy (e.g. Conventions, DWA, and Four Strategic Objectives) or when an additional strategy is introduced (e.g. Eight ILO Areas of critical importance for priority action) without yet replacing an existing strategy.

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PROPEL is relevant to the goals of Irish Aid, as the Irish Aid programming cycle of the new Partnership (The “Decent Work Through Development” Partnership Programme 2012-2015) has been **fully aligned** to the ILO's programming contents and cycles. In its new policy *One World, One Future: Ireland's Policy for International Development*, Irish Aid aims to ‘Reduce hunger, and improve resilience, Sustainable development, inclusive economic growth, Better Governance, human rights and accountability’. The strategic fit of ILO and PROPEL to these overall Irish Aid Goals is ensured through the joint partnership programming.

The overall objective of the ILO–Irish Aid Partnership Programme 2012–2015 is to contribute to the reduction of poverty and the protection of vulnerable groups. It is doing so by working on four thematic areas, aligned to five of the ILO's 19 Decent Work Outcomes.

As was said above, the ILO's 19 Decent Work Outcomes are formulated in the ILO ‘Programme & Budget for the Biennium 2012 – 2013’ implementing the ‘ILO Strategy Policy Framework (SPF) 2010 – 2015’ and the *Four Strategic Objectives* of the ILO:

1. Promote and realize standards and fundamental principles and rights at work
 - a. PROPEL is relevant to and currently working towards this strategic objective in all seven countries (Azerbaijan, Botswana, China, Ethiopia, Indonesia, Viet Nam, and Zambia)
2. Create greater opportunities for women and men to decent employment and income
 - a. PROPEL is relevant to and currently working towards this strategic objective in at least four countries (Azerbaijan, China, Ethiopia, and Zambia)
3. Enhance the coverage and effectiveness of social protection for all
4. Strengthen tripartism and social dialogue

As two interviewees from ILO headquarters explained, the ‘*Eight ILO Areas of critical importance for priority action 2014 -2015*’ have been formulated, in order to make the ‘ILO Strategy Policy Framework (SPF) 2010 – 2015’ more concise to guide the next biennium of the SPF implementation. “The areas of critical importance were designed to break silos; child labour for example needs an integrated approach,” one interviewee explained. PROPEL is aligned according to one interviewee to ‘Jobs and skills for youth’, ‘Creating and extending social protection floors’, and ‘Protection of workers from unacceptable forms of work’. However, a remark by an employers’ representative in the last Governing Body suggested that specific targets for the ILO areas of critical importance still need to be developed to inform the drafting of the next SPF (317th Session, Geneva, 6–28 March 2013 (547)). Thus the Eight areas of critical importance will be a better guidance for ILO's future strategy implementation, when they are better specified. It has been suggested by an ILO evaluation expert that through stronger indicators P & B Outcomes could contribute to the eight areas of critical importance which are relevant to them.

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The entire ILO strategic framework implements the *ILO Declaration on Fundamental Principles and Rights at Work* (adopted in 1998)¹:

- Freedom of association and the effective recognition of the right to collective bargaining (3rd in funding²)
- Elimination of all forms of forced or compulsory labour (2nd in funding)
- Effective abolition of child labour (receives currently most funding)
- Elimination of discrimination in respect of employment and occupation
 - 4th in external and internal funding - PROPEL therefore supports a principle that is not well funded
 - PROPEL is most relevant to this principle; it also contributes to the abolition of child labour and forced labour as people with disabilities are more vulnerable to these in most of the PROPEL countries;

The ILO *Decent Work Agenda* is based on the Declaration and principles formulated in it. The Decent Work Agenda is fully aligned with the Millennium Development Goals (MDGs). The ILO's work on employment creation and green jobs supports the aims of increased employment and income (MDG 1) and sustainable development (MDG 7). ILO programmes on maternity protection, HIV/AIDS at work, gender equality, social security and child labour contribute to the aims of better maternal health (MDG 5), HIV/AIDS prevention (MDG 6), more women in employment (MDG 3), more children in school (MDG 2) and a reduction in child mortality (MDG 4). The concept of social justice envisioned in international labour standards contributes significantly to all MDGs and promotes more equitable and fair trade as set out in MDG 8. PROPEL is mainly aligned to MDG 1, MDG 2, MDG 3, and MDG 7.

The ILO Decent Work Agenda aims at:

- Create jobs
 - PROPEL is relevant to this in China (job coaches for people with disabilities), Ethiopia (job information to people with disabilities and skills training for self-employment), Vietnam (skills, employment, entrepreneurship services), Zambia (skills training; placement of people with disabilities after their vocational training – in the next phase), and in its cooperation with the ILO International Business and Disability network
- Guarantee rights at work
 - PROPEL is relevant to this in Azerbaijan, Botswana, China, Ethiopia, Indonesia, and Vietnam (all: review of laws and capacity building of stakeholders)
- Extend social protection
- Promote social dialogue

¹ The PROPEL coordinator informs that PROPEL is also relevant to the ILO Declaration on Social Justice for a Fair Globalization from 2008;

² One interviewee from ILO headquarters estimated that the overall funding goes mostly to the abolition of child labour, and ranked the others as noted (2nd, 3rd, 4th);

The *ILO–Irish Aid Partnership Programme 2012–2015* defines four focus themes aligned to the 19 Outcomes of the P & B 2012 – 2013 with milestones and indicators, baselines and targets.

TABLE 1: RELEVANCE OF PROPEL TO IRISH AID’S FOUR THEMES

Irish Aid Four Themes	ILO Decent Work Outcomes	PROPEL alignment
Disability	2 and 17	Azerbaijan, China, Indonesia, Zambia, Global
Child labour	16	none
Forced labour	15	none
Women entrepreneurship	3	Viet Nam

Source: ILO–Irish Aid Partnership Programme 2012–2015

As shown in Table 1 above, PROPEL works towards achieving Outcomes 2, 3 and 17, which were prioritised by Irish Aid. In two countries, **Botswana** and **Ethiopia**, PROPEL contributes to P&B Outcome 1 (More women and men have access to productive employment, decent work and income opportunities), which fits very well to the Irish Aid Theme “Women entrepreneurship”. Additionally, as can be seen in Table 2 below, PROPEL Botswana and Ethiopia aligned to Outcome 1 play a strong part through their activities in achieving Outcome 17 and in Ethiopia also in achieving Outcome 2.

PROPEL projects in the different countries contribute and report to one or two specific Outcomes of the ILO P & B 2012 – 2013, but might also contribute to other Outcomes without that these programmes can report on it (even if there is a tremendous impact observed)³. So, PROPEL’s relevance for implementing ILO Outcomes might be wider than actually shown in the reporting system.

TABLE 2: RELEVANCE OF PROPEL TO ILO P&B OUTCOMES 2012 - 2013

Source: ILO-Irish Aid Partnership Programme 2012 – 2015; different to ILO B & P 2012 - 2013

Outcome 2: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth	
<i>Indicator 2.3: Number of Member States that, with ILO support, make relevant training more readily accessible to people with disabilities</i>	
To be counted as reportable, results must meet at least two of the following criteria:	Contribution of PROPEL in following countries (P&B Outcomes in brackets)
Legislation and/or policy relevant to the skills development of people with disabilities is reviewed with ILO advice and/or technical assistance.	Azerbaijan (2), Indonesia (17), Zambia (2), Global

³ PROPEL cannot report to P&B Outcomes, to which it is not assigned. For example, in Zambia PROPEL is assigned to the P&B Outcome 2 to which it is assigned in Zambia.

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Skills development programmes targeting people with disabilities are designed and organized with ILO advice and/or technical assistance on the basis of assessments of labour market opportunities.	China (2), Zambia (2), Vietnam (3), Global
Training programmes are designed or reformed to be accessible to people with disabilities reflecting ILO advice and/or technical assistance.	Azerbaijan (2), Ethiopia (1), Zambia (2), Vietnam (3), Global
Beneficiaries are placed in wage- or self-employment on completion of skills training, as reflected through post-training support provided with ILO advice and/or technical assistance.	China (2), Ethiopia (1), Vietnam (3)
Baseline: 11 Member States	
Target: 8 Member States, of which 4 in Africa, 1 in the Americas, 1 in Arab States, 1 in Asia, 1 in Europe	

Outcome 17: Discrimination in employment and occupation is eliminated	
Indicator 17.1: Number of member States in which constituents, with ILO support, implement specific laws, policies, programmes or actions, leading to improved application of Conventions, principles and rights on non-discrimination	
To be counted as reportable, results must meet at least two of the following criteria:	Contribution of PROPEL in following countries
Convention No. 100 or 111 is ratified or the supervisory bodies have noted with satisfaction or interest progress in the application of the relevant Conventions.	Azerbaijan (2), Botswana (1), Global
New or modified laws, policies, action plans and/or programmes are adopted to bring them in-to line with international standards on non-discrimination.	Azerbaijan (2), Botswana (1), Indonesia (17), China (17), Ethiopia (1), Vietnam (3), Zambia(2), Global
An awareness-raising strategy on non-discrimination is launched by one or more constituents.	Azerbaijan (2), China (17), Ethiopia (1), Indonesia (17), Global
A national body with a mandate to address equality issues is established or strengthened.	Ethiopia (1)
A capacity-building plan for relevant officials on the enforcement and/or promotion of non-discrimination laws and policies is	China (17), Indonesia (17) Azerbaijan (2), Ethiopia (1), Vietnam (3),

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implemented.	Zambia (2), Global
Systems are strengthened to provide up-to-date sex-disaggregated data on non-discrimination.	(plan Botswana, Zambia, Global)
<i>Baseline: 2 member States</i>	
<i>Target: 8 Member States, of which 2 in Africa, 2 in the Americas, 1 in Arab States, 2 in Asia, 1 in Europe</i>	

Outcome 3: Sustainable enterprises create productive and decent jobs	
<i>Indicator 3.2: 14 Member States, of which 5 in Africa, 3 in the Americas, 2 in Arab States, 3 in Asia, 1 in Europe</i>	
To be counted as reportable, results must meet at least two of the following criteria:	Contribution of PROPEL in following countries
The Member State introduces entrepreneurship development policies in national development frameworks or similar national policy documents.	Botswana (1), Vietnam (3)
Entrepreneurship development strategies are implemented in economic sectors or value chains that have been selected because of their high job-creation potential.	
A national association or network of trainers and organisations with the skills and resources to support the delivery of entrepreneurship programmes, especially with a focus on entrepreneurship for women and young people, is established or strengthened.	Ethiopia (1), Vietnam (3), Global
Targeted entrepreneurship development strategies are implemented that support (a) the transition of informal activities to formality or (b) poverty reduction in rural areas, in line with the 2008 ILC resolution concerning the promotion of rural employment for poverty reduction.	
<i>Baseline: 7 member States</i>	
<i>Target: 14 Member States, of which 5 in Africa, 3 in the Americas, 2 in Arab States, 3 in Asia, 1 in Europe</i>	

Sometimes the outputs and objectives formulated in the Logical Framework of PROPEL and the work actually carried out do not fit precisely with the P&B Outcome to which the different PROPEL projects in the countries are aligned to. Apart from Zambia, which is aligned and

contributes towards Outcome 2, the other six PROPEL countries contribute mostly to P&B Outcome 17 ‘Discrimination in employment and occupation is eliminated’ to which only Indonesia and China are aligned. The name of the project ‘Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation’ points to this strategic fit with Outcome 17 (rather than to the skills focused P&B Outcome 2).

Despite their strong contribution to Outcome 17, Azerbaijan, Botswana, China, Ethiopia and Viet Nam have also contributed towards the P&B Outcomes to which they are aligned: to P&B Outcome 2 ‘Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth’ by Azerbaijan and China (which is aligned to two Outcomes); to P&B Outcome 1 ‘More women and men have access to productive employment, decent work and income opportunities’ by Botswana and Ethiopia; and to P&B Outcome 3 ‘Sustainable enterprises create productive and decent jobs’ by Vietnam.

As was said above, PROPEL contributed mostly to P&B Outcome 17, the elimination of discrimination in employment and occupation and thus to the ratification and implementation of anti-discrimination conventions. The measurement criteria of P & B Outcome 17 only mention ILO *Convention* No.s 100 and 111, in the PROPEL Logical Framework also No. 159 and UN CRPD are mentioned, as PROPEL focuses on disabilities. PROPEL is relevant especially to the support of the implementation of ILO Convention No.s 111, 159 and UN CRPD mainly in Azerbaijan, Botswana, and Ethiopia. In these countries, activities were planned and have been partly carried out to support the creation of structures and capacities for the implementation of ILO Convention No.s 111 and 159, and of UN CRPD. ILO has been a pioneer on issues relating to disability and labour⁴.

PROPEL’s activities as stated in its Logical Framework are coherent in design and implementation with the vertical elements of P&B Outcomes (e.g. DWA, Four Strategic Objectives, SPF) and the horizontal ones (other P&B Outcomes, Eight areas of critical importance), as shown in the graph above. Strategic coherence has thus been achieved.

To discuss coherence in more detail: In some cases, PROPEL had the choice to fit a key output to an objective in the PROPEL Logical Framework, which focuses on the revision and implementation of relevant laws or which focuses on employability of people with disability. An example for this is PROPEL Ethiopia, where the Key Output 2.3, which contributed most to the job placement and self-employment of people with disabilities was put under Objective 2 ‘capacity building for law implementation’. The question to ask here is, if this Output was catering more for law implementation (isn’t everything?) or for promoting employability.

⁴ Background information, mentioned by several interviewees: The first ILO Recommendation on disability came in 1955 and the ILO Code of Practice on Managing Disability in the Workplace was adopted in 2001.

PROPEL is only one of about 50 ILO projects dedicated to P & B Outcome 17. Due to its focus on people with disabilities and their income generation and skills development it is an important initiative toward the eliminating discrimination toward this group and helps other UN system and ILO development initiatives to mainstream people with disabilities into their projects. The Coordinator of Outcome 17 in ILO observed that most of their own projects are aimed at equal pay for both sexes, thus making PROPEL's focus all the more important. "Small, but strategic," as one interviewee put it.

The focus by PROPEL, ILO and Irish Aid on people with disabilities is also relevant because of the size of the contribution of people with disabilities to the development and functioning of societies around the globe. Interviewees mentioned that 15% of the world's population lives with disabilities and constitute one fourth of the poor, which also validates Irish Aid's poverty reduction strategy with a focus on people with disabilities. "The Irish government is very appreciated for having a continuous interest in that subject (disabilities)," one interviewee from ILO said. An increasing number of road accidents (one interviewee pointed out that Viet Nam is unfortunately leading the statistics in this), high pollution levels and wars raises the number of people with disabilities. Often "other groups get more attention, although people with disabilities are a much larger group," according to several interviewees from PROPEL.

Evaluator's assessment: The logical and strategic fit within the planning hierarchy PROPEL – ILO and Irish Aid – UN is very good, even admirable looking at the number of variables in this hierarchy. PROPEL thus heeded what an earlier evaluation recommended, a better 'design validity'. PROPEL's planned objectives as well as actual work in the seven target countries and PROPEL Global are relevant to the goals of Irish Aid, the ILO and UN. The *planned and actual* contributions of PROPEL to the ILO Declarations, relevant ILO Conventions, UN CRPD and ILO strategies (e.g. DWP, SPF 2010 - 15, P&B 2012 - 13) are *mainly to P&B Outcome 17*, to which only two countries (China, Indonesia) are assigned. Three countries, Azerbaijan, China, and Zambia are assigned to P&B Outcome 2; Azerbaijan and Zambia are also contributing strongly to Outcome 17 without being assigned to it.

3.1.2 Alignment of PROPEL with national goals of the countries, in which PROPEL operates

In the two-prong planning hierarchy, referred to in the entrance statement of this chapter 3.1, the second line of planning are Decent Work Country Programmes (DWCPs), the main ILO instrument for setting priorities at the country level. To ensure constituents' full and significant involvement in the preparation, adoption, implementation, monitoring and evaluation of DWCPs, the ILO provides complementary capacity development activities (e.g. ILO technical expertise, instruments, and advocacy) based on the specific groups' needs. To ensure the quality of the DWCPs, final drafts go through the quality assurance mechanism (QAM), which draws on technical expertise from select ILO

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units in Geneva. In this respect, DWCPs are also appraised for gender responsiveness, responsiveness to HIV/AIDS and disability issues. Feedback from all relevant units is used to improve the final documents.

DWCPs form the key platform for the ILO contribution to an integrated UN approach to poverty reduction, through UN Development Assistance Frameworks (UNDAF). UNDAF has been especially mentioned during interviews as a synergy creating tool in PROPEL projects in Indonesia and Zambia. In China PROPEL interviewees mentioned that UN agencies recognise PROPEL as a cooperation partner on project level. In Ethiopia PROPEL is perceived as “the expert” on people with disabilities with a focus on training, employment and social protection within the UN family. In general, the UN system often regards ILO as “the specialist” on disabilities within UN (a view also shared by Irish Aid) and ILO is leading the theme⁵ in UNDAF implementation (in Indonesia and Zambia).

In the DWCP for Botswana, PROPEL is aligned with the country’s second UNDAF (the aim of e.g. ‘A diversified economy whose growth is rapid, inclusive, sustainable and generates decent employment opportunities’). China’s PROPEL is aligned with its UNDAF Outcome 2 (mainly: The poorest and most vulnerable increasingly participate in and benefit more equitably from China’s social and economic development). Ethiopia’s PROPEL is aligned to the Strategic Area two ‘Good Governance’, Indonesia’s PROPEL to the UNPDF 2011-2015⁶ thematic priority ‘Governance’; and Viet Nam’s PROPEL to the One UN plan, which focuses on contributing to the goals of the country’s development plans to achieve ‘inclusive, equitable and sustainable growth with emphasis on quality, productivity, efficiency and competitiveness as first priorities.’

The link between DWCPs, the SPF and P&B Outcomes 2012 - 2013 is made at the level of Country Programme Outcomes (CPO). The CPOs are aligned with a Country Priority formulated in the DWCP, which, as mentioned above, is aligned to national development plans and developed in tripartite consultations. It is in these consultations that the link to the ILO P&B Outcomes and indicators is created. “The country chooses”, as one interviewee said. ILO, however, can only take on technical areas that fit with its overall strategic plans. As development assistance budgets are reducing relative to the national budgets of recipient countries, ILO has to be “technically brilliant and in tune with what the country needs; if there is not real demand, we cannot work there,” one interviewee pointed out.

At the last Session of the ILO Governing Body in March 2013 a representative from Employers remarked: “In Outcome 13, sectoral activities allowed sectoral social partners to address their

⁵ UNDAF chooses different agencies as so-called leading agency for different themes; ILO’s lead in the disability theme means that ILO organises the cooperation with other UN agencies and has the responsibility to create synergies between UN agencies on disability to bring about the “One UN” aim.

⁶ Indonesia is now considered as middle income country, so the UN contribution shifted its modalities from assistance shown in the previous UNDAF towards more on development of partnerships.

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sector-specific challenges, and should therefore not be linked to priorities in DWCPs”. This shows that the link between the ILO strategic planning and activities prioritised in a country can sometimes be difficult. PROPEL bridges this difficulty by focussing on a target group, which allows the programme to work with every sector and partner necessary and still link its objectives easily to CPOs in DWCPs.

The inclusion of people with disabilities in activities towards rights, job creation, employability, etc. need to be brought in at the level of Country Programme Outcomes on the basis of which a project such as PROPEL can formulate objectives and indicators towards these themes in the Logical Framework. “Any project designed cannot be approved, when it does not take the DWCP in account – the Development Objective is the link,” one interviewee explained. As P&B Outcome 2 has an indicator relating to disabilities (2.3 on ‘Number of member States that with ILO support, make relevant training more readily accessible to people with disabilities’) the CPOs of three PROPEL countries (Azerbaijan, China, and Zambia) have been aligned to this Outcome.

In all PROPEL countries the Objectives of PROPEL are relevant for the CPOs, thus they are aligned to the Decent Work Country Programme and comply with the plans of their target countries and the needs of the ILO constituents in these countries.

TABLE 3: RELEVANCE PROPEL TO CPOS OF THEIR DWCPs

Country	Country Programme Outcome	Assessment of PROPEL’s relevance to CPOs
Azerbaijan DWCP currently in tripartite preparation; inclusion of people with disabilities is one theme discussed with ILO constituents; (DWC Profile exists)	AZE 102 Better integration of people with disabilities and other vulnerable groups in the labour market. (P&B Outcome 2)	Objectives of PROPEL relevant, as they prepare the ground for achieving AZE 102 (Strategy change, capacity building for implementation of conventions, new strategy, inclusion awareness of relevant staff) ⁷
Botswana Country Priority I: Employment	BWA 101 Employment creation mainstreamed in national development frameworks (P&B	Objectives of PROPEL relevant, as employment for people with disabilities is mainstreamed in the

⁷ In brackets a short summary of PROPEL’s objectives;

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Creation	<p>Outcome 1)</p> <p>CPO 1: More women and men, including the youth and people with disabilities have access to productive and decent employment through inclusive job-rich growth.</p> <p>CPO 3: Sustainable enterprises create productive and decent jobs; particularly for women, young people and persons with disabilities</p>	<p>laws & strategies</p> <p>(Law review, government capacity building, disability/labour statistics)</p>
<p>China</p> <p>Country Priority 1: Promoting the national strategy of giving priority to employment to achieve the objective of full employment;</p>	<p>CHN252 Skills development increases employability of workers (P&B Outcome 2)</p> <p>CHN 903 Enhanced advocacy for non-discrimination through equal employment opportunities policies and practices (P&B Outcome 17)</p> <p>CPO 1.3: Equal opportunity and treatment in employment and occupation strengthened and protection for vulnerable groups extended.</p>	<p>Objectives of PROPEL relevant to Country Priority 1 and two CPOs, as it aims at employability CHN252 and non-discrimination in employment CHN 903 for vulnerable groups (Improved inclusion capacity of stakeholders & media, access to skills & work experience)</p>
<p>Ethiopia</p> <p>Country Priority 1: Poverty reduction through creating decent employment opportunities for men and women.</p>	<p>ETH 126 Enhanced capacity of constituents to develop and implement gender sensitive policies and programmes focused on productive employment and poverty reduction (P&B Outcome 1)</p> <p>CPO 5: Employments needs and rights of people living with disabilities addressed, promoted and protected and</p> <p>CPO 6, 6.2: Existing policies and legislation reviewed in line with the UN Convention on the Rights of Persons with Disabilities⁸</p>	<p>Objectives of PROPEL relevant to Country Priority and CPO, as PROPEL aims at poverty reduction & employment of women & men with disabilities;</p> <p>(Capacity & structure building for implementation of conventions, media awareness & skills, dissemination of lessons learnt in Africa)</p>

⁸ One interviewee was of the opinion that PROPEL actually contributes to country outcomes 1 to 6;

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Indonesia Country Priority C: Social protection for all	IDN 105 Barriers to employment and decent work are addressed, particularly for women and persons with disabilities. (P&B Outcome 17) CPO C.2: Barriers to employment and decent work are addressed, particularly gender gaps and for persons with disabilities.	Objectives of PROPEL relevant to the country priority and country outcome as it aims at reducing legal, policy and capacity barriers to employment for people with disabilities; (legal & policy environment, capacity & awareness of constituents)
Vietnam Country Priority 2: Promoting equitable and inclusive growth through social protection and addressing decent work needs of disadvantaged and vulnerable groups	VNM127 Effective formulation and implementation of local strategies for pro-poor employment, intensive economic development and sustainable business development. (P&B Outcome 3) Outcome 4: Disadvantaged and vulnerable groups have equitable access to decent work and are protected from discrimination and exploitation	Objectives of PROPEL relevant to Country Priority 1 and Country Outcome 4 as equitable access to skills (employability) and legal institutions (rights) are its aim; (legislation & action plan, skills/entrepreneurship services, capacity stakeholders and legal practitioners)
Zambia Draft Country Priority 3: More and better employment opportunities created, with focus on targeted groups ⁹	ZMB 129 Enhanced employment and self-employment opportunities for people with disabilities through access to skills development (P&B Outcome 2) Draft DWCP Key Deliverable 1: Full, gainful and productive employment creation	Objectives of PROPEL relevant to the draft Country Priority and draft Key Deliverable 1 with the focus on skills development for employability of people with disabilities (Access to skills, inclusion capacity of constituents, disability statistics, media capacity)

Key Outputs and Indicators within the Logical Framework of PROPEL describe and define the Objective adequately and are thus aligned to the LogFrame Objectives. In two countries, Azerbaijan and Botswana, the strategic fit between the PROPEL Logical Framework and the Country Programme Outcome is not complete. Additional or different objectives are necessary to achieve a full strategic match.

⁹ One interviewee said that it is also linked to Country Priority 4: 'Strengthened social protection systems including enhanced HIV and AIDS work place response';

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An earlier evaluation of previous disability-related ILO projects¹⁰ criticised the ‘design validity’ of the projects and called for its improvement. The programme logic from indicators to outputs to objectives to outcomes is generally very good now, and a strategic fit generally in place.

Evaluator’s assessment: The alignment of PROPEL Objectives with Country Priority and Country Programme Outcomes is assessed to be strong in China, Ethiopia, Indonesia, Vietnam, and Zambia. In Azerbaijan, PROPEL’s objectives and activities are helping to lay the ground for achieving AZE 102, but are not directly working towards it. Also in Botswana, the ground is prepared to achieve equitable access to employment, but employment is not actually created through PROPEL’s objectives and activities.

3.1.3 Relevance of PROPEL to Cross-cutting Issues

Evaluation Questions from Terms of Reference and I-eval Resource Kit, Checklist 5, which guided this chapter:
How other decent work issues (gender equality, social dialogue...) are mainstreamed into the implementation.
Cross-cutting issues such as: (i) the mainstreaming of gender; (ii) poverty-alleviation; (iii) labour standards; and (iv) workers' education, tripartism and social dialogue are presented in a separate section.

Data on cross-cutting issues were collected with question “3. Are decent work issues (gender equality, social dialogue...) mainstreamed into the implementation? How can that be seen?” in the questionnaires and through interviews. Ethiopia and Indonesia answered the question in the questionnaire with short statements on their gender work, Indonesia and Zambia wrote briefly about social dialogue, Azerbaijan and China focused on youth, Botswana responded that PROPEL is not yet able to work on cross-cutting issues in this country, and Viet Nam did not answer this questionnaire question.

Information from interviews and questionnaires are not enough to analyse the quality of gender-mainstreaming in the seven PROPEL countries “by systematically analysing the effects an intervention has on power relations between men and women, and on the goal of creating more gender equality; and by recommending actions to improve the effectiveness of an intervention to address the different needs of women and men and to contribute to greater gender equality”¹¹. To do this, the evaluator needed access to either analysis prepared by PROPEL within the countries, or the opportunity to speak with more ultimate beneficiaries, men and women, in these countries.

All PROPEL projects work on mainstreaming GENDER, judging from the formulation of indicators and outputs, and statements in interviews and are therefore assessed to be relevant to the ILO goals regarding gender. However, the level of analysis and adequate implementation of gender

¹⁰ ILO-Irish Aid Partnership Program INCLUDE and PEPDEL Disability Programs, Final Independent Evaluation by Emily S. Andrews, July 2011

¹¹ From ILO: I-eval Resource Kit, Guidance Note 4, Integrating Gender Equality in Monitoring and Evaluations of Projects;

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mainstreaming seems to be fairly low, which is why it is recommended (see Recommendation 8, in chapter 4.1) to analyse systematically the effects PROPEL has on power relations between men and women, and on the goal of creating more gender equality in the different countries. This analysis can then be used as a basis to develop a comprehensive and country-specific gender-mainstreaming concept and action plan for PROPEL.

It was interesting to see that when projects were asked by the evaluator to report data, she had to request sex-disaggregated data specifically in a second round from most of the questionnaire respondents – seemingly, an ‘automatism’ has not been established yet, in respect to reporting. All PROPEL projects, however, collect sex-disaggregated data and could report them. From the information available, the evaluator cannot assess, if women and women with disabilities have been particularly encouraged to participate in the projects’ activities or if other equity measures have been taken. As the participation¹² of women and men is fairly balanced in the PROPEL projects (and this also in countries, where men dominate the public sphere), gender mainstreaming seems to be a concern.

PROPEL Ethiopia has a focus on gender issues and women with disabilities through its CPO formulation (ETH 126 on ‘Enhanced capacity of constituents to develop and implement gender sensitive policies and programmes focused on productive employment and poverty reduction’) as well as through building on the focus on gender and women with disabilities of former Irish Aid – ILO partnership projects there¹³. In Indonesia, project management reported that women with disabilities are intentionally involved in each project activity, such as workshops, trainings, radio dialogs, and as resource persons in the tripartite consultations, and that an organisation of women with disabilities is a direct beneficiary of PROPEL’s interventions there. PROPEL Indonesia emphasised in interviews that gender is taken into account when recruiting national consultants.

YOUTH with disabilities received particular attention in a number of PROPEL countries such as Azerbaijan, Botswana, China, Indonesia and Zambia, often in cooperation with other ILO youth employment projects on the ground. Mostly, PROPEL cooperates with youth projects either from ILO or other donors, to raise awareness on youth with disabilities and mainstream their interests into the activities of these projects (see chapter 3.2 effectiveness for details). One impressive example can be found in China. PROPEL China reported that the “Chinese national news agency, Xinhua News reported on the *Wuhan Declaration*, resulting from a PROPEL co-organised conference of disability stakeholders, and published the full text. The participants announced an action plan, which included the establishment of a regular mechanism for training of youth with disabilities, strengthening the voice of persons with disabilities and maintaining an active and constructive dialogue and communication with all stakeholders.”

¹² This assessment is based on output numbers of women and men participation reported by PROPEL projects; in this evaluation report, some of the numbers can be found in the country reports in chapter 3.2, effectiveness;

¹³ Three phases (2001 – 2011) of projects with a focus on women’s entrepreneurship; promoting employment and entrepreneurship opportunities for women with disabilities; and action against forced labour as reported in the ILO – Irish Aid Partnership Programme 2012 – 2015 document;

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The overall objective of the ILO–Irish Aid Partnership Programme 2012–2015 is to contribute to the REDUCTION OF POVERTY and the protection of vulnerable groups. One interviewee from Irish Aid said that “disability is one of the areas we strongly look at because of target group has a big importance” for the overarching Irish Aid goal of poverty reduction and “getting people out of extreme poverty.” “People with disabilities can be most heavily impacted by poverty,” another interviewee from Irish Aid explained. As described in more detail in chapter 3.2 on effectiveness, PROPEL is aiming specifically at poverty reduction with its skills development for people with disabilities and support to people with disabilities to find employment or start income generation as self-employed entrepreneurs. Skills development is an objective and is implemented in PROPEL China, Ethiopia, Viet Nam and Zambia. In PROPEL Indonesia disability gets mainstreamed into the Better Work project, also aiming at decent employment creation and poverty reduction. The actual impact on poverty reduction at the level of ultimate beneficiaries has not been studied yet within PROPEL, as these longer-term effects can realistically be studied after longer project duration only.

Ensuring that LABOUR STANDARDS are kept for people with disabilities is an issue in the review of laws, policies and strategies and the support to the development of action plans which four PROPEL countries are focussing on (Azerbaijan, Botswana, Indonesia, and Vietnam). PROPEL interviewees from these countries recounted that they cooperate on labour standards with experts from other ILO projects and headquarters.

PROPEL contributes to TRIPARTISM AND SOCIAL DIALOGUE in five PROPEL countries (China, Ethiopia, Indonesia, Vietnam, Zambia), where awareness raising and knowledge building of constituents on (employment and education) laws, convention’s implementation and rights of people with disabilities is done (please, refer to chapter 3.2 for details). Most countries, however, have not succeeded yet, to bring workers’ organisations on board of these capacity building initiatives and only had low participation from their side.

Evaluator’s assessment: PROPEL is relevant to cross-cutting issues gender, youth, reduction of poverty, labour standards, and tripartism and social dialogue. The gender-mainstreaming concept of PROPEL needs to be based on a systematic analysis of power relations between men and women, and be practically implemented with a country-specific approach in all PROPEL countries. Youth has been added as cross-cutting target group in several PROPEL countries (Azerbaijan, Botswana, China, Indonesia, and Zambia). PROPEL is aiming specifically at poverty reduction with its skills development for people with disabilities and support to people with disabilities to find employment or start income generation as self-employed (China, Ethiopia, Indonesia, Vietnam and Zambia). Ensuring that labour standards are kept for people with disabilities is an issue in the review of laws, policies and strategies and the support to the development of action plans which four PROPEL countries are focussing on (Azerbaijan, Botswana, Indonesia, and Vietnam). Through capacity building of constituents PROPEL works on tripartism and social dialogue in five countries (China, Ethiopia, Indonesia, Vietnam, and Zambia).

3.2 Findings related to the Effectiveness

Evaluation Questions from Terms of Reference and I-eval Resource Kit, Checklist 5, which guided this chapter:
Have the project outputs effective in supporting the achievement of the CPOs, and Strategic Outcomes listed in Table 1 in the ToR (P&B Outcomes 1, 2, 3, 17).
Assess the progress, made possible by the contribution of Irish funds, towards ILO Outcomes listed in table 1 in the ToR (P&B Outcomes 1, 2, 3, 17)
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, in line with the indicators listed in the log frames.
The effectiveness, efficiency, impact orientation and sustainability of PROPEL interventions
Findings related to the effectiveness of the project are discussed (achievement of outcomes/ objectives or progress made)
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 projects could also be included;
Unintended or unexpected effects are discussed

The effectiveness of PROPEL has been determined by analysing to which extent outputs have been completed and indicators achieved. This is on the basis of the assumption that the completion of the output contributes to the achievement of the objective. As a coherent project logic exists – this was confirmed in the analysis of relevance and coherence in chapter 3.1 above - this assumption is considered to be valid.

Evidence for effectiveness is the extent to which indicators and outputs were completed and contributed to the objectives. The column ‘Assessment of progress of PROPEL projects on objectives’ in Table 4 below therefore is an estimation by the evaluator of how much of the project objectives have been achieved. This estimation is based on the extent of the completion or work done on the outputs as reported through indicators. The indicators do only sometimes contain baselines, which for example mention numbers to be reached. So, even when the scale of the achievement is small quantitatively, the indicator has been accomplished, the output completed.

Evaluator’s Assessment: PROPEL achieved the planned Key Outputs and Objectives planned in its Logical Framework to a large extent (70% - 90%). Although the effectiveness, defined as reaching objectives, outputs and indicators, is assessed to be relatively high, the outreach of these achieved effects is in most countries still fairly low (an exception here are Ethiopia and Indonesia). The challenge for the next phase of PROPEL is therefore, to scale-up the results achieved.

TABLE 4: OVERVIEW EFFECTIVENESS

	Assessment of progress of PROPEL projects on objectives (estimations of evaluator) ¹⁴
Global product: Disability inclusion (GLO128)	75% Challenge: positive changes being felt by

¹⁴ The assessment process is explained in the introduction to this chapter. The basis of these estimations is the data provided in the questionnaires of this evaluation and in evaluation interviews.

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	people with disabilities
Azerbaijan: Better integration of people with disabilities and other vulnerable groups in the labour market (AZE 102)	70% Challenge: More on inclusive vocational training
Botswana: Employment creation mainstreamed in national development frameworks (BWA 101)	90% Challenge: Actually doing the training for the SADC countries' statistics bureaus
China: Skills development increases employability of workers (CHN 252) and enhanced advocacy for non-discrimination through equal employment opportunities policies and practices among enterprises (CHN 903)	85 – 90% Challenge: scaling up pilot initiatives and expanding other activities of PROPEL China;
Ethiopia: Enhanced capacity of constituents to develop and implement gender sensitive policies and programmes focused on productive employment and poverty reduction (ETH 126)	85% Challenge: Dissemination to other African countries
Indonesia: Barriers to employment and decent work for persons with disabilities are addressed through capacity building of constituents and other stakeholders (IDN106)	90% Challenge: expansion to other provinces
Viet Nam: Effective formulation and implementation of local strategies for pro-poor employment-intensive economic development and sustainable business development (VNM127)	80% Challenge: reaching more entrepreneurs with disabilities
Zambia: Enhanced employment and self-employment opportunities for people with disabilities through access to skills development (ZMB 129)	70% Challenge: more outreach to youth with disabilities accessing vocational training

As reported in the questionnaires backed up by interview discussions **BENEFICIARIES** remained the same as planned in the PROPEL Logical Frameworks. Direct recipients are government, employers' and workers' organisations, disabled people's organisations, service providers, media and ultimate beneficiaries, women and men with disabilities. In some countries direct beneficiaries such as universities have been added. An interviewee from PROPEL reports that "the beneficiaries are still the same, though universities are beneficiaries also. We have tended to focus more on the media lately, and use tools developed in earlier phases on the ILO/Irish Aid Partnership Programme in working with other constituents." Universities are particularly important in China, Viet Nam and Southern Africa¹⁵ for PROPEL achieving its goals, the media play a pivotal intermediary role in all countries supported strongly by PROPEL Global.

¹⁵ In the effectiveness reports below for each PROPEL project country, the activities with universities are discussed more;

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Although workers' organisations remained as beneficiaries of PROPEL, they hardly participate in PROPEL activities. Interviewees from PROPEL explain that motivating workers' organisations to participate posed a challenge, also with respect to time available to PROPEL staff for a mobilisation campaign. Interviewees from PROPEL China reported that workers' organisation told them that disability issues are not their priority; one large workers' organisation will, however, send a delegation to the next conference organised by PROPEL China. "This is the first time they do that," PROPEL China commented, "inclusive employment and collective bargaining for workers with disabilities is very important; maybe they will buy into PROPEL's message."

The only **UNINTENDED OR UNEXPECTED EFFECTS** the evaluator heard about have been positive. So was PROPEL Azerbaijan delighted to report that it has the opportunity to share PROPEL experiences with other former Soviet Republics in the sub-region, and work on making disability policies inclusive there. PROPEL China found unexpectedly additional partners for PROPEL, because of the project's interventions. The regional coordinator for PROPEL Africa could provide advice and technical inputs on disability to a youth project in Zimbabwe and a mental health project of the ILO Somalia team.

SYNERGIES have been created by PROPEL in cooperation with other UN agencies such as UNDP, UNICEF, UNESCO, UNFPA, WHO (mainly via the engagement of ILO in the local UN Development Assistance Framework) especially by PROPEL China, PROPEL Indonesia, PROPEL Viet Nam, and PROPEL Zambia, through which PROPEL could achieve a farther reaching effect than on a stand-alone basis.

Very targeted synergies have been brought about by PROPEL's cooperation with other ILO projects, especially youth projects and employment projects (e.g. in Azerbaijan, Botswana, China). The technical support provided to ILO Somalia by PROPEL - mentioned above under unintended effects - is a further example for synergies created within ILO. Another example is the cooperation of PROPEL Indonesia with ILO 'Better Work'. In Indonesia, Viet Nam and Zambia, linkages of PROPEL to projects of other donors (AUSAID, Luxembourg Aid, African Development Bank) have been established, and will in some cases not only enhance their activities through these cooperation, but also receive additional funding. PROPEL Botswana will possibly cooperate with the Southern African Development Community (SADC), and thus decisively enhance its outreach. Several PROPEL projects have applied for additional funds at UN Partnership on the Rights of Persons with Disabilities (UNPRPD), a multi-donor trust fund set up in 2011. Products produced by PROPEL Global have been disseminated and shared with other ILO departments and units, working on non-discrimination and skills, employability and entrepreneurship development (see 3.2.9 Knowledge Management).

3.2.1 PROPEL Global

The evaluator estimates that PROPEL Global achieved 75%¹⁶ of the three objectives planned in the PROPEL Logical Framework. PROPEL Global has provided technical advice and support to country-level

¹⁶ The estimated percentages of progress made on PROPEL objectives, outputs and indicators are based on the numbers and facts reported in the questionnaires. For example: Looking at the questionnaire Azerbaijan (see Appendix 6), one can see that Objective 1 has been virtually achieved, as Output 1.1, situation analysis, was carried out, its indicator achieved; Output 1.2 has been changed to making an action plan, as the strategy had already been

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projects to achieve its three objectives. Particularly the project coordinators expressed their gratitude for the strong support and easily accessible advice they received from PROPEL Global.

Objective 1: Improved capacity of governments and social partners to address discrimination against persons with disabilities and promote equality of opportunity in training and employment for men and women with disabilities

Objective 1 has been achieved to a large extent, as interventions to strengthen the capacity especially of governments have been supported by PROPEL Global in all PROPEL countries. In the 1st phase, PROPEL has focused on the 1st step in this process in 3 of the countries, Botswana, China and Indonesia, where reviews have been commissioned from a disability perspective on employment related laws and policies. A validation workshop was held in Botswana in June, and recommendations made for next steps in revising the laws. In Indonesia, the validation workshop is at the planning stage. In Ethiopia and Zambia, PROPEL supports the implementation of laws and policies, following relatively recent changes. In Azerbaijan and Viet Nam, an Action plan has been developed.

PROPEL has given inputs to national development frameworks or draft frameworks (five-year plans, poverty reduction strategies) prioritizing productive employment, decent work and income opportunities in Ethiopia (adopted the Ethiopian Growth and Transformation Plan (GTP) for the period 2011-2015) and in Azerbaijan (National Disability Action plan has been developed prioritising also inclusive employment).

National programmes promoting decent employment for youth including with disabilities are implemented with the support of PROPEL Global in Azerbaijan, Ethiopia and Zambia.

A capacity-building plan for relevant officials on the enforcement and/or promotion of non-discrimination laws and policies has been implemented through PROPEL Global by organising two capacity building workshops in collaboration with ITC Turin (45 participants to date). A further workshop will be carried out in collaboration with the PROPEL-sponsored Centre for Disability Law and Policy at the University of the Western Cape, South Africa, when approximately 70 participants will have been reached. These participants have been strategically selected to ensure multiplier effects later. At country level, capacity building workshops were held in all countries, but to a larger extent in China, Ethiopia, Indonesia and Zambia.

Advice has been given in Zambia regarding national statistics and on sex-disaggregated data collection on the employment situation of persons with disabilities. Work on this element of PROPEL has been delayed due to the organisational changes within ILO Headquarters. The aim is to collaborate with the ILO Statistics Department on this and to ensure that the collection of reliable and comparable sex-disaggregated disability statistics becomes part of the agenda of this Department and features in the training courses provided. PROPEL management ensured that “work will proceed in this in the coming

done when the project started (information from the interview); the action plan has been finalised, a cost estimation for its implementation is currently done. The indicator of the Objective itself has been achieved, as an action plan for the strategy was prepared.

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month or so, as organisational changes become clearer,” and improving the labour market information on the employment situation of persons with disabilities will have started.

“The Disability Equality Training of facilitators is taken up a lot in Africa,” one interviewee said. These facilitators can be employed across the board in awareness raising activities and are particularly change-inducing, when taken on by community development initiatives. Up to now, 20 Disability Equality Training Facilitators have been trained by PROPEL (e.g. in Ethiopia) and are now part of a peer network. PROPEL management reports that “more are likely to join in the coming months following training of facilitators courses currently at planning stage.”

Objective 2: Improved media capacity to report on the rights of persons with disabilities and portray their working capacities.

The advice from PROPEL Global to countries is essential in the work with media. In most PROPEL countries the awareness of media has been raised (see below in the country reports for closer information on articles published after the media training), evidence being that reports on income generating activities and employment of people with disabilities have been produced by the trained media representatives.

Media in China, Ethiopia Indonesia, and Zambia have apparently (case by case information, but not comprehensive study) increased their reporting on disability issues following PROPEL sponsored training workshops and events such as conferences, but, to the knowledge of PROPEL, no strategy has been adopted as yet. [BASELINE STUDIES](#) on how the media has covered the issue of disability in general in addition to how people with disabilities have been portrayed in the media (print and electronic) over the past twelve years (selected years from 2000 to 2012) have been carried out (in Ethiopia and Zambia) and in Indonesia or are at planning stage (in Viet Nam). Mostly, fact-based evidence derived from comparison with a baseline on the impact of the training carried out for the media is not available yet except for Indonesia, where an astounding increase of reporting after a sensitisation workshop with media has been measured (for details please, see effectiveness report on Indonesia 3.2.6).

A Pocket guide too Reporting on Disability Rights in Ethiopia to be used by media has been finalised (ILO-Irish Aid Communications Officer based in Geneva led the concept development, testing and implementation phases of the initiative) and the Amharic version of the publication is currently being validated in the form of focus group discussions including journalists and representatives of disabled persons organizations in Ethiopia. Following validation, the Pocket Guide will be disseminated throughout the country. Other pocket guides to reporting on disability, tailored to the local conditions of PROPEL countries (e.g. Indonesia and Zambia) are planned for the next phase of the project. The Pocket Guides will provide a 'one-stop' source for information on global disability statistics, offer practical guidance on appropriate terminology, tips on reporting with suggestions for new angles on reporting on disability, and references to key national and international standards with a particular focus on the right to training and employment of disabled persons. It will also provide contact details of individuals and organizations working on disability issues. The main messages turn around anti-discrimination and enforce rights of people with disabilities and the economic empowerment of people with disabilities.

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A Guide on inclusive microfinance services has “not actually been done as yet, though background material is there through studies done, “one interviewee reports. PROPEL intends to produce country specific guides on inclusive microfinance. A publication documenting good practice in disability inclusion is under-way in China; the evaluator believes that such a publication will be particularly feasible to produce in the 2nd phase, when more experience has been gathered. Inclusive Vocational Training Guide has been produced (at final stage), a Guide on elimination of discrimination against persons with disabilities will be developed next year.

Objective 3: Improved employability of persons with disabilities through access to skills development programmes

PROPEL Global has been giving support to achieve this goal to several PROPEL countries such as Ethiopia and Zambia. The activities in the countries on this goal are mostly still in the preparation phase and have been focused on less than on the other objectives.

In Zambia, skill development programmes are carried out with a focus on people with disabilities. This programme develops the capacity of vocational training institutions to offer inclusive training (curricula development, adaptation of school infrastructure, training material and equipment, training of lecturers and related government officials). Reports for the public and case studies on the Zambian experience will be produced in the 2nd phase of PROPEL, when more knowledge and in-sights will have been gathered.

In other countries, these programmes aiming at the improvement of the employability of people with disabilities are in their pilot phase such as training of job coaches in China or in their preparation phase such as the cooperation with the ILO youth employment project in Azerbaijan.

PROPEL Global also contributes – outside of the PROPEL LogFrame - to the interagency knowledge sharing platform (skillsforemployment.org), on skills for employment. Skills development of people with disabilities is one of 15 themes addressed on the website. The main aim of the website is to share experiences of *what works* to promote skills development. The ILO, OECD, UNESCO and World Bank are the founders and among the main contributors to this site, launched as part of the G20 strategy to promote effective skills policies and systems ((Multi-Year Action Plan on Development/pillar on Human Resources Development). PROPEL provided policy recommendations e.g. regarding national policies that promote employment of people with disabilities and advocacy materials. Once the case studies on vocational training in Zambia are prepared, they will be shared on this site.

In a similar way, PROPEL cooperates with the ILO Global Business and Disability Network, which is a Public-Private-Partnership forged by ILO with the private sector. The Network, made up of representatives from multinational enterprises, employers’ organizations and business networks and selected non-governmental and disabled persons’ organizations, provides a forum for sharing experiences and good practice examples on how to include people with disabilities in the workplace.

3.2.2 Azerbaijan

Country Outcome AZE 102 Better integration of people with disabilities and other vulnerable groups in the labour market. (Outcome 2)

The evaluator estimates that 70% of AZE 102 as defined by the objectives and outputs in the PROPEL Azerbaijan Logical Framework, counting in activities added later on, has been achieved. Thus, the better integration of people with disabilities in the labour market has started and the groundwork been done.

Objective 1: New strategy on social and vocational rehabilitation of persons with disabilities developed, based on situation analysis of current medical rehabilitation centres and review of international good practice.

Objective one of PROPEL Azerbaijan has been achieved to a large extent, as a situation analysis has been carried out and a National Disability Action plan has been developed on the basis of it (reported in the questionnaire Azerbaijan, Appendix 6.

In the interviews, project management pointed out that a wider result has been achieved as the Azeri partners themselves developed this Action plan supported by ILO. This is an indication for a major shift away from the former attitude of disability as a medical issue to a social inclusion issue. “Before, during Soviet Union times, medical doctors decided what person with disabilities *could not do*; whereas now, we make the positive assessment, what work they *can do*.”

Objective 2: Capacity of Government and other partners strengthened, to revise the provisions of the national disability related laws and policies, in line with the provisions of ILO Conventions Nos. 111 and 159 and the UN CRPD.

Regarding Objective two, the Key Output, which was training the constituents, has been carried out, but in a once-off fashion and seemingly only reaching a relatively small number of constituents (the training was carried out in ITC Turin). The capacity strengthening probably needs to be more intensive, in order to be able to say that the objective was achieved.

The proposed pilot testing of a new approach, in which a social and vocational element is added to the current medical rehabilitation focus is advancing. It aims at changing the attitude of constituents, especially government, towards employment promotion of people with disabilities. However, the capacity is not yet strengthened enough to revise the law and to implement the ILO Conventions and UN CRPD.

Objective 3: Capacity of staff of medical rehabilitation centres and other relevant service providers enhanced to implement the new strategy on social and vocational rehabilitation.

Staff and managers of rehabilitation centres were trained and more training is planned, which is why this objective will be achieved by the end of 2013. 36 participants (5 men, 31 women) took part in a series of training on social and vocational rehabilitation. 15 managers (7 women, 8 men) of 14 rehabilitation centres participated in a workshop on developing a realistic strategy for building the capacity of rehabilitation centres for disabled people in Azerbaijan.

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Project managers reported that the awareness raising achieved during this training and workshop will spill over to other countries in the sub-region (esp. Armenia), as experiences are shared for example in the context of the ILO youth employment programme. They thought that disability issues will come up especially in peer group reviews to be carried out within this youth employment programme.

Objective 4: Managers and staff of vocational training centres familiarized with inclusive approach to vocational training and job placement services for persons with disabilities.

Project management reported in the questionnaire that no work has been yet accomplished with respect to this objective, which aims at vocational training and job placement of people with disabilities. Elections in Azerbaijan have delayed the delivery on this objective.

In the interview, however, the project management described a cooperation of PROPEL Azerbaijan with the SKILLS unit (Conditions of Work and Equality Department) in Geneva, which developed approaches for disadvantaged people as well as with an ILO programme in Azerbaijan, which focuses on youth employment with different disadvantages also including youth with disabilities. The ILO's 'active market programme' and 'stimulus packages' designed in this programme are targeting youth with disabilities as well. The implementation of the 'active market programme' will start in the second biennium (2014), after the elections in Azerbaijan later this year. Additionally, the 'active market programme' will operate in three countries in the region allowing more inclusion of youth with disabilities to be expanded to these countries as well.

So, while the planned outputs of objective 4 were not achieved, other outputs from ILO internal cooperation contributed to objective 4.

During the early implementation stage of the project, project management realised that relevant training materials are in high demand in Azerbaijan. Therefore, the key output 'Relevant resource and training materials translated into Russian, printed and disseminated', which did not form part of the original Logical Framework of PROPEL Azerbaijan, was added. Training materials on equal opportunities for people with disabilities produced by PROPEL GLOBAL were translated into Russian in Azerbaijan and disseminated there. In the 2nd phase, these publications will also be distributed in Armenia and other countries in the region. PROPEL Azerbaijan also published 'Count us in: decent work for people with disabilities', a 4 minutes promotional video produced by PROPEL GLOBAL on people with disabilities at work on youtube.

3.2.3 Botswana

Country Outcome BWA 101 Employment creation mainstreamed in national development frameworks (Outcome 1)

Counting in the activities done, which have not been planned in the Logical Framework, Botswana achieved estimated 90% of its objectives. A challenge for PROPEL Botswana will be to actually bring about the joint training of the statistics bureaus of SADC in 2014.

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Objective 1: Policies or laws relating to employment or skills training are inclusive of the employment rights of persons with disabilities, and in line with provisions of ILO Conventions Nos. 111 and 159.

“We did audit of legislation and policies in cooperation with the office of people with disabilities, which they established in 2010 – so, we report directly to the office of the president,” one interviewee informed. The Disability Audit of Legislation and Policies Relating to the Education, Vocational Training and Employment of Persons with Disabilities in Botswana covered all relevant legislation and policies and reviewed them against the provisions in UN Convention on the Rights of Person with Disabilities and ILO Convention No. 159 and were completed in January 2013. “It was very much welcomed – also by the ministry of labour,” one interviewee from ILO reported.

A validation workshop was held in July 2013 with 23 participants representing 13 government departments and units and recommendations were made for next steps in revising the laws. Key points in the policy and legal environment needing attention, which have been identified in July 2013, is planned to be discussed with the Office of People with Disabilities in November 2013. After this, PROPEL will give support to the development of an Action Plan for the implementation of the recommendations aiming to improve the enabling environment for employment and skills training for persons with disabilities. Project management sees as the main stakeholders for the implementation of this an action plan the government departments responsible for law and policy revision, although one would caution “nothing about us without us”, and involve the ultimate beneficiaries and their representatives in the whole process of revising the laws.

ILO interviewees think that the ratification of ILO Convention 159 by Botswana will take place soon. This would be, in their opinion, an indirect outcome of PROPEL, as the project inspired a positive change in the thinking and awareness of policy makers regarding employment and skills development of people with disabilities.

Objective 2: National methodologies introduced to collect data on persons with disabilities and in particular their labour market situation as part of regular censuses and surveys.

The work has been started regarding this objective, but only the first steps have been made. PROPEL project management reports that no relevant national survey has been completed during the time of the project phase, but that discussions with the statistical bureau of Botswana have been initiated. They proposed to arrange a joint capacity building on the collection of disability statistics with the statistics bureaus from other SADC countries. PROPEL will explore the possibility of arranging capacity building at the next annual meeting of the SADC statistics group in Malawi in 2014. PROPEL project management suggest that existing ILO guidelines on statistics with respect to labour and people with disabilities could be distributed to all SADC statistical bureaus in conjunction with this event. The existing guidelines could be reviewed for possible updates or revisions in advance of this.

Additionally to the objectives planned in the Logical Framework, youth with disabilities have been integrated in a memorandum of understanding of an ILO youth project in Botswana and the education and skills development ministry was incited to look at the inclusion of people with disabilities. Interviewees further reported that another influence of PROPEL was that the ILO youth project inspired

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young reporters to also report on youth with disabilities. Interviewees saw it as a success that ILO Botswana is now with the expertise of PROPEL striving to include people with disabilities in the employment policy and create an understanding in the ministry of finance of the importance of the inclusion of this target group: “It is not easy to bring that message to them, it is not completely taken in yet – it’s only in policy yet,” one interviewee from ILO reported, and another interviewee from PROPEL points to the fact that comments were provided by PROPEL to the National Employment Plan and two study papers developed to inform it.

TABLE 5: PROGRESS IN ACHIEVING MILESTONES: 1, when at the start 5, when finalised;

Milestones Botswana ¹⁷	1	2	3	4	5
National Employment Policy developed and adopted with reference to disability inclusion			x		
Situation analysis on the policy and legal environment relating to employment and skills training of persons with disabilities completed					x
Advocacy meeting held by (Sept/Oct).					x
Key points in the policy and legal environment concerning employment and skills training of persons with disabilities needing attention identified (Set/Oct),					x
Collaboration with Statistics Botswana secured with respect to the introduction of national methodologies to collect data on persons with disabilities and in particular, their labour market situation as part of regular censuses and surveys.		x			
Action Plan developed on implementation of recommendations made to improve the enabling environment for employment and skills training for persons with disabilities by Nov/Dec.		x			
Support implementation of the Action Plan (2013)		x			

¹⁷ self-evaluation by PROPEL Botswana

3.2.4 China

PROPEL China achieved, according to the evaluator's assessment, 85 to 90% of its Country Outcome CHN252 and CHN 903 as planned in the Logical Framework, taking into account activities beyond the LogFrame plan. The challenge for PROPEL China will be the scaling up and expansion of its work.

Country Outcome CHN252 Skills development increases employability of workers (Outcome 2)

Regarding skills development, PROPEL started to prepare the ground for better skills development of people with intellectual disabilities by working on disseminating the information on existing national legislation and international agreements with respect to employing people with intellectual disabilities and by piloted an approach of 'job coaches' for people with intellectual disabilities.

In interviews, project management particularly emphasised achievements in reaching out to law students, lawyers and judges, and government officials, in order to bring about the implementation of the existing legislation regarding the employment of people with (intellectual) disabilities. The legal education approach of law practitioners as well as disabled persons' organisations and their members is thought to be very effective. More work, interviewees said, still needs to be done to familiarise especially government, local companies and employers' organisations with the idea and ways to mainstream employment of people with intellectual disabilities. "The coalition with employers is very important; for increasing employment of people with intellectual disabilities they are central; however, when I spoke with China Enterprise Confederation, it is only a small number of companies, which have good practices with disabilities," one interviewee reported.

By enlisting the support of Chinese universities, DPOs, employers organisations, law practitioners and UN agencies the effect of PROPEL's work has been enhanced and made strong contributions to the achievement of the outcome possible.

Country Outcome CHN 903 Enhanced advocacy for non-discrimination through equal employment opportunities policies and practices (Outcome 17)

Additional to PROPEL's activities regarding dissemination of existing legislation, research and a survey with respect to employment of people with intellectual disabilities in China contributed to non-discrimination in employment.

Raising the awareness of different media and soliciting their reporting capacities incited better information of the wider public in China on the rights and skills of people with intellectual disabilities through media.

The cooperation of PROPEL with Chinese media, universities and research institutes also in the field of journalism and UN Agencies, international development agencies and foreign embassies brought about

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a wider outreach of its work. This strong networking of PROPEL also helps other UN Agencies to enhance their inclusive approaches.

Objective 1: Improved capacity of the China Disabled Persons' Federation, other government ministries social partners and service providers to address discrimination against persons with disabilities and promote equality of opportunity in training and employment for men and women with disabilities in general, and people with intellectual disabilities

The objective has been achieved to a large extent, as the capacity of the China Disabled Persons' Federation, Government, the China Enterprise Confederation and Peking University, Wuhan University has been strengthened. Workers' representations were not yet strongly present in the activities of PROPEL China, but the project management is of the opinion that continued efforts in this direction will come to fruition in the 2nd phase.

A capacity building plan was developed and a number of capacity building activities took already place, and more are planned until the end of the 2013. The review of employment-related legislation and policies from a disability perspective (China ratified ILO Convention 111), in order to identify legal barriers to the employment of persons with disabilities and give suggestions to remove these will be finalised in September 2013. A draft of a survey to collect good practices in labour market inclusion of persons with intellectual disabilities and research on attitudes and practices regarding employing persons with disabilities in cooperation with the China Enterprise Confederation have been completed and discussed.

In conjunction with law schools (Peking University, Wuhan University), several lectures were given (35 activists with disabilities and 5 relatives of persons with disabilities joined in a disability rights training) and a conference held to strengthen the capacity of disabled persons' organisations with respect to their knowledge on their rights as laid down in UN-CRPD and on Chinese legislation regarding the employment and skills training of people with disabilities as well as informing them on suggested changes to this legislation. Another result of the conference was the adoption of *The Wuhan Declaration* which was disseminated nation-wide.

Chinese DPOs (China Disabled Persons' Federation (CDPF)¹⁸, China Association of Persons with Intellectual Disabilities and their Families, which is a part of the CDPF) shared good practices of employment regarding people with intellectual disabilities for dissemination in several provinces. Law students as well as lawyers got the opportunity to learn on labour law and forced labour regarding people with intellectual disabilities. A national conference on integrated education and equal employment of students with disabilities was held, in which ILO constituents and disabled persons' organisations participated.

¹⁸ PROPEL informs: This in fact operates as a government supported agency to coordinate disability policy and provide disability-related services, rather than operating as a DPO as understood in most other countries.

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The reported numbers show a fairly equal participation of women (45 – 50%), and in one seminar women with disabilities were the focus of attention (in cooperation with UN Women and the EU Delegation).

Further dissemination and awareness raising events are planned until the end of the year in cooperation with ILO International Business and Disability network and the German Development Cooperation GIZ to further enlist the networking power and outreach of partners.

In interviews, the project coordinators engagement and energy was particularly praised, as he was able to “bring new energy and approaches” to the work with partners on inclusion of people with disabilities. This was especially observed in activating ILO’s long-standing relationship with the China Disabled Persons’ Federation and with bringing in the China Enterprise Confederation to whom the subject of mainstream employment of people with intellectual disabilities was unfamiliar.

Objective 2: Strengthened media capacity to report on the rights of persons with disabilities, including those with intellectual disabilities and portray their working capacities.

This objective is attained to a large extent. Several newspapers, magazines, blogs, internet sites and twitter networks published information, messages, and stories on people with intellectual disabilities and their capacity to work and contribute to society. Additionally, a publication of PROPEL China as well as an ILO publication in Chinese on training and employment opportunities for people with (intellectual) disabilities were disseminated, although still in relatively small numbers. PROPEL engaged a number of Chinese media, Chinese (government-led) DPOs and the US Embassy to increase its outreach. In one interview it was reported that ‘knowledge tours’ with media have been started and will be expanded in the 2nd phase.

Another activity to build public awareness and promote anti-discrimination has been the dissemination of stories on employment of persons with disabilities to the public. PROPEL-China published the Chinese version of stories “We Can Be Good Workers If Given the Chance! – Employment Conditions of People with Disabilities in China”, and a publicity campaign will get underway in late October 2013. Case studies on supported employment for persons with intellectual disabilities and company practices on employment for persons with disabilities have been documented and some of them will be published at the end of 2013.

Objective 3: Improved employability of persons with intellectual disabilities through access to skills development programmes, on-job training and work experience

This work towards this objective has been started, but more direct benefit for the ultimate beneficiaries needs yet to be achieved. Additionally to the research on ‘models of supported employment’ for persons with intellectual disabilities in China (also mentioned under Objective 1), PROPEL China piloted an approach training 10 job coaches for people with intellectual disabilities to support them in succeeding in their (pre-)employment. “It is a very innovative approach; it is now researching and learning – we are not sure what we will be able to achieve,” one interviewee said.

Also, 66 news reports featuring the working capacity and rights of persons with intellectual disabilities were documented, the quality of which in comparison to a baseline compiled in the previous phase of the ILO/Irish Aid Partnership Programme, is currently being scrutinised by the Institute of Journalism and Communication of Chinese Academy of Social Sciences.

3.2.5 Ethiopia

Country Outcome ETH 126 Enhanced capacity of constituents to develop and implement gender sensitive policies and programmes focused on productive employment and poverty reduction (Outcome 1)

The evaluator estimates that 85% of Outcome ETH 126 has been achieved, as defined by the objectives and outputs in the PROPEL Ethiopia Logical Framework taking into account activities added later on. Dissemination to other African countries will be a task for the next phase (as it has only started in this phase).

Objective 1: Government and other partners familiarized with the provisions of the national disability-related laws and policies, the provisions of ILO Conventions Nos. 111 and 159 and the UN CRPD.

“Upstream is in place; downstream is what we implement,” one interviewee summarised PROPEL’s work in Ethiopia.

Objective 1 has been achieved to a large extent. Officials from the labour and social affairs ministry, its regional representations and Ethiopian DPOs have been familiarised in 26 training workshops with the provisions of the national disability-related laws and policies, the provisions of ILO Conventions Nos. 111 and 159 and the UN CRPD. PROPEL has applied, in cooperation with local PROPEL partners, to the UN Partnership on the Rights of Persons with Disabilities, a multi-donor trust fund set up in 2011 to support the implementation of the UN CRPD at country level¹⁹.

Objective 2: Capacity to implement the national disability-related laws and policies and international standards enhanced through structures established.

Objective 2 has been achieved to a large extent. After the ratification of UN CRPD and ILO Conventions, after creating the relevant laws and the National Action Plan on Disability (2011-21) for skills development and employment of people with disabilities, PROPEL’s first step (after a baseline on implementation) was the establishment of 5 Federal Implementation and Coordinating Committees (ICC) comprised of the key actors for establishing the appropriate implementation structures in five regions of the country (Oromia, Southern Nation, Tigray, Amhara and Benshangul Gumuz). PROPEL selected the 5 biggest regions with 70% of the population of Ethiopia, where they worked with government structures on the implementation of the existing laws and policies. Four other regions, namely Somali, Harari, Afar and Gambella are still waiting for support in the establishment of the ICCs.

¹⁹ The Technical Secretariat of the UNPRPD is run by UNDP. OHCHR is on the management board of the UNPRPD as are several other UN agencies, including the ILO.

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The establishment of the ICC is the first step in the process of supporting implementation. Some of the ICCs developed terms of reference of the set-up structures, others action plans of the structures to be established. These were followed by 8 capacity building workshops for staff on federal (3) and regional level (5), focussing on international and national legal instruments and policies on disability rights & inclusion and disseminating ILO Disability resources (CDs and print materials)²⁰. Government officials appreciated the close follow-up of PROPEL and thinks it to be crucial for making progress regarding disabilities and employment. The next step with respect to the ICCs is to further build the capacity of the ICCs in order to ensure effectiveness and sustainability of their role.

Interviewees saw results under this objective as “really an achievement” as the inputs of PROPEL were taken on board in the covered regions, with some regions being particularly active because of long-standing relationships with ILO.

With the technical and financial support from PROPEL, the Ethiopian Centre for Disability and Development (ECDD) has organised 11 different training workshops and seminars in Amhara, Tigray and Addis Ababa for job seekers with disabilities, Human Resource Managers (Employers), Micro finance and MSE Promotional institutions and entrepreneurs with disabilities focusing on inclusion, entrepreneurship, and job hunting skills. PROPEL reports that up to September 2013, 442 people with disabilities, 30% of them women, (some of them micro-entrepreneurs) accessed these inclusive services e.g. employment, skills training, micro finance, business development services. “Micro-finance institutions did not have experience, the training opened them up,” one interviewee reported. In general, nearly 50 % of ECDD’s beneficiaries in its enterprise support interventions are women.

500 job vacancies were supplied in 26 rounds of SMS messages to 96 university graduates with disabilities. Using this information and applying for jobs, 56% of the job seekers in Addis Ababa and Amhara Regions (35% women) have got permanent employment.

PROPEL will have training for trade union leaders with co-funding from the ILO Bureau for Workers’ Activities (ILO/ACTRAV), so they can promote the skills development and employment of workers with disabilities and include disability issued effectively in collective bargaining. In other ILO programmes and projects in Ethiopia (e.g. on collective bargaining), disability issues are mainstreamed. Previous ILO projects helped PROPEL to mainstream gender into its programme, especially also in the entrepreneurship aspects of it.

Objective 3: Media capacity to report on the rights of persons with disabilities and portray their working capacities built.

This objective has been achieved to a large extent. Due to the awareness and capacity-building events (1 Trainers’ training and 8 direct training workshops) for media on the rights of persons with disabilities, media reporting increased by approximately 50% compared to prior to PROPEL’s intervention. An

²⁰ The PROPEL coordinator reports that there is also a demand for ILO materials to be translated to other main languages in Ethiopia, including Somali, Tigrinya and Oromifa. A request for materials to be translated to Somali has already been put forward from stakeholders to the ILO.

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international media trainer was deployed for a two-day training workshop in October 2012 targeting both the electronic and print media. The focus of the training was on the rights-based approach regarding the employment of people with disabilities. “Now you see a lot of programmes in the media, portraying people with disabilities in a positive way,” one interviewee reported. In the ‘Month of the Women Entrepreneurs’ in Ethiopia in March, stories on women with disabilities and their livelihoods were published in local media. This effort will be further supported by the ‘Pocket Guide for Reporting on Disability’ for media, which will be finalised in September/October 2013.

13 people, of which 6 women attended Disability Equality Training (DET) to become a facilitator of DET. They are currently under screening for recognition as ILO DET facilitators. PROPEL expects that 5-7 facilitators are expected to qualify by the end of September.

Beyond the LogFrame planning, artists and painters in Addis Ababa have been trained on disability. “They were very impressed, having understood the challenges of people with disabilities, and the social concept of their inclusion; they organised an art exhibition.” Addis Ababa Hilton Hotel sponsored them to show the art exhibition in which the artists portrayed 28 art products (paints) of people with disabilities, students, business people, or people with mental health problems and intellectual disabilities locked into the house by their families.

Objective 4: Capacity of other African countries to develop disability rights legislation and include disability concerns in development initiatives enhanced through lessons learnt from Ethiopia experience.

PROPEL is working on this objectives through the sponsorship provided to the Centre for Disability Law and Policy at the University of the Western Cape, South Africa which will feature the Ethiopian experience in a capacity building workshop planned for early October 2013. At PROPEL Global Project’s Quality Circle meetings, PROPEL Ethiopia’s experience with capacity building for UN CRPD implementation and of Disabled Persons Organisations is shared with other African and Asian countries taking part in PROPEL projects. 1211 government officials and stakeholders have participated in workshops on disability rights and inclusion in the period July 2012 – 2013. Several ILO publications (‘Education & Training Guide’ (legislation for employment of persons with disabilities), ‘Media guidelines for the portrayal of disability’, ‘Count Us In’) were translated in to Amharic and disseminated to partners and stakeholders (also in UN CRPD meetings). Further dissemination efforts of lessons learnt (as planned in the Logical Framework) to other African countries are yet to be carried out.

Concrete implementation steps taken by participants following the workshops attended are partly the set-up structures and action plans for the implementation of UN CRPD and the National Action Plan on Disability. Other concrete steps still need to be observed and reported by PROPEL and to this end, an independent consultant still needs to be commissioned to prepare a study depicting a significant change in disability inclusion (as planned in the LogFrame).

An interview reported that a bit of work on statistics regarding labour and people with disabilities is currently done in Ethiopia, where other interviewees deplored the dearth in data on this subject. Partners were trained on ‘Results-based Project Management’ to enhance their planning,

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implementation and monitoring capacity, which will result in more facts and numbers on people with disabilities and their work life.

3.2.6 Indonesia

Country Outcome IDN 105 Barriers to employment and decent work are addressed, particularly for women and persons with disabilities. (Outcome 17)

PROPEL Indonesia achieved estimated 90% of its objectives as defined in the Logical Framework. Making the completed work sustainable and expanding the project to other provinces will be the challenges for the next phase.

Objective 1: Enabling legal and policy environment for better employment and training opportunities for persons with disabilities is created.

Objective 1 has been achieved to a large extent. ILO constituents (Government, Employers and Workers' organisations) have been supported in revising laws and regulations concerning employment and training of persons with disabilities to a large extent through research, workshops and capacity building, which are still continuing at the writing of this report.

The revision of the current disability laws (UNCRPD and Disability laws no.4, 1997 and Government Regulation 43, 1998) is now going on, and is led by the Ministry of Social Affairs. All line ministries (Ministry of Social Affairs, Ministry of Manpower and transmigration, Ministry of Laws and Human Rights, Coordinating Ministry of People's Welfare) are collaborating to review the disability specific national laws.

The presentation of the results of this research was supported by PROPEL through technical support to the Ministry of Manpower and Transmigration in their internal presentation and sharing of the results of the review of laws and regulations on disability issues. Additionally, PROPEL responded to a request from the Ministry of Manpower and Transmigration, the project organised a mini workshop on for high level officials in Jakarta.

It is considered good timing by project management that PROPEL's law review results with a focus on employment and training of people with disabilities will be presented to constituents in September 2013, as this builds on the governments own review. To date, 10 consultative meetings on the review of national and provincial levels (East Java and NTT provinces) have been conducted. The presentation of the results of the PROPEL law review will be followed by a thorough discussion of the barriers to skills and vocational training of people with disabilities.

A situational analysis on gaps in skills and vocational training was conducted in August–October 2012 by a national consultant. The result was presented during a workshop at the launch of the project in 2012. Furthermore, a research on barriers faced by people with disability in accessing employment was conducted by the University of Atma Jaya. The main findings show that the barriers are mainly due to access of information on the employment, accessibility to and from workplace and at the workplace.

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The result was presented on 25 April 2013 to government, employers' organisation and Disabled People Organisations.

In early 2013, PROPEL and Ministry of Manpower and Transmigration signed a work plan and agreed on a capacity building plan of PROPEL project which matches with the capacity building plan of the Ministry. A nation-wide workshop for officials of the Ministry on the promotion of non-discrimination laws and policies on disabilities was attended by 75 participants. At the provincial level (East Java and NTT provinces), the local government has arranged capacity building for their staff on UNCRPD.

The capacity building of constituents and stakeholders consisted of a one-day training on disability inclusion for the board of Indonesian Association for Disabled Women (HWDI), in which staff of Ministry of Social Affairs participated. The objective was to improve the understanding of representatives of Disabled People Organisations to better advocate for the changes in the current law, and to better collaborate with the government on the ongoing review of the national disability law.

On provincial level, the employers' organisation in East Java and NTT provinces plan to conduct a workshop on the promotion of non-discrimination laws and policies on disabilities for employers. In East Java, a raising awareness workshop was conducted on 21 August 2013 while for NTT, it will be done on 4 September 2013. The Disabled People's Organisation in East Java and NTT has arranged a capacity building for their members concerning the rights to employment.

Due to the awareness raising by PROPEL, Commission E of Provincial parliament of East Java and Provincial Development and Planning Board committed to allocate budget for the capacity building of Disabled People's Organisations.

The three focus provinces (West Java, NTT, East Java) were chosen because the provincial government, other constituents and ILO know each other from former projects and have excellent relationships with each other. Furthermore, synergies can be created with ILO livelihood projects (esp. Better Work) and in NTT with UNDAF. It is planned to expand PROPEL's activities to other provinces after a strong basis for achieving the PROPEL objectives has been laid in the three focus provinces.

Objective 2: Awareness and capacity of the constituents to address non-discrimination and barriers to equal employment opportunities for persons with disabilities is enhanced.

Objective 2 has been achieved to a large extent. A disability inclusion strategy is currently developed by government, employers and workers and will be finalised once decisions are made with respect to revising laws. Due to the consultative meetings for producing the strategy, the Ministry of Social Affairs and the Ministry of Manpower and Transmigration intend to sign a Memorandum of Understanding with APINDO, an employers' organisation, to deal with the implementation of the quota of 1% of employees with disabilities at the companies. Most companies did not know that this law on quota existed. As a supplementary activity, PROPEL disseminates information on how to manage people with disabilities in the workplace to the employers' organisation and its members.

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The project coordinator explains: “Since media play a crucial role in shaping mindsets of the general public, and as disability inclusion training had never been conducted for journalists and reporters, PROPEL-Indonesia organised awareness-raising trainings for media representatives in building their capacity of disability specific issues.” Between March and July 2013, 109 reports on people with disabilities were produced by trained media representatives (including 7 talk shows monthly programmes on 5 local television stations). This constitutes a significant increase from the previous 1.5 years, when only 60 such reports were made.

PROPEL has facilitated the incorporation of disability legislation into the courses and curricula of the University Law Faculty of Atma Jaya to be finalised in November 2013. With the aim to raise awareness of disability rights among students and future law practitioners, courses such as the human rights course, labour law course, women and child rights course, and criminal law as well as the Certified Human Resources Professional (CHRP) course.

Four ILO publications have been translated into Bahasa Indonesia and adapted for easier use for all Constituents and other institutions, including DPOs and companies.

1. The rights to decent work of persons with disabilities (finalised)
2. Achieving equal employment opportunities for people with disabilities through legislation.
3. Revision of the previous translated version of the Code of Practice on managing disability in the workplace due to outdated disability vocabulary.
4. In collaboration with the Better Work Indonesia Project, a Guideline on Recruitment and Good Practices on Disability Inclusions in Companies was produced.

The finalised Guidelines have been disseminated to constituents and through press release, media and TV interviews to the general public.

TABLE 6: PROGRESS IN ACHIEVING MILESTONES: 1, when at the start 5, when finalised;

Milestones INDONESIA ²¹	1	2	3	4	5
1. Government of Indonesia strengthens its guidelines to promote equality in employment in the public and private sectors			x		
2. Apindo has a Code of Practice and Guidelines for large and small & medium enterprises on promoting non-discrimination at work		X			
3. Research and data on gender equality		x			

²¹ Self-evaluation by PROPEL Indonesia

and discrimination is conducted and used to support and guide constituents in designing strategies to promote equality at work					
4. Constituents have developed and endorsed clear action plans to promote equality for women in employment through their institutions, programs and/or policies			x		
5. Consultative meetings and trainings held for revision of disability laws and regulation, to be in line with international standards.			X		
6. Participatory Gender Audit Facilitators Network in Indonesia are established.	X				

3.2.7 Viet Nam

Country Outcome VNM127: Effective formulation and implementation of local strategies for pro-poor employment intensive economic development and sustainable business development. (Outcome 3)

PROPEL Viet Nam achieved estimated 80% of its objectives as defined in the Logical Framework. Reaching out to a high number of job seekers and small entrepreneurs with disabilities could be the biggest challenge for the next phase.

Objective 1: The legislation concerning persons with disabilities strengthened through a decree and National Action Plan containing provisions to promote decent work and employment opportunities improved

This objective has been achieved to a large extent as the National Action Plan on Disability 2012-2013 was signed by the Prime Minister in August 2012. The national law containing provisions on employment was issued in 2012 before the start of the project,²² and following consultations supported by the previous phase of the ILO – Irish Aid Partnership Programme. It provides a legal framework for various under-law regulations and guidelines, which still need to be drafted and issued. PROPEL Vietnam supported Ministry of Labour, Invalids, and Social Affairs and its provincial counterpart to develop the 2013 and 2014 annual work plan with vocational training and job creation provision. One interviewee from PROPEL Viet Nam informed that the government cannot implement much until mid-14, because it had not planned for implementation in the 2013 budget. “We do capacity building now, so they can be ready in 2014,” the interviewee explained.

²² Explanation by the PROPEL coordinator: As funding for PROPEL was confirmed only in June 2012, and the recruitment process took several months, PROPEL Vietnam did not become operational until September 2012. Thus, this objective should in fact have been revised – the Implementation Plan for Vietnam actually does this.

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A one-day workshop on developing successful model of vocational training and job creation for persons with disabilities was organised by PROPEL in cooperation with the National Coordinating Council on Disability. As a result, the 2013 annual plan of 7 provinces received funding (presumably for implementation) from Ministry of Labour, Invalids, and Social Affairs, about 2.5 million USD for each province. Support was also given to conduct a need assessment of the National Coordinating Council on Disability in order to strengthen it regarding its coordinating tasks.

The 2012 Annual report on activities supporting persons with disabilities was developed with support from PROPEL Vietnam. The printing costs have been paid by an USAID funded NGO.

Objective 2: Disability Inclusion Support (INCLUDE) Service officially established and operational to promote the inclusion of persons with disabilities in general skills development, entrepreneurship and employment-related programmes and services

Objective 2 has been achieved as the Include Consultation Centre has been officially established. Interviewees see this as one of the biggest achievements of this phase. The Include Consultation Centre (ICC) helps job seekers with disabilities to approach businesses by training staff in job placement skills and by supporting companies to hire people with disabilities. ICC receives a budget to hold vocational trainings lasting 3 to 6 months. “In future we want to place people with disabilities in vocational training schools; but the schools want money to take people with disabilities in; they do not yet understand that they need to meet criteria, have appropriate curricula.”

It provided technical support (also to the Hanoi Employment Services Centre to organize inclusive job fares) and access to micro loans (in 2013, the total loan and is 8 billion VND). Already last year, 41 (20 women, 21 men) small business owners with disabilities received micro loans in 2012. Data for 2013 is not yet available. “Regarding on-the-job training, it is usually small enterprises owned by people with disabilities, who accept people with disabilities; sometimes also other companies, who have experience with people with disabilities,” one interviewee from PROPEL Viet Nam described. One workshop was held by the Include Consultation Centre on the UN CPRD and relevant national legislation.

128 people (53 men, 75 women) attended four training workshops on C-BED (Community based entrepreneurship development) to members of Hanoi association of persons with disabilities and 5 men and 5 women were oriented on how to facilitate C-BED tool. An interviewee from PROPEL Viet Nam described that different ILO tools and models for accessing employment, promoting entrepreneurship and attaining ones rights are presented to implementers in different provinces, so that they “have a menu on what is offered by ILO” and choose the appropriate one. The provinces have budgets for vocational training, but mainstreaming of disability is difficult because of the rural informal economy in Vietnam. PROPEL Viet Nam uses disabled persons organisations as entry point for vocational skills training to people with disabilities working in the informal sector. Also, other non-ILO projects are using ILO tools in the provinces, e.g. a youth project funded by Luxembourg.

Objective 3: Capacity of governments, social partners and other key stakeholders to collaborate in implementing and/or raising awareness of legislation and policies to promote equality of opportunity in training and employment for women and men with disabilities improved

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Through several training workshops for constituents and media, objective 3 has partly been attained. The workshops for constituents and other stakeholders comprised one on CRPD (12 women and 12 men as participants from trade union, districts' offices of MOLISA, employment service centres, persons with disabilities), four Disability Equality Training workshops scheduled to be held from 29 September to 15 October (est. 80 participants from trade union, provincial department of Ministry of Labour, Invalids, and Social Affairs, provincial department of Ministry of construction, architect, enterprises, UN agencies). Three DET facilitators (3 women) from Vietnam took part in further training in Geneva November 2012, enhancing national capacity to promote awareness of disability rights issues.

PROPEL Vietnam has also applied at the UN Partnership on the Rights of Persons with Disabilities UNPRPD, a multi-donor trust fund set up in 2011 to support the implementation of the UN CRPD at country level.

For media (8 journalists), one field trip to visit productions owned by persons with disabilities was organised. Over 30 articles in Vietnamese and Irish media on different activities of PROPEL and ILO/Irish Aid Partnership resulted from this activity. The production of one movie on athletes competing at the Paralympics and their employment situation has also been inspired by PROPEL Viet Nam.

Currently, Viet Nam does a baseline study on media reporting regarding people with disabilities and then a media training is planned to take place in the next few months.

Objective 4: Capacity of Hanoi Law University to educate future generations of lawyers and judges in disability equality legislation improved

The Hanoi Law University was supported to develop a course on disability legislation, with support from PROPEL, building on a model curriculum developed under a previous phase of the ILO-Irish Aid Partnership Programme. Objective 4 has been achieved with about 600 undergraduate students, who took the course on Law on Disability, of which 200 took a short internship at various Disabled Persons Organisations to collect data. 5 research papers of undergraduate and graduate students received awards from PROPEL. 2 lecturers from the Hanoi Law University – “highly appreciated professors” - were sponsored to participate in the Summer School in International Disability Law in Ireland and a special edition of the Jurisprudence Journal on teaching disability equality is being prepared by lecturers of Hanoi Law University with PROPEL support. Students have access to reading material on disabilities on the web (uploaded by PROPEL Vietnam).

3.2.8 Zambia

Country Outcome ZMB 129 Enhanced employment and self-employment opportunities for people with disabilities through access to skills development (Outcome 2)

PROPEL Zambia has not yet started with the implementation of one objective (objective 3 on statistics). Not taking it into account, Zambia fulfilled 70% of its objectives planned in the Logical Framework. The challenge in the next phase will be to achieve more outreach to youth with disabilities accessing vocational training, increasing their enrolment in mainstream colleges.

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Objective 1: Improved access of young women and men with disabilities to mainstream skills development programmes

“We achieved most in Objective one,” one interviewee from ILO said. The evaluator agrees, especially when all improvements now started will be finalised and lead to more people with disabilities accessing mainstream vocational training colleges. This fits to the fact that the ultimate beneficiaries have been specified to being “young men and women with disabilities enrolled in the pilot colleges”.

An Action Plan on Inclusive Vocational Training has been prepared and is currently being tested. 5 mainstream colleges have been identified to pilot inclusive vocational training. The capacity building in these pilot colleges, to enable them to cater for students and lecturers with disabilities is currently taking place. Once changes are implemented and the next intake of students take place the piloting should involve at least one hundred young women and men with disabilities. One risk however is the availability of the government distributed bursaries that most students with disabilities depend on. “Now, the colleges know about us and are on board,” one interviewee from ILO reported. One of the colleges is specialised on people with disabilities (the National Vocational Rehabilitation Centre (NVRC)); the goal there is to have “reverse inclusion” – to attract students without disabilities and thus create an environment of inclusive learning.

PROPEL carried out an audit of the physical infrastructure as well as one of training materials in each of the pilot mainstream colleges and national vocational rehabilitation centre. “Now, I feel we are moving as audits are done,” one interviewee from ILO said. Three colleges out of five have started to make low cost adjustments to their infrastructure to cater for the needs of persons with disabilities, mostly financed from their own budget. 42 students (22 male, 20 female) with disabilities are currently enrolled in three of the five mainstream colleges, 154 students (106 male, 48 female) at the National Vocational Rehabilitation Centre (NVRC). More students are expected in the next school year, when some preparations will have been done as awareness is raised. One principal also plans to use the preparedness of her mainstream college for students with disabilities as a marketing message to attract more students.

An assessment of the information and skills needs of lecturers has been conducted concerning their capacity to cater to people with disabilities in their training programmes. Building on this assessment, the 40 lecturers (10 female, 30 male) and support staff of pilot colleges have been trained in Disability Equality Training, 25 more lecturers (4 female, 21 male) will be trained in September, 2013. In total 128 lecturers and support staff (female 38, male 90) have been trained in three colleges in the first phase of PROPEL. Additionally, publications prepared by PROPEL Zambia such as the disability country profile, training guidelines and accessibility reports have been shared with the pilot colleges and other stakeholders during meetings. Copies of the UNCRPD and Disability Act are also distributed during meetings and workshops.

PROPEL staff observed clear improvements after this capacity building: “The language changed, the attitudes changed; before people with disabilities were seen as a separate groups, who do not need to be integrated; now colleges understand more, what an inclusive environment is.”

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The assessment as well as the Disability Equality Training, in which some of their staff participated, inspired the Technical and Vocational Training Authority, who is in charge of preparing the curricula for the technical and vocational training colleges in Zambia, to revise some of their curricula in view of inclusion of people with disabilities.

The creation of synergies and funding from other organisations such as the African Development Bank are being explored – this proposal’s goal is to update equipment of technical colleges on basis of the already finalised infrastructure audit, and such as the Arab Gulf for UN development Organizations (AGFUND), the funds of which will be used to undertake teachers’ training on inclusive teaching.

STAFF IN VOCATIONAL TRAINING COLLEGES visited by the evaluator emphasised, how PROPEL had opened their eyes and how positive “the fruitful discussions” and “the continuous follow-up” are. “If ILO could continue in the pace they are doing, then things will change; we are not relaxing,” because of their follow up one interviewee explained.

Especially the infrastructure audit has been appreciated: “We immediately worked on it – we already made the ramps, started to improve the signage; and we intend to visit Ndola, because most of their students are disabled – so we want to see how they maintain their place. We want to get some ideas.” One interviewee reported that many of the infrastructural improvements could be done with hardly any money (such as removing doormats, loose carpets, filling potholes), but that others would need expenses on concrete, bricks and bitumen, which are hardly affordable to the school. “And then lifts; you need enough funding, you cannot restrict people with disabilities to lower floors,” one interviewee added on hostels, which, interviewees agreed, need most infrastructural improvements. Staff from colleges also pointed out that regarding infrastructure colleges would also have to link up with the government department, which is in charge of roads, pavements and parking, as these limit access to the colleges by people with disabilities.

With respect to the Disability Equality Training, interviewees said that they “liked it very much, as we heard about inclusive learning; before we thought we needed specific schools.” Also, the specialised college in Ndola NVRC praised the training: “We realized that most of us have not had any training in vocational rehabilitation. There is only one lecturer who did special education training and another two lecturers did vocational rehabilitation. But the others all needed the DET training. We are grateful for that, it helped us.”

Interviewees believe that they will not have problems in incorporating people with disabilities in the colleges since the sensitisation has been done. More assistance, they added, would raise the extent and quality of the inclusiveness of the colleges. Some participants in the training had to write a report on it to be handed to their principals, but peer training (training or informing of colleagues) has not happened yet.

Some lecturers said that they had not received feed-back on the audit of training materials, some did not know about the audit at all. As PROPEL will be carrying out Disability Equality Training directly in the pilot colleges, it is assumed that the information will be given then.

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A concrete measure was to integrate a question regarding a disability in the application form, which should allow the school to accommodate this student. One interviewee from the visited colleges thought that “the main difficulties to integrate I see then mainly in infrastructure.”

ADVOCATES AND INTERVIEWEES FROM MINISTRIES are of the opinion that the activities in the pilot colleges urgently need to be scaled up, so that country-wide colleges would adhere to inclusivity standards.

The Technical and Vocational Training Authority in Zambia, TEVETA, is in charge of accrediting vocational training schools (about 300 currently), of setting standards for vocational training in Zambia and of designing vocational training curricula, is currently adapting their curricula to include the needs of youth with disabilities. “Our starting point for the development of a curriculum is industry and the job profile; then we look at equipment and other requirements – that we package in a form of a syllabus inclusive of needs of people with disabilities,” one interviewee from TEVETA said.

Objective 2: Improved ability of governments and social partners to address discrimination against persons with disabilities and promote equality of opportunity in training and employment for men and women with disabilities

This objective has been fulfilled to a large extent, although more key stakeholders need to be involved in the capacity building linked to achieving objective 2. PROPEL supported the review of the National Employment and Labour Market policy (issues paper), the Disability Act, 2012, and has contributed with comments to the draft Social Protection Policy and draft Sixth National Development Plan. PROPEL Zambia submitted comments to the draft youth policy which is currently under review, and could create synergies with a SIDA funded ILO youth project during this process.

On the basis of this, a capacity building training of ten days is currently conducted for 5 key stakeholders on labour market inclusion of persons with disabilities at the Centre of Law, Development and Policy in South Africa (other participants will come from PROPEL Botswana and Ethiopia). A part of this training is also a discussion on how legislation can be aligned to UN CRPD.

The five trainees come from government, the Ministry of Labour and Social Security, and the Ministry of Community Development, Mother and Child Health (in charge of NVRC) as well as from TEVETA and the Zambia Agency for Persons with Disabilities. According to the questionnaire from PROPEL Zambia, trainees from the main government partner of PROPEL in Zambia, the Ministry of Education, Science, Vocational Training and Early Education (in charge of the five mainstream pilot colleges) have not sent a participant (except from TEVETA, an institution supervised by this ministry).

For the Disability Equality Training 12 facilitators (5 female, 7 male) have been trained, of whom 5 qualified. In six sessions for the pilot colleges (including the September training) and in two sessions for the government, 143 people (female 42, male 101, 15 participants from government) took part in the Disability Equality Training, three of which were held by the newly qualified facilitators.

PROPEL Zambia reported that a consultant was hired to interview employers in Zambia, as preparation for establishing a national Business and Disability Network in Zambia. This is a PROPEL strategy to

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encourage enterprises to employ more people with disabilities and to give advice how to employ them. Currently, PROPEL is in consultation with bigger Zambian enterprises, at a later stage also small companies will be targeted. Because of this initiative, which has been added to the original Logical Framework plan, private companies have been included as ‘direct recipients’ in ‘beneficiaries’. The next step is to initiate a fund-raising plan for the establishment of the Network.

STAFF IN VOCATIONAL TRAINING COLLEGES emphasised that PROPEL helped the NVRC in Ndola to be better known by its ministry, the Ministry of Community Development, Mother and Child Health, what they are actually doing and to convey the message that the school should be placed under the authority of the Ministry of Education, Science, Vocational Training and Early Education, to which all vocational training institutes are attached. The college in Ndola also appreciated that “other colleges learnt a lot from us”.

One interviewee mentioned the ILO ‘Practical Guide: Assisting People with Disabilities in Finding Employment’ saying that he only “got it through personal effort”. He thinks it is very useful and should be disseminated wider²³, also to government. The interviewee does not have access to internet to download ILO instruments.

ADVOCATES AND INTERVIEWEES FROM MINISTRIES reported that “PROPEL has effect on policy and legislation change,” and expect the Zambian government to implement “good policies”. “And it is very good, too,” one interviewee added that “there was at one stage contact with employers.” Interviewees from this group emphasised that they find the cooperation with employers’ and their federations particularly effective to increase employability of people with disabilities, as “employers just don’t understand and know, yet.”

The Ministry of Education, Science, Vocational Training and Early Education appreciated that some targets of PROPEL are drawn from the Zambian Disability Policy (2007) and that an implementation plan for this Disability Policy was prepared in conjunction with ILO. “We decided to develop an action plan, we developed it with ILO, we wanted to pilot it, chose five pilot colleges – and now are left behind,” one interviewee complained. After a close relationship with the PROPEL focal point before, a similar relationship with the new focal point seemingly has not yet been built. The Ministry feels that they are not enough informed by PROPEL, and PROPEL feels that there is not enough input forthcoming from the ministry’s side. The project management is aware of the situation and will try to rectify the situation with personal meetings and with backing up formal communication with an informal one (e.g. official letter plus e-mail).

Objective 3: Strengthened capacity of national partners to collect disability statistics on the labour market situation of people with disabilities

The work on this objective has not started yet. The capacity building and technical advice on approaches to gathering disability-related information through national surveys will probably start in the next phase

²³ PROPEL Global informs that this practical guide has been distributed widely; the evaluator supposes that reaching persons interested in these instruments and guides, who are located in remote areas, is a challenge; after all, the interviewee had heard about the practical guide, and could get it;

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due to funding constraints within PROPEL Zambia. The main direct beneficiary will be the Zambian Central Statistics Office for which a trainer from the ILO headquarters (STATS office) will be brought. Another option will be, that a module on statistics regarding disability and labour is included in the existing statistics course in the ILO training centre in Turin (which is, however, yet to be organised), and yet another option, that officials from the Zambian Central Statistics Office will participate in the PROPEL-organised training at the annual SADC Statistics Conference in March 2014, in which all SADC member states take part.

Advocates for the rights of people with disabilities and for their inclusion in the labour market emphasised the importance of this intervention. Statistics on people with disabilities and labour and skills development are scarce and other data old and irrelevant, they said.

The Zambian government plans to carry out a national survey on disabilities. ILO wanted to seize this opportunity to include disability related labour issues. This, however, was declined on the grounds that the survey is focused on the prevalence of disability and that adding labour related issues would “push the budget over board”.

Objective 4: Media capacity to report on the rights of persons with disabilities and portray their working capacities built.

The activities to reach this objective have been fulfilled to a large extent, the planned, however, was not yet achieved and other strategies are currently applied. 16 journalists from 10 community radio stations from Lusaka, the Southern, Western and North-Western province participated in the media capacity training to report on the rights of persons with disabilities and portray their working capacities. Out of the 16 participating journalists only 4 actually reported on people with disabilities, one female journalist initiated a life story report. “Most said, that they had no resources and were busy with other things; and also that editors did not approve the stories they had,” one interviewee from ILO reported. PROPEL has now the strategy to invite editors for a breakfast meeting to be held in October 2013, to achieve more results. For this event, Inclusive Education Fact Sheets and Fact Sheets on the Disability Act are developed which will be shared with the media.

ADVOCATES AND INTERVIEWEES FROM MINISTRIES observed that “generally media has been changing”, which they attributed also to the activities of NGOs and disabled persons’ organisations. “But still, we would like to see more – our ministry would benefit. For example, parents are not really sensitised yet on how to deal with children with disabilities. They need to know more.”

The interviewees suggest that PROPEL does more follow-up on their media capacity building to actually “see them reporting better and more on people with disabilities” and thus advance the trend of better media reporting.

Several interviewees from this group pointed out that their staff “benefitted a lot from different ILO programmes on entrepreneurship,” and that ILO is a specialist in entrepreneurship. They urged ILO and PROPEL to closely cooperate with the future UNESCO project ‘Better education for Africa’s rise’, which will look at vocational training and the labour market in specific sectors. Although the project will be

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inclusive in approach, the expertise of ILO with respect to people with disabilities and inclusive entrepreneurship could be useful, they opined. Also, the cooperation with UNICEF, which deals with learning materials for children to understand in carpentry etc. would disseminate these materials maybe more to children with disabilities.

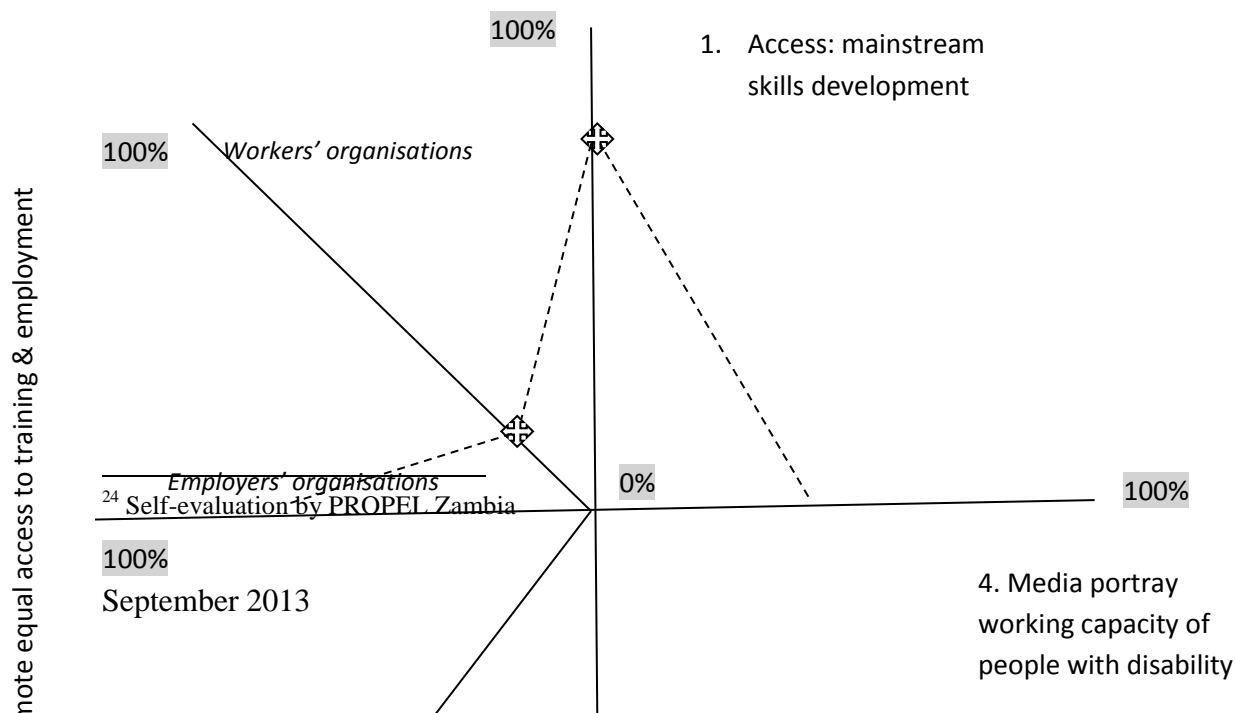
TABLE 7: PROGRESS IN ACHIEVING MILESTONES (PROPEL ASSESSMENT):

1, when at the start 5, when finalised;

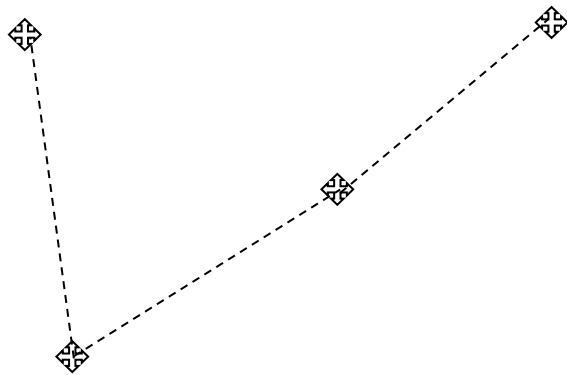
Milestones Zambia ²⁴	1	2	3	4	5
Additional resources acquired for implementation of pilot phase			x		
Training of facilitators for Disability Equality Training conducted, including participants from at least 2 of the pilot colleges					x
Selected staff of at least 2 pilot TEVET institutions sensitized to disability issues through ILO Disability Equality Training					x
Disability audit on the accessibility of physical environment initiated in the 5 pilot institutions					x

GRAPH 2: PROGRESS IN ACHIEVING OBJECTIVES (STAKEHOLDER ASSESSMENT):

How much of these objectives 1 – 4 of PROPEL Zambia has been achieved in your opinion?



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Participants in this assessment: Ministry of Education (MESVTEE), Ministry of Community Development (MCDMCH), Zambia Federation of Disabilities Organisations (ZAFOD), Alliance of Young Entrepreneurs (AYE), Central Statistic Office (CSO);

3.2.9 Knowledge Management

In the 'ILO – Irish Aid: Partnership Programme 2012 – 2015' the knowledge management strategies of ILO are described as aiming "to ensure that broader research and policy development are linked to technical cooperation work. For this reason, all outcomes develop "**GLOBAL PRODUCTS**" which support the development of research, policy and tools that support country level work on given topics." In Table 8 below, concise answers to questions regarding knowledge management are provided, which are summarising the assessment on effectiveness. It is the evaluator's opinion that knowledge on disability issues especially regarding the rights of people with disabilities, their skills development, employment and entrepreneurship is disseminated effectively on internet platforms and networks, to ILO constituents and other disability stakeholders, and to the media. PROPEL Global and PROPEL country projects are able to leverage the learning from one country to other countries through the monthly Quality Circle among PROPEL project coordinators and in other internal ILO meetings.

TABLE 8: SUMMARY OF PROPEL'S CONTRIBUTIONS TO KNOWLEDGE, AWARENESS, CAPACITY BUILDING

<i>Knowledge development initiatives</i>	
To what extent have PROPEL's action-oriented research and other knowledge development initiatives contributed to a more analytical understanding of national issues related to access to persons with disabilities to equal training and employment opportunities?	<p>The understanding of national issues related to access to persons with disabilities to equal training and employment opportunities has been enhanced in five PROPEL countries through surveys on awareness and employment of people with disabilities, through review of laws related to labour and people with disabilities, through action-oriented technical reviews reviews and through researching real-life of people with disabilities in the workplace.</p> <p>With the support from PROPEL Global baseline studies have been carried out (in Ethiopia and Zambia covering the period from 2000) or are at planning stage (in Indonesia and Viet Nam, available in the coming months). PROPEL Global also prepared studies relating to specific issues on disability and labour (e.g. on beggars with disabilities in Ethiopia) or on inclusive microfinance, which is in preparation and will be country-specific. An ILO publication in Chinese on training and employment opportunities for people with (intellectual) disabilities is currently prepared. A Tool Kit for job coaches developed in PROPEL China; PROPEL projects document case studies in their countries on disability and skills development and employment, and present and analyse them in the monthly Quality Circle PROPEL (facilitated by two experts, on skype).</p>
To what extent have these initiatives contributed to action on the rights of persons	Has not been researched yet;

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with disabilities?	
What means have been used to create, share/disseminate knowledge?	<ul style="list-style-type: none"> • Disability Equality Training to constituents and stakeholders in all PROPEL countries with the support from PROPEL Global; • Pocket guide for Reporting on Disability in Ethiopia aimed at the media has been finalised and is now in validation in Ethiopia – once validated it will be disseminated to journalists; • Global Public-Private Knowledge Sharing Platform on Skills for Employment addresses the issue of skills development for people with disabilities among the other 15 topics covered on the inter-agency website. • Global initiatives: a media guideline e.g. on youth with disabilities disseminated to journalists • Advocacy video entitled ‘Count us in: decent work for people with disability’, four minutes in duration, raises awareness about the barriers as well as the actions needed to help people with disabilities obtain decent work and a better life. Originally produced in 2009, the new version features new figures and facts on disability and is currently available in six languages on ILOTV which is hosted on Youtube in addition to the ILO website. Other language versions forthcoming • Local edge: Decent work – Stories from the grass roots • PROPEL cooperates with the Global Business and Disability Network, which is a Public-Private-Partnership forged by ILO with the private sector. Employers get together with ILO and share what they learnt in working with people with disabilities; they give examples and develop an understanding of strengths and weaknesses in employing people with disabilities. • Several ILO/Irish Aid publications (The rights to decent work of persons with disabilities, Achieving equal employment opportunities for people with disabilities through legislation) have been translated in local languages (Amhara, Bahasa Indonesia, Chinese, Russian) to be disseminated locally. • ILO working papers and publications are getting send out to universities; • Dissemination of ‘Disability Inclusion Toolkit and Resources Manual’ to stakeholders (but to a small extent) • GLADNET – get information from there, feed PROPEL

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	information into it;
Advocacy and Technical Advisory Services	
To what extent have there been evidence that the concepts of disability rights, non-discrimination and inclusion been instilled in ILO constituents in the participating countries, through advocacy initiatives and technical advice regarding legislation and policies?	The change of laws and policies change and building of implementation structures is evidence for concepts of disability rights, non-discrimination and inclusion being instilled in constituents. The change of laws and policies change and building of implementation structures can be observed in five PROPEL countries. Capacity building on the provisions of laws is important to give people access; this has also been done in six PROPEL project countries.
To what extent have the projects created a dialogue between ILO constituents and allowed a platform for the disabled people organizations to be heard by ILO constituents?	<ul style="list-style-type: none"> • An interviewee from ILO explained: “Before no one sat down to talk to each other ; the concept “nothing about us, without us” is now increasingly taken serious by governments , who include people with disabilities when doing policies.” In all five PROPEL countries, where laws and policies have been reviewed and structures implemented, these organisations of people with disability have been included. • PROPEL collaborates with the ILO International Business and Disability network, which is a platform for dialogue and information sharing on employing people with disabilities. • At the local level in Zambia, employers’ are included in the development of vocational training curricula by TEVETA, including issues of students and employees with disabilities
To what extent have the projects contributed to increased ratification and implementation of relevant ILO Labour standards and UN CRPD?	PROPEL worked strongly on supporting constituents to develop Action Plans and to set-up implementation structures for the implementation of UN CRPD and the ILO conventions especially in Azerbaijan, Ethiopia and Zambia.
To what extent have employers’ organizations been encouraged and supported to promote among their members the notion of disability-inclusive workplaces? How many have changed practices?	<ul style="list-style-type: none"> • Employers’ are involved in several PROPEL activities such as awareness raising workshops and capacity building workshops for employing people with disabilities and on legal provisions in four PROPEL countries; • Employers have been involved in PROPEL activities to place people with disabilities in employment in Ethiopia and China. • ILO International Business and Disability network involves employers on disability issues and

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	<p>employment</p> <ul style="list-style-type: none"> • Tool Kit for job coaches to promote employment of people with intellectual disabilities
To what extent have workers' organizations been encouraged and supported to extend their membership and work to persons with disabilities? How many have changed practices?	<ul style="list-style-type: none"> • PROPEL was not able to a large extent to motivate workers' organisations to participate in its activities. It is recommended to focus on these organisations in the next phase. • Interviewees from ILO said that "trade unions must be more aware to defend the rights of people with disabilities, to encourage the hiring of people with disabilities, to insist on return to work programmes, when injured." Specific training for this should be done. The current funding of PROPEL is, however, not sufficient, to carry out capacity building of workers' organisations.
To what extent has civil society been engaged in action to promote understanding of disability as an issue of discrimination and rights? How many have taken actions	<ul style="list-style-type: none"> • Disabled Persons Organisations have been strengthened in their capacity to fend for their causes in three PROPEL countries and have been involved in PROPEL activities in all PROPEL countries. • Higher education and law school interventions have been carried out by PROPEL (Global) in China, Vietnam and Western Cape University for Southern Africa; • Awareness raising through media; surge of media reports on people with disabilities especially in China and Ethiopia – studies on effects on the public have not been done;
To what extent has the media in participating countries been encouraged and supported to tackle stereotypes of persons with disabilities and promote positive understanding of their working capacity? How many media portraits/reflections have done so?	<ul style="list-style-type: none"> • Media capacity building has been done in four PROPEL countries • Pocket guide on Disability Rights for the media has been finalised and is now in validation in Ethiopia – to be disseminated to journalists • Fact sheet on women entrepreneurs for media and for events; international women days, focus on disabled people – they gave me facts, I made texts – Zambia • Follow-up sessions have been carried out with participating media and their reporting surveyed • PROPEL Global has a cooperation with 'Deutsche Welle' (international German TV); • Especially media in China, Ethiopia and Indonesia reported significantly more and better on disability (and employment) issues
Added by evaluator: To what extent is internal awareness and	<ul style="list-style-type: none"> • Quality Circle: Two Irish experts facilitate discussion among PROPEL project coordinators once a

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capacity building within ILO done and useful?	month; also individual mentoring; experts monitor through e-mail reports; very appreciated by PROPEL country project coordinators in the seven countries; <ul style="list-style-type: none"> In Zambian ILO office, PROPEL staff is doing internal awareness training to encourage cooperation on disability issues among the ILO projects in Zambia
Capacity Building	
<ul style="list-style-type: none"> To what extent have ILO constituents' capacity to develop and implement effective legislation and policies concerning persons with disabilities, including concepts of disability rights, non-discrimination and inclusion been enhanced through project initiatives? What changes are to be observed? 	<ul style="list-style-type: none"> Capacity building tool Disability Equality Training and training of facilitators and trainers for it done in three PROPEL countries Capacity building of constituents and stakeholders with this tool (and partly other tools) in all PROPEL countries ITC Turin training – training of Government constituents from three PROPEL countries there Government officials from three PROPEL countries are trained in the Centre of Law, Development and Policy in South Africa
<ul style="list-style-type: none"> To what extent have the disabled people' organizations been able to build their capacities to promote the principles of decent work and non –discrimination and to dialogue with labour market institutions? 	<ul style="list-style-type: none"> Disabled Persons Organisations have been strengthened in their capacity to fend for their causes in three PROPEL countries and have been involved in PROPEL activities in all PROPEL countries.

3.3 Adequacy and Efficiency of Resource Use

Evaluation Questions from Terms of Reference and I-eval Resource Kit, Checklist 5, which guided this chapter:
To what extent are the project's resources (technical and financial) are being used efficiently?
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 and relative donor funding
Assess the contribution of Irish funds towards the achievement of ILO Outcomes it supports;
Provide statistics on Irish Aid contributions relative to other donors, for each outcome;
Take into account the total value of the project proportional to the value of the different programme components.
The effectiveness, efficiency, impact orientation and sustainability of PROPEL interventions
Adequacy and efficiency of resource use are discussed

The PROPEL thematic programme has a budget of USD 2,663,087 and is entirely funded by Irish Aid. The contribution of Irish Aid is to the Extra-Budgetary resources for Technical Cooperation (XBTC), made up of voluntary contributions by donors to specific geographic and/or thematic programmes and being 'lightly earmarked'. In three countries, PROPEL has

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applied for additional funds, in order to carry out additional interventions. Irish Aid ranks eighth of 33 donors to XBTC, and is most likely the biggest donor to ILO on disability. Interestingly, this was also known to a direct beneficiary (interviewee from a pilot college in Zambia), who said: “Irish Aid funds are key!”

Most of PROPEL’s budget has been allocated to Ethiopia and Zambia (each 23%) and PROPEL Global (21%). The ‘ILO – Irish Aid Partnership Programme 2012 – 2015’ states that budget “allocations have been based on the resource requirements identified in the Outcome Based Workplan”. As the biggest allocation went to two countries which had disability projects before, the evaluator assumes that having already prepared the ground the biggest outcome achievement (and thus resource requirement) has been expected from them,

PROPEL Global and the country programme outcomes spent up to date 80% of their allocated budget, the evaluator estimates that they achieved 81% of their objectives planned in the Logical Framework. This implies that the programme is efficiently implemented and ‘value for money’ delivered. According to this assessment, particularly efficient PROPEL programme countries are Viet Nam and Indonesia (see Table 9 below).

TABLE 9: BUDGET ALLOCATION IN PERCENTAGE & COMPARISON BUDGET SPENT TO PROGRESS

Budgets per global product and country programme outcome Global product (GLO) and country programme outcomes (CPOs)	Budget (in percentages of total budget)	Budget spent up to date (of the budget allocated to the country/global)	Estimated progress on objectives (estimations of evaluator)
Disability: Outcomes 2 – Skills development and 17 – Non-discrimination			
Global product: Disability inclusion (GLO128)	21%	69%	75%
Azerbaijan: Better integration of people with disabilities and other vulnerable groups in the labour market (AZE 102)	3%	73%	70%
Botswana: Employment creation mainstreamed in national development frameworks (BWA 101)	3%	86%	90%
China: Skills development increases employability of workers (CHN 252) and Enhanced advocacy for non-discrimination through equal employment opportunities policies and practices among enterprises (CHN 903)	9%	82%	85 – 90%
Ethiopia: Enhanced capacity of constituents to develop and implement gender sensitive policies and programmes focused on productive employment and poverty reduction (ETH 126)	23%	87%	85%
Indonesia: Barriers to employment and decent work for persons with disabilities are addressed through capacity building of constituents and other stakeholders (IDN106)	8%	80%	90%

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Viet Nam: Effective formulation and implementation of local strategies for pro-poor employment-intensive economic development and sustainable business development (VNM127)	9%	73%	80%
Zambia: Enhanced employment and self-employment opportunities for people with disabilities through access to skills development (ZMB 129)	23%	86%	70%
Total – Outcomes 2 and 17:	USD 2,663,087	80%	81%

Source: Ireland.TRACKING TABLE – ILO PARDEV

PROPEL Global allocates money to the Disability Equality Training in the countries as it is a global product, and supports the countries with technical assistance with respect to capacity building of governments and social partners, with respect to media and employability and employment of people with disabilities, and with respect to researching, recording and publishing information and lessons learnt. This input from PROPEL Global not only supports the PROPEL projects in the countries technically, but also financially, as the costs for this expertise and input of personnel are carried by PROPEL Global. To increase its own efficiency, the time of some PROPEL Global experts from ILO in Geneva, such as the media expert, is only allocated part-time to PROPEL. This has the positive side-effect that this expert creates synergies between PROPEL and other initiatives regarding people with disabilities and their rights, employment and income generation.

Some PROPEL countries such as Azerbaijan and Botswana pointed out that their budget allocation was very small. An interviewee from Azerbaijan said: “You cannot go very far with 76,000 USD; so we put together different sources: Irish Aid and our own regular budget allocation.” In the questionnaire, PROPEL Azerbaijan questionnaire informs that RBSA has been allocated for labour market inclusion of persons with disabilities in Azerbaijan to merge the efforts with other ILO initiatives in the country for more comprehensive results. To increase its outreach, PROPEL Azerbaijan hopes for a bigger allocation from the Irish Aid funded budget and also plans to leverage its funds by working together with the ILO youth project (PROPEL Azerbaijan finances the part-time contribution of a youth employment expert). Interviewees concluded that they try to do their best under the circumstances: “It’s a small project with a short implementation period ...”.

While PROPEL Azerbaijan has four objectives to reach, PROPEL Botswana limited itself to two, focusing for the moment on one. “We cannot spread ourselves too thinly (in terms of people and money). So, we just want to lay the foundation for a fully fledged project implementation later,” one ILO interviewee explained. PROPEL Botswana is also striving to enhance its effectiveness and leverage its small means by cooperating closely with the Botswana Ministry of Finance – an opportunity which arose, but was not planned in the project document.

Also, interviewees from PROPEL China, which has a bigger budget than Azerbaijan and Botswana but has a radically bigger population to cater for, found that they have been very cost-effective, reaching out to many stakeholders and combining various resources to carry out activities. PROPEL China said that they have managed to stretch their budget to achieve with a “small budget, a big output”. “For more

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strategic influence we will need more in future; China is huge and the rights and employment situation in rural areas is very serious for people with disabilities,” interviewees from PROPEL China pointed out.

Although PROPEL Ethiopia is one of the two biggest recipients of Irish Aid money, an interviewee from ILO thought that “it could have done with more money”. “Given the demand from the government, the budget is not sufficient,” the interviewee added. PROPEL Ethiopia limited itself to five regions instead of all eleven regions of Ethiopia, to be able to organize a meaningful implementation in the chosen regions. “I had to be very diplomatic asking for other partners to support other regions than ILO,” one interviewee described the situation. There are many organisations for people with disabilities and all want to be included in the project – but PROPEL Ethiopia only has means to work with the core partners. Also in the case of Ethiopia, more funding might be found, in this case at the UN Partnership on the Rights of Persons with Disabilities (UNPRPD), a multi-donor trust fund set up in 2011²⁵.

Interviewees from PROPEL Indonesia thought that time was more important than money for the success of the project: “We need more time for follow-up with constituents and one consultant at provincial level would be good; we come back again to the province, and the whole momentum is already gone – more intensity is necessary, as it is the local government which takes lead in this issue,” one interviewee from PROPEL Indonesia explained. Another interviewee, however, pointed out that PROPEL Indonesia would need more money to take the opportunity to present review results widely now, when the government is doing its own law review. So, also in PROPEL Indonesia some scarcity of funds is experienced. As in Ethiopia, PROPEL Indonesia increased its means by applying to the UN Partnership on the Rights of Persons with Disabilities.

In PROPEL Viet Nam, too, the money is not enough. The project coordinator describes that she can do the planned activities regarding the Include service centre, the university and the Disability Equality Training, but that she is not able to seize opportunities to bring employers’ and workers’ organisations more on board of the project. “That is a small project, no argument,” one interviewee from Viet Nam stated. PROPEL Viet Nam has also applied to the UN Partnership on the Rights of Persons with Disabilities. PROPEL also cooperates with projects funded by other donors – e.g. regarding community based communication or creation of employment in the tourism sector - to achieve synergies.

In Zambia, too, interviewees from ILO thought that “in reality the money is not enough for what we promised to do; what the stakeholders on the ground expect.” Therefore PROPEL Zambia as well had to decide on what to focus and what to prioritise. The decision is “where do we allocate our money best, looking at what we promised to do and achieving that,” interviewees explained. Zambia, too, applied to the fund from the Office of the High Commissioner for Human Rights in New York (maybe 100.000 USD can be expected) and plans to “use it for teachers’ training and thus finish our PROPEL implementation.”

Although Zambia and Ethiopia received a similar amount, interviewees from PROPEL pointed out that in general costs are lower in Ethiopia than in Zambia and therefore one can do more (e.g. workshops) in

²⁵ The PROPEL coordinator stated: It just happens that the PROPEL national coordinators in Ethiopia, Indonesia and Vietnam have become involved in the implementation of UNPRPD projects, in the absence of ILO disability specialists in the country offices. In some cases, the projects funded by the UNPRPD complement the PROPEL projects.

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Ethiopia with the same amount of money. “With more funds, we could do a fully fledged implementation of PROPEL Zambia, reach all target groups and the expectations of colleges would be met more quickly,” one interviewee from PROPEL explained. They added that with slow implementation (“too much time in between”) the danger arises that partners get de-motivated.

The colleges in Zambia invested in the improvement of their buildings to accommodate people with disabilities better with their own money, but are reporting that they cannot afford a proper conversion of the whole school compound, including workshops and hostels. The school income from student fees are used for salaries and training materials: “If there would be separate money for infrastructure, we could finish in one year’s time,” interviewees from pilot colleges said. One interviewee from pilot colleges suggested that PROPEL contracts a company to carry out the improvements in all schools.

The colleges “fend for their money” at government, but are of the opinion that vocational training colleges are not a government priority and they “have to queue”. Also, the government budget line for disability, interviewees from colleges reported, is very small – bursary support for example is not given in the moment - and lobbying is necessary to even keep the current size of the disability budget.

Interviewees from most PROPEL project countries mentioned **TIME** as a key success factor to achieve effectiveness, impact and sustainability. “Most impact has been, where we were partner over time,” an interviewee from PROPEL Indonesia said. Time is needed, they report, to build relationships with constituents and to bring them on board for a long-term engagement on inclusion of people with disabilities. This is necessary to render PROPEL’s interventions sustainable. Efficiency with respect to time – doing things quickly - is counter-productive, they think, and plead for longer implementation periods with the same amount of money. An interviewee from a pilot college in Zambia said that “persons cannot have phases” and that long-term funding needs to be guaranteed to achieve impact. “With project phases, work will be unfinished.” An interviewee from ILO felt that “we put pressure on them (the constituents) to be responsive and thus stress them out, overwhelm them” as the absorption capacity of constituents might be at the limit. “We should not be surprised, if there is not so much understanding,” the interviewee said referring to the decision making centralised on high level in many constituents’ organisations, time necessary to convince stakeholders and limitations in capacity. One interviewee from stakeholders confirmed this statement by saying: “Why did PROPEL even start, because, when you start, do a good job; you seem to be in a hurry – are you really doing your part?”

On a practical level, several PROPEL projects in the countries reported incidences, when the timing of PROPEL did not coincide with the timing of constituents’ budget planning or meeting plans. In Botswana, the opportunity to train representatives of all national bureaus of statistics of all SADC countries will only arise in the next project phase (March 2014), in Zambia the curricula review has to follow the schedule of the semi-governmental institution in charge of curricula development, and in Indonesia a wide dissemination of law review results needs to take place now, when government does its own review. In many of these cases, PROPEL has no longer resources to seize these opportunities. In several PROPEL countries the reason for not having workers’ organisations on board is that the money for capacity building of workers’ organisations or for jointly developing disability policies with them is not enough.

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Evaluator's assessment: Value has been added as objectives defined in the Logical Framework of PROPEL projects have been achieved by 81%, and as contributions to reaching the CPO's in the respective countries have been made by PROPEL Global and PROPEL in the countries, and as some positive impacts on direct and ultimate beneficiaries have been recorded. This has been done efficiently, as the funds used to date (80% of the budget) and the extent to which objectives have been achieved match. As interviewees from most PROPEL countries pointed out the insufficiency of funds and described, how prioritisation of certain objectives and the sourcing of additional funds have been necessary to add value, the funds seem to be adequate to produce effects and impact, but not to attain a bigger outreach and scale. The Irish Aid funding of PROPEL has produced change, an increase in funds would be necessary to multiply this change and make it more sustainable.

3.4 The likelihood for longer-term development Impact

Evaluation Questions from Terms of Reference and I-eval Resource Kit, Checklist 5, which guided this chapter:
Provide examples of impact/results in the field
To what extent have the project's actions produce immediate and midterm impacts towards achievements of CPOs and P&B outcomes it aims to support?
Focus on results and impacts against baselines
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).
Findings related to the likelihood of the project to have longer-term development impacts are discussed
The effectiveness, efficiency, impact orientation and sustainability of PROPEL interventions

This mid-term evaluation is not reporting on impact, meaning long-term effects directly or indirectly caused by an intervention, as PROPEL runs only since about one and a half years, and in some countries even shorter because of a late start. An assessment of the likeliness of achieving some visible and lasting changes related to CPOs and P&B Outcomes at the end of the project or post-project is attempted instead. As usual in impact assessments, it is difficult and sometimes impossible to bridge the attribution gap, meaning to know for sure that an objective reached by a project led to an impact felt at target group level.

Many interviewees mentioned **AWARENESS CHANGE** within government as an important impact of PROPEL. In Botswana and in Indonesia, interviewees from PROPEL thought that PROPEL's influence on the awareness of policy makers' regarding disability issues will result in the ratification of ILO Convention 159, although "attribution is difficult" especially in a process, which takes several years. An interviewee from Indonesia stated that he considered the Minister of Ministry of Manpower and Transmigration promoting inclusion of people with disabilities as "absolutely an indicator of success", as before other issues have been prioritised over disabilities. Also, in China awareness change at the level of policy makers has been reported by PROPEL: "In August 2013, the Organisation Department of the Central Committee of the Communist Party of China and seven other departments, including China Disabled Persons' Federation, issued further policies on promoting the quota system to increase the employment of disabled persons. This is a landmark achievement as it is the first time that national

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policy clearly requires government branches and public institutions to have at least one employee with disabilities.”

In Zambia, a far-reaching change of awareness regarding disability issues has been observed at the level of the government institution TEVETA, the Technical and Vocational Training Authority. An interviewee from this institution recounted that staff from TEVETA understood from PROPEL workshops the importance to make the curricula and teaching standards inclusive of requirements of people with disabilities. “It will make us proud to be pioneers of inclusive training,” one interviewee from TEVETA said. Interviewees from TEVETA also pointed out that they will need the expertise from PROPEL to render the curricula inclusive and that they on their part will work hard on increasing the enrolment by students with disabilities. When this envisaged curricula and teaching standards adaptation is actually implemented, a positive impact on the education and vocational training of people with disabilities will have been achieved and it will be probably directly attributable to PROPEL.

Perspectives on disability not only of government have been changed, but also of employers and workers. “We brought people who hired people with disabilities and they gave their testimony; that changed the mind of participating employers,” one PROPEL interviewee reported. As an interviewee from PROPEL Indonesia reported, PROPEL sensitisation resulted in an increased request from employers to sensitise them on UN CRPD especially on the quota of 1%.

PROPEL Indonesia also observed an impact of PROPEL activities on the mind-set and self-confidence of people with disabilities. Through their involvement in capacity building workshops on non-discrimination, people with disabilities reported to PROPEL staff that they felt more respected as they got more attention from their communities and government.

Changes in the **LEGAL SYSTEM** are being brought about by several PROPEL projects, which work on law reviews and policy action plans such as Azerbaijan, Botswana, Indonesia and Viet Nam. These interventions will undoubtedly impact the future of people with disabilities as not only laws have been improved, but also their implementation. An example is PROPEL Ethiopia, which successfully supported the capacity building of government officials and stakeholders, and the establishment of the implementation structures for UN CRPD in five regions of the country. Indirectly, PROPEL China’s consultations with government contributed to the State Council starting to collect suggestions on amendments to the ‘Regulations on the Education of Disabled People’ involving stakeholders in March 2013. An interviewee from PROPEL Indonesia said that “in general, it could be concluded that the voice of people with disabilities is now heard and that they felt involved in the efforts to access employment and training, and to opportunities through legislation.” An interviewee from Ethiopia conceded that it is difficult to assess, what of the legal system’s change could already be felt, but assumed that “it is better than before for people with disabilities due to improved legislations and practices that affirmative actions are pursued, and penalties against discrimination exist.” Evidence to confirm these views on impact of national PROPEL coordinators has not yet been collected on the ground.

The **CAPACITY BUILDING OF STAKEHOLDERS** could have a particularly large potential impact in China, where the China Enterprise Confederation increased their knowledge and reviewed their approach towards

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employees with (intellectual) disabilities²⁶. After a survey in cooperation with PROPEL, they will integrate awareness and knowledge on inclusion of people with disabilities in their capacity building activities for their 436,000 member companies including major state-owned enterprises, with a view to improving company hiring policies and practices. PROPEL Ethiopia reported how they have been impressed by Ethiopian human resource managers, who after a PROPEL training on inclusion of people with disabilities and new anti-discrimination laws changed their attitudes and their behaviour, and some have already employed people with disabilities²⁷. Long-term development results of former Irish Aid – ILO projects in Ethiopia have been observed as well: Disabled People Organisations such as the Ethiopian Centre for Disability and Development have the capacity now to train other institutions such as media and other service providers. The head of training centres in East Java, Indonesia, asked after a PROPEL training all centres in his care to make adjustments to people with hearing impairment, so that they are able to enrol in these training centres. The US Ambassador in Vietnam commended PROPEL on its “important and innovative university component”, which will enable future law practitioners to be sensitive and know about disability issues. An change in knowledge of legal practitioners which will also be available to law students in China and at Western Cape University in South Africa, where PROPEL initiated disability related legal courses. In Zambia, the capacity of five colleges to receive students with disabilities has been strengthened with a longer-term effect, as staff and lecturers of these schools have been involved in the identification of improvements. Some of these colleges have already embarked on infrastructural improvements, which they can realise without external financial help, and think about marketing their inclusiveness. Also in Zambia, former Irish Aid –ILO influenced stakeholders such as the Alliance of Young Entrepreneurs to be inclusive of young entrepreneurs with disabilities.

A lasting change in **MEDIA REPORTING** has been (probably partly) caused by former ILO-Irish Aid projects and PROPEL in Ethiopia. Reporting on disability is felt to be better and increased in comparison to two to three years ago by PROPEL interviewees. “In 2005 there was a shift in Ethiopia – there were new laws, more anti-discrimination; in general we notice positive trends and people with disabilities having more rights and are being seen as capable; even if there are still a lot of stereotypes around.”²⁸ PROPEL Indonesia saw a significant rise in reporting from PROPEL-trained media people. A baseline study was conducted by DIFFA Magazine (commissioned by PROPEL) and it found only 60 articles on people with disabilities in the span of 1.5 years. Within 5 months following the media workshop already 109 articles including 7 talk shows monthly programmes on 5 local television stations have been published.

Several interviewed students in Zambia noticed more reports on people with disabilities on the media and recounted, how some of the stories inspired them: “I saw on TV people with disabilities, who applied for a job in Lusaka; they can now also work with able bodied people in offices; also, in mines,

²⁶ Reported by PROPEL China in the questionnaire of this evaluation (see reporting under Objective 1) and in evaluation interviews;

²⁷ Reported in one of the evaluation interviews with PROPEL Ethiopia;

²⁸ Observation of the interviewee from PROPEL Ethiopia; the recently finalised, but not yet published baseline on media reports (2000 – 2012) reportedly came to a similar result;

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people were given very good jobs.” Another spoke about a story of an employee with a disability on a pig farm.”This really educates people and gives motivation,” he said. On integration in vocational training colleges one students’ view was that it is “a very good idea to have integration because in society you also meet people with disabilities.”

SKILLS TRAINING became more accessible in Zambia for people with disabilities, since they have now at least five vocational training schools to apply to and the pilot colleges have started to enrol more students with disabilities. The mind-set change and increased information of college lecturers and staff as well as improvements in infrastructure lowered the entry-barriers for young people with disabilities. “Often we said no, we cannot accommodate you. Even the guards would have sent the person with disabilities away; after this training we know we can,” one lecturer praised PROPEL Zambia’s intervention. The vocational training colleges gave several examples of people with disabilities, who finished their training at the school after accommodating them in different ways such as electricians, secretaries and farmers. Students interviewed by the evaluator thought the training to be inclusive, the lecturers to be “fair”, and noticed “real improvements in the infrastructure and machines”. Also, in Ethiopia, almost 450 small entrepreneurs and job seekers (30% of them women) could access skills training, micro finance, and business development services, which will have a lasting effect on some of them.

Two students with disabilities in Zambia told the evaluator that they believe that it will be easier for them to find a job because of their education at the vocational training college. Additionally to the diploma, however, they also found it necessary to be backed-up by a letter from the school stating their abilities, as they did not trust the employers not to be biased because of their disability. Thus the better access to skills’ training for people with disabilities increases their employability, but to achieve the targeted impact of decent work for people with disabilities, employers (and the general public) need to be sensitised and get information as well. Successfully connecting companies with job seekers with disabilities is the impact of PROPEL Ethiopia, which connected 96 university graduates with disabilities through vacancy information. The 56% (35% women) of these job seekers, who actually found jobs have been affected positively and some of them even long-term by this PROPEL intervention; the same is true for the companies, who hired them.

Despite of these effects of PROPEL with a high probability to last, it also needs to be mentioned that in many PROPEL countries the project has operated on too high a level such as law reviews, action planning and constituents’ training to attribute impacts and effects on the ground to them. PROPEL projects are also too new to already have had an impact on ultimate beneficiaries’ level. “As the ultimate beneficiaries have not been directly touched yet by the project activities, PROPEL Botswana did not have a direct impact on the decent employment and income opportunities of women and men with disabilities,” one interviewee from ILO said. An interviewee from PROPEL Indonesia supported this point: “Qualitatively, after the workshops involving constituents, more people are aware of the rights of people with disabilities in employment, but the impact and direct result have not been studied yet at this mid-term of the project.”

Evaluator's assessment: It is likely that PROPEL will achieve with its intervention longer-term changes through

- raising the awareness and changing the mind-set of government officials and policy makers on inclusion of people with disabilities, their rights and work capabilities, in Botswana, China, Indonesia and Zambia, which will continue to see disability issues differently, in whatever capacity they work in;
- legal systems' changes, which are underway in Azerbaijan, Botswana, Ethiopia, Indonesia and Viet Nam, and which will continue to exert their positive effects on people with disabilities seeking their rights;
- capacity building of stakeholders such as employers' organisations, disabled persons organisations, universities and vocational training colleges in China, Ethiopia, Vietnam and Zambia, which will continue to sensitise professionals and increase knowledge on disability issues, and to provide services to people with disabilities;
- increased and improved media reporting, portraying people with disabilities positively, which inspired some people with disabilities already and might have started to change the attitudes of some members of the public (no studies on the latter exist);
- more access to skills training for people with disabilities in Ethiopia, Viet Nam and Zambia, which has a lasting influence on the employability of the trained people with disabilities;

3.5 Findings related to Sustainability

Evaluation Questions from Terms of Reference and I-eval Resource Kit, Checklist 5, which guided this chapter:
Does the project have an implementation strategy that involves tripartite constituents and development partners to establish synergies that could enhance impacts and sustainability?
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).
Findings related to the sustainability of the project are included.
The effectiveness, efficiency, impact orientation and sustainability of PROPEL interventions

PROPEL's programme strategy aims for long-term sustainability: systemic interventions aspire to influence laws and policies; to build implementation structures and the capacity of governments, disabled persons organisations, employers' and workers' organisations; and inspire more and improved media reporting (details on these interventions in chapter 3.2, effectiveness). These interventions are assessed as entry points for long-term and enduring changes.

When governments ratify the relevant UN and ILO Conventions, they are obliged to implement the principles and measures to which they agree; and as they create the appropriate laws and regulations, they are duty-bound to create the implementation capacity and implementation structures as well. When this has been achieved, the position of people with disabilities and their advocates is sustainably stronger. "We are supported by law – we have fought for this law," one interviewee from PROPEL commented. PROPEL is thus building on national ownership, expressed through ratifications of conventions and laws, and thus directly enhancing the already strong aspect of sustainability. In PROPEL

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Indonesia the commitment of funds from provincial parliament to DPOs to improve their capacity on employment rights was seen as evidence that PROPEL's interventions will be sustainable.

When interviewees were asked what would remain, if PROPEL activities would cease, most of them ranked its work on laws, policies and the legal system first. The second most powerful sustainability strategy was considered to be PROPEL's publications by some interviewees, especially when they have a clearly identified target audience (such as publications for companies on good practice of employing people with disabilities). An interviewee from PROPEL Ethiopia pointed out: "The ILO knowledge on disability rights and inclusion expressed in the issuance of various guides is very helpful" to make PROPEL sustainable. Other interviewees thought that sharing PROPEL publications and experiences on internet platforms enhances the sustainability of this work by PROPEL. As was reported above under 3.2.8 Zambia, some interviewees from direct beneficiaries requested that PROPEL and relevant ILO publications should be disseminated wider, and access given to them in remote areas without internet access. A wider outreach will enhance the sustainability of PROPEL interventions such as knowledge building even more.

Other interviewees from PROPEL were of the opinion that capacity building was the second most powerful sustainability strategy. They said that strong organisations for people with disabilities, which are able to offer different services and to effectively link up with other organisations, will allow these organisations to fend for the rights of people with disabilities, even when PROPEL is no longer around, and will enable them to support job seekers or small entrepreneurs with disabilities. An example for this is the umbrella organisation for disabled persons' organisations in Ethiopia, which is employed by PROPEL for training workshops of constituents. Their sustainability, however, is undermined by often occurring funding problems.

One of the most important aspects of capacity building is awareness building. Through the PROPEL tool Disability Equality Training, awareness of numerous officials of government, members of employers' and workers' organisations, service providers such as teachers, lawyers, finance and business advice providers have been influenced. Some PROPEL countries such as China report a tremendous change in attitude in employers' organisations followed by immediate actions for the benefit of people with disabilities. Interviewees from China, however, regarded this as a particularly lucky case, as they believe that usually a long-term effort is necessary to achieve such an impact. Nevertheless, they think, once a mind-set and behaviour has changed, this change is sustainable. In Zambia, evidence for a sustainable change is the commitment by TEVETA to accommodate the needs of people with disabilities in vocational training curricula and to develop a checklist, which will help their school inspectors to see at their checks of the physical structure of colleges, if it is free of barriers to people with disabilities.

PROPEL forged partnerships in different countries, which will render the results of the project more sustainable. In Indonesia, it is PROPEL's cooperation with the donor funded ILO project 'Better Work', which will help to make the project's results sustainable, on the one hand because disability issues technically supported by PROPEL are mainstreamed into 'Better Work', and on the other hand because 'Better Work' will continue after the project end of PROPEL. Partnerships with law schools at universities (in China, Viet Nam, Southern Africa; and in earlier projects in Ethiopia and Zambia) are seen

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as increasing sustainability, as students trained now will know about disability issues later – even in case, the current partner universities would stop their disability related courses.

According to interviewees from PROPEL risks to sustainability are:

- Frequent changes of staff in the partner ministries, “So we have to go back to square one”, one interviewee explained;
- A new government with new priorities: In Zambia for example, “the disability policy was already approved in Cabinet, but the minister is not launching it; and we cannot align to that policy because they do not tell us what is in it,” stated one interviewee;
- Not scaling-up after the pilot phase of a particular intervention and losing momentum
- Journalists trained on disability issues leave media work, as has been observed in several countries;
- Not enough funding available to organisations for which members’ capacity has been built.

Several interviewees pointed out that there can be the risk of providing too much money for a specific intervention. “There can be too much money thrown at an issue – seeds need to develop, do not water it too much; you need ownership first because of sustainability - we will not be able to continue to pay the bills,” one interviewee thought.

Risk mitigation reported by PROPEL is for example in Zambia, to invite editors of media to media awareness trainings not only individual journalists; in Indonesia and China a wider network of stakeholders from government or close to government is built, so that the loss of one contact does not influence the project so negatively; in Botswana and Zambia, other entry points for disability issues on the level of ministries have been found; and in Azerbaijan, China and in Indonesia the creation of synergies helps to scale-up current PROPEL activities.

In several cases, sustainability created through previous ILO - Irish Aid programme can be observed. Former ILO – Irish Aid interventions helped for example PROPEL to mainstream gender into its programme, especially also in the entrepreneurship aspects of it, in Ethiopia and Viet Nam. The Hanoi Law University was supported to develop a course on disability legislation, with support from PROPEL, building on a model curriculum developed under a previous phase of the ILO-Irish Aid Partnership Programme. These examples highlight the value added and sustainability of the continuity in Irish Aid funding provided since 2002.

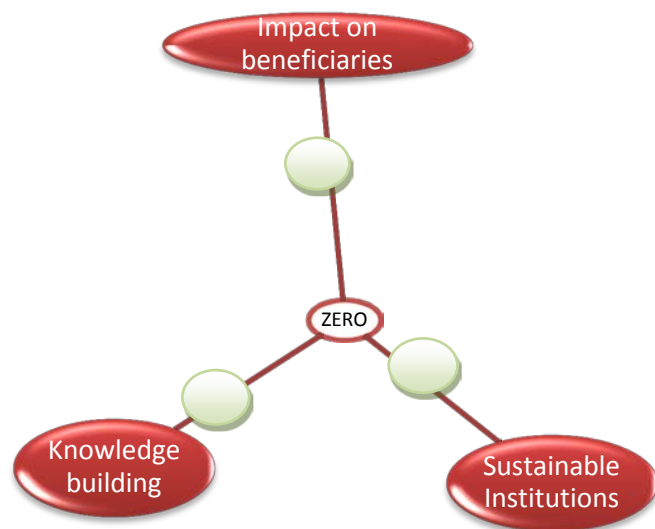
It is interesting to look at the sustainability of an intervention, which stopped more than ten years ago in Zambia. A donor had educated teachers of the National Vocational Rehabilitation Centre (NVRC) in Zambia on inclusive vocational training. Meanwhile, most teachers retired and the NVRC experienced a dearth in specialised teachers, as the Zambian teachers college was and is not training teachers on vocational rehabilitation. On the one hand, this donor’s intervention was sustainable, as for about a decade specialised teachers applied their knowledge in training. On the other hand, only a limited sustainability was attained, as no further specialised teachers training is taking place. This example

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should be a further validation of PROPEL's approach of intervening in systems and building the capacity of systems' actors, rather than focusing attention on the ultimate beneficiaries at the grassroots level.

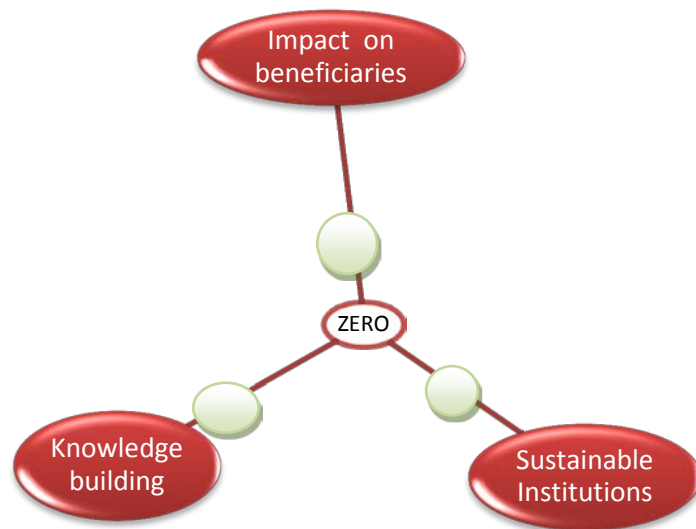
GRAPH 3, INDONESIA: SELF-EVALUATION OF LONG-TERM EFFECTS BY PROPEL

The team in PROPEL Indonesia believes that the project contributed most to knowledge and impact on beneficiaries in its first phase, and that PROPEL's effort to build sustainable institutions have not been successful, yet.



GRAPH 4, ZAMBIA: SELF-EVALUATION BY PROPEL ZAMBIA OF LONG-TERM EFFECTS

Representatives from PROPEL Zambia believe that in the first phase, the project contributed most to knowledge building, followed by building sustainable institutions. With respect to Impact, the PROPEL thinks that no long-lasting and sustainable effects have been achieved yet.



Evaluator's Assessment: PROPEL's approach of intervening in systems and building the capacity of systems' actors, rather than focusing its full attention on the ultimate beneficiaries at grassroots level, is geared towards sustainability. PROPEL helps to bring about the revision of laws and policies; supports building of implementation structures and the capacity of governments, disabled persons organisations, employers', and workers' organisation; helps modify university and vocational college curricula and inspires more and improved media reporting. With these interventions it is likely that long-term change will be achieved, and PROPEL inputs rendered sustainable.

3.6 Findings related to the effectiveness of Management Arrangements

Evaluation Questions from Terms of Reference and I-eval Resource Kit, Checklist 5, which guided this chapter:
The extent to which results-based management is being used with examples of impact on the ground as a result of i) using the global products, (ii) interventions, and (iii) training.
Findings related to the effectiveness of management arrangements are discussed (including implementation monitoring, outcome monitoring, backstopping, and collaboration with other projects)

PLANNING

PROPEL's Logical Frameworks were developed at country level, first relating to Decent Work Country Programmes (DWCPs) and then, via outcome linkages of the country programme, to one of the 19 Decent Work Outcomes planned for in the 'Programme and Budget for the Biennium 2012 – 2013'. The Logical Framework of the Global Product of PROPEL is also linked to the Outcome based Workplan to which the Logical Frameworks of the PROPEL countries are linked. The Logical Framework of PROPEL has been developed by disability experts in the countries through interviews and feedback from government, other constituents and stakeholders. They then drew up the proposal and activities, and in headquarters the PROPEL Global coordinator set the budget and discussed with the funder.

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The duration of the first phase of PROPEL also matches this biennium P&B in timing and runs from 2012 to 2013. One project coordinator pointed out that time for planning in the beginning is crucial: “If you do not spend time on proper planning in the beginning, you do not do it later.”

To ensure the quality of the DWCPs, final draft documents go through the quality assurance mechanism (QAM), which draws on technical expertise from all ILO units in Geneva, such as the Outcome Coordinators for Outcome 1, 2, 3, and 17 (pertaining to outcomes to which PROPEL projects in the countries are aligned to). On the project level, the Outcome Coordinator of Outcome 17 (non-discrimination²⁹) explained that her unit is not involved “in drafting outcomes, outputs and activities, but just suggests maybe something on the basis of the final draft,” of the PROPEL proposal for example. Often, Outcome Coordinators (as reported by an interviewee) are involved in discussions with the donor at the planning stage, in order to provide the bigger picture.

The results based management system of ILO requires that milestones and indicators, baselines and targets are formulated for the 19 Outcomes of the P&B 2012 – 2013. One interviewee described difficulties of aligning the result-based management approach with DWCPs: “It was easier to define results with traditional project planning methods; before we had the same results and objectives in all countries; now they are in relation to decent country programmes and different in all countries.” Interviewees were not clear about how the planning process for the next biennium would unfold, as the ‘Eight areas of critical importance’ are about to replace the 19 P&B Outcomes. “Hopefully there will be a proper mechanism to replace the 19 outcomes. Maybe management wants to flush it out, before presentation?” one interviewee commented.

In several PROPEL countries additional activities have been carried out, which have not been planned as outputs in the PROPEL Logical Framework. Interviewees explained that the added outputs have been in line with the Objectives planned in the PROPEL Logical Framework, “but that time lines changed,” which pushed some of the planned outputs into the next biennium. Interviewees from PROPEL were sure that “Irish Aid encourages us to grasp opportunities.”

MONITORING

In all countries PROPEL project coordinators are monitoring their country-based work on the basis of the PROPEL Logical Framework: “I am looking at it daily,” several national PROPEL project coordinators said. In China and Viet Nam, project coordinators received the software Microsoft project to track their progress, but no training on it. Project coordinators remarked that they would prefer a simpler tool for their small project. The ILO internal reporting on the hierarchy of strategies and plans is done by internal reporting specialists within the country office and at headquarters in Geneva. They report against indicators of the P&B Outcomes as well as indicators of the DWCP. These are usually used for monitoring by country directors and the outcome coordinators, and less by project coordinators.

²⁹ It is not clear to the evaluator, if this is the new INTEGRATION unit, which is assigned to two departments;

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PROPEL Viet Nam reports that they host the data of the Inclusion Service Centre (ICC) and report them jointly with other data to the regional office in Bangkok. Also, other PROPEL countries collect data from their implementation partners for their reporting. So, results-based management is applied, but project coordinators seemed to confine their results control to their level of operation without seeing them in the wider strategic context.

The two Ireland-based professors who facilitate the Quality Circle, which is a monthly meeting of all PROPEL project coordinators on skype, have a monitoring role regarding technical issues on disability, skills development, employment and entrepreneurship. The project coordinator of China reported that he sends an up-date of project results to the Quality Circle facilitators before each skype meeting. They then give feed-back to him in the meeting.

At country level the Project Advisory Committees of PROPEL, consisting of representatives from implementation partners and stakeholders, can play a role in technical monitoring. In Ethiopia for example, this committee meets every six months and discusses country-based progress on PROPEL objectives. The seriousness of the partners represented in the committee was praised by one interviewee. Irish Aid is not involved in the regular monitoring in the countries. This is because of agreements on management arrangements for ‘lightly earmarked’ donor funding.

At global level, CPOs – and thus PROPEL projects in the countries - are monitored through the ‘traffic light’ system, which monitors, if projects are on time in implementing their workplans. The outcome coordinators sit in a video conference with regional offices to discuss progress. Green is “fine”, yellow indicates that an ILO field office is consulted to get a more detailed picture on progress and problems, red means that the project team is also participating in the discussion to describe the situation and find solutions. At the country level backstopping officers check, if the project coordinators are on time with activities they are responsible for. This officer controls and forwards the PROPEL report prepared by the project coordinator to the country director, and enters the data into the (IRIS) system for reporting on outcomes and not on project outputs.

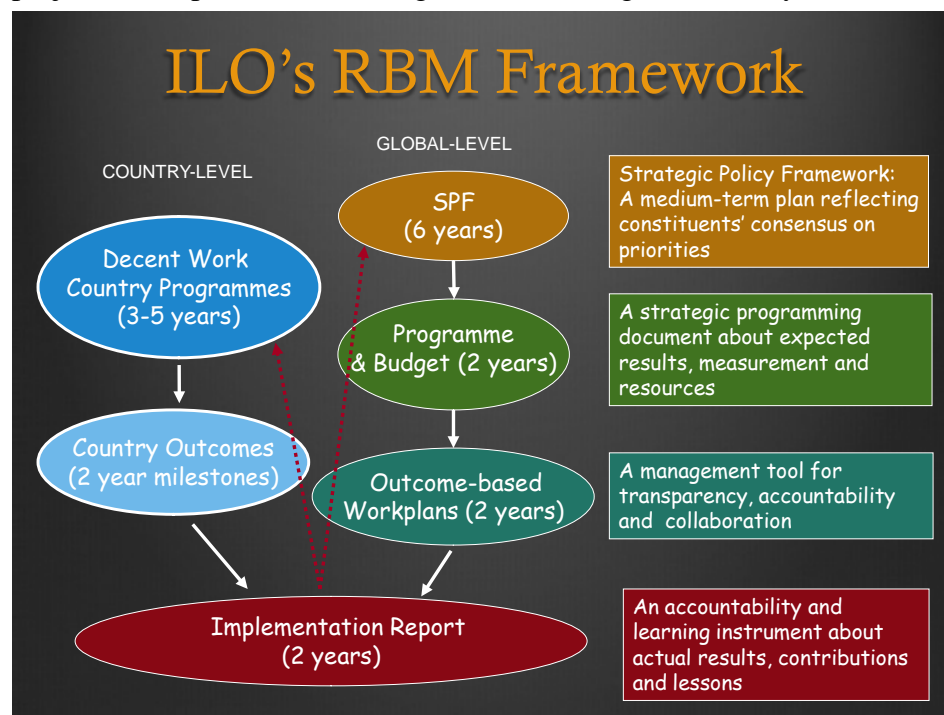
Baseline studies on media reporting have been carried out by PROPEL (in Ethiopia and Zambia covering the period from 2000) or are at planning stage (in Indonesia and Viet Nam, available in the coming months). In future, changes in reporting by media can be measured against these baselines. Before supporting the review of laws and the development of policies, surveys are carried out against which changes in legal provisions for disability and decent work can be assessed (PROPEL Botswana, China and Indonesia reported on this).

REPORTING

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Project coordinators of PROPEL report twice a year to PROPEL Global (which gives mentoring on how to report and sends reports back when they do not comply). The reports of PROPEL countries are partly reported on the basis of data received from implementation partners. These reports feed into reports on workplans and indicators of Decent Work Country Programmes and P&B Outcomes, prepared by reporting specialists in the country offices and the headquarters. Draft reports to donors are sent to the Outcome coordinators at headquarters by PROPEL Global for feedback.

The bigger picture of the country programme is often only seen by the director of the ILO country office, not by national PROPEL project coordinators. The latter rather see the bigger picture of PROPEL in the seven countries and in headquarters through Quality Circle meetings. This sometimes missing understanding of the part PROPEL plays in helping to reach the CPOs and P&B Outcomes (and other strategy plans) reinforces the danger of working in silos. In Azerbaijan, Botswana, Indonesia, and Viet Nam cooperation with other ILO projects has started, so seemingly this danger has been avoided in these countries. In Zambia, the ILO country office director organised an internal disability awareness training by PROPEL staff for other ILO projects to inspire understanding, mainstreaming of disability issues and cooperation.



Source: Results-Based Management and Financing for Development in the ILO, PARDEV presentation, September 2013

Headquarters based units such as finance, human resources, travel and programme are supposed to report using the IRIS system globally. Currently, only headquarters and Asia have the system fully rolled out. "In Africa we only use IRIS for programming, i.e. where all the Country Programme Outcomes are captured," one interviewee explained. Although an interviewee in Zambia reported that "I am sitting in Lusaka, the Regional Office and HQ can see what I am

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doing,” thus the roll out of IRIS is seemingly advancing – also as a reporting platform in Africa. Another interviewee pointed out that only about three lines on the project results go into the P&B implementation report. Therefore only the briefest summary is reported to ILO constituents and donors (however, comprehensive reports are sent to donors on projects and outcomes for which their funds are lightly earmarked or earmarked). An interviewee from ILO Asia praised IRIS because “duplication in terms of reporting does not happen; it is a good formula.”

The representative of the Outcome Coordinator of Outcome 17 (non-discrimination) explained in the interview that her unit reports twice a year to the Governing Body. A project has to report to at least two measurement criteria of the Outcome in order to be reportable. PROPEL contributes to at least two measurement criteria of the three outcomes stipulated in the ILO – Irish Aid Partnership Programme and thus contributes to reports on them: Outcome 2 - Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth, Outcome 3: Sustainable enterprises create productive and decent jobs, and Outcome 17: Discrimination in employment and occupation is eliminated (see chapter on relevance for details).

Interviewees from Irish Aid pointed out that they would like to see PROPEL reports to them focussing more on impact and on “what happened as a consequence of interventions; showing this is what we did with our money”. They suggested developing a report structure that allows finding this information on effects, impacts, and efficiency easily.

MANAGEMENT

PROPEL was based in the Skills and Employability Department of the Employment Sector up to early 2013. It is now based in the Gender, Equality and Diversity Branch of the Conditions of Work and Equality Department.

Some interviewees from ILO think that it has “a very efficient structure”. Project coordinators in the countries praise the good communication with ILO headquarters in general and PROPEL Global specifically. Some described that “they like to have a lot of space to explore local contacts; this is important that the project is localised and adapts to the local context.” ILO country office directors in general provide this freedom to PROPEL project coordinators, and saw their role as sounding board for ideas and problem solutions in the project. One ILO country office director described his management approach with the project coordinator in a similar way. “I say, the task is yours – I back you up. But I expect good results.”

Several project coordinators are new to PROPEL, e.g. in China, Indonesia, Viet Nam and Zambia and received an inception training on the ILO intranet plus a two days induction in headquarters. One national project coordinator said that he would have liked to have more inception training, in order to learn how to make the relationship with tripartite partners more efficient: “How to find out which

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partner is more efficient and more suitable for implementation; this information is hard to get; for me it is working by mistakes.” With respect to further staff training, another national project coordinator pointed out that reviews regarding staff development are done in ILO, in which it is determined, what “you suggest what you would like to improve, but only those on regular budget can participate; staff in Technical Cooperation projects cannot benefit.”

The technical backstopping role is formally and practically fulfilled by the PROPEL Global Coordinator, in conjunction with the PROPEL Regional Disability Adviser in Africa for countries of Africa. Monthly Quality Circle meetings on skype aim at allowing project staff to review and share challenges relating to technical task content or to broader project management process issues and work together to resolve them with guidance from facilitators. National PROPEL coordinators also present and discuss in depth selected themes emerging from the review meetings, an opportunity for technical knowledge building. Many project coordinators pointed out that they frequently ask the PROPEL Global coordinator for advice and discuss for example risks and problem solutions with her.

PROPEL has a regional coordinator for the PROPEL projects in Africa, but none for the ones in Asia. “This presents for us a limitation of how much can be done.” In the next phase, a regional coordinator for Asia is envisaged, as neither PROPEL Global nor the country directors have the time for the necessary team building and stakeholder relationship building.

To manage more effectively and efficiently the relationship with partner ministries in the countries, one interviewee suggested putting indicators in the Memorandum of Understanding between ILO and these ministries. “The roles are not clearly stated and the MoUs do not have a relation to indicators – because we are always in a rush,” the interviewee explained.

Evaluators Assessment: The planning and reporting of PROPEL is on the basis of the ILO SPF. A new element in this framework, the eight areas of critical importance, could confuse the corresponding implementation structures (such the country programmes and Outcome orientation) and instruments (such as IRIS), thus also PROPEL. Monitoring of timelines planned in workplans is done systematically being built into ILO monitoring and reporting structures (IRIS, ‘traffic light’ system). Technical monitoring is seemingly organised on an individual basis at the level of projects such as PROPEL, depending on the managing styles of the project coordinator, the country director and the global coordinator in Geneva. On the one hand, reports on projects like PROPEL get summarised to a most general and therefore maybe sometimes meaningless statement (one has to rely on the timeline information assuming that when the project is keeping timelines for workplan implementation, it is achieving something). On the other hand, comprehensive project reports on PROPEL need to put forward information on impacts and value added more clearly. National PROPEL coordinators in general have freedom to implement PROPEL without micro-management from country directors, but also receive the necessary backstopping from them. The technical backstopping on a daily basis is done by the PROPEL Regional Coordinator in Africa and by the PROPEL Global Programme Coordinator for Asian PROPELs. This additional role puts considerable time constraints on the PROPEL Programme Coordinator.

4. Conclusions

PROPEL's approach to support the change of systems via the entry point laws, policies, and legal implementation systems, is expected to be very effective in producing long-term and far-reaching impacts – and that with relatively low amounts of funds.

Regarding inclusive skills training and job placement, PROPEL has developed promising approaches, but the actual outreach to trainees with disabilities has been low, and only a few hundred people with disabilities increased their employability, yet, or actually found employment through PROPEL.

Some interventions such as the capacity building of national statistics offices have not been carried out, because of changes of PROPEL staff in relevant countries, because of time constraints in PROPEL countries and, in the case of statistics, because of the unavailability of statistics experts from ILO headquarters due to a reorganisation.

Time constraints featured strongly as a challenge in the interviews, as the time required to bring partners and constituents on board, the time necessary by the constituents to convince the decision makers in their institutions, and to implement agreed points, took longer than assumed in the project plans of PROPEL.

Most of the PROPEL projects in the countries experienced financial constraints. PROPEL projects with a small budget, which focused on one or two objectives, seemed to manage better, and reach more objectives than countries with a small budget and several objectives.

PROPEL has enhanced its means in several countries by creating synergies with other country-based development projects from ILO, UN and other donors. The approach to achieve a wider impact has been to mainstream disability issues and people with disabilities as a target group into these projects, which deal with skills training, entrepreneurship building and decent work.

4.1 Recommendations

1.A RECOMMENDATION
To increase the outreach of PROPEL and thus the effectiveness of its interventions, it is recommended to expand to other provinces (mainly in China, Ethiopia and Indonesia) existing interventions in capacity building of constituents on improving and implementing legal provisions regarding the rights, employment and employability of people with disabilities and to include more relevant stakeholders from government and civil society.
<i>Implementation of recommendation by:</i> PROPEL management with support of ILO HQ administration (e.g. RBSA)
<i>When :</i> next phase 2014 – 2015
<i>Resources required:</i> additional 20 – 30% of the PROPEL country budgets

1.B RECOMMENDATION

Already begun interventions aiming towards skills training of people with disabilities, job placement and increasing their entrepreneurial skills (mainly in China, Ethiopia, Viet Nam and Zambia) should be scaled up and institutionalised to help to ensure sustainability of these interventions as well as to increase their outreach.
<i>Implementation of recommendation by:</i> PROPEL management with support of ILO HQ administration (e.g. RBSA)
<i>When :</i> next phase 2014 – 2015
<i>Resources required:</i> additional 20 – 30% of the PROPEL country budgets

2. RECOMMENDATION
To increase the outreach of PROPEL and thus the effectiveness of its interventions, it is also recommended to increase efforts to create linkages and synergies with other employment creation projects, sectoral value chain projects, youth employment projects etc. to open up mainstream employment and business services, and entry points for people with disabilities (in countries where this was not done yet to a greater extent). PROPEL and relevant ILO publications, as requested by stakeholders and beneficiaries, should be disseminated wider, and access be given to them in remote areas.
<i>Implementation of recommendation by:</i> PROPEL management with the ILO Country Office, the Regional ILO Office, and the ILO HQ Technical Unit
<i>When :</i> can start now; mainly in the next phase 2014 - 2015
<i>Resources required:</i> no additional to PROPEL budget

3. RECOMMENDATION
For better targeted interventions for people with disabilities especially with respect to labour issues and entrepreneurship, the planned capacity building of national statistics offices is recommended to be implemented.
<i>Implementation of recommendation by:</i> PROPEL management with the ILO HQ Technical Unit
<i>When :</i> next phase 2014 – 2015
<i>Resources required:</i> no additional budget

4. RECOMMENDATION
To give time for constituents mobilisation, adequate involvement and ownership, and to ensure at the same time engagement from ILO/PROPEL's side, it is recommended to plan outputs and indicators related to constituents mobilisation and to support given in convincing their own decision makers. It is assumed that national PROPEL coordinators will be able to go through these process and apply the necessary time, if this process is captured in indicators and outputs.
<i>Implementation of recommendation by:</i> PROPEL management with the ILO HQ Technical Unit

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<i>When</i> : next planning cycle of PROPEL
<i>Resources required</i> : no additional budget

5. RECOMMENDATION
When only a small budget can be funded, it is recommended to focus on a few, targeted objectives making sure that the key outputs fit to the objectives, in that way that reaching them would mean reaching the objectives. Also it is recommended to make sure that the ensemble of objectives planned contribute strongly to the one P&B Outcome chosen.
<i>Implementation of recommendation by</i> : PROPEL management with the ILO HQ Technical Unit
<i>When</i> : next planning cycle of PROPEL
<i>Resources required</i> : no additional budget

6. RECOMMENDATION
It is recommended to replicate more little initiatives , which worked in other PROPEL countries (e.g. money awards for good research papers, information on vacancies by mobile phone messages, parents' awareness building), as they could help to increase outreach and impact being felt by the ultimate beneficiaries.
<i>Implementation of recommendation by</i> : PROPEL management with Quality Circle
<i>When</i> : now and next phase
<i>Resources required</i> : small additional budget

7. RECOMMENDATION
It is recommended to explore to which extent standardised real-time management information systems and reporting formats at the level of project coordinators could help to follow-up on projects, monitor the progress, and produce clear and concise reports on results achieved and resources used at this level.
<i>Implementation of recommendation by</i> : ILO HQ administration with PROPEL management, the ILO Country Office, the Regional ILO Office, and the ILO HQ Technical Unit
<i>When</i> : now and next phase
<i>Resources required</i> : cannot be estimated

8. RECOMMENDATION
Analyse systematically the effects PROPEL has on power relations between men and women, and on the goal of creating more gender equality in the different countries, in which PROPEL operates. This analysis can then be used as a basis to develop a comprehensive and country-specific gender-mainstreaming concept and action plan for PROPEL.
<i>Implementation of recommendation by</i> : PROPEL management with support of ILO HQ

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GENDER
<i>When</i> : next phase 2014 – 2015
<i>Resources required</i> : additional 5 - 10% of the ILO country budgets

In Appendices 1a – 1c **EMERGING PRACTICES** are described:

China: Pre-employment and job coaching for people with disabilities

Ethiopia: Vacancy information and job placement for university graduates with disabilities and job seekers with disabilities

Zambia: Infrastructure audit, training materials audit improve the inclusiveness of vocational training colleges for people with disabilities

Appendix 1a: Emerging Practice, PROPEL China

ILO Emerging Good Practice Template

Evaluation Title: Independent Mid-Term Evaluation of PROPEL
Project TC/SYMBOL:
Name of Evaluator: Karin Reinprecht in cooperation with Mr. Zhou Haibin
Date: September 2013

Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	<p>Pre-employment and job coaching (10 coaches trained)</p> <p>The PROPEL and the Special Education College of Beijing Union University(BUU) conducted three rounds of training for 10 job coaches on ‘models of supported employment (SE) for persons with intellectual disabilities’ on March, May and August 2013. 35 persons with intellectual disabilities were supported by the 10 job coaches to work in open market. Successful and unsuccessful practices to promote the SE of persons with intellectual disabilities were documented and analyzed, which aims to accumulate experiences and knowledge on how to improve supported employment services in China. This SE initiations are aimed for future policy recommendations to insert SE into vocational training for persons with intellectual disabilities run by Chinese government and also designed to improve employability of persons with intellectual disabilities through access to skills development programmes, on-job training and work experience.</p> <p>This initiative is under the background that the China Disabled Persons’ Federation (CDPF) launched the first phase of Sunny Home programme since 2009 and the second phase will be a four-year programme implemented from 2012 to 2015 with a budget around RMB 1 billion (approximately USD158.7 million) funded by China Ministry of Finance. Technical vocational training opportunities will be provided to 2 million people with intellectual disability in the sunshine home till 2015. The “Sunny Home” is established for people with intellectual disability between age 16 to 35 to provide them with living skill trainings, vocational rehabilitation practices and other help to encourage them to step out of their homes and be included into all aspect of the society, enhancing their communication skills and vocational skills. However, the Sunny Home is still adopting sheltered approach and persons with intellectual disabilities are taken cared of in the centres during day-times. No evidence shows that these Sunny Homes have any plans to support persons with intellectual disabilities to work in open markets.</p> <p>The CDPF officials and the China Association of Persons with Intellectual Disabilities and their Families (CAPIDF), which is an official branch under CDPF and also involved in the decision</p>
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	<p>making for Sunny Home programme, still considered SE not a best choice in China's labour market. In their mind, the first priority is promoting sheltered workshop and other isolated forms of employment for persons with intellectual disabilities. They can only name a few SE cases in China, but still are not sure what the meaning and how to push forward the initiation.</p> <p>Based on these contexts, PROPEL and BUU started these trainings and advocacy work.</p>
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	<p>This supported employment initiation is going on well and started to change the attitudes of CDPF officials towards SE, thanks to following conditions:</p> <p>1) Ms. MA Tinghui, vice president CDPF, have done some introductory work on SE to 10 private organizations in China since 2009. She is advocating SE initiatives for several years together with Prof. Xu Jiacheng, Dean of the Special Education College of BUU, who is also the trainer of PROPEL's SE initiation. PROPEL-China's SE initiation is based on these previous work and those 10 job coaches are all chosen from the organizations that Ms. Ma have helped.</p> <p>2) Personal relations also play an important in persuading CDPF to accept the SE practices. When working with government officials in China, you need to firstly establish a close personal relationship with them. Some information on learning courses overseas, frequent calling and messages, or personal dinners or so would help progress this advocacy work. Ms. MA Tinghui and Prof. Xu Jiacheng are board members of CAPIDF, and their involvement in ILO's SE initiation is key to advocate future policy recommendations to CDPF.</p> <p>3) At the same time, it is of vital importance to understand the functions and problems faced by those government branches. The procedure is duplicated or complicated from the outsiders' view, but when considering the big population of persons with disabilities in China they are facing, these procedures and low efficiency would also reduce risks in making policies. Therefore, PROPEL-China tries to start by working with these government branches on researches, surveys and pilot projects. Best practices, toolkits and publications are very interested to the government partners. Those tools are highly recommended when working with Chinese government, with some accompanied manuals.</p>
Establish a clear cause-effect relationship	<p>1) Three round of trainings are conducted by PROPEL and Prof. Xu Jiacheng for these 10 job coaches to solve the problems faced by them during each key stages of SE.</p> <p>2) Peer to peer sharing is also one way to tackle those problems, since three job coaches from Fengtai Lizhi Rehabilitation Centre and Nanjing Universal Love Rehabilitation Centre have more experiences and they could help other job coaches.</p> <p>3) PROPEL, CAPIDR and CDPF co hosted a Symposium on Policy Support for and Good Practice of 'Supported Employment' for People with Intellectual Disabilities in China (12-13 August 2013, Dalian City). There are 40 participants, which include officials of</p>

Independent Mid-term Evaluation of PROPEL

	CDPF, CAPIDR and their local branches, experts in Supported Employment (SE), employers, and employees with intellectual disabilities. Prof. Xu and one job coach from this initiation join it and gave two speeches. They introduced successful practices and its policy implications to future policies on SE. PROPEL also invited a Hong Kong expert to introduce Honkong's practices on SE.
Indicate measurable impact and targeted beneficiaries	<p>After the Symposium in Dalian City, the CAPIDR made an action plan with ILO China Office to develop tools and conduct trainings for provincial and city level directors-general of disabled persons' federations on 'Supported Employment', and to hold seminars on legislative recommendations to promote Supported Employment' for persons with intellectual disabilities in China.</p> <p>Direct beneficiaries of this SE initiation: service providers, CDPF staff.</p> <p>Ultimate beneficiaries: Male and female workers with intellectual disabilities who will be able to benefit from improved training and employment opportunities.</p>
Potential for replication and by whom	<p>The CAPIDR would like to work with ILO PROPEL to develop tools and conduct trainings for provincial and city level directors-general of disabled persons' federations on 'Supported Employment' in future to raise the awareness on supported employment. Similar training will be replicated both by the CAPIDR and some pioneer provincial CDPF branches.</p> <p>Prof. Xu is conducting training for 200 staffs from Beijing day-time caring centres and Beijing rehabilitation centres for persons with intellectual disabilities. PROPEL could work with Prof. Xu to develop a toolkit for Job coaches of supported employment and use it in his future training for these officials.</p> <p>Ms. MA Tinghui, is planned to establish a resource centre for supported employment. Its main functions will be undertaking training for job coaches, translate and develop tools and publications on SE and conduct advocacy activities for supported employment. She suggest work with PROPEL in future on this.</p>
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	<p>Country Outcome CHN252, CHN 903</p> <p>Outcome 2 of P & B 2012 – 2013</p> <p>Outcome 17 of P & B 2012 – 2013</p>
Other	Testing of the model for about a year is necessary before scaling it up.

Independent Mid-term Evaluation of PROPEL

documents or relevant comments	
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Appendix 1b: Emerging Practice, PROPEL Ethiopia

ILO Emerging Good Practice Template

Evaluation Title:

Project TC/SYMBOL:

Independent Mid-Term Evaluation of PROPEL

Name of Evaluator:

**Karin Reinprecht in cooperation with Mr.
Fantahun Melles**

Date:

September 2013

Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	Vacancy information and job placement: Information /advertisement on 500 job vacancies were given to 96 job seeking university graduates with disabilities through SMS text messages. Using the job vacancy information 56% of who 35% are women with disabilities got employed; also, we did intern placement – and some were taken over. About 16 job seekers with disabilities were placed in internship programmes in different organisations in Amhara, Tigray and Addis Ababa regions to practice in their fields of discipline for 3-4 months. Having demonstrated their competence few managed to get employed permanently.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	Since the employment facilitation services that ECDD is providing through training university graduates on job hunting skills, assertiveness, vacancy information delivery and internship placement have proved effective, scaling up support to ECDD will make the whole process replicable and impacting.
Establish a clear cause-effect relationship	The cause for securing permanent employment to job seekers with disabilities is ECDD's training intervention on job hunting skills (CV writing, interview skills, assertiveness), providing access to vacancy information through SMS messages and arranging internship placement programmes through networking with government, non-government and private organisations.

Indicate measurable impact and targeted beneficiaries	Targeted beneficiaries were 96 university graduates with disabilities who could not find jobs in Amhara, Tigray and Addis Ababa Regions. 56 % of the job seekers got employed through ECDD's employment support services (training, vacancy information supply, internship placement).
Potential for replication and by whom	Since ECDD has now proved to promote employment for disabled job seekers through the aforementioned intervention, it is possible to replicate the results in a larger scale provided that the Project gave additional resources for ECDD's activities.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	Country Outcome ETH 126 Outcome 2 of P & B 2012 - 2013
Other documents or relevant comments	Scaling up the employment promotion services for persons with disabilities by strengthening ECDD's capacity through training and resource allocation could bring an impressive result that could be shared to other countries in Africa.

Appendix 1.c: Emerging Practice, PROPEL Zambia

ILO Emerging Good Practice Template

Evaluation Title:

Independent Mid-Term Evaluation of PROPEL

Project TC/SYMBOL:

Name of Evaluator:

Karin Reinprecht in cooperation with Ms. Milika Sakala

Date:

September 2013

Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)

Infrastructure audit, training materials audit to One of the objectives of PROPEL Zambia is to improve access of young women and men with disabilities to mainstream skills development programmes and thereby, increase their employability. To achieve this goal, an audit of infrastructure and training materials was conducted to improve physical accessibility of the pilot colleges and to promote the accessibility of information and training materials. The audits were meant to identify the barriers and suggest measures that might be taken to remedy the identified barriers for improved access of people with disabilities. This is in line with the country programme outcome 129 which aims at enhanced employment and self-employment opportunities for people with disabilities through access to skills development.

Following the two audits of infrastructure and training materials, PROPEL facilitated a meeting with representatives of the pilot colleges to interpret the findings and recommendations. Action plans to implement the recommendations of the audit report were by each college respectively. Two colleges have so far initiated some changes such as building of ramps, signage and leveling of surfaces. An accessibility policy has been developed in consultation with the colleges, in line with the Disability Act, 2012.

<p>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</p>	<p>Infrastructure adjustments for disability access requires cannot be achieved over a short time but something to be done progressively. A huge amount of resources is required, beyond the means of the colleges especially that they all operate independently with very little support from the government in form of a grant. For effective implementation, infrastructure modifications should be undertaken as follows;</p> <ul style="list-style-type: none"> - Immediate actions; those needing little or no cost. E.g signage, colour contrasts - Medium term actions: those actions that can be undertaken within one to two years with additional support from the government - Long term actions; require a lot of resources and can be undertaken in the near future with external support <p>The principle of reasonable accommodation can be adopted when modifying the existing infrastructure, while the principle of universal design can be adopted for the new infrastructure</p> <p>Other pre-conditions:</p> <ul style="list-style-type: none"> • Schools staff and lecturers receive a Disability Equality Training as preparation • The schools agrees formally to the audit and provides staff (e.g. maintenance officer) for the review team • A simple checklist is prepared, jointly filled out and left with the relevant staff and school management • Follow-up on improvements is regularly done
<p>Establish a clear cause-effect relationship</p>	<ul style="list-style-type: none"> • From the audit findings, it was evident that the institutions audited including NVRC which was specifically meant for learners with disabilities, were not conducive for disabled people. This had largely contributed to the lack of, and low enrolment rates over the years. • In all schools, after especially the infrastructure audit had been done, simple improvements started immediately. • Staff testified that it was due to the DET and infrastructure audit that they started with these improvements

Indicate measurable impact and targeted beneficiaries	<ul style="list-style-type: none"> • The number of changes initiated following the audits. Two out of the five colleges have initiated low-cost changes to the infrastructure to accommodate students with disabilities. • A draft policy on accessibility as been developed in consultation with the colleges. • Targeted beneficiaries are the schools' management, lecturers, staff and students
Potential for replication and by whom	The results achieved in the pilot colleges will be used as a basis for replication in the other TEVET institutions by the government. The government is in the process of revising the Education Policy. The draft policy has been founded on the principles of inclusive education at all levels. The five colleges will therefore be used as a reference point for inclusive vocational training.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	Country Outcome ZMB 129 Outcome 2 of P & B 2012 – 2013
Other documents or relevant comments	better dissemination of audits reports and training material audit report to all lecturers and relevant staff

Appendix 2: Terms of Reference, PROPEL Independent Mid-term Evaluation

ILO-Irish Aid Partnership Programme 2011 - 2013

Terms of Reference

Independent Mid-term Evaluation of Project relating to Persons with Disabilities

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

Type of Evaluation: Independent Mid-term

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

Project End: December 2015 (Subject to decision to be taken in November 2013)

Evaluation Manager: Ms. Adrienne Cruz

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

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

Independent evaluator: Ms. Karin Reinprecht

Date Evaluation Completed: 18 October, 2013

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

1. Background and context

Strategies – P & B Outcomes

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

The strategy to achieve **Outcome 17** *Discrimination in employment and occupation is eliminated* includes technical assistance and advice; focused research, awareness raising and policy guidance; capacity building for key stakeholders including judges, labour inspectors, government officials and tripartite constituents; facilitated dialogue among the tripartite partners; and increased collaboration across the ILO as well as with other relevant national and international institutions. In 2012-13, the focus is placed on strengthening the capacity of constituents to identify the various dimensions of discrimination and to participate effectively in the development and implementation of comprehensive national equality policies; and broadening knowledge about recent trends in discrimination at work, as well as disseminating and using knowledge tools to address it. Specifically, the strategy involves providing support to national statistical offices in gathering and analysing data on discrimination at work, undertaking research, supporting constituents to address complex facets of discrimination, compilation of Information on measures that have worked in the fight against discrimination; collection and dissemination of legal and policy information on non-discrimination at the national, regional and global levels to inform the implementation of the ILO strategy, along with the tripartite policy guidance emerging from the discussion of it. Capacity building is provided to tripartite constituents in the development and implementation of national equality policies and in taking specific practice measures to combat discrimination at work for example through collective agreements and workplace initiatives. This will include the development of training materials and the provision of training courses, in collaboration with the International Training Centre, Turin. When assessing the impact of training activities, the evaluator should, whenever possible, consider how this training was put into practice and the results therein in order to move beyond outputs and analyse results.

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

PROPEL contributions to overall strategies

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

- Development of further practical tools and guidelines
- Knowledge development and management
- Capacity Building
- Awareness-raising on the capacities and rights of persons with disabilities through:
 - Network of Disability Equality Training (DET) Facilitators.
 - Support to Media Involvement

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- Improved Labour market Information
- Support to the country-based outcomes and the implementation Decent Work Country Programmes.

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

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

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

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

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

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

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

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

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

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

PROPEL Target groups

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

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Management structure

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

Previous evaluations

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

- The Mid-term Evaluation of Phase 1 of the ILO/IS Partnership Programme in 2004
- The Thematic Evaluation carried out towards the end of Phase 2 of the PP
- A Self-Evaluation carried out in late 2009
- An Irish Aid monitoring visit to Ethiopia in July 2010.
- The final evaluation of Phase 3 of the ILO/PP completed in 2011

An independent review of the 1st progress report of the current phase was carried out in April 2013

2. Introduction and rationale for the evaluation

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

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

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

3. Purpose, objectives and clients of the evaluation

The evaluative overviews and underlying evaluations will:

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- 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, SPF and the DWCPs;
- 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 projects could also be included.
- Assess the progress made to establish baselines, promote knowledge dissemination, design a sustainability strategy and manage risks
- All data should be sex-disaggregated in the report or provide estimates to this effect, and any gender-based needs and concerns of women and men targeted by the programme should be considered throughout the evaluation process and integrated throughout the final evaluation report.
- The evaluation will provide statistics on Irish Aid contributions relative to other donors, for each outcome. This information will be provided by PARDEV to each evaluation manager, to be passed on to the evaluator.
- The evaluation will focus on results and impacts against baselines – along with the focus on alignment with the Programme and Budget and ILO Conventions.
- Where possible, the beneficiaries must be interviewed to determine their views on impacts of interventions.
- The evaluator will provide examples of results, and in terms of these and impacts should indicate how donor monies have been spent to date and measureable results against baselines. Details about the impact orientation of activities and results to date will allow the donor to determine how its funding has helped produce change.
- The evaluator should take into account the total value of the project proportional to the value of the different programme components.

The key evaluation clients will be:

- Irish Aid as donor of the projects
- ILO as executor of the projects
- Project management and staff
- Members of the national Project Advisory Committees

4. Scope

The PROPEL thematic programme with a budget of Euro 5,480,000, builds on earlier work carried out under the ILO/Irish Aid Partnership Programme in contributing to the achievement of P&B Outcomes 2 and 17, with a view to contributing to the promotion of employment opportunities (Outcome 1 - More women and men have access to productive employment, decent work and income opportunities).

Following ILO evaluation requirements, the evaluation will be based on the Development Assistance Committee (DAC) criteria of relevance, efficiency, effectiveness and evidence of impact and sustainability through contributions of ILO support. The evaluation will 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.

5. Evaluation Methodology

Since the PROPEL programme is operational in several countries in both Africa, and in Asia, , the mid-term independent evaluation will combine a desk review of relevant project documentation, to obtain an overview of the activities supported in terms their contribution to the ILO P&B and CPOs,

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;briefings at ILO Geneva; a case study visit to one country; and compilation of information on progress in other countries through other methods (phone interviews, questionnaires).

Key questions to be posed to all country offices where PROPEL is active will be agreed by the evaluation team and a questionnaire will be prepared and sent out to key programme staff, to be combined with telephone interviews if felt appropriate. This will be established in the evaluation inception report.

The team would then undertake a case study visit to the selected country (Zambia is suggested) to conduct the field evaluation mission to gather country level case studies and a review of partner organizations.

A final debriefing session, from a distance or in person, by the evaluation team to the ILO and IA, will be arranged, as a means of checking draft findings, conclusions and recommendations. An draft report will be prepared by early September 2013, with the final report, to include examples of good practices and lessons learned, and recommendations for a next phase will be submitted by end September.

Evaluation criteria and questions

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

<ul style="list-style-type: none">• Relevance: To what extent is the design of the ILO project relevant to the strategy outlined in the CPOs and P&B for Outcomes it aims to support (see table 1), and for the achievement of the Global product and CPOs it aims to support?	<ul style="list-style-type: none">• Coherence: To what extent are the various activities in the project's implementation strategy coherent and complementary (in its design and implementation) with regard to the vertical and horizontal elements of P&B Outcomes which the project supports ?
<ul style="list-style-type: none">• Effectiveness: Have the project outputs effective in supporting the achievement of the CPOs, and Strategic Outcomes listed in Table 1.	<ul style="list-style-type: none">• Efficiency: To what extent are the project's resources (technical and financial) are being used efficiently?
<ul style="list-style-type: none">• Impact: To what extent have the project's actions produce immediate and midterm impacts towards achievements of CPOs and P&B outcomes it aims to support?	<ul style="list-style-type: none">• Sustainability Does the project have an implementation strategy that involves tripartite constituents and development partners to establish synergies that could enhance impacts and sustainability?

Through these criteria 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. The evaluation will:

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- 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 and relative donor funding;
- Assess to what extent the interventions are aligned with the P&B;
- Assess the contribution of Irish funds towards the achievement of ILO Outcomes it supports;
- Assess the progress, made possible by the contribution of Irish funds, towards ILO Outcomes listed in table 1;
- Assess whether the interventions are aligned with ILO relevant Conventions;
- Focus on results and impacts against baselines;
- Provide statistics on Irish Aid contributions relative to other donors, for each outcome;
- 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 projects could also be included;
- Examine if the best approach was taken, and if it was optimally executed;
- 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;
- Provide examples of impact/results in the field.
- Take into account the total value of the project proportional to the value of the different programme components.

The key questions to be addressed by this evaluation concern:

- 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, in line with the indicators listed in the log frames.
- How the interventions reach out to the target groups, addressing their problems and part of a wider poverty reduction strategy
- How other decent work issues (gender equality, social dialogue...) are mainstreamed into the implementation.
- 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).
- What modifications are suggested to the outcome indicators, progress on gathering data and building baselines
- The effectiveness, efficiency, impact orientation and sustainability of PROPEL interventions
- The extent to which results-based management is being used with examples of impact on the ground as a result of i) using the global products, (ii) interventions, and (iii) training.

Analytical framework

In analysing the evaluation data compiled, and drawing conclusions about the relevance and strategic fit of the projects, as well as the validity of their design, impact orientation and sustainability, the following questions should be addressed, in the framework of the project documents; and against the backdrop of the objectives described in ILO Decent Work Agenda and Country Programmes, and Programme and Budget; and the provisions of ILO Convention No. 159 concerning Vocational Rehabilitation and Employment (Disabled Persons) and the UN Convention on the Rights of Persons with Disabilities.

Knowledge development initiatives:

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- To what extent have PROPEL's action-oriented research and other knowledge development initiatives contributed to a more analytical understanding of national issues related to access to persons with disabilities to equal training and employment opportunities?
- To what extent have these initiatives contributed to action on the rights of persons with disabilities? What means have been used to create, share/disseminate knowledge?

Advocacy and Technical Advisory Services

- To what extent have there been evidence that the concepts of disability rights, non-discrimination and inclusion been instilled in ILO constituents in the participating countries, through advocacy initiatives and technical advice regarding legislation and policies? Give examples.
- To what extent have the projects created a dialogue between ILO constituents and allowed a platform for the disabled people organizations to be heard by ILO constituents or are in process?
- To what extent have the projects contributed to increased ratification and implementation of relevant ILO Labour standards and UN CRPD? If possible, examples should be given in respects of this.
- To what extent have employers' organizations been encouraged and supported to promote among their members the notion of disability-inclusive workplaces? How many have changed practices?
- To what extent have workers' organizations been encouraged and supported to extend their membership and work to persons with disabilities? How many have changed practices and what are some examples?
- To what extent has civil society been engaged in action to promote understanding of disability as an issue of discrimination and rights? How many have taken actions and provide examples.
- To what extent has the media in participating countries been encouraged and supported to tackle stereotypes of persons with disabilities and promote positive understanding of their working capacity? How many media portraits/reflections have done so with examples?

Capacity Building

- To what extent have ILO constituents' capacity to develop and implement effective legislation and policies concerning persons with disabilities, including concepts of disability rights, non-discrimination and inclusion been enhanced through project initiatives? What changes are to be observed?
- To what extent have the disabled people' organizations been able to build their capacities to promote the principles of decent work and non –discrimination and to dialogue with labour market institutions?

6. Main outputs/deliverables of the evaluation

The evaluation process will yield the following outputs:

- An inception report with an agreed evaluation design.
- A draft report, to be circulated to ILO and Irish Aid for comment.
- A summary interim report to be submitted to ILO and Irish Aid by 23 Sept, with recommendations regarding possible extension of PROPEL to the second phase of the current PP.
- A final report including recommendation and incorporating comments of ILO and Irish Aid to be submitted by the end of September 2013
- An evaluation summary according to the ILO template provided

7. Management arrangements

The evaluation will be managed by an ILO staff member who has not been involved in the design or implementation of the project. The person selected must meet the independence criteria set forth in the ILO's Policy Guidelines for results-based evaluation. An officer of the ILO's Gender, Equality and Diversity branch, has been selected for this purpose.

The evaluation team will comprise an international evaluation consultant, who will be the evaluation team leader with responsibility for the timely and submission of deliverables, including the final evaluation report which should comply with ILO evaluation policy guidelines. The consultant is expected to be familiar with issues relating to persons with disabilities or marginalized groups more generally.

8. Proposed timeframe and workplan

The total duration of the evaluation process from the desk review to the submission of the final report should be for a 2month period. Contract from 2 August to 18 October 2013. It is proposed that desk review will take place in late July 2013 and that field work will take place in late August, with an interim report available by early September and a full report by end September 2013.

The evaluation consultant will be engaged for 36 working days of which 10 days will be conducting visits to ILO Geneva and to the case study country (Zambia is suggested). The suggested timetable is as follows. The ILO will purchase the ticket separately and the DSA will be included in the contract.

Total amount of the contract: 21'332 USD and the payment will be made as follow:

The first payment of USD 3'332 will be made to cover DSA costs on signature of the contract.

The second payment of USD 9'000 will be paid upon satisfactory submission of the draft of the report on 20 September 2013.

The final payment of USD 9'000 will be made upon completion of the work (18 October) and after presentation of incurred expenses such as boarding passes and hotel invoices. The final payment may be subject to adjustment based on invoices submitted.

Please be aware that you need to have your own travel and health insurance because the ILO would not be liable for this under any circumstances.

Phase	Responsible Person	Tasks	Timeframe
I	Gender, Equality and Diversity/Irish Aid	<ul style="list-style-type: none"> - Draft, circulate, revise and finalize TORs - Recruit external consultant 	July 2013
II	Evaluation Consultant, Irish Aid Evaluator (possibly)	<ul style="list-style-type: none"> - Telephone briefing - Desk Review of thematic programme related documents - Consultations with ILO staff and key partners in Irish Aid - Inception report with Evaluation questionnaire based on desk review and consultations 	Second half of July and August 2013

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II	Evaluation consultant and team with logistical support by field offices	<ul style="list-style-type: none"> - Circulation of evaluation questionnaire to PROPEL staff and national partners in different countries, to gather feedback. - Field visits to intervention sites in selected country - Consultations with national partners 	Second half August 2013
III	Evaluation consultant and team	<ul style="list-style-type: none"> - Draft report based on consultations from field visits, desk review and responses to questionnaire survey 	Early to mid September 2013
IV	Gender, Equality and Diversity	<ul style="list-style-type: none"> - Circulate draft report to key stakeholders - Consolidate comments of stakeholders and send to evaluator 	Mid to late Sept and October
V	Evaluation consultant	<ul style="list-style-type: none"> - Submit interim report 	Mid September
	Evaluation consultant	<ul style="list-style-type: none"> - Finalize the report including explanations on why comments were not included 	Early to mid October

Appendix 3: Example for Questionnaire

Questionnaire to Key Programme Staff

A) Per Country: Milestones, Progress per Output; info on indicator

- What are the results per country (please, fill out the table below); also add additional results achieved or in progress
- What modifications are suggested to the outcome indicators, process on gathering data and building baselines

<p style="text-align: center;">Indonesia³⁰</p>	<p>Development Objective: Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination.</p>
<p>Beneficiaries: Direct recipients: Government, employers' and workers' organizations, disabled people's organizations, service providers, media. Ultimate beneficiaries are women and men with disabilities.</p>	<p>EVALUATION Question: Are these still the same? Did you add a group of beneficiaries or direct recipients? Is there a group of direct recipients on which you focus more?</p>

Immediate Objective 1	Indicator	Reported end 2012 EVALUATION Questions
<p>Enabling legal and policy environment for better employment and training opportunities for persons with disabilities is created.</p>	<p>- Extent of support on revision of laws and regulations concerning employment and training of persons with disabilities - Existence of capacity building plan of constituents on promotion of non-</p>	<p>How much did you support revision of laws? Existing? In progress?</p>

³⁰ This questionnaire is an example; the questionnaires for the different countries, in which PROPEL operates, differed slightly, because the questions in the third column were adapted to the indicators, outputs and objectives;

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	discrimination laws and policies on disability (yes, no)	
KEY OUTPUTS	Indicators	
1.1 Review and revision of national laws on disability concerning employment and training opportunities supported	- Extent of revisions of the national law	To which extent was the law revised?
1.2. Situational analysis of persons with disabilities, including analysis on barriers to skills and vocational training opportunities for persons with disabilities finalized	- Number of consultative meetings on the review at the national and provincial levels - Existence of documentation of analysis on gaps in skills and vocational training opportunities	Consultative meetings held? Situational analysis in progress or done?
1.3. Current ILO reports, publications and tools on disability inclusion are published in Bahasa Indonesia	- Translated, and finalised guidelines published (yes, no)	Tools published? In Bahasa Indonesia?

Immediate Objective 2	Indicator	Reported end 2012 EVALUATION Questions
Awareness and capacity of the constituents to address non-discrimination and barriers to equal employment opportunities for persons with disabilities is enhanced.	- Existence of awareness raising strategy of constituents (yes, no)	Strategy exists? Raised awareness measured?
KEY OUTPUTS	Indicators	
2.1 Workshops/trainings completed for Constituents and major stakeholders on non-discrimination and equal job opportunities for persons with disabilities, on national and provincial levels.	- Level of understanding on disability of the participants/trained constituents	Level of understanding raised? How measured?
2.2 User friendly and practical guidelines in Bahasa Indonesia to support Constituents on disability management in employment for persons with	- Extent of the government and social partners to disseminate the guidelines to the members of social	How wide have guidelines been disseminated?

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disabilities are disseminated.	partners	
2.3 Representatives of media supported for a shift to a rights-based approach in media portrayal with articles featuring rights of persons with disabilities	- Number of articles by trained media representatives	Number?
2.4 Incorporating disability laws into law faculty curriculum in at least one of the leading universities in Indonesia facilitated.	- Number of consultative meetings with university law faculty and university research centres - Existence of translated and customised (ILO/IA PP developed) curriculum (yes,no)	Number? Curriculum exists?

Progress in achieving these milestones: 1, when at the start 5, when finalised

Milestones INDONESIA	1	2	3	4	5
1. Government of Indonesia strengthens its guidelines to promote equality in employment in the public and private sectors					
2. Apindo has a Code of Practice and Guidelines for large and small & medium enterprises on promoting non-discrimination at work					
3. Research and data on gender equality and discrimination is conducted and used to support and guide constituents in designing strategies to promote equality at work					
4. Constituents have developed and endorsed clear action plans to promote equality for women in employment through their institutions, programs and/or policies					
5. Consultative meetings and trainings held for revision of disability laws and regulation,					

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to be in line with international standards.					
6. Participatory Gender Audit Facilitators Network in Indonesia are established.					

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Overall Objectives of PROPEL

Please, mark in the chart below, how much according to your opinion PROPEL in your country contributes to:



Impact on beneficiaries, for example that people with disabilities feel more respected by their communities, have more access to resources (e.g. knowledge, skills, loans) and to decent employment, get better services from their governments?

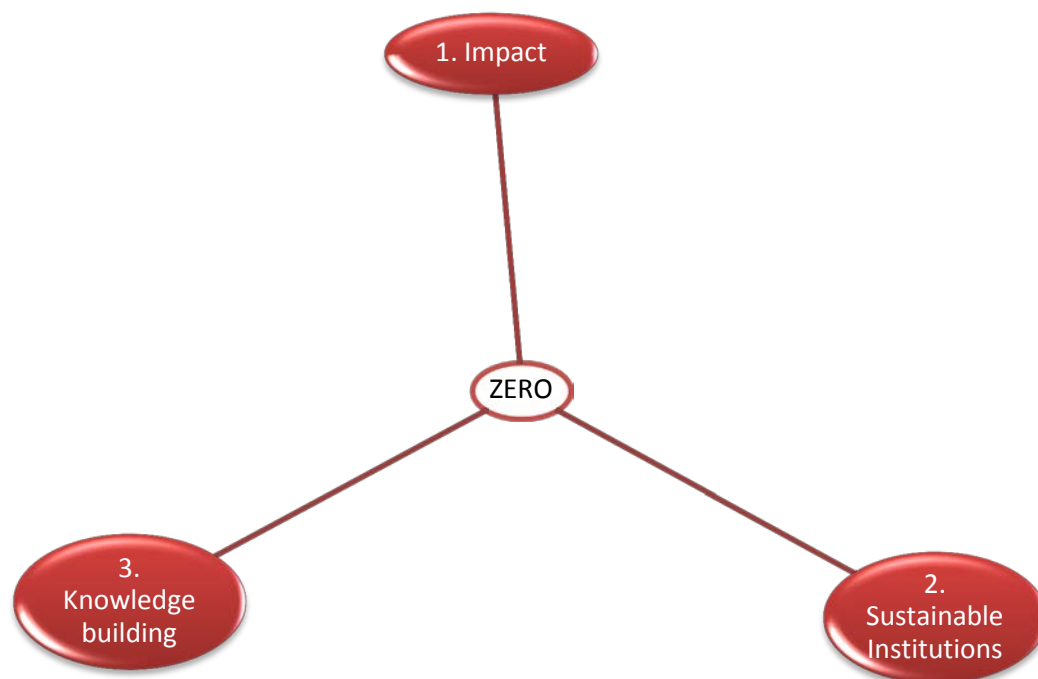


Sustainable institutions for disabled people and sustainable change of these institutions such as laws, government administration procedures, mainstreamed as well as specialised services for disabled people (e.g. in skills and vocational training, health, knowledge of legal profession, networks and associations), cultural institutions (e.g. awareness and behaviour change of civil society) etc.



Knowledge building, for example by documenting experiences, by collecting information and disseminating it, by regularly sharing information and experiences in meetings, on internet (platforms), by actively participating in networks, by publishing research, studies, guidelines, cases using different communication tools (print, CDs, internet, videos, photos, art etc.)

Drag the numbers above to ZERO, if no contribution is currently made, to the middle of the line, if a bit is contributed, and close to the balls with text, if a lot is contributed. Give reasons for your assessment.



1. Irish Funding of ILO P&B outcomes, what works well in your country, what could be improved?
Please, fill out table below.

what works well?	what could be improved?

2.a Work with Target Groups and Beneficiaries

From the point of view of the beneficiaries: What improvements do people with disabilities feel?

- Do they hear more often reports about people with disabilities in the media?
- Do they find it easier to find employment?
- Have they heard about the project? Can effects be linked to project activities?

(if possible, conduct focus group; otherwise interviews with approximately 10 disabled persons, men and women)

2.b Work with Target Groups and Beneficiaries

Do you have **examples** of impact on the ground as a result of i) – iii)?

Impact, because of using	Examples
i) the global products,	
ii) interventions	
iii) training	

3. Are decent work issues (gender equality, social dialogue...) mainstreamed into the implementation? How can that be seen?

4. How much (amount and percentage of the overall) of your budget did you spend up to date (end July 2013)?

Amount:

Percentage:

Appendix 4: List of persons or organizations interviewed

Ms. Anne Anamela	Irish Aid, Embassy of Ireland
Ms. Belinda Chanda	Programme Officer, ILO Zambia
Mr. William Chirwa Management Board	Lecturer for electrics, Luanshya Technical and Business College
Mr. Martin Clemensson	Country Director, ILO Zambia
Ms. Roda Chisotoka Rehabilitation Centre	Lecturer General Agriculture, Mixed Farming, National Vocational
Mr. Edward Lawton	Gender specialist and PROPEL backup evaluation manager
Ms. Precious Lesolo	MESVTEE department of vocational training
Ms. Mary M.K. Lungu	Director, National Vocational Rehabilitation Centre
Ms. Debra Perry	Disability Inclusion Specialist
Ms Jeannette Sanchez	Communications Office – PROPEL
Ms. Mwila Chigaga	Senior Gender Specialist, South Africa
Mr. Zhou Haibin	National Project Coordinator, China
Ms. Ann Herbert	Country Office Director, China
Ms. Jane Hodges	Director Bureau for Gender Equality (GENDER)
Ms. Sarah Kaulule	MESVTEE
Mr. Cretus Kapato	Lecturer for electronics; action head of dep rehabilitation; disabled focal person for National Vocational Rehabilitation Centre
Ms. Phyllis Kasonkomona,	Vice Principal/Training manager
Ms. Pia Korpinen	Regional Technical Advisor, PROPEL
Ms. Olga Koulaeva	National Project Coordinator, Azerbaijan
Mr. Edward Lawton	Gender specialist and PROPEL backup evaluation manager
Mr. Pascal Maipambe, College;	Maintenance foreman/officer, Luanshya Technical and Business

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Mr. Fantahun Melles	National Project Coordinator, Ethiopia
Ms Vu Thi Binh Minh	National Project Coordinator, Viet Nam
Ms. Barbara Murray	Disability Specialist
Mr. Joni Musabayana	Deputy Director, DWT/Country Office Pretoria
Mr. George Okutho	Country Office Director, Ethiopia
Mr. Yohanis Pakereng	National Project Coordinator, Indonesia
Ms. Phiri	Training Systems Development Manager TEVETA
Mr. Peter Van Rooij	County Office Director, Indonesia
Ms. Milika Sakala	National Project Coordinator, Zambia
Elidah Simwanda	Focal point for the inclusion of persons with disabilities, Lecturer in secretarial studies; Luanshya Technical and Business College;
Ms. Julia Surina	Skills Specialist, Russia
Mr. Gyorgy Sziraczki	County Office Director, Viet Nam
Mr. Sean O'Donnacha	Irish Aid
Mr. Wamundila Waliuya	Disability Advocate
Ms. Chubo Witola	Registrar and welfare officer in National Vocational Rehabilitation Centre
Ms. Lisa Wong – Ramesar (replacing Mr. Kamran Fanizedah)	Senior Officer on Non-discrimination, Fundamental Principles and Rights at Work Branch
(Ms. Christine Evans-Klock of illness)	Outcome coordinator: Skills and Employability – prevented because of illness)

Ultimate beneficiaries:

Mpasi Silwenga, student metal fabrication; 2nd yr., Ndola

Immanuel Taka, student general agriculture; 2nd yr., Ndola

Cecilia, trains to be electrician, Luanshya Technical and Business College;

Appendix 5: List of Documents used in the PROPEL Evaluation

C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)

Code of Practice: Disability in the Workplace: Employers' Organizations and Business Networks., ILO Working Paper No. 6, 2011

Disability Policy, Ministry of Science Technology and Vocational Training, Republic of Zambia, February 2007

I-eval Resource Kit, Checklist 5 - International Labour Organization – Evaluation Unit

ILO Code of Practice on Managing Disability in the Workplace adopted in 2001

ILO Decent Work Agenda

ILO Decent Work Country Programme in the People's Republic of China 2013 – 2015

ILO Decent Work Country Programme for Botswana 2011 - 2015

ILO DECENT WORK COUNTRY PROGRAMME (DWCP), ETHIOPIA (2009-2012)

ILO ZAMBIA DECENT WORK COUNTRY PROGRAMME Z-DWCP 2007 – 2011

ILO ZAMBIA DECENT WORK COUNTRY PROGRAMME Z-DWCP 2012 – 2016 (Brochure of Draft)

ILO INDONESIA DECENT WORK COUNTRY PROGRAMME 2012 – 2015

ILO Viet Nam Decent Work Country Programme 2012 - 2016

ILO Global Business and Disability Network (brochure)

ILO Governing Body: 317th Session, Geneva, 6–28 March 2013, Minutes of meeting

ILO – Irish Aid: Development through Decent Work, Partnership Programme 2012 – 2015

ILO - Irish Aid Partnership Program INCLUDE and PEPDEL Disability Programs, Final Independent Evaluation by Emily S. Andrews, July 2011

ILO Programme and Budget for the Biennium 2012 – 2013

ILO - Technical Cooperation Outcome-based Report January-December 2012

Irish Aid: One World, One Future: Ireland's Policy for International Development

Luanshya Technical and Business College Management Board (Training Brochure for 2013)

Lusaka Declaration: People with Intellectual Disabilities: Achieving Full Participation in Training and Employment, ILO, Irish Aid

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Media Guidelines for the Portrayal of Disability, ILO

Reform of the International Labour Organization's Headquarters Organizational Structure, 2013

R099 - Vocational Rehabilitation (Disabled) Recommendation, 1955 (No. 99)

R168 - Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983 (No. 168)

Reporting results on CPO Code : ZMB129

Results-Based Management and Financing for Development in the ILO, PARDEV presentation, September 2013

United Nations Convention on the Rights of Persons with Disabilities

UNDAF Zambia: Outcome 3_final 2013-2014_for mid-year review

2013 UNDAF Delivery as One targets - outcome group 3.3 - at mid-year

Web-sites:

ILO site: Inclusion of persons with disabilities, ILO Declaration on Fundamental Principles and Rights at Work

www.ILO.org/inclusion – ILO, Irish Aid Partnership – project webpage

www.skillsforemployment.org

Appendix 6: Progress per Output and Indicators of PROPEL Global and Per Country

<h1>Global Product</h1>	<p>Development Objective:</p> <p>Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination.</p>
<p>Beneficiaries:</p> <p>Direct recipients: Government, employers' and workers' organizations, disabled people's organisations, service providers, media.</p> <p>Ultimate beneficiaries are women and men with disabilities.</p>	<p><i>The beneficiaries are still the same, though universities are beneficiaries also. We have tended to focus more on the media lately, and use tools developed in earlier phases on the ILO/Irish Aid Partnership Programme in working with other constituents.</i></p>

Immediate Objective 1	Indicator	Reported at evaluation, August 2013
<p>Improved capacity of governments and social partners to address discrimination against persons with disabilities and promote equality of opportunity in training and employment for men and women with disabilities</p>	<ul style="list-style-type: none"> - Number of new or modified laws, policies, action plans and/or programmes concerning persons with disabilities adopted in participating countries to bring them into line with international standards on non-discrimination. - Legislation and/or policy relevant to the skills development of people with disabilities is reviewed with ILO advice 	<p><i>In this, PROPEL GLOBAL works through the country-level projects, providing technical advice and support, as well as support through the practical tools and curricula developed. In this phase of the Partnership Programme, we have focused on the 1st step in this process in 2 of the countries – Botswana and Indonesia where reviews have been commissioned from a disability perspective on employment related laws and policies. A validation workshop was held in Botswana in June, and recommendations made for next steps in revising the laws. In Indonesia, the validation workshop is at the planning stage.</i></p> <p><i>In Ethiopia and Zambia, we are supporting the implementation of laws/policies, following relatively recent changes.</i></p> <p><i>Laws and policies reviewed in Indonesia and Botswana under PROPEL-Indonesia and</i></p>

	<p>and/or technical assistance.</p> <ul style="list-style-type: none"> - National development frameworks or draft frameworks (five-year plans, poverty reduction strategies) prioritizing productive employment, decent work and income opportunities within their macro analysis, sectoral or economic stimulus strategies, pay specific attention to the rights and situation of persons with disabilities. - National programmes promoting decent employment for youth including youth with disabilities are implemented by the government with the support of the social partners. - A capacity-building plan for relevant officials on the enforcement and/or promotion of non-discrimination laws and policies is implemented. - National data collection systems are strengthened to provide up to date sex-disaggregated 	<p><i>PROPEL-BOTSWANA with PROPEL Global support</i></p> <p><i>Ethiopia adopted the Ethiopian Growth and Transformation Plan (GTP) for the period 2011-2015, in 2010 – this includes disability considerations in the development pillar on social development – one of 7 pillars overall. This is one of the frameworks of PROPEL-Ethiopia activities.</i></p> <p><i>Just the Ethiopia example – providing support to this. Also, in Zambia, the Inclusive Vocational Training pilot is of relevance to this indicator.</i></p> <p><i>At Global level, there have been two capacity building workshops to date carried out in collaboration with ITC Turin and a further workshop will be carried out in collaboration with the PROPEL-sponsored Centre for Disability Law and Policy at the University of the Western Cape, South Africa is forthcoming – overall, approximately 70 participants have been reached in this way. At country level, there have been quite a few capacity building workshops – especially in Ethiopia, but also in Indonesia and Zambia. I am not sure of the numbers reached through these workshops.</i></p> <p><i>Advice has been given in Zambia. Work</i></p>
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	data on the employment situation of persons with disabilities.	<i>on this element of PROPEL has been delayed due to the organizational changes taking place – the aim is to collaborate with the ILO Statistics Dept on this and to ensure that the collection of reliable and comparable disability statistics becomes part of the agenda of this Department and features in the training courses provided. Work will proceed in this in the coming month or so, as organizational changes become clearer.</i>
KEY OUTPUTS	Indicators	
1.1 At least two capacity building courses organized for government, employer, worker and disabled peoples representatives, in collaboration with the ITC, Turin, the Centre for Disability Law and Policy at the University of the Western Cape, South Africa, and other relevant partners.	<ul style="list-style-type: none"> - Number of courses conducted - Number of people trained 	<p><i>Did you conduct at least 2 courses already?</i></p> <p><i>Yes – see above</i></p> <p><i>For whom? Tripartite-plus constituents – i.e. government officials, employer, trade union and disabled persons’ representatives. PROPEL partners in Vietnam were sponsored to attend the Summer School of the Centre for Disability Law and Policy at University College Dublin.</i></p> <p><i>By whom? An ITC Turin colleague, myself, and Debra Perry</i></p> <p><i>Number of participants trained? Around 45 to date – once workshop in preparation has taken place, the number will be higher – over 70.</i></p> <p><i>Sustainability of knowledge acquired? Evident in some cases only</i></p>
1.2 Improved labour market information on the employment situation of persons with disabilities collected, in at least one country with PROPEL support	- Number of surveys planned or conducted with questions concerning the employment situation of persons with disabilities	<i>See comment above about work on statistics and data collection</i>
1.3 Peer network of Disability Equality Training facilitators	- Number of Disability Equality Training	<i>20 to date. All part of peer network. More likely to join in coming months following training of</i>

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from participating countries established and functioning	Facilitators trained and part of peer network	<i>facilitators courses currently at planning stage.</i>
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Immediate Objective 2	Indicator	<i>Reported at evaluation, August 2013</i>
Improved media capacity to report on the rights of persons with disabilities and portray their working capacities.	<p>- An information dissemination, awareness-raising, training or outreach strategy on the employment of persons with disabilities is implemented by one or more of the tripartite constituents, as documented through evidence of, for example, brochures, training courses or campaigns.</p> <p>-Increased media reporting on the rights of persons with disabilities and their working capacity</p>	<p><i>Media house in Indonesia, Ethiopia and Zambia have reportedly increased their reporting on disability issues following PROPEL sponsored training workshops, though no evidence of a strategy being adopted as yet.</i></p> <p><i>Baseline study carried out or at planning stage, follow up underway. Reports for Ethiopia and Zambia covering the periods 2000 to present have been completed. Similar reports for Indonesia and China will be available in the coming months. No written evidence available as yet on the impact of the training carried out for the media – solely anecdotal reports</i></p>
KEY OUTPUTS	Indicators	
2.1 Policy guides on disability inclusion produced, translated and disseminated	- Number of policy guides on disability inclusion produced	<i>Inclusive Vocational Training Guide at final stage</i>
2.2 Guide on elimination of discrimination against persons with disabilities produced, in collaboration with DECLARATION	- Guide produced	<i>Will be done next year</i>
2.3 Pocket guide on Disability Rights produced for the	- Number of pocket guides produced,	<i>Ethiopia pilot guide produced, about to be</i>

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media in at least one country, translated and disseminated.	translated and disseminated -Change in number of media reports on the working capacities and rights of persons with disabilities	<i>validated.</i> <i>See comments above of this – baseline studies carried out anecdotal evidence to date</i>
2.4 Guide on inclusive microfinance services produced, translated and disseminated	- Number of practical guides produced	<i>Not actually done as yet. Though background material is there through studies done. Country specific guides are intended.</i>
2.5 At least one publication documenting good practice in disability inclusion produced	- Number of publications on good practice in disability inclusion produced.	<i>No publications to date.</i> <i>China – underway (employment).</i>

Immediate Objective 3	Indicator	Reported at evaluation, August 2013
Improved employability of persons with disabilities through access to skills development programmes	- Number of skills development programmes targeting people with disabilities are designed and organized with ILO advice and/or technical assistance on the basis of assessments of labour market opportunities. - Number of women and men with disabilities receiving training	<i>Zambia – focus is on creating an enabling environment, supporting the adaptation of curricula, providing for instructor induction. Not yet at the stage where the new policy is being rolled out in the participating vocational training centres</i> <i>Gender mainstreamed?</i> <i>Not relevant as yet</i> <i>Number of participants (m/w)?</i> <i>Not relevant as yet</i>

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KEY OUTPUTS	Indicators	
3.1 Advice in design and organization of skills development programmes provided	- Number of training programmes for which ILO advice and/or technical assistance is provided	<i>Zambia</i>
3.2 Progress made on regards to skills development programmes being accessible to persons with disabilities reported	- Report produced	<i>Internal reports - Zambia</i>
3.3 Case studies on inclusive vocational training produced	- Case studies produced - Case studies published	<i>Managers and trainers – vocational training centres</i>

<h1>Azerbaijan</h1>	Development Objective: Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination.
Beneficiaries: Direct recipients: Government, employers' and workers' organizations, disabled people's organizations, service providers, media. Ultimate beneficiaries are women and men with disabilities	<i>Remained the same.</i>

Country Outcome AZE 102 Better integration of people with disabilities and other vulnerable groups in the labour market. (Outcome 2)		
Immediate Objective 1	Indicator	<i>Reported at evaluation, August 2013</i>
New strategy on social and vocational rehabilitation of persons with disabilities developed, based on situation analysis of current medical rehabilitation centers and review of international good practice.	New social and vocational rehabilitation strategy adopted	<i>To a large extent achieved – see below; strategy finalized by the end of 2013;</i>
KEY OUTPUTS	Indicators	
1.1 Situational analysis of two medical rehabilitation centers carried out (till end 2012);	Situation analysis report	<i>Situation analysis of 11 rehabilitation centers in Baku and 2 centers in the regions done, recommendations developed, including on training needs</i>
1.2 A strategy of vocational rehabilitation and employment of people with disabilities elaborated, based on situation analysis and review of international good practices (2013);	New social and vocational rehabilitation strategy drafted	<i>National Disability Action plan which includes recommendations of the Situational Analysis and international good practices drafted (first half of 2013)</i> <i>Also it is planned to carry out a cost analysis of National Disability Action Plan and its implications at the request of the Ministry of Finance of Azerbaijan (end of 2013).</i>

Immediate Objective 2	Indicator	<i>Reported at evaluation, August 2013</i>
Capacity of Government and other partners strengthened, to revise	Number of legislative and policy changes planned	<i>Working on the policy regarding rehabilitation of persons with</i>

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the provisions of the national disability related laws and policies, in line with the provisions of ILO Conventions Nos. 111 and 159 and the UN CRPD.	or made, with project support	<i>disabilities in the sense that a pilot testing of a new approach is proposed, in which a social and vocational element is being added to the current medical rehabilitation focus.</i>
KEY OUTPUT	Indicator	
2.1 Capacity building for the Government and other partners organized, regarding the provisions of ILO Cs 111 and 159 and the UN CRPD, and national laws concerning the training and employment of persons with disabilities	Number of organizations trained (disaggregated by affiliation (Government, employers' organizations, worker's organization))	<i>The constituents were trained on disability issues (ITC course in Apr-May 12); A seminar for the Ministry of Labour officials as well as social partners on the mentioned issues was conducted. The seminar included presentation of the situational analysis of the pilot rehabilitation centers.</i>

Immediate Objective 3	Indicators	<i>Reported at evaluation, August 2013</i>
Capacity of staff of medical rehabilitation centres and other relevant service providers enhanced to implement the new strategy on social and vocational rehabilitation.	Number of centres in which new approach to social and vocational rehabilitation introduced.	<i>A number of staff (36 participants in series of training; total 5 men, 31 women) of several rehabilitation centers was trained on the new approach to social and vocational rehabilitation (2012-2013).</i>
KEY OUTPUT	Indicator	
3.1 Capacity building for staff of medical rehabilitation centers and other relevant service providers delivered	<p>Number of centres in which new approach to social and vocational rehabilitation introduced</p> <p>Number of staff of medical rehabilitation centers and other service providers trained</p>	<p><i>A workshop for 15 managers (7 women, 8 men) of 14 rehabilitation centers on developing a realistic strategy for building the capacity of rehabilitation centers for disabled people in Azerbaijan was conducted in early 2013.</i></p> <p><i>In addition to this it is planned to conduct training for the staff of rehabilitation centers on the application of the International Classification of Functioning, Disability and Health (ICF) – late 2013.</i></p>

Immediate objective 4	Indicators	<i>Reported at evaluation, August 2013</i>
Managers and staff of vocational training centres familiarized with inclusive approach to vocational training and job placement services for persons with disabilities	Number of employment centers planning or implementing an inclusive approach to vocational training	<i>Not yet accomplished</i>

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	Number of centers planning or implementing an inclusive approach on job placement	
KEY OUTPUT	Indicator	
4.1 Capacity-building on inclusive vocational training arranged for staff of vocational training centres delivered (till end 2012);	No. of vocational training centre staff trained.	<i>Not done</i>
4.2 Capacity-building on inclusive vocational rehabilitation and job placement arranged for staff of employment centres (till end 2012) ³¹ ; (In LOGFRAME: 4.2 Capacity-building on inclusive job placement arranged for employment centre managers and staff.)	No. of employment center managers and staff trained.	<i>Not done</i>

KEY OUTPUTS	EVALUATION Questions
<ul style="list-style-type: none"> • Relevant resource and training materials translated into Russian, printed and disseminated 	<p><i>These indicators are not in the original logframe – please, explain when and why they were added?</i></p> <p><i>During the early implementation stage of the project it was realized that relevant training materials are in high demand in the target country. Thus the material were translated into Russian, printed and disseminated.</i></p>
<ul style="list-style-type: none"> • ALMPs on integration of people with disabilities into the open labour market developed (2013). 	No

KEY OUTPUTS - RBSA	EVALUATION Questions
Outputs to be supported by RBSA	<p><i>Please, explain the connection RBSA and PROPEL</i></p> <p><i>The topic is in line with the ILO Decent Work Country Programme for Azerbaijan 2011 – 2015 that envisages as an outcome improved employment strategies and programmes for people with</i></p>

³¹ Technical Cooperation Outcome-Based Report, period January-December 2012

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	<i>disabilities and other vulnerable groups. In this regard RBSA was allocated for labour market inclusion of persons with disabilities in Azerbaijan. Thus it was decided to merge the efforts in order to reach more comprehensive results.</i>
- A strategy of vocational rehabilitation and employment of people with disabilities elaborated, based on situation analysis and review of international good practices (2013)	<i>Please, explain, if some of these outputs are in the process of implementation and if any progress can be reported on them?</i> <i>Please see Output 1.2. The activities were cost-shared between the Irish Aid Project and RBSA.</i>
- Capacity-building on inclusive vocational rehabilitation and job placement arranged for staff of employment centres (2012),	<i>No</i>
- ALMPs on integration of people with disabilities into the open labour market developed (2013).	<i>None</i>
Administrative support envisages: - contribution to selection of external collaborators, - preparation of contracts with external collaborators based on the bidding process, - practical arrangements of the missions for P staff and external collaborators, - integration of the ILO comments in external collaborators recommendations, - organising of translation of the reports and their presentation to the ILO constituents, - administrative and logistical support to training sessions, seminars, roundtables and conferences, - administrative contribution to the ILO Moscow publications on the subjects related to the selected CPOs	

<h1>Botswana</h1>	<p>Development Objective:</p> <p>Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination.</p>
<p>Beneficiaries:</p> <p>Direct recipients: Government, employers' and workers' organizations, disabled people's organizations, service providers, media.</p> <p>Ultimate beneficiaries: Women and men with disabilities.</p>	<p><i>Beneficiaries and recipients are still the same – although in this first preparatory phase we have solely focused on government as direct recipient as the key focus was on completing the audit on legislation and policies and validating the results/recommendations. Social partners were invited to the meeting on validating the audit results and have also been informed about the project and its focus through separate courtesy visits. The other direct recipients are foreseen to be benefitting in the proposed next phase.</i></p>

Country Outcome BWA 101 Employment creation mainstreamed in national development frameworks (Outcome 1)		
Immediate Objective 1	Indicator	Reported at evaluation, August 2013
<p>Policies or laws relating to employment or skills training are inclusive of the employment rights of persons with disabilities, and in line with provisions of ILO Conventions Nos. 111 and 159.</p>	<p>At least one policy or one law relating to employment or skills training is inclusive of the rights of persons with disabilities and in line with provisions of ILO Convention No. 159 and the UN Convention on the Rights of Persons with Disabilities.</p>	<p><i>The review of the employment framework revision in Botswana was delayed pending the response from the Government on the ILO proposal on undertaking the review. Currently the ILO is awaiting completion of 4 studies commissioned to get detailed sectoral information for the National Employment Policy (NEP). The draft NEP and action plan have a deadline of end 2013. The PROPEL project will have the chance to provide comments on disability inclusion to the draft NEP in course of the next months. We hope this will result in inclusion of disability in the NEP.</i></p>

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KEY OUTPUTS	Indicators	
1.1. Situation analysis on the policy and legal environment relating to employment and skills training of persons with disabilities undertaken.	<p>Situation analyses commissioned and completed</p> <p><i>Pia: The intention was to undertake one analysis as per logframe – not several so am assuming this plural is just a mistake.</i></p> <p>Advocacy meeting for dissemination of situation analysis to relevant stakeholders held.</p>	<p><i>This refers to the audit on the Disability Audit of Legislation and Policies Relating to the Education, Vocational Training and Employment of Persons with Disabilities in Botswana. The audit covered all relevant legislation and policies and reviewed them against the provisions in UN Convention on the Rights of Person with Disabilities and ILO Convention No. 159 and was completed in January 2013.</i></p> <p><i>A meeting disseminating the results of the audit and validating its recommendations was held in July 2013 and attended by 23 participants representing 13 government departments and units.</i></p>
1.2. Support provided to the identification of key points in the policy and legal environment concerning employment and skills training of persons with disabilities needing attention.	<p>Working group meeting for identification of key items for action held.</p>	<p><i>The meeting disseminating the results of the audit and validating its recommendations held in July 2013 identified key items for action from the audit report.</i></p> <p><i>A meeting for high-level decision makers from Government is planned for early November – proposed by the Office of People with Disabilities who also would be the ones arranging for the meeting.</i></p>
1.3. Support provided to the development of an Action Plan for implementation of recommendations made to improve the enabling environment for employment and skills training for persons with disabilities.	<p>Action plan on implementation of key items identified at advocacy meeting developed in collaboration with Office of People with</p>	<p><i>This is to follow after the November meeting but unlikely to take place before the end of 2013.</i></p>

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	Disabilities.	
1.4. Support provided to the implementation of Action Plan	Relevant stakeholders supported to take action on implementation of Action Plan.	<i>Ref to planned meeting above. The relevant stakeholders would mainly be government departments responsible for law and policy revision.</i>

Immediate Objective 2	Indicator	<i>Reported at evaluation, August 2013</i>
National methodologies introduced to collect data on persons with disabilities and in particular their labour market situation as part of regular censuses and surveys.	At least one survey related to collection of labour market information includes questions to gather relevant and comparable data on persons with disabilities Guidelines on collection of labour market statistics on persons with disabilities prepared and implemented (being used) at BCSO.	<i>There was no relevant national survey to be completed during the time of the project phase. Discussions with the CSO were initiated though and the proposal from their side was to arrange joint capacity building on collection of disability statistics with SADC, see below.</i> <i>The SINTEF study mentioned in the project document had already been carried out by the time the PROPEL implementation could go ahead.</i> <i>In line with proposal from CSO Botswana and in collaboration with ILO STATS Department, we will explore the possibilities of organizing a disability stats training during the annual meeting of SADC statistics group in 2014, which will take place in Malawi, provided the project receives continuation. Guidelines could be developed in conjunction with this and distributed to all SADC CSOs.</i>
KEY OUTPUTS	Indicators	
2.1. Support provided to capacitate BCSO in the collection of labour market statistics on persons with disabilities.	At least 2 BCSO staff participate in training on collection of labour market	<i>This was postponed due to the organizational changes at ILO HQ – the aim is to collaborate with the ILO Statistics Department on this and explore the possibility of organizing capacity building through the SADC stats meeting.</i>

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	statistics of persons with disabilities	
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<h2 style="text-align: center;">China</h2>	<p>Development Objective: Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills and entrepreneurship development opportunities and measures to eliminate discrimination.</p>
<p>Beneficiaries: Direct beneficiaries: CDPF staff, other government officials, social partners, project partners including the media, and service provider.</p> <p>Ultimate beneficiaries: Disabled male and female workers with disabilities in informal and formal economies, and especially those with intellectual disabilities who will be able to benefit from improved training and employment opportunities.</p>	<p><i>Remained the same.</i></p>

<p>Country Outcome CHN252 Skills development increases employability of workers (Outcome 2)</p> <p>Country Outcome CHN 903 Enhanced advocacy for non-discrimination through equal employment opportunities policies and practices (Outcome 17)</p>		
Immediate Objective 1	Indicator	<i>Reported at evaluation, as of 31 August 2013</i>
<p>Improved capacity of the China Disabled Persons' Federation, other government ministries social partners and service providers to address discrimination against persons with disabilities and promote equality of opportunity in training and employment for men and women with disabilities in general,</p>	<p>1. A capacity-building plan for relevant stakeholders on the enforcement and/or promotion of non-discrimination laws and policies is</p>	<p><i>1. A capacity-building plan was developed and activities were undertaken as following:</i></p> <p><i>1) To train lawyers on legislation related to forced labour of persons with intellectual disabilities and supported employment for person with intellectual disabilities.</i></p> <p><i>2) To train youth with disabilities on non-discrimination laws and policies,</i></p>

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<p>and people with intellectual disabilities in particular.</p>	<p>implemented.</p> <p>2. Initiatives planned or undertaken by key stakeholders to address discrimination against persons with disabilities</p>	<p><i>and leadership building.</i></p> <p><i>3) To review employment-related legislation and policies from a disability perspective, and to identify legal barriers to the employment of persons with disabilities and give suggestions to remove these.</i></p> <p><i>4) To train officials from China Disabled Persons' Federation (CDPF), employers, job coaches and employees with intellectual disabilities on Supported Employment (SE)</i></p> <p><i>Further planned capacity-building activities include the following:</i></p> <p><i>The Law School of Peking University will give additional three lectures on laws, policies, programmes and services to promote the labour market inclusion of persons with intellectual disabilities, for government, employers' and workers' organizations, civil society and students in Beijing in September and October 2013. (Two initial lectures were delivered in June and July. See 1.1 below)</i></p> <p><i>2. Initiatives taken to address discrimination include the following:</i></p> <p><i>1) To conduct research on companies' attitudes on employing persons with disabilities, practices to enhance employment for persons with disabilities, companies' understanding of related law and problems they are facing.</i></p> <p><i>2) To hold a national conference with participants include government officials, employers' and workers' organizations, disabled persons' organizations (DPOs) and youth with disabilities on integrated education and equal employment of students with disabilities.</i></p>
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		<p>3) To conduct a survey on the employment of men and women with intellectual disabilities in Shanghai and Guangzhou City and to collect good practices in labour market inclusion of persons with intellectual disabilities.</p> <p>In terms of initiatives to address discrimination, activities are planned include the following:</p> <p>1) To hold a conference share information about disability-related employment policies and practices in China and around the world, and to expand the Network's membership to additional multinational companies and employers' networks from the region in mid-September 2013.</p> <p>2) To hold a national conference that national and multi-national companies, government officials, CSR researchers, employment service providers and disabled persons' organizations could discuss diversity management, workability of people with different disabilities and new policy measures and anti-discrimination policies being introduced related to employment of persons with disabilities.</p>
KEY OUTPUTS	Indicators	
1.1 A capacity-building plan for government, employers' and workers' organizations and civil society on the enforcement and/or promotion of non-discrimination laws and policies is implemented	<p>1) Review of employment related legislation and policies from a disability perspective completed</p> <p>2) Legal barriers to the employment of persons with disabilities identified</p>	<p>1) PROPEL-China and the Law School of Peking University have finished the first draft of a review of employment-related legislation and policies from a disability perspective, in order to identify legal barriers to the employment of persons with disabilities and give suggestions to remove these. The review is expected to be finalized by September 2013.</p> <p>2) PROPEL-China and China Enterprise Confederation (CEC) have finished the first draft of research on employment of persons with disabilities in companies, which includes companies' attitudes on employing persons with disabilities, practices to enhance employment for persons with disabilities,</p>

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	<p>and steps planned or taken to remove these</p> <p>3) Number of participants trained (disaggregated by affiliation)</p>	<p><i>companies' understanding of related law and problems they are facing. CEC will present the research findings and recommendations in future capacity building activities.</i></p> <p><i>3) In June and July 2013, PROPEL-China and the Law School of Peking University delivered two lectures on of how to promote equal employment for persons with disabilities through legislation to 60 directors-general of city and district level disabled persons' federation. 45% of the participants are women.</i></p> <p><i>PROPEL-China worked with the Public Interest and Development Law Institute of Wuhan University (PIDLI), China Disabled Persons' Federation (CDPF), Handicap International, Wuhan University of Technology, One Plus One (Beijing) Disabled Persons' Cultural Development Centre(OPO) to organize the Conference on Chinese Inclusive Higher Education and Inclusive Employment for College Students with Disabilities on 26 August 2013. The participants included government officials, employers' and workers' organizations, disabled persons' organizations (DPOs). The Wuhan Declaration on Integrated Education and Equal Employment of Persons with Disabilities was adopted at the Conference and was disseminated nationwide by Xinhua News Agency.</i></p> <p><i>Following the Conference above, during 27-31 August 2013, PROPEL organize a capacity building camp for disabled young leaders and relatives of persons with disabilities. The main themes of learning were the Convention on the Rights of Persons with Disabilities (CRPD) and relevant ILO Conventions. The Camp invited 35 persons with disabilities and 5 relatives of persons with disabilities and held a round-table discussion on inclusive employment for half a day, involving 10 officials from CDPF and its Hubei Province Branch, 3 employers, one official from All-China Federation of</i></p>
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		<p><i>Trade Unions (ACFTU), 5 persons from disabled persons' organization and 10 researchers in inclusive employment. 50% of the participants are women.</i></p> <p><i>Further planned initiatives to address discrimination include the following:</i></p> <p><i>----PROPEL-China and ILO International Business and Disability network will hold a membership meeting in mid-September 2013 to share information about disability-related employment policies and practices in China and around the world, and to expand the Network's membership to additional multinational companies and employers' networks from the region.</i></p> <p><i>---- PROPEL-China, ILO International Business and Disability network, Die Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), CDPF and CEC will co-host a national conference "Unlocking the Treasure: Corporate Social Responsibility and Employment of Persons with Disabilities" in mid-October 2013. National and multi-national companies, government officials, CSR researchers, employment service providers and disabled persons' organizations will discuss diversity management, workability of people with different disabilities and new policy measures and anti-discrimination policies being introduced related to employment of persons with disabilities.</i></p>
1.2 Capacity building conducted for key stakeholders (government, social partners, project partners including the media) on laws, policies, programmes and services to promote the labour market inclusion of persons with intellectual disabilities (in collaboration with a selected university)	<p>No. of capacity building activities delivered on measures to promote non-discrimination, including on the ground of disability.</p> <p>Number of course</p>	<p><i>On 30 June 2013, PROPEL-China, the Able Development Institute and the Beijing Bar Association held a seminar on international and national legislation on forced labour of persons with intellectual disabilities and supported employment for person with intellectual disabilities. 20 lawyers participated in the seminar. 50% of the participants are women.</i></p> <p><i>PROPEL-China, CDPF and the China Association of Persons with Intellectual Disabilities and their Families (CAPIDF) held a two-day seminar on 12-13</i></p>

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	<p>participants</p> <p>No. of study tour(s) arranged</p>	<p>August 2013 to share and disseminate good practices of the ‘supported employment’ initiative involving people with intellectual disabilities in selected provinces. There were 40 participants, which include officials of CDPF (3 persons), CAPIDR (4 persons) and their local branches (15 persons), experts in Supported Employment (SE) (8 persons), employers (6 persons), and employees with intellectual disabilities (4 persons). 50% of the participants were women. On 13 August, participants visited the Zhongshan Special School for Children with intellectual disabilities and the Dalian Employment Administration Centre for Disabled People to share their good practices there.</p>
<p>1.3 Support provided in the planning and initiation of a demonstration ‘supported employment’ initiative involving people with intellectual disabilities in two selected Provinces, in collaboration with the China Enterprise Confederation</p>	<p>1) Good practices in labour market inclusion of persons with intellectual disabilities in China documented</p> <p>- Demonstration supported employment initiative established in two provinces</p> <p>- No. of people with intellectual disabilities benefitting</p> <p>2) Case study of initiative produced</p>	<p>1) PROPEL-China and China Disabled Persons’ Federation started a survey on the employment of men and women with intellectual disabilities in Shanghai and Guangzhou City in June 2013 with the expected date of completion in September 2013. The survey documents good practices in labour market inclusion of persons with intellectual disabilities and makes policy recommendations. CDPF will present the survey findings and recommendations in future capacity building activities.</p> <p>The CEC’s limited working experience on employment of persons with intellectual disabilities has constrained their ability to promote a demonstration ‘supported employment’ initiative, despite their assumed willingness to collaborate on such initiatives. In order to tackle the CEC’s inability to push forward ‘supported employment’ initiatives, the PROPEL-China collaborated with the China Association of Persons with Intellectual Disabilities and their Families (CAPIDF) to commission a seminar on ‘supported employment’ initiatives involving people with intellectual disabilities in China on 12-13 August 2013 and to explore the possibility to</p>

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		<p><i>establish demonstration initiatives in future.</i></p> <p><i>2) PROPEL China and the Special Education College of Peking Union University have conducted research on ‘models of supported employment for persons with intellectual disabilities’. The first draft of the study on ‘models of supported employment’ for persons with intellectual disabilities in Chinese has been completed, and includes 35 case studies of successful and unsuccessful trials of supported employment for persons with intellectual disabilities.</i></p>
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Immediate Objective 2	Indicator	Reported at evaluation, as of 31 August 2013
Strengthened media capacity to report on the rights of persons with disabilities, including those with intellectual disabilities and portray their working capacities.	<p>A) Increased media reporting on the rights of persons with disabilities and their working capacity</p> <p>B) An information dissemination, awareness raising, training or outreach strategy on the training employment of persons with intellectual disabilities is planned or</p>	<p>@ A)</p> <p>1) The China Central TV English Channel and PROPEL-China made a 30 minutes talk show named “Dialogue Program” on topic of inclusiveness for disability³². Ann Herbert, the Country Director of ILO Office for China and Mongolia, and Jinling, manager from PROPEL’s project partner OPO, who is also a person with visual impairment were invited.</p> <p>2) On 12 April 2013, The Wuhan Evening News, which has a circulation of 600,000 copies of every day, published an article by the PROPEL-China coordinator on how to overcome social obstacles to the employment for persons with disability. Some major news portals, such as Xinmin.cn, Netease.com, Sohu News and cjn.cn also published it. A conservative estimate of 1 million readers read the article.</p>

³²See: <http://english.cntv.cn/program/dialogue/20121203/104663.shtml>, accessed on 06 Sep.2013.

	<p>implemented by one or more of the tripartite constituents, in collaboration with the media, as documented through evidence of, for example, brochures, media reports or campaigns.</p>	<p>3) On 14 April 2013, a Chinese twitter SINA WEIBO account named "Promoting equality in employment for persons with disabilities" was created. The SINA WEIBO has 500 million registered accounts and is the most popular social media in China. Currently the account has 181 followers and 204 twitters. Several twitters have been read and forwarded more than 66,000 times.</p> <p>4) On 26 April 2013, a specialist blog in Caijing Magazine Website was created, named "PROPEL-China Coordinator Haibin Zhou". Its main suppose is to spread knowledge and comments on developments in inclusion for persons with disability in China. Caijing Magazine is one of the top business and finance media in China, with a readership of 300,000.</p> <p>5) On 06 May 2013, China Daily published a feature article with PROPEL-China's supports, on employment cases in one of our project partners, Beijing Fengtai Lizhi Rehabilitation Center. It shows the employability of persons with intellectual disabilities when adequate support is available.</p> <p>6) In May 2013, one feature story of Li Chao, a supported employment student from Beijing Fengtai Lizhi Rehabilitation Center, was published on ILO's main web, reaching a wide international audience. The DG of ILO read the story and expressed his admiration for the work of PROPEL when he visited Beijing.</p> <p>7) A specialist blog in YouRen Magazine was created by PROPEL-China Coordinator Haibin Zhou. Named "Employment for Persons with disabilities", it is mainly intended to spread knowledge and comments on developments in inclusive employment for persons with disability in China. YouRen Magazine, which was produced by persons with disabilities in OPO, was first published</p>
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		<p>in March 2013.</p> <p>@ B)</p> <p>1) PROPEL-China, the Institute of Journalism and Communication of the Chinese Academy of Social Sciences (IJC) and OPO have finished the first draft of a baseline study on media reporting of employment of persons with disabilities in 15 national newspapers in the period 2008-2012. A dialogue workshop for DPOs and the media will be organized the end of October 2013 to share the base line research and develop a media handbook on how to report on persons with disabilities in Chinese context, in collaboration with PROPEL-Global.</p> <p>2) PROPEL-China and OPO have published the Chinese version of "We Can Be Good Workers If Given the Chance! – Employment Conditions of People with Disabilities in China". Through 50 stories and pictures, it describes the current employment conditions of people with disabilities. It shows how, through their work, people with disabilities have gained skills and self-confidence and have begun to change public attitudes towards disability. 1/3 of the stories are from persons with intellectual disabilities.</p> <p>3) On 14 June 2013, PROPEL-China and the EU Delegation co-hosted a Brownbag Seminar on "Gender and Disabilities. Fighting Double Discrimination in China" in cooperation with Handicap International and UN Women. Experts in the field of gender and disabilities reviewed protection mechanisms available at the international level and in China and debated forms of discriminations which primarily concern women with disabilities. People living with disabilities shared their testimonies illustrating a strong overall need for legislative and policy intervention.</p>
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		5) On 20 May 2013, PROPEL-China, Aibai Cultural Centre and the U.S. Embassy Beijing held a press briefing on employment discrimination, which led to more than 20 media reports about promoting non-discrimination in workplaces.
KEY OUTPUTS	Indicators	
2.1 Capacity building conducted for key stakeholders, including the media, in implementing an awareness raising campaign concerning the rights and working capacity of persons with intellectual disabilities	<ul style="list-style-type: none"> - Number of capacity building activities delivered - Number of key stakeholders completing capacity building courses 	<i>ILO publication of “Promoting training and employment opportunities for people with intellectual disabilities: International experience” was translated into Chinese and published in April 2013. 200 copies were provided to CDPF, the China Association of Persons with Intellectual Disabilities and their Families (CAPIDF) and active DPOs.</i>

Immediate Objective 3	Indicators	<i>Reported at evaluation, as of 31 August 2013</i>
Improved employability of persons with intellectual disabilities through access to skills development programmes, on-job training and work experience	<ul style="list-style-type: none"> - Initiatives planned or undertaken by key stakeholders to improve training and employment opportunities for people with intellectual disabilities 	<p>1) PROPEL and the Special Education College of Peking Union University conducted three rounds of workshops on ‘models of supported employment for persons with intellectual disabilities’ on March, May and August 2013 for 10 job coaches. The first draft of research on ‘models of supported employment’ for persons with intellectual disabilities in China has been finalized.</p> <p>2) PROPEL-China, Enable Disabilities Studies Institute (EDSI) and CDPF initiated research in July 2013, to identify existing tools relating to job coaching in the framework of Supported Employment, customize and translate relevant tools to the Chinese context and to compile them into a</p>

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		<i>toolkit for job coach of supported employment for persons with intellectual disabilities in the Chinese context. In November 2013, 40 job coaches will receive three days of training on that toolkit.</i>
KEY OUTPUTS	Indicators	
3.1 Awareness raising initiative planned or implemented, reflecting PROPEL-China advice	- No of media reports featuring the working capacity and rights of persons with intellectual disabilities	<i>Around 66 news reports were documented during 2012 to 2013 supported by PROPEL-China, including 5 feature stories. In October 2013, PROPEL-China, the Institute of Journalism and Communication of Chinese Academy of Social Sciences (IJC) and OPO will evaluate the quality of the reporting compared with the news documented between 2008 and 2012.</i>

<h2 style="text-align: center;">Ethiopia</h2>	Development Objective: Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination.
Beneficiaries: Direct recipients: Government, employers' and workers' organizations, disabled people's organizations, service providers, media. Ultimate beneficiaries are women and men with disabilities	<i>Remained the same.</i>

Country Outcome ETH 126 Enhanced capacity of constituents to develop and implement gender sensitive policies and programmes focused on productive employment and poverty reduction (Outcome 1)		
Immediate Objective 1	Indicator	<i>Reported at evaluation, August 2013</i>
Government and other partners familiarized with the provisions of the national disability-related laws and policies, the provisions of ILO Conventions Nos. 111 and 159 and the UN CRPD.	Training workshops held in different regions and nationally	<i>26 training workshops and seminars were organized with MoLSA, Regional BoLSAs, FENAPD and ECDD.</i> <i>We plan to organize 2 more DET training workshops</i>
KEY OUTPUTS	Indicators	
1.1. Implementation Plan Prepared	Implementation plan Work plan for 2012-2013	<i>The implementation plan for 2012-2013 done</i>

Immediate Objective 2	Indicator	<i>Reported at evaluation, August 2013</i>
Capacity to implement the national disability-related laws and policies and international standards enhanced through structures established.	Structures in place to implement the CRPD framed as the National Plan of Action for Disability Inclusion (2010-2020) in	<i>Federal CRPD implementation and Coordinating Committees (ICCs) are established at Federal level & in 5 regional states.</i> <i>We strongly believe that they will remain after the</i>

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	Ethiopia in at least five regions in Ethiopia and attested by reports from MoLSA	<i>end of PROPEL.</i>
KEY OUTPUTS	Indicators	
2.1. Support provided to the establishment of structures for CRPD implementation at Federal and Regional levels.	<ul style="list-style-type: none"> - Names and no. of regions that set-up structures - ToR of the set-up structures - Action plans of the structures established 	<p><i>The names of the Regions where the CRPD structures called ICCs are established are Oromia, Southern Nation, Tigray, Amhara and Benshangul Gumuz.</i></p> <p><i>The ICCs have ToRs and some have action plans.</i></p>
2.2. Capacity building conducted for staff of relevant institutions regarding to implement the UN CRPD and the National Plan of Action for disability inclusion	<ul style="list-style-type: none"> - Number of training workshops organised - Number of government officials and other stakeholders participated in training workshop organized - Concrete implementation steps taken by participants following the workshop attended. 	<p><i>Eight (3 Federal level trainings, and 5 Regional levels)</i></p> <p><i>Implementation structures for CRPD and NPA established; participants trained on international and national legal instruments and policies on disability rights & inclusion; ILO Disability resources, CDs and print materials as well as CDs given to Federal and Regional trainees.</i></p>
2.3. Support provided to the promotion of disability inclusion in employment, TVET, entrepreneurship development and micro finance	<ul style="list-style-type: none"> - ECDD's reports - an independent consultant's study depicting a significant change in disability 	<p><i>Two six-monthly reports secured from ECDD. Consultant not deployed.</i></p> <p><i>ECDD was given technical and financial support from PROPEL.</i></p> <p><i>ECDD has organized 11 different training</i></p>

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	<p>inclusion</p> <p>- No. of disabled persons that accessed inclusive services</p>	<p><i>workshops and seminars in Amhara, Tigray and Addis Ababa for job seekers with disabilities, Human Resource Managers (Employers), Micro finance and MSE Promotional institutions and entrepreneurs with disabilities focusing on inclusion, entrepreneurship, and job hunting skills.</i></p> <p><i>Number of disabled persons, who accessed services up to now? 442</i></p>
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Immediate Objective 3	Indicators	Reported at evaluation, August 2013
Media capacity to report on the rights of persons with disabilities and portray their working capacities built.	-Increased media reporting on the rights of persons with disabilities and their working capacity	<p><i>Media reporting increased by approximately 50%. Compared to prior to PROPEL's intervention.</i></p> <p><i>PROPEL contribution is estimated at 80% of the mentioned 50%.</i></p>
KEY OUTPUTS	Indicators	
3.1. Awareness and capacity-building events on the rights of persons with disabilities conducted for media and other key stakeholders	<p>- Number of media workshops held</p> <p>- Number of media participants at workshops held</p> <p>- Number of media reports featuring the rights of persons with disabilities (before and after comparison)</p> <p>- Pocket Guide for the Media on Disability translated, printed and disseminated</p> <p>-No. of media outlets and key stakeholders working with FENAPD and</p>	<p><i>Six workshops (11 Trainers' training and 5 direct training workshops were organized in Addis and Regional States on media reporting)</i></p> <p><i>Pocket Guide: The draft is completed and is under review</i></p>

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	engaged in disability reporting and awareness	
3.2. DET Facilitators in Ethiopia trained	<ul style="list-style-type: none"> - Implementation plan - Work plan for 2012-2013 	<i>13 DET facilitators are trained</i>

Immediate objective 4	Indicators	<i>Reported at evaluation, August 2013</i>
Capacity of other African countries to develop disability rights legislation and include disability concerns in development initiatives enhanced through lessons learnt from Ethiopia experience.	<p>At least 3 African countries learn from the Ethiopian experience of legislation</p> <p>development and implementation of the</p> <p>CRPD in Ethiopia (through an exchange visits, meetings, reports, good practice stories, etc.)</p>	<i>Not yet</i>
KEY OUTPUTS	Indicators	
4.1. Information on Ethiopian experience in disability rights and inclusion policy formulation and CRPD implementation and lessons learnt communicated countries from the African (continent)	<p>Reports on support provided</p> <ul style="list-style-type: none"> - Names and no. of regions that set-up structures - ToR of the set-up structures -Action plans of the structures established 	<i>Through PROPEL Global Project's Quality Circle meetings, the Ethiopian experience in implementing the CRPD, establishing structures for CRPD/NPA implementation as well as experience gained through ECDD/PROPEL activities on disability inclusion are shared to the NPCs of Zambia in Africa and NPCs in others parts of the World (mainly Asia)</i>
4.2. Disability rights and	- Number of training	<i>In 26 Training workshops and seminars organized</i>

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inclusion tools Guides, education materials and good Practice documents translated in to local languages and disseminated	<p>workshops organized</p> <ul style="list-style-type: none"> - Number of government officials and other stakeholders participated in training workshop organized - Concrete implementation steps taken by participants following the workshop attended 	<p><i>by partners and the PROPEL team for 2012-2013 (July), 1211 government officials and stakeholders have participated.</i></p> <p><i>Annual work plans are normally prepared in consultation with key partners (MoLSA, ECDD & FENAPD) based on the Project log frame and Implementation Plan(IP) for 2012-2013 Then, resources will be released to partners based on detail activity plans that are in line with the annual plan. Service Contracts, Seminar Agreements and ExColls are the mechanisms for fund transfers. The PROPEL team then monitors Project implementation by attending training workshops and even making presentations on relevant disability discussion themes. Partners report back to PROPEL and PROPEL presents a formal report to ILO-HQ, the Country office for Ethiopia and Somalia as well as the PSCs. PSCs meet every 6 months to evaluate Project performance and advise on future plans.</i></p> <p><i>‘Education & Training Guide’ (legislation for employment of persons with disabilities), ‘Media guidelines for the portrayal of disability’, ‘Count Us In’ were translated in to Amharic, printed and disseminated to partners and stakeholders including CD copies.</i></p>
4.3. Project Monitoring and Evaluation tools applied	<ul style="list-style-type: none"> - ECDD’s reports - an independent consultant’s study depicting a significant change in disability inclusion - No. of disabled persons that accessed inclusive services 	<p><i>PROPEL uses a software called ‘MS Project’ for planning and monitoring purposes.</i></p> <p><i>Partners were trained on ‘Results-based Project management to enhance their planning, implementation and monitoring capacity.</i></p> <p><i>Six-monthly reports are compiled by the Project for discussion at the PSCs meeting.</i></p> <p><i>All the above have helped build a system of Project monitoring in PROPEL.</i></p>

<h1>Indonesia</h1>	<p>Development Objective:</p> <p>Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination.</p>
<p>Beneficiaries:</p> <p>Direct recipients: Government, employers' and workers' organizations, disabled people's organizations, service providers, media.</p> <p>Ultimate beneficiaries are women and men with disabilities.</p>	<p><i>The beneficiaries are still the same as stated in the proposal. Since rights and opportunities of people with disabilities in employment are still relatively new for the direct beneficiaries, then the focus is equally applied to all direct recipients with more focus on the government level for the review, revision and application of the disability laws and regulations.</i></p>

Country Outcome IDN 105 Barriers to employment and decent work are addressed, particularly for women and persons with disabilities. (Outcome 17)		
Immediate Objective 1	Indicator	Reported at evaluation, August 2013
<p>Enabling legal and policy environment for better employment and training opportunities for persons with disabilities is created.</p>	<p>- Extent of support on revision of laws and regulations concerning employment and training of persons with disabilities</p>	<p><i>The process on supporting the ILO constituents (Government, Employers and Workers' organizations, and especially the Ministry of Manpower and Transmigration), through research, workshops and capacity building.</i></p> <p><i>A research on revision of national laws and regulations concerning employment and training of persons with disabilities has been conducted. The review result will be presented to constituents, especially to the government</i></p>

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		<p><i>(Ministry of Manpower and Transmigration) in September 2013.</i></p> <p><i>A research on barriers faced by people with disability in accessing employment was conducted by the University of Atma Jaya. The main findings show that the barriers are mainly due to access of information on the employment, accessibility to and from workplace and at the workplace. The result was presented on 25 April 2013 to Ministry of Manpower and Transmigration (MOMT), Ministry of Social Affairs, employers' organization and DPOs (Disabled People Organizations).</i></p> <p><i>PROPEL has been actively responding and providing support to MOMT in presentation and sharing of review of laws and regulations concerning disability issues (e.g in May 2013 in Jakarta and Batam).</i></p> <p><i>In responding to the request from MoMT, the project organized a mini workshop on for high level officials of MOMT at the office of MoMT in Jakarta on 5 February 2013.</i></p> <p><i>The project supported organizing of a one-day training on disability inclusion for the board of Indonesian Association for Disabled Women (HWDI), in which staff of Ministry of Social Affairs participated. The objective is to improve the understanding of DPO representatives to better advocate for the changes in the current law, and to better collaborate with the government on the ongoing review of the national disability law.</i></p>
	<p>- Existence of capacity building plan of constituents on promotion of non-</p>	<p><i>Yes, and are in progress.</i></p> <p><i>Since end of 2012 until early 2013, PROPEL and MoMT discussed on the workplan which was finally signed in early 2013. MoMT agreed on capacity</i></p>

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	discrimination laws and policies on disability (yes, no)	<p><i>building plan of PROPEL project in order to match with their capacity building plan.</i></p> <p><i>As part of the capacity building plan, at the greater Jakarta level, PROPEL - Indonesia supported MoMT for their capacity building plan of their officials on promotion of non-discrimination laws and policies on disabilities. A workshop was conducted at national level, invited and attended and -officially opened by the Minister and attended by 75 participants of MoMT government staff.</i></p> <p><i>At the province level (East Java and NTT provinces), the local government has arranged capacity building plan for their staff on UNCRPD; Employers' organization in East Java and NTT provinces has put in their plan to conduct the same workshop to employers.</i></p> <p><i>In East Java, the raising awareness workshop was conducted on 21 August 2013 while for NTT, it will be done on 4 September 2013. The Disabled People's Organization in East Java and NTT have arranged capacity building plan to their members concerning the rights to employment.</i></p> <p><i>Due to the awareness raising from the PROPEL project, there are commitments from the Commission E of Provincial parliament of East Java and Provincial Development and Planning Board to allocate budget for the capacity building of DPOs.</i></p>
KEY OUTPUTS	Indicators	
1.1 Review and revision of national laws on disability concerning employment and	- Extent of revisions of the national law	<p><i>The revision of the current disability laws (UNCRPD and Disability laws no.4, 1997 and Government Regulation 43, 1998) is now going on, and is led by the Ministry of Social Affairs. All line ministries (Ministry of Social Affairs, Ministry</i></p>

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training opportunities supported		<p><i>of Manpower and transmigration, Ministry of Laws and Human Rights, Coordinating Ministry of People's Welfare) are collaborating to review the disability specific national laws.</i></p> <p><i>As requested by MOMT, PROPEL-Indonesia project support them in understanding the UNCRPD (especially on the rights and opportunities of people with disabilities) by providing technical support to the Ministry's internal workshop on revision of the national laws on disability (conducted in Batam on 23 May 2013).</i></p> <p><i>The project will continue the support on the next phase of the review of national laws concerning employment and training opportunities organized with the other above-mentioned line ministries, by presenting the result of the disability research in the workshop to be organized by PROPEL in September 2013.</i></p> <p><i>The ILO's inputs in the workshop will provide valuable reference for the government's discussions on the review process of the national laws.</i></p>
1.2. Situational analysis of persons with disabilities, including analysis on barriers to skills and vocational training opportunities for persons with disabilities finalized	<ul style="list-style-type: none"> - Number of consultative meetings on the review at the national and provincial levels - Existence of documentation of analysis on gaps in skills and vocational 	<p><i>To date, 10 consultative meetings on the review of national and provincial levels (East Java and NTT provinces) have been conducted throughout the project duration. The issues were more the promotion of rights and needs of people with disabilities in employment through legislation. The government officials met were mainly Head of the Offices and Head of Sections which handle issues related to disability. The recommendation was mainly a positive support from government side and a need for collaboration on the capacity building plan.</i></p> <p><i>The document of analysis is already exist and was translated in Indonesian language (Bahasa Indonesia).</i></p>

	training opportunities	<p><i>The situational analysis on gaps in skills and vocational training was conducted in August–October 2012 by a National Consultant. The result was presented during a workshop at the launch of the project in 2012.</i></p> <p><i>One of the main findings is that the disability community is left to look after due to lack of budget from the government. Therefore, one of the recommendations is to increase the national and provincial resources in providing education and training to persons with disabilities. Hence, based on the findings and recommendations from the assessment, the project plans to organize a national workshop in September 2013 to officially and widely present the result of the analysis to more stakeholders, especially the constituents who closely related to skills and vocational training opportunities services.</i></p>
1.3. Current ILO reports, publications and tools on disability inclusion are published in Bahasa Indonesia	- Translated, and finalised guidelines published (yes, no)	<p><i>To date, four ILO publications have been translated into Bahasa Indonesia, formatted and adapted according to the current national standard in line with ratified UNCRPD, for easier use for all Constituents and other institutions, including DPOs and companies.</i></p> <p><i>These ILO publications are:</i></p> <ol style="list-style-type: none"> <i>5. The rights to decent work of persons with disabilities.</i> <i>6. Achieving equal employment opportunities for people with disabilities through legislation.</i> <i>7. Revision of the previous translated version of the Code of Practice on managing disability in the workplace due to outdated disability vocabulary. (This publication was also revised in its layout and design.)</i> <i>8. In collaboration with the Better Work Indonesia Project, a Guideline on Recruitment and Good Practices on Disability Inclusions in Companies was produced. (This guideline was disseminated to constituents, along with a press release, media attention and TV interview.)</i>

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Immediate Objective 2	Indicator	Reported at evaluation, August 2013
Awareness and capacity of the constituents to address non-discrimination and barriers to equal employment opportunities for persons with disabilities is enhanced.	- Existence of awareness raising strategy of constituents (yes, no)	<p><i>With the support from the PROPEL project, and as the disability Laws are being revised now, MOMT, MOSA, APINDO and trade unions (tripartite constituents) have been developing a disability inclusion strategy. However, the strategies are not finalized yet because the process on amending the laws are still ongoing. The strategy includes a non-discrimination.</i></p> <p><i>In addition to contribution in the consultative meeting, the role of ILO is to provide technical information relevant to non discrimination during meeting, workshop and seminar.</i></p> <p><i>For instance, due to consistent consultative meeting with Constituents, then, the Ministry of Social Affairs, Ministry of Manpower and Transmigration have had a plan sign an MoU with APINDO (employers' organization) dealing with the implementation of the quota of 1% of employees with disabilities at the companies.</i></p> <p><i>In regard to this occasion, PROPEL project is disseminating information on how to manage people with disabilities in the workplace, in contribution to the requested support.</i></p> <p><i>In the recent training for people with disabilities in East Java, member of Commission E at Provincial Parliament has committed to allocate funds to support in the capacity building of DPOs in their efforts to promote their rights to employment.</i></p>
KEY OUTPUTS	Indicators	

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<p>2.1 Workshops/trainings completed for Constituents and major stakeholders on non-discrimination and equal job opportunities for persons with disabilities, on national and provincial levels.</p>	<p>- Level of understanding on disability of the participants/trained constituents</p>	<p><i>Two officials from Ministry of Social Affairs and Bappenas (National Development Planning Board) participated in the one-week ITC-Turin training on “Labour Market Inclusion of Persons with Disabilities” in Turin in August 2012.</i></p> <p><i>This year of 2013, MOMT requested support on the disability inclusion training. Therefore the project plans to organize the Training in Indonesia in 2014 due to the unavailability of trainers from HQ in 2013.</i></p> <p><i>The strategy used by PROPEL-Indonesia through awareness and capacity of the constituents by supporting the advocacy and awareness raising activities targeting the general public and key stakeholders such as media, training centres, recruitment and placement agencies and civil society organizations both at national and provincial level. Since media plays a crucial role in shaping mindsets of the general public, and as disability inclusion training had never been conducted for journalists and reporters, PROPEL-Indonesia organized awareness raising trainings for media representatives in building their capacity of disability specific issues.</i></p> <p><i>In efforts to raise awareness of disability rights among students and future law practitioners, PROPEL-Indonesia also facilitated incorporation of disability legislation into the law curriculum of a leading university courses such as Certified Human Resources Professional (CHRP) course, and insertion of program to the existing courses at law faculty such as human rights course, labour law course, women and child rights course, and criminal law course.</i></p>
<p>2.2 User friendly and practical guidelines in Bahasa Indonesia to support Constituents on disability management in employment for persons with disabilities are</p>	<p>- Extent of the government and social partners to disseminate the guidelines to the</p>	<p>The ILO publications and guidelines have been formatted and published at ILO websites.</p> <p>The Guidelines are also disseminated through press release, media attention</p>

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disseminated.	members of social partners	and TV interview. The following remaining documents will be published and disseminated once finalized: (1). Achieving equal employment opportunities for people with disabilities through legislation. 2). Revision of the previous translated version of the Code of Practice on managing disability in the workplace due to outdated disability vocabulary.
2.3 Representatives of media supported for a shift to a rights-based approach in media portrayal with articles featuring rights of persons with disabilities	- Number of articles by trained media representatives	<i>After workshop with media conducted on 16 – 17 February 2013, there has been a significant increase of articles written by trained media representatives (according to the baseline conducted by DIFFA) and with the use of the link of top media alliance.</i> <i>From March until July 2013, there are 109 articles on media written by trained media representatives. This includes 7 talk shows or programs involving people with disabilities every month in 5 local televisions.</i> <i>In April 2013, representative of National Geography Photographer initiated a workshop on how to take proper pictures of people with disabilities.</i> <i>If we compared this data and the previous 1.5 years (which there were only 60 articles written by media), this progress can be considered important.</i>
2.4 Incorporating disability laws into law faculty curriculum in at least one of the leading universities in Indonesia facilitated.	- Number of consultative meetings with university law faculty and university research centres	<i>Six consultative meetings with University Law Faculty of Atma Jaya University were conducted on the plan to incorporate disability laws into Law faculty curriculum. The consultative meetings was conducted since October 2012.</i> <i>The discussions included content of the agreement to be implemented in collaboration between PROPEL and the University, workplan and activities, planning of studies and focus group discussions, as well as for seminars and plans for development of the curriculum. Regular meetings with the University</i>

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	<p>- Existence of translated and customised (ILO/IA PP developed) curriculum (yes,no)</p>	<p><i>team are conducted on monthly basis.</i></p> <p><i>The curriculum has not existed yet, but the discussions with the University of Atma Jaya have been conducted. The proposal to develop the curriculum has been submitted to the ILO. The curriculum is planned to be finalized by November 2013.</i></p> <p><i>In the discussion with the university, it was agreed that the context will be adjusted based on the previous survey done by the university; the module from Ethiopia will be translated, tested and finally finalized by November 2013 to be used as additional curriculum at Law Faculty of the University.</i></p>
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Vietnam	Development Objective: Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills and entrepreneurship development opportunities and measures to eliminate discrimination.
Beneficiaries: Direct recipients: Government, employers' and workers' organizations, disabled people's organizations, service providers, media. Ultimate beneficiaries are women and men with disabilities.	<i>YES, these are the target group and beneficiaries.</i>

VNM127 Effective formulation and implementation of local strategies for pro-poor employment intensive economic development and sustainable business development. (Outcome 3)

Immediate Objective 1	Indicator	<i>Reported at evaluation, August 2013</i>
The legislation concerning persons with disabilities strengthened through a decree and National Action Plan containing provisions to promote decent work and employment opportunities improved	<ul style="list-style-type: none"> - National Law on Persons with Disabilities, reflecting ILO advice, adopted - Action Plan on Employment and Vocational Training of Persons, incorporating ILO recommendations, adopted 	<p><i>Achieved before the joining of the NPC</i></p> <p><i>Action plan adopted?</i></p> <p><i>Yes, the National Action Plan on Disability 2012-2013 was signed by the Prime Minister in August 2012.</i></p> <p><i>PROPEL Vietnam supported Ministry of Labour, Invalids, and Social Affaires (MOLISA) and provincial DOLISA to develop the 2013 and 2014 annual work plan with vocational training and job creation provision.</i></p> <p><i>2012 Annual report on activities supporting persons with disabilities</i></p>

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		<p><i>was developed with support from PROPEL Vietnam. Printing cost was contributed from VNAH, an USAID funded project.</i></p> <p><i>Support was given to conduct a need assessment of NCCD in order to strengthen its coordinating tasks.</i></p>
KEY OUTPUTS	Indicators	
<ul style="list-style-type: none"> - National Law on Persons with Disabilities, reflecting ILO advice, adopted - Action Plan on Employment and Vocational Training of Persons, incorporating ILO recommendations, adopted 	<ul style="list-style-type: none"> - Background report on the employment of persons with disabilities, based on an analysis of available data developed - National Law on Persons with Disabilities with employment provisions that reflect ILO advice drafted - National Action Plan, reflecting ILO advice, drafted 	<p><i>General national data on prevalence and employment rate can be found in the census 2009 and the household living standards 2006. Information on disability situation can also be found in the 2010, 2011 Annual Report of the National Coordinating Council on Disability (NCCD)</i></p> <p><i>Does the law exist in stipulated quality?</i></p> <p><i>The provision on employment was issued in 2012 before the starting of the project. The national law provided a favorable legal framework for various under-law regulations and guidelines to be drafted and issues.</i></p> <p><i>National Action plan drafted?</i></p> <p><i>The National Action Plan was approved prior to the recruitment of the NPC.</i></p> <p><i>!-day workshop on developing successful model of vocational training and job creation for persons with disabilities was organized by PROPEL and NCCD (MOLISA). As a result, 2013 annual plan of 7 provinces received funding from MOLISA. 250 million VND each province</i></p>

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Immediate Objective 2	Indicator	Reported at evaluation, August 2013
Disability Inclusion Support (INCLUDE) Service officially established and operational to promote the inclusion of persons with disabilities in general skills development, entrepreneurship and employment-related programmes and services	<ul style="list-style-type: none"> - Number of skills development, entrepreneurship and employment-related services accepting women and men with disabilities - Number of women and men with disabilities attending each of these types of services 	<p><i>1) Provide four training workshops on C-BED (Community based entrepreneurship development) to members of Hanoi association of persons with disabilities (DP Ha Noi)</i></p> <p><i>2) Include Consultation Centre (ICC) was established and launched.</i></p> <p><i>3) ICC's Disability experts provided technical support to Hanoi Employment Services Center to organize inclusive job fares.</i></p> <p><i>4) ICC ad DP Hanoi provided technical support and access to micro loans. In 2012, the total loan disbursed is 5 billion VND, in 2013, the total loan and is 8 billion VND</i></p> <p><i>5) 1-day training workshop on the CPRD and national legislation was conducted by ICC</i></p> <p><i>1) 105 men and women attended C-BED training workshop.</i></p> <p><i>2) 10 men and women were oriented on how to facilitate C-BED tool</i></p> <p><i>3) Number of men and women with disabilities receive services from the job fare collected by Hanoi Employment Service Center</i></p> <p><i>4) 4 small business owners with disabilities received micro loans in 2012. Data for 2013 is not yet available</i></p>

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KEY OUTPUTS	Indicators	
<p>2.1 Skills development, entrepreneurship and employment-related services accepting women and men with disabilities, following INCLUDE agency intervention</p>	<ul style="list-style-type: none"> -Number of Disability Equality Training workshops conducted - Number of DET facilitators trained - Number of participants at DET workshops. - Number of changes initiated by participants, following on DET workshops 	<p>1) 3 DET facilitators from Vietnam were sent Geneva for further training. (PROPEL Global)</p> <p>2) 1 DET Training of facilitators is scheduled to be held from 29 September to 4 October.</p>

Immediate Objective 3	Indicators	<i>Reported at evaluation, August 2013</i>
Capacity of governments, social partners and other key stakeholders to collaborate in implementing and/or raising awareness of legislation and policies to promote equality of opportunity in training and employment for women and men with disabilities improved	<ul style="list-style-type: none"> - Percentage of trainees that say to be more knowledgeable on how to promote equality of opportunity in training and employment for women and men with disabilities improved (disaggregated by 	<p><i>What are the percentages?</i></p> <p><i>Evaluation was conducted two months after the CPRD training workshop</i></p> <p><i>80% of participants completed the evaluation. Of those, 100% answered that they were more knowledgeable and 100% answered that the training would be more useful for their work.</i></p>

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	<p>affiliation)</p> <p>- Percentage of trainees that say the training will be useful to improve their work</p>	
KEY OUTPUTS	Indicators	
3.1 Capacity building for government, social partners, project partners including the media on laws, policies, programmes and services to promote the labour market inclusion of persons with disabilities, including Disability Equality Training delivered	<p>- Number of capacity building courses conducted</p> <p>- Number of key stakeholders completing capacity building courses</p>	<p><i>1 training workshop on CPRD (24 participants from trade union, districts' offices of MOLISA, employment service centers, persons with disabilities)</i></p> <p><i>4 DET Workshops are scheduled to be held from 29 September to 15 October (est. 80 participants from trade union, provincial department of MOLISA, provincial department of Ministry of construction, architect, enterprises, UN agencies)</i></p> <p><i>1 field trip for 8 journalists to visit productions owned by persons with disabilities.</i></p> <p><i>Over 30 articles features on Vietnamese and Irish media on different activities of PROPEL and ILO/Irish Aid Partnership</i></p> <p><i>1 movie on athletes competes Paralympics and their employment situation</i></p>

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Immediate Objective 4	Indicators	<i>Reported at evaluation, August 2013</i>
Capacity of Hanoi Law University to educate future generations of lawyers and judges in disability equality legislation improved	- HLU revised curriculum adopted	Did this happen? Yes
KEY OUTPUTS	Indicators	
4.1 Capacity building to future generation of lawyers and judges on disability equality legislation delivered	- Number of students trained - Number of lecturers trained	<i>1) About 600 undergraduate students took the course on Law on Disability. Of which 200 took a short internship at various DPOs. 2) 2 lecturers were sponsored to participate in the Summer School in International Disability Law in Ireland. 3) 5/8 research papers and scientific research of undergraduate and graduate students received awards of the project. 4) A special edition of the Jurisprudence Journal on teaching disability equality is being developed by lecturers of Hanoi Law University</i>
4.2 Disability Equality legislation incorporated into Hanoi Law University Curriculum	- Hanoi Law University Law revised curriculum includes disability equality legislation	<i>Does curriculum include disability equality legislation? Yes, the second course son Law on Disability was offered in Spring 2013 with about 600 undergraduate law student attends. Reading materials were upload on the school's website for students to easily access.</i>

Zambia

Development Objective:

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

Beneficiaries:

Direct recipients: Government, employers' and workers' organizations, disabled people's organizations, service providers, media.

Ultimate beneficiaries are women and men with disabilities.

Ultimate beneficiaries still remain young men and women with disabilities enrolled in the pilot colleges. Private companies have been added as direct recipients

Country Outcome ZMB 129 Enhanced employment and self-employment opportunities for people with disabilities through access to skills development (Outcome 2)

Immediate Objective 1	Indicator	Reported at evaluation, August 2013
Improved access of young women and men with disabilities to mainstream skills development programmes	<ul style="list-style-type: none"> - Action plan on Inclusive vocational training pilot tested, involving at least one hundred young women and men with disabilities - Number of pilot colleges with increased number of women and men with disabilities enrolled in their training programmes by end of 2013 - Total number of women and men with disabilities enrolled in pilot TEVET centres in the course of 	<p><i>Action plan not yet tested, still in process of implementing</i></p> <p><i>42 in 3 mainstream colleges, 154 at NVRC</i></p>

	2012 and 2013.	
KEY OUTPUTS	Indicators	
1.1. Accessibility audits of physical infrastructure and training materials conducted	<ul style="list-style-type: none"> - Audit reports - Number of pilot colleges having taken steps to make buildings accessible persons with disabilities -Number of pilot colleges having made training materials and other relevant documentation accessible to persons with disabilities 	<p><i>2 audits in all the 5 pilot colleges, one audit of physical infrastructure and another one of training materials</i></p> <p><i>All the 5 pilot colleges</i></p> <p><i>All the students with disabilities enrolled in the pilot colleges will benefit once the accessibility audit recommendations are implemented. The colleges have started making low cost adjustments to the physical infrastructure but still in process</i></p>
1.2. An assessment of the information and skills needs of lecturers conducted concerning their capacity to cater to people with disabilities in their training programmes.	Assessment report	<p><i>Yes</i></p> <p><i>How many lecturers will benefit immediately? 40</i></p>
1.3. Capacity building and awareness-raising conducted for lecturers, support staff and management, including Disability Equality Training (DET).	Number of teachers trained to cater to trainees with disabilities	<i>40 trained in DET, 28 more to be trained in September, 2013</i>

Immediate Objective 2	Indicator	<i>Reported at evaluation, August 2013</i>
Improved ability of governments and social partners to address discrimination against persons with disabilities and promote equality of opportunity in training and employment for men and women with disabilities	<ul style="list-style-type: none"> -Capacity building conducted for key stakeholders on the labour market inclusion of persons with disabilities - Legislation and/or policy relevant to the skills development of people with disabilities is reviewed with ILO advice 	<p><i>Capacity building conducted? Not yet, planned for September at the Centre of Law, Development and Policy in SA</i></p> <p><i>How intensive? 10 days intensive training</i></p> <p><i>For how many stakeholders? 5</i></p> <p><i>For whom? Government partners from the ministry of labour and social security and ministry of community development,</i></p>

	and/or technical assistance.	<i>mother and child health</i> <i>Legislation reviewed? Yes</i> <i>How many laws etc.? 2</i> <i>Which laws (labour laws, UN CRPD connected legislation)? the National Employment and Labour Market policy (issues paper), Disability Act, 2012, Youth Policy in process</i>
KEY OUTPUTS	Indicators	
2.1. Capacity building conducted for key stakeholders on laws, policies, programmes and services to promote the labour market inclusion of persons with disabilities, including DET	<ul style="list-style-type: none"> - Number of capacity building courses conducted - Number of key stakeholders completing capacity building courses. - Number of Disability Equality Training workshops conducted - Number of DET facilitators trained - Number of participants at DET workshops. - Number of changes initiated by participants, following on DET workshops 	<i>4 DET workshops conducted</i> <i>12 DET facilitators trained. 5 qualified</i> <i>72 participants attended the DET</i> <i>Changes initiated;</i> <ul style="list-style-type: none"> - <i>Students with disabilities enrolled in mainstream courses</i> - <i>lecturers have a positive attitude towards learners with disabilities</i> - <i>labelling of disabled students has minimised and language used more positive</i> - <i>lecturers open to learning sign language to enable them communicate with deaf students in their mainstream classes</i>
2.2. Support provided to the Government in reviewing and revising relevant laws to include provision for the training and employment of people with disabilities.	<ul style="list-style-type: none"> - Review report - Number of legislation and policy revisions initiated or made to promote training and employment rights of people with disabilities 	

Immediate Objective 3	Indicator	<i>Reported at evaluation, August 2013</i>
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Strengthened capacity of national partners to collect disability statistics on the labour market situation of people with disabilities	<ul style="list-style-type: none"> - Course report - At least one national survey planned or completed, using disability indicators in data collection, with project support. 	<p><i>Course in statistics done? Not done</i></p> <p><i>How many participants? Which intensity?</i></p> <p><i>Survey started, done? No</i></p>
KEY OUTPUTS	Indicators	
3.1. Capacity building conducted and technical advice provided on approaches to gathering disability-related information through national surveys.	<ul style="list-style-type: none"> - Capacity building conducted on methods of collecting sex-disaggregated data on the employment situation of and on non-discrimination experienced by persons with disabilities 	<i>Not done yet but planned for October</i>

Immediate Objective 4	Indicator	<i>Reported at evaluation, August 2013</i>
Media capacity to report on the rights of persons with disabilities and portray their working capacities built.	<ul style="list-style-type: none"> - Increased media reporting on the rights of persons with disabilities and their working capacity 	<i>Training conducted but still very low levels of reporting on disability</i>
KEY OUTPUTS	Indicators	
4.1. Media organizations supported through awareness-raising aimed at increasing their knowledge and understanding about the legal rights and contributions of people with disabilities.	<ul style="list-style-type: none"> - Number of journalists attending awareness-raising workshop - Number of media reports featuring the working capacity and rights of persons with disabilities 	<p><i>16</i></p> <p><i>10, all from community radio stations</i></p>

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