



International Labour Organization

iTrack
Evaluation

ILO MID-TERM EVALUATION REPORT

Evaluation Title:	Eliminating child labour and forced labour in the cotton, textile, and garment value chains: an integrated approach
ILO TC/SYMBOL:	GLO/17/15/EUR
Type of Evaluation:	Independent Mid-Term Evaluation
Country(ies):	Burkina Faso, Mali, Pakistan, Peru
Date of the evaluation:	October 2021
Name of consultant(s):	Mr Ty Morrissey, Director, Morrissey Consulting International
ILO Administrative Office:	Fundamental Principles and Rights at Work (FUNDAMENTALS)
ILO Technical Backstopping Office:	Fundamental Principles and Rights at Work (FUNDAMENTALS)
Project Period:	March 2018 – February 2022
Donor: country and budget:	European Union (EU) 9 million euros (EU contribution: 7.5M Euros; ILO contribution: 1.5M euros)
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Key Words:	Evaluation, Mid-Term, Lessons Learned, Clear Cotton, FUNDAMENTALS

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 Office

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Acknowledgements

This report was prepared by an external Mid-Term Evaluation (MTE) team. The team was led by Mr Ty Morrissey, Director of Morrissey Consulting International (MCI), and was supported by a team of consultants including Mr Tinakre Konkobo (Burkina Faso), Mr Moussa Sacko (Mali), and Ms Samia Raof (Pakistan). Mr Morrissey completed the assessment in Peru.

The MTE team would like to thank the Clear Cotton project team and members of ILO Headquarters (HQ) for their active participation in the evaluation. The MTE team is grateful to all participating project constituents, government representatives and counterparts across the four countries who supported the evaluation and arranged and coordinated interviews and meetings.

The evaluation team would also like to specifically thank project partners, national constituents, project beneficiaries and Civil Society Organisations (CSOs) who shared their views and insights on the project. The MTE team is very grateful for their support.

Acronyms

ACCEL	Accelerating action for the elimination of child labour in supply chains in Africa
ACTEMP	Bureau for Employer Activities (ILO)
ACTRAV	Bureau for Worker Activities (ILO)
BW	Better Work
CL	Child Labour
CNLTE	National Unit for the Fight against Child Labour
CO	Country Office
CPO	Country Program Outcomes
CSOs	Civil Society Organisation
CTA	Chief Technical Advisor
DAC	Development Assistance Committee
DG-INTPA	Directorate-General for International Partnerships
DOL	Department of Labour
DWCP	Decent Work Country Program
DVC	District Vigilance Committees
EC	European Commission
EFP	Employers' Federation of Pakistan
EO	Employer Organisations
EU	European Union
FAO	Food and Agriculture Organisation of the United Nations
FBS	Federal Bureau of Pakistan
FFS	Farmer Field Schools
FGD	Focus Group Discussion
FL	Forced Labour
FPRW	Fundamental Principles Rights at Work
GSC	Global Supply Chains
GSP+	Generalised Scheme of Preference Plus
HQ	Headquarters
ILO	International Labour Organisation
ILS	International Labour Standards
IPEC	ILO's International Programme on the Elimination of Child labour
KEQ	Key Evaluation Questions
KII	Key Informant Interviews
MoE	Ministry of Education
MoL	Ministry of Labour
MoU	Memorandum of Understanding
MTE	Mid-Term Evaluation
NC	National Consultants
NGO	Non-Government Organisation
NPC	National Project Coordinators
OECD	Organisation for Economic Cooperation and Development
ProDoc	Project Document
PO	Producer Organisation
PSC	Project Steering Committee
PWD	People with Disabilities
ROM	Results Orientated Monitoring
SDG	Sustainable Development Goals
SNEC	National Union of Education and Culture
SSA/P	Accelerated Schooling Strategy

SO	Strategic Objective
ToC	Theory of Change
ToR	Terms of Reference
UN	United Nations
UNCRC	United Nations Child Rights Convention
UNTM	Nationale des Travailleurs du Mali
WO	Worker Organisations

Executive Summary

This report details the results and findings of an independent mid-term evaluation (MTE) of the *Eliminating child labour and forced labour in the cotton, textile, and garment value chains: an integrated approach (Clear Cotton Project)*. The MTE covers the period of implementation since the commencement of the project in March 2018. The project is scheduled for completion on 28 February 2022.

The project is funded by the European Union (EU) and implemented through the International Labour Organisation (ILO) in collaboration with the Food and Agriculture Organisation of the United Nations (FAO)¹. The project's overall objective is "*strengthening and enhancing the capacity of the target countries to eradicate child labour and forced labour in the cotton, textile and garment value chains operating nationally.*"² The project seeks to influence national legislation, regulation and policies as well as improve service delivery through local government (and CSOs) to act against Child Labour (CL) and Forced Labour (FL).

Project Objectives

The project initially sought to achieve the following two Specific Objectives (SOs):

- *SO 1: National legislation, regulations, policies, and programmes are strengthened to combat child labour and forced labour in the cotton, textile, and garment sector.*
- *SO 2: Local governments, providers of public services and other relevant stakeholders, including Civil Society Organisations (CSOs), take effective action to stop child and forced labour in target cotton growing districts and communities and garment/textiles factories.*

However, following a Results Orientated Monitoring (ROM) review in 2020, the two SOs were updated. The following SOs were used to guide the MTE:

- *SO1: Enhanced compliance with legislative and regulatory frameworks and implementation of policies to eradicate child labour and forced labour in the cotton, textile, and garment value chains.*
- *SO2: Reduced recourse to child and forced labour by local communities with enhanced economic opportunities in selected cotton growing/processing districts.*

MTE Approach and Methodology

The MTE process supported internal learning and knowledge sharing, adaptive management, and accountability. The specific objectives of the MTE were to:

- Provide an independent assessment of progress on the achievement towards the project's development objective, assessing performance as per the established indicators vis-à-vis the strategies and implementation modalities chosen and project management arrangements; and

¹ The ILO and FAO provide in-kind contributions to implementation and management arrangements of the project also.

² The objective used in this report is taken from the approved Terms of Reference (ToR). The report acknowledges that the ProDoc uses alternative wording as does the logframe. The following definitions are used in the two documents.

PRODOC Overall objective: Elimination of child labour and forced labour in the cotton, textile, and garment value chains. To enhance and improve the EU contribution to the eradication of child labour and forced labour in all its forms - in particular the worst forms - in the cotton, textile and garment value chains in target producing countries through enhanced national legislation and policies and addressing the basic needs and rights of children engaged or at risk of child labour, and of victims of forced labour, adopting an integrated area based approach that is embedded in a value chain approach including cooperation with local industry and international buyers.

Also in PRODOC: *Elimination of child labour and forced labour in the cotton, textile, and garment value chains.* The project aims to enhance and improve the EU contribution to the eradication of child labour and forced labour in all segments of the cotton, textile and garment value chains in target producing countries

LF: To foster the eradication of child and forced labour in the cotton, textile, and garment value chains in the target countries.

- Provide strategic recommendations, highlight good practices and lessons learned.

The MTE adapted the standard Organisation for Economic Cooperation and Development (OECD) Development Assistance Committee (DAC) evaluation criteria. The evaluation criteria for the MTE incorporated: (i) relevance; (ii) coherence; (iii) effectiveness; (iv) efficiency; and (v) impact orientation and sustainability. The MTE team suggested the inclusion of the validity of the design and management arrangements into the questions.

The MTE was primarily qualitative. Key steps included: (i) a desk review of available documents; (ii) key informant interviews (KIIs) with key stakeholders and project staff and Focus Group Discussions (FGDs) with a sample of project beneficiaries; and (iii) data analysis and synthesis.

Key Findings

Relevance

Global Supply Chains (GSC) are complex in nature and function. GSC have the potential to generate economic and social development, employment, skill development and technological transfer. However, there are risks associated with GSC including, decent work deficits and human rights violations (including CL and FL), and human trafficking. The project is operating in this broad context and maintains a high degree of relevance. The year 2021 is the international year for the elimination of child labour.

At a broad level, the project aligns to the SDGs, with a specific focus on Goal 8 *Decent Work and Economic Growth*. There is the alignment of project activities to the needs of constituents and priorities in each country. These are raised in the Project Document (ProDoc) through stakeholder analysis and also through the national action plans which involved in-depth consultation and engagement. The project is relevant to address the needs of beneficiaries and social partners regarding issues related to CL and FL. However, for relevance to be further strengthened and for longer-term change to occur, there is a need to ensure work is not just focused on beneficiaries and targeted communities. There is a need for an equal and proportionate response to working with national governments and institutions to influence policy, frameworks and decision-making to address CL and FL issues as well. The project's ability to work with national governments has been constrained by the project sub-grating 50% of its budget to CSOs.

Validity of Design

The project was designed initially as a concept as country selections had not yet occurred. The project was designed in ILO HQ and did not engage with project constituents to develop and prioritise the overall approach in the design. However, once the country selection was complete, the project did consult with the EU and EU delegations as well as with relevant constituents. While the rationale for a remote design is understood it is not encouraged as a practice and is a key lesson learned for the future. Following country selection, the project did engage well with partners and constituents through a series of workshops and socialisation sessions in the inception phase to share the overall strategic intent and approach of the project and to formulate individual national action plans.

The project consulted with ILO Country Offices (COs) to agree on the final selection of countries and confirm that proposed actions and activities were in line and consistent with current Decent Work Country Programs (DWCP). There were also regular updates to respective EU delegations to inform them of the approach and seek the endorsement of activities.

The introduction of new partnerships also promoted new ways of working and added value to a broader partnership of constituents seeking to work on CL and FL issues. An important component of the approach was to view work in the cotton sector not solely as an entry point but as an effort to work across supply chains.

The project does present a targeted and integrated approach that involves seeking to work at influencing policy and regulations at one level (SO1) and supported targeted assistance at local and community levels (SO2). The project would have benefited from the establishment of baselines from the outset. The scope of interventions is broad and quite complex. This is even more evident when you consider that the project is being implemented across four countries.

The project has been proactive in ensuring gender considerations are built into the project design and remain a strong focus of implementation arrangements to date. The project recognises the varying impacts that CL and FL have on both men and women (including boys and girls). In addition to gender considerations, the project clearly promotes an inclusive approach, in line with the Leave No One Behind agenda and the principle of Doing No Harm.

Coherence

The project seeks to contribute towards enhancing and improving the EU's contribution to the eradication of CL and FL across the cotton, textile, and garment value chain. The project aligns closely with the work of other projects operating in the field of value chains and textiles, namely *Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL)* Africa, the South-South project in Decent Work and INDITEX. The project has also sought to use tools, approaches and methodologies proposed from other ILO work units including, ACTRAV, ACTEMP and ENTERPRISE.

The FAO has also implemented a range of interventions and efforts to embed CL into larger FAO programs and long-term initiatives. For example, the Green Climate Fund programs in Punjab and Sindh on water management and climate smart practice. Also work with Farmer Field Schools (FFS) methodologies and the Dimitra listeners club. Both FFS and Dimitra Listeners clubs are tools leading to enhance capacity and to change behaviours at the community level which continue to be used by partners after the end of a FAO supported project

The evaluation team considers the geographical spread of the project to be somewhat problematic. The broad scope of work across four countries potentially leads to the over-reach of resources that may be better suited towards a more targeted and focused approach. Also, all four countries have quite different contexts which make comparisons and aggregations of results a challenge. The use of CSOs as key implementing partners presents useful opportunities for cohesion but has been a challenging process to date to design, implement and manage.

Effectiveness

The project is making progress against key outputs. This is a significant achievement given the ROM review highlighted that the project had *“accumulated substantial delays in delivering its outputs and only a few outputs have been delivered after the inception phase.”* The project acknowledges these delays and has taken important steps to address challenges and implement a project that is progressing towards important milestones and targets. It is important to note that the ROM took place in June 2020, around one year after the inception phase and right after the commencement of the COVID-19 crisis. In addition, key implementation agreements of the project were still being put in place. While progress at the output level is significant, it is more difficult to see changes at the outcome level. This is not due to time constraints but rather to a lack of defined approach and methodology from the outset to prioritise *“what success would look like”* and what tools would be required to assess changes.

The project is contributing to social dialogue at national and local levels with constituent partners and national and regional governments through implementation and management to understand better the issues of CL and FL as entry points. The project is generating results, but more importantly it is contributing to broader discussions around value chains and the impact of CL and FL at a national and regional level.

The overall analysis from partner countries indicates a mix of achievements and results. While progress has occurred, there have also been challenges. In assessing the extent to which the project will achieve all its deliverables and results within the remaining timeframe, it is unlikely that this will occur given a long inception period, COVID-19 delays, and security concerns in some partner countries. However, if an extension of 12-18-months was provided, there is a high degree of confidence that project targets would be reached. The project does require effort to assess higher level results and achievements. To achieve this and to demonstrate evidence of change, the project needs to consider a series of small context specific evaluative efforts that provide an adequate evidence base of change.

The project has done a sound job of promoting itself as an intervention and also raising the visibility of CL and FL issues more generally. The budget for communication and visibility is high which provides scope to raise awareness not just of the project but of the issues of CL and FL as a whole.

The project is tackling the issue of supply chain complexities in the textile and garment sector well. One project will not change GSC, but the project has positioned itself well and is providing entry points for further dialogue and engagement. In addition, the partnership with the FAO allows for a broader scope of engagement with local and national actors responsible for agriculture development, and into areas of work that the ILO normally does not venture.

The implementation of a CSOs sub-granting mechanism, while challenging, has proven to be a successful approach, and has established a foundation along with lessons that can be applied to other ILO/FAO initiatives. The use of CSOs has been of particular use and benefit in establishing linkages with target communities and in providing direct and tangible support. While the evaluation acknowledges that the use of CSOs provides useful opportunities for cohesion, there is also a risk that the diverse nature of work may lead to a series of independent activities that, in turn, lead to an uncoordinated, ineffective, and ultimately inefficient set of results. This needs to be carefully managed and reviewed as part of ongoing management.

As part of future guidance for consideration, and as an area to strengthen the project's effectiveness going forward, it is important to document the project as a "model". The project has derived significant experience and learnings over the implementation period. Work on mapping and assessments combined with the CSOs work presents a unique opportunity to document how the project is structured what the entry points are, and what are the tools required to implement and manage. This would be useful for future projects and interventions working in GSC.

Efficiency

Initially, the project was centrally managed by all concerned parties. However, this was never a long-term plan and soon after inception and the preparation of national plans, the project devolved responsibility for outcomes and outputs specifically to partner countries (and associated regional offices). The project had a lengthy start. While the extended inception phase initially resulted in relative low expenditure levels, it was critical for establishing the basis for agreed interventions.

In light of initial delays, the project is progressing in a cost-effective manner both in terms of financial expenditure and in the use of human resources. The ILO and FAO also provide a series of in-kind contributions in terms of staff and direct support to activities. The project is progressing well in terms of expenditure and consultations reveal that the project will spend all funds within the timeframe remaining.

Management

The project maintains a well-structured and focused implementation and management approach. The management structure is also efficient. The relationship between the ILO and the FAO is, in general, an old one in the work area of CL in agriculture. In the context of this specific project, it has been an evolving

story. The initial phase was characterised by close negotiations to ensure appropriate allocation of funds to reach the assigned objectives, as well as coordinated and well-structured strategies of interventions and complementarities in line with respective core mandates. Through close collaboration and partnership, the relationship evolved into coordination and close engagement and complementarities, not just at management levels but also in each country. The ILO and FAO share resources and learning across the project.

Impact and Sustainability

The project has been unable to demonstrate impact at this stage but there is scope in the remaining period to consider options and to prioritise work and associated evaluation studies to provide evidence of change. The key impact area to focus on is around awareness raising and behavioural change.

Based on the evidence and findings reviewed and analysed to date, there are some elements of the project that appear sustainable. These include the country action plans, research methodologies, training of labour inspectors and the education program. The lack of implementation agreements and arrangements with national government representatives is a potential inhibitor to overall sustainability.

The project requires an exit strategy. At present, there is no clear or agreed project-wide strategy for the transition of work from project management to national representatives and constituents. Evidence from the evaluation suggests that this will be considered and developed during the remaining implementation period.

Lessons learned and Good Practices

Despite some of the challenges with impact and sustainability, the project has implemented several good practices over the duration of implementation to date. Good practices identified include:

- The project is providing a multi-faceted approach to the issue of CL and FL by applying practical solutions at various entry points (e.g., institutional support, awareness raising/capacity building, livelihoods, and education) in a targeted manner that addresses prioritised problems and needs with regards to CL/FL in partner countries.
- Despite initial challenges, the project has proven that through careful management and engagement, a sub-granting mechanism can work, and that support can be channelled through both ILO/FAO work priorities and partners and also through new and additional CSO partners.
- The project is contributing to a broader dialogue on CL and FL issues at a national and regional level amongst constituents and national and regional governments. It is not just a technical project of deliverables but has a strong mandate to identify entry points, to address CL and FL issues and to generate evidence to inform future projects, and also to shape the broader dialogue on CL and FL and value chains more generally.
- The project has established a firm basis upon which future interventions could build upon. These include solid partnerships, including the arrangements with FAO, work approaches and linkages with communities and beneficiaries (CSOs).

Key lessons learned identified from the project's evaluation include:

Key Lesson learned 1: Project design should ideally occur and be prepared with all participants and stakeholders. Little consultation when developing designs and proposals minimises the opportunities for partnership and consensus building and often misses important contextual factors in respective enabling environments that need to be prioritised and addressed.

Key Lesson learned 2: CL and FL interventions require a long-term commitment involving a variety of approaches and methodologies to address issues in a systematic, context specific and responsive manner.

Standardised approaches, while useful and informative, do not substitute the development of targeted approaches that meet the expectations of national partners and counterparts.

Key Lesson learned 3: Any work in CL and FL requires the engagement and involvement of national government partners and stakeholders. Although the project may not seek to change legislation or influence national policy, it does seek to strengthen the national enforcement mechanisms, the implementation of policies and the institutional capacities (inspector's capacities, national and regional policies and actions plans, etc.). Such engagement is important for longer-term impact and sustainability, particularly for those implementing partners (e.g., CSOs) that remain and need to continue operating in the context. It is also important to ensure the active engagement and involvement of governments and particularly of different competent agencies (agriculture, labour, education). In light of this, it is important to maintain focus on developing the capacity of national actors throughout implementation as a key factor influencing project outcomes and changes to the policy environment which may result in long-term sustainability outcomes.

Key Lesson 4: Project visibility is key particularly when dealing with CL and FL issues. The visibility of a project involved with these issues is a communication mechanism in itself and formalised strategies are required to ensure the project delivers its objectives but also has a broader role and mechanism to raise issues that also fall outside its direct scope and influence. The project has a functional and targeted communications and visibility strategy which is "fit for purpose" and is being utilised to promote various activities and results.

Key Lesson 5: Envisioning clear exit strategies from the outset, and refining it over time, including in the project's inception phase, is important, particularly when dealing with challenging issues such as CL and FL. Defining what success looks like and structuring approaches to assess and evaluate while maintaining a focus on transition arrangements requires an integrated approach. It is important for planning, establishing relationships and setting priorities and also to ultimately promoting local ownership and longer-term sustainability.

Conclusion and Recommendations

The project has made steady progress after a challenging start. This is testament to a dedicated team of individuals and a commitment to ensure the project maintains relevance and delivers targeted and tangible support through a defined "entry point" to raise visibility, awareness and provide practical support to address CL and FL issues. The project has learned considerable lessons and has sought to evolve and transform itself into an effective model. It is important that these learnings and the model are documented. through this process, the project would have the opportunity to raise the visibility of CL and FL to a broader audience.

The work through CSOs has been difficult but ultimately it is proving to be an effective strategy to deploy resources and support to targeted communities and beneficiaries. The expansion of the definition of CSOs to incorporate existing partners was a sound move which broadened the scope of work available, and also allowed funds to be distributed in a more practical and efficient manner.

Working with national governments is an area for consideration in the future. By documenting the model and associated results along with key learnings, the project has the opportunity to highlight the importance of CL and FL to respective governments, to establish mechanisms that build upon existing results, and to seek further opportunities for engagement and visibility.

The partnership with the FAO, while challenging initially, has proven effective and provides opportunities for further collaboration and engagement in the future. The combination of technical areas of expertise, along with existing relationships, supports the project and also helps with visibility. Both partners need to

seek further opportunities to promote the results of the work and ensure that these are distributed and communicated to key stakeholders. The broad reach that the ILO and FAO possess provide unique opportunities to communicate messages on CL and FL in all aspects of work.

The project does require more time to solidify gains and complete work. This evaluation suggests a 12 to 18 month extension, but also requests that the focus of the extension remains on completing existing work and to undertake some targeted studies and visibility work. This also needs to be underpinned by a detailed exit strategy which engages with national partners to not only document successes and achievements but to plan and guide for the possibility of future interventions in the CL and FL space.

Based on the findings, evidence, and conclusions, the following recommendations are made for consideration:

Recommendation 1: ILO, FAO, and EU to discuss, confirm and agree on an extension of the project for a period of up to 18-months. The focus of work in this period is to complete existing activities and to focus on evaluative and visibility efforts that demonstrate the achievement of higher order results and outcomes. An indicative budget of US\$1million is proposed to support the proposed work and close out.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
EU, Clear Cotton, FAO, FUNDAMENTALS	High	Short	High

Recommendation 2: The project management team should document the implementation and management “model” as a means to promote visibility, learning and possible replication. The model serves as a useful approach to addressing CL and FL issues and can be used as a visibility and communication mechanism for future interventions and engagement.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton, FAO & FUNDAMENTALS	High	Short	Medium

Recommendation 3: The project and FAO to seek engagement with national governments to raise awareness of CL and FL issues based on the achievements of the project. The intention is to raise awareness of the issues of CL and FL and the need to have national governments involved in future planning and designing of interventions in respective countries.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton & FAO	High	Medium	Medium

Recommendation 4: The project should define “what success looks like” for the remaining implementation period and consider the “project legacy.” Work should be prioritised to focus on areas that derive tangible results which can then be shared with national governments and counterparts (i.e., structure of the model and associated tools to implement projects). This should also involve work on a context specific exit strategy.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
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Clear Cotton & FAO	High	Short	Low
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Recommendation 5: The project should continue to support formal capacity development work, particularly of labour inspectors to continue work around FPRW approaches. However, it is imperative that capacity development is assessed and evaluated to measure overall effectiveness and determine if model and approach are appropriate to address CL and FL issues.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton	High	Medium	High

Recommendation 6: Work conducted through implementation agreements with CSOs, while important, will not influence GSC at a macro-level and expectations need to be tempered. CSOs may influence specific regions and communities but are unlikely to have much impact at a national or regional level. Budgets should be set accordingly and CSOs used as complementary and pilot initiatives to support broader national engagement with government and constituents.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton /EU	Medium	Short	Medium

Recommendation 7: Clear Cotton should continue its engagement and involvement with communities. The dual approach of working with [producers' organisations \(including cooperatives\)](#), WO/EO and other stakeholders requires an informed community. Education work requires formalised agreements with Ministries/Departments of Education to ensure alignment and appropriate integration and transition.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton	High	Short	Medium

Recommendation 8: Clear Cotton and EU to define appropriate methodologies and approaches to assess the results achieved under SO 1 and SO 2. Studies that are context specific, proportionate, relevant, and appropriate (i.e., impact of work in communities, education outcomes etc.).

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton, EU, FAO, FUNDAMENTALS	High	Short	High

Recommendation 9: Clear Cotton to implement a lessons learned and reflection process that critically reviews and appraises work to date and documents key lessons and strategies to address. Underpins the work contained in the recommendations above.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton	Medium	Short	Low

Recommendation 10: To promote sustainability of project results, as opposed to focusing efforts and resources on implementing a broad range of activities, the project should focus on specific areas where traction has been realised to date (i.e., country action plans, research methodologies, labour inspectors, and the education component). Relevant guidelines should also be prepared and finalised to support constituents and partners maintain implementation arrangements of these areas into the longer-term.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton	High	Short	Medium

Introduction

This report details the results and findings of an independent mid-term evaluation (MTE) of the *Eliminating child labour and forced labour in the cotton, textile, and garment value chains: an integrated approach (Clear Cotton Project)*. The MTE covers the period of implementation since the commencement of the project in March 2018. The project is scheduled for completion on 28 February 2022.³

The project is funded by the European Union (EU) and implemented through the International Labour Organisation (ILO) in collaboration with the Food and Agriculture Organisation of the United Nations (FAO)⁴. The project's overall objective is "*strengthening and enhancing the capacity of the target countries to eradicate child labour and forced labour in the cotton, textile and garment value chains operating nationally.*"⁵ The project seeks to influence national legislation, regulation and policies as well as improve service delivery through local government (and CSOs) to act against Child Labour (CL) and Forced Labour (FL).

The MTE provided an independent assessment of the performance of the project during its three years of implementation to date. The main objectives of this assessment were to determine the progress towards outcomes achieved by the project, provide recommendations for adjustments to improve the design and implementation of the future project, and identify lessons learned and good practices to support organisational learning.

Project Background

Worldwide, 160 million children are engaged in child labour; 79 million of them are performing hazardous work. Child labour and forced labour constitute not only a serious violation of fundamental rights, but also a leading cause of intergenerational poverty and a hindrance to economic and social development. Agriculture remains by far the most important sector with regards to CL and FL where seven out of ten children are in some form of CL/FL (112 million in total).⁶

Cotton is used in 40% of all global textiles and in a range of other products. It is one of the world's most important agricultural commodities, responsible for income, employment generation and food security of millions of farmers' families across regions. It provides income for more than 250 million people worldwide and employs almost 7% of all labour in developing countries.

CL and FL are both present in cotton/textile and garment production chains in multiple countries across the globe. It is found particularly in Africa and Asia where cotton production systems are labour intensive and/or are dominated by small-holder farms. CL and FL in the cotton industry occur in a variety of different forms and at different production stages.

³ Noted that a no cost extension has been requested to see the project through to February 2023. This has not been formally approved or endorsed yet.

⁴ The ILO and FAO provide in-kind contributions to implementation and management arrangements of the project also.

⁵ The objective used in this report is taken from the approved Terms of Reference (ToR). The report acknowledges that the ProDoc uses alternative wording as does the logframe. The following definitions are used in the two documents.

PRODOC Overall objective: Elimination of child labour and forced labour in the cotton, textile, and garment value chains. To enhance and improve the EU contribution to the eradication of child labour and forced labour in all its forms - in particular the worst forms - in the cotton, textile and garment value chains in target producing countries through enhanced national legislation and policies and addressing the basic needs and rights of children engaged or at risk of child labour, and of victims of forced labour, adopting an integrated area based approach that is embedded in a value chain approach including cooperation with local industry and international buyers.

Also in PRODOC: *Elimination of child labour and forced labour in the cotton, textile, and garment value chains.* The project aims to enhance and improve the EU contribution to the eradication of child labour and forced labour in all segments of the cotton, textile and garment value chains in target producing countries

LF: To foster the eradication of child and forced labour in the cotton, textile, and garment value chains in the target countries.

⁶ Child Labour: Global estimates 2020, trends and the road forward, ILO, 2021

The project is funded by the EU and implemented by the ILO, in collaboration with the FAO. The project has an overall implementation period of four years, which began in March 2018. The project's overall objective is "strengthening and enhancing the capacity of the target countries to eradicate child labour and forced labour in the cotton, textile and garment value chains operating nationally". The project initially sought to achieve the following two Specific Objectives (SOs):

- *SO 1: National legislation, regulations, policies, and programmes are strengthened to combat child labour and forced labour in the cotton, textile, and garment sector.*
- *SO 2: Local governments, providers of public services and other relevant stakeholders, including Civil Society Organisations (CSOs), take effective action to stop child and forced labour in target cotton growing districts and communities and garment/textiles factories.*

However, following a Results Orientated Monitoring (ROM) review in 2020, the two SOs were updated. The following SO were used to guide the MTE:

- *SO1: Enhanced compliance with legislative and regulatory frameworks and implementation of policies to eradicate child labour and forced labour in the cotton, textile, and garment value chains.*
- *SO2: Reduced recourse to child and forced labour by local communities with enhanced economic opportunities in selected cotton growing/processing districts.*

The project includes interventions in four countries: Burkina Faso, Mali, Pakistan and, with a more limited set of activities, Peru (awareness raising activities only). The main partners of the project include governments, employers' and workers' organisations, the private sector, CSOs, and the media.

Objective and Scope of the Evaluation

The MTE process supported internal learning and knowledge sharing, adaptive management, and accountability. The specific objectives of the MTE were to:

- Provide an independent assessment of progress on the achievement towards the project's development objective, assessing performance as per the established indicators vis-à-vis the strategies and implementation modalities chosen and project management arrangements; and
- Provide strategic recommendations, highlight good practices and lessons learned.

Given that the assessment was an MTE, the approach had a strong learning-oriented focus with a view to informing the continuation of the project. In addition to the objectives stated above, the MTE sought to:

- Advise future project implementation and overall contribution towards organisational learning.
- Help those responsible for managing resources and activities to enhance development results from the short term to a sustainable long term.
- Assess the effectiveness of planning and management for future impacts; and
- Support accountability aims by incorporating lessons learned in the decision-making process of project stakeholders, including donors and national partners.

The MTE adapted the standard Organisation for Economic Cooperation and Development (OECD) Development Assistance Committee (DAC) evaluation criteria. The evaluation criteria for the MTE incorporated: (i) relevance; (ii) coherence; (iii) effectiveness; (iv) efficiency; and (v) impact orientation and sustainability. ILO cross-cutting priorities, such as gender equality and non-discrimination, promotion of international labour standards, tripartite processes, and constituent capacity development were

considered in the MTE. The MTE also considered how the project’s monitoring and evaluation has been set up throughout the life of the project to date.

Evaluation Criteria, Key Evaluation Questions and Methodology

The MTE followed the ILO’s Policy Guidelines for results-based evaluation (2020)⁷. In addition to the summative approach (i.e., assessing progress to date), the MTE incorporated a formative/forward looking approach and focus on recommending possible enhancements and adjustments to the project based on the evidence provided.

The MTE addressed all the questions contained in the Terms of Reference (ToR) in Annex 1. The MTE team suggested the inclusion of validity of the design and management arrangements into the questions. This involved the shifting of questions and the addition of new questions. All changes were discussed and agreed with the ILO evaluation manager and approved as part of the inception report. The MTE questions addressed are detailed in the following table.

Table 1: List of MTE Key Evaluation Questions (KEQs)

Evaluation Criteria	Primary Questions
Relevance	<ol style="list-style-type: none"> 1. Have the project interventions been designed and implemented in accordance with constituents’ needs and capacities (at global and national levels), whilst being mindful of the project’s problem assessment and expected results? 2. Beyond constituents’ needs, do the project’s intervention objectives and design answer to the needs of the final beneficiaries, i.e., working children or children at risk of child labour, victims of forced labour in the cotton, textile, and garment value chains 3. Are project’s interventions aligned with national priorities and policies? Constituents’ priorities?
Validity of Design	<ol style="list-style-type: none"> 4. How do the constituents engage in the project design process? 5. Is the scope of the intervention and number of activities realistic given the time and resources available, including performance and results reporting, as per the Evaluability Assessments findings? 6. Have the project design and implementation considered issues related to gender equality and disability inclusion? 7. Does the project design and activities remain valid in general, and in the context of COVID-19?
Coherence	<ol style="list-style-type: none"> 8. How well aligned are the project’s objectives and activities with other related programmes of the ILO (e.g., other projects implemented by FUNDAMENTALS)? Is there evidence of mutual leveraging and complementarity? 9. How does the project fit within the international and national frameworks on child labour, forced labour and supply chains, and within the recurring discussions at the ILO on related subjects? 10. Is the project fitting well in the context of the United Nations (UN) reform at global and national levels?
Effectiveness	<ol style="list-style-type: none"> 11. To what extent is the project achieving the expected results (outcomes and outputs) at country level? What is the likelihood of countries achieving their expected results by the end of the project? 12. What are the conditions at country level under which the project has made the most valuable contribution to addressing Child Labour (CL) and Forced Labour (FL) challenges in the cotton, textile, and garment value chains? Which key success factors,

⁷ https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_571339.pdf

	<p>mechanisms and circumstances can be identified? Which key inhibiting factors can be identified that the projects should address in their remaining project period?</p> <p>13. How is the project tackling the complexity of supply chain approaches in the context of recurring discussions at global and national levels and ILO constituents' different positions?</p> <p>14. The project's design calls for the use of the CSOs sub-granting mechanisms. To what extent is this mechanism conducive to the achievement of the project objectives?</p> <p>15. Do project outputs and outcomes to-date affect girls and boys, women, and men differently? If so, why and in which way?</p>
Efficiency of Resource Use	<p>16. To what extent are the financial and human resources (management arrangements), at global and country levels, adequate to achieve the expected results?</p> <p>17. To what extent has the project's implementation mechanism proven to be efficient in achieving the expected objectives?</p> <p>18. To what extent has the project leveraged its resources to mitigate COVID-19 effects in a balanced manner? Were the measures taken consider the sustainability of results?</p> <p>19. To what extent has the intervention leveraged partnerships to support constituents and implementing partners while targeting the COVID-19 response?</p>
Management Arrangements	<p>20. Has the project effectively adjusted implementation modalities in response to COVID-19?</p> <p>21. How effective was the complementarity between ILO's and FAO's work during project implementation?</p>
Impact Orientation and Sustainability	<p>22. To what extent are the results of the project likely to be durable and maintained in the different target countries? Does the project have a sustainable exit strategy?</p> <p>23. Considering current results and potential impact, what post-project interventions would be recommended and in what scope and form if funds are available?</p> <p>24. What measures should be built into the project for increased sustainability of projects' results after its completion?</p> <p>25. To what extent is the project making progress towards impact? What are the most significant elements to-date that can influence impact?</p> <p>26. What is the anticipated effect of COVID-19 on the sustainability and impact of the project's interventions, and how can this be address/redress during the remaining project period?</p>

The MTE was primarily qualitative in nature. Key steps included: (i) a desk review of available documents; (ii) key informant interviews (KIIs) with key stakeholders and project staff and Focus Group Discussions (FGDs) with a sample of project beneficiaries; and (iii) data analysis and synthesis. A brief outline of the methods is presented below.

Prior to the commencement of the desk review, a team of National Consultants (NCs) were recruited and mobilised. The purpose of the approach was to use the NCs to support with data collection, meet with stakeholders and undertake field visits. A NC was recruited from each participating country (Burkina Faso, Mali, and Pakistan). A copy of the NC's ToR is included as Annex 2. The overall approach had benefits, particularly in terms of language and access to sites and locations but also posed challenges in coordination and standardisation of the approach to analysis and report writing.

Desk Review: The desk review was an important component of the MTE as it provided insights into the structure, design, and progress of the project to date. The desk review helped shape some of the evaluation questions presented above and supported the identification of possible areas of enquiries through the KIIs and FGDs. The team leader also held initial briefings with the ILO evaluation manager

based on some initial findings and to shape the overall context of the MTE. A list of documents reviewed to date is included as Annex 3.

Key Informant Interviews: KIIs were the preferred methodology for interviews with key programme staff, ILO representatives (field and HQ), and other project representatives and the donor (EU). KII’s allowed for in-depth discussion and questioning. KIIs focused on the evaluation criteria and questions were differentiated depending on the stakeholder being interviewed. Selection of participants was based on a purposeful sample⁸ whereby key counterparts, stakeholders, and participants were prioritised. The benefit of this approach was it allowed for the targeting of individuals who could provide in-depth insights into the MTE. It was also a financial and time efficient approach enabling a broad range of individuals to participate. Key informants comprised of:

- ILO relevant staff (project/field staff and HQ staff).
- FAO staff and representatives.
- Government representatives as appropriate.
- Representatives from other counterpart agencies and other programmes/projects (i.e., CSOs etc.); and
- Representatives of worker and employer organisations in partner countries.

The MTE team leader handled all interviews with ILO HQ and CO level as well as EU and FAO counterparts. NCs assumed responsibilities for leading KIIs and FGDs in respective countries. This occurred under the guidance of the team leader. The team leader and NCs held weekly meetings to provide updates and input. The team leader also attended a sample of interviews across the three countries.

Focus Group Discussions: FGD’s discussions were coordinated in each country. The identification, selection, and facilitation of FGDs were completed by NC in coordination with respective National Project Coordinators (NPCs). Priority was placed on FGDs with cotton pickers and cooperatives as well as teachers and students in partner schools. Table 2 below summarises the nominated FGDs included as part of the MTE. A list of all participants engaged in KIIs and FGD’s is included as Annex 4.

Table 2: FGDs in Respective Countries

Country	FGDs Sample	Selected FGDs
Burkina Faso	<ul style="list-style-type: none"> • Children and parents benefiting from the SSA/P in the Boucle du Mouhoun region. • Institutional partners involved in the implementation of the project in the Boucle du Mouhoun region (FDC, Provincial Directorate of Education, Regional Directorate of Labour, OCADES/Dédougou, Provincial Union of Cotton Producers). 	Both groups have been selected. FGD occurred in the Boucle du Mouhoun region.
Mali	<ul style="list-style-type: none"> • Pedagogical advisors in the pedagogical animation centres (Project focal points in charge of monitoring SSAP centres). • Members of the SSAP centre management committees (community leaders, youth, and women's organisations). • Supervisors of SSAP centres. • Mothers of beneficiary children and beneficiary children. • The regional child labour focal point (Sikasso Regional Labour Directorate). 	2 focus groups comprising a mix of the members mentioned (morning and afternoon session. FGDs were held in Sikasso (project intervention zone)

⁸ Purposive sampling (also known as judgment, selective or subjective sampling) is a sampling technique in which researcher relies on his or her own judgment when choosing members of population to participate in the study. Purposive sampling is a non-probability sampling method and it occurs when “elements selected for the sample are chosen by the judgment of the researcher. Researchers often believe that they can obtain a representative sample by using a sound judgment, which will result in saving time and money – www.research-methodology.net

Pakistan	<ul style="list-style-type: none"> • Cotton Picking workers trained on CL, FL & OSH including COVID-19. • Teachers and Childers of Decent Work Cotton Resource Centres. • Voluntarily serving Community Members & Parents of School Committees [Community-based Multi-stakeholders Monitoring and Remedial mechanism]. • Inspecting Staff trained on upgraded laws on CL & FL in Sindh. 	<ul style="list-style-type: none"> • Cotton Picking workers trained on CL, FL & OSH including COVID-19 • Inspecting Staff trained on upgraded laws on CL & FL in Sindh • Cotton picking children removed from cotton field and enrolled in DWCRC, their parents and teachers.
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All KIIs and FGDs followed a standardised approach towards data collection. There was flexibility to adapt approaches and questions to fit relevant local contexts. Annex 5 highlights a data collection template against the key evaluation criteria into which notes, and comments were recorded and then analysed. Annex 6 also contains a suggested FGD guide for use by NC’s. Prior to the commencement of KIIs and FGDs, the team leader briefed the NCs on preferred approaches, intention of data collection and key questions to prioritise. However, there are some basic standards and information and data points that were required across all three locations.

Data Analysis: Qualitative data analysis was applied to analyse data collected by using the methods described above. This type of analysis involves conducting a content analysis of the data, looking for patterns, categories, taxonomies, and/or themes. To ensure validity and reliability, the findings that emerge should be triangulated. Triangulation involved the confirmation of findings using multiple sources of data and methods of data collection.

The team leader met with NCs to discuss and confirm key findings and sought to identify common threads and trends from the analysis. The analysis also sought to look for country-specific results and outcomes and address these as part of the context. NC’s consolidated information and data into brief analysis reports which were sent to the team leader for consolidation into this final report.

A copy of the current logframe, along with updates on current progress, is included as Annex 7.

Cross-cutting concerns: Gender dimensions, International Labour Standards (ILS), and social dialogue were incorporated throughout the methodology, deliverables, and final report. Both women and men were involved in consultations, reviews, and analysis. Where possible, the evaluation sought to disaggregate using other vulnerability criteria. Data reviewed by the team was disaggregated by sex and based on this analysis the relevance and effectiveness of strategies and outcomes for both women and men were assessed.

Evaluation Limitations

All evaluations and reviews have limitations in terms of time and resources. Some limitations pertaining to this MTE were:

Time and Resources: the rigour of the data gathering, and analysis was constrained to some degree by the time available. The MTE team was not able to meet with all key stakeholders, particularly for follow-up meetings and discussions. However, the MTE team worked closely with the ILO to identify and select key stakeholders to meet with during the interview process. The limitation was mitigated through careful planning and scheduling of interviews and consultations.

Remote Working: due to the COVID-19 situation it was difficult to conduct face-to-face meetings and interviews. The team leader was unable to travel to programme sites. However, the team leader had conducted five evaluations for the ILO during 2021 and had established solid working practices for the

effective completion of quality reviews and evaluations under such conditions. To mitigate the limitations, the team leader applied approaches that have worked well in the past 18-months to counter remote working, including careful consultation and use of secondary data and the focusing of questions to validate results and findings.

Engagement of a National Team: because of time limitations, remote working and language barriers, a small team of NCs were engaged. While this approach is positive and welcomed, it did limit the ability of the team leader to make independent assessments. The team leader had to rely on the expertise and knowledge of the team to make professional judgements and interpret the feedback and results of interviews and other data collection approaches. It was also challenging from a logistical point of view to coordinate meetings and schedules. Also, the data and information provided by NCs were not always complete, and the quality of some data analysis from the NCs did not meet expectations or standards.

Access to stakeholders and counterparts: the MTE occurred over five countries at various times and locations. Not all government and stakeholder representatives had access to adequate internet connections which posed challenges considering a remote working environment. Careful scheduling and use of alternative communication mediums (phone, skype etc) were applied to minimise the risk.

Judgements: the time limitations meant that professional judgments needed to be employed to interpret stakeholders' perspectives. This was mitigated through discussions with the NCs and also with the evaluation manager.

Attribution: The project operates in a fluid and dynamic environment and many factors influence performance and operational efficiency. Defining and identifying specific areas of attribution remained challenging. The approach to mitigating this was to identify areas where results and success were evident and to identify clear evidence.

Key Findings

The following sections summarise the key findings and analysis against the ToR and associate Evaluation Questions (Table 1 and Annex 1). The findings also lead to key learnings and good practices and a series of practical recommendations and guidance for consideration by key stakeholders.

Relevance

EQ 1: Have the project interventions been designed and implemented in accordance with constituents' needs and capacities (at global and national levels), whilst being mindful of the project's problem assessment and expected results?

EQ 2: Beyond constituents' needs, do the project's intervention objectives and design answer to the needs of the final beneficiaries, i.e., working children or children at risk of child labour, victims of forced labour in the cotton, textile, and garment value chains?

Global Supply Chains (GSC) are complex in nature and function. GSC have the potential to generate economic and social development, employment, skills development, and technological transfer. However, there are risks associated with GSC including, decent work deficits and human rights violations (including CL and FL) and human trafficking. By adopting the SDGs, the global community has committed to end CL by 2025 and FL and human trafficking by 2030. According to the latest global estimates, 160 million children are in CL and 25 million adults and children are in FL. Despite the inclusion of the prohibition of CL and of FL in ratified international law instruments, the phenomena persist and have integrated new forms. They are nowadays increasingly linked to the global economy and to factors such as growing international competition, retrenchment in national labour markets, weak governance of GSC, and global migration.

The project is operating in this broad context and maintains a high degree of relevance. The year 2021 was the international year for the elimination of child labour. According to ILO data⁹, CL has decreased by 38% in the last decade. Involvement in CL is more common for boys than girls at all ages. CL has also declined faster among girls than boys. Almost 100 million children have been removed from CL situations over the past 20 years. Almost half of CL occurs in Africa (72 million children), followed by Asia and the Pacific (62 million). A total of 70% of children in CL work in agriculture, for boys and girls alike, mainly in subsistence and commercial farming and herding livestock.

Cotton is used in 40% of all global textiles and in a range of other products and it is one of the world's most important agricultural commodities, responsible for income, employment generation and food security of millions of people. It provides income for more than 250 million people worldwide and employs almost 7% of all labour in developing countries. Directly and indirectly affecting significant portions of the population, the sector occupies a strategic position in the development of poverty reduction policies and programs across the developing world.

Responding to these demands and to become active in 2015 the European Commission (EC) started working on a multi-stakeholder EC-wide engagement on responsible management of the value chain in the garment sector. Political support to this work was granted by different EU actions in 2015 through a European Parliament resolution¹⁰ on the second anniversary of the Rana Plaza factory building collapse, and the Council Conclusions on Responsible Global Value Chains of 12 May 2016¹¹. The focus of the actions was to support *"the efforts undertaken in promoting responsible supply chains through initiatives such as an EU Garment engagement and encourage the Commission and Member States to share best practices and scale up such initiatives and multi-stakeholder approaches"*.

At a broad level, the project aligns to the SDGs, with a specific focus on Goal 8 *Decent Work and Economic Growth*. The project also links with other SDGs in an indirect manner. These include SDG 1, 4, 5, 10, 12 and 15.¹² Specific SDG targets that have relevance to the project include:

- 8.5 - by 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- 8.6 – by 2020, substantially reduce the proportion of youth not in employment, education, or training.
- 8.7 – Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

CL and FL are included in the Charter of Fundamental Rights of the EU (articles 5, 24 and 32). Furthermore, within the EU Rights Based Approach, the Action Plan on Human Rights and Democracy 2015-2019 includes actions to *"fight against the worst forms of child labour"* in objective 15 *"Promoting, protecting and fulfilling children's rights"*, and in other objectives such as 17, 18 and 25 to support for example *"the ratification and implementation of key international conventions concerning trafficking in human beings and the issue of forced labour"*. This action is therefore in line with the EU Anti-Trafficking policy¹³ aiming at improving cooperation and coherence among EU and international actors.

https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipec/documents/publication/wcms_797515.pdf

¹⁰ 2015/2589(RSP). In this document the European Parliament welcomed the "Commission's flagship initiative on responsible management of the supply chain in the garment sector, taking into account already existing national initiatives in Germany, the Netherlands, France and Denmark, and believes that the EU has the ability and duty to be a global champion of supply chain responsibility".

¹¹ <http://data.consilium.europa.eu/doc/document/ST-8833-2016-INIT/en/pdf>

¹² SDG 1: No Poverty; SDG 4: Quality Education; SDG 5: Gender Equality; SDG 10: Reduced Inequalities; SDG 12: Responsible Consumption and SDG 15: Life on the Land.

¹³ https://ec.europa.eu/anti-trafficking/eu-policy_en

At an organisational level, the ILO has generated significant research and positions on GSC.¹⁴ These documents provide valuable insights into the approach and strategic position of the ILO with regards to GSC. This research and other forums linked to GSC underpin existing conventions that the ILO has with regards to CL and FL. These include: (i) Convention 182: Worst Forms of Child Labour Convention, 1999 (No. 182); (ii) Convention 138: Minimum Age Convention, 1973 (No. 138); (iii) Forced Labour Convention (No.29), (iv) Convention 105: Abolition of Forced Labour Convention, 1957 (No. 105), and (v) Protocol 29: Protocol of 2014 to the Forced Labour Convention, 1930.

The project is **fully aligned with the ILO Tripartite Declaration of Principles concerning Multinationals Enterprises and Social Policy** as well as with **the UN Guiding Principles on Business and Human Rights**. It also advances the objectives of the ILO Centenary Initiative on Enterprises on Labour Policies and Practices in Supply Chains. On 6 March 2017, the EU Council (Foreign ministers) adopted new guidelines for the promotion and protection of the Rights of the Child¹⁵. Of relevance to this project are the following references:

- Important progress has also been made with the growing ratification and implementation of ILO Convention No. 182 on the Worst Forms of Child Labour (187 state parties, first to reach universal ratification) and ILO Convention No. 138 on the minimum age for admission to employment and work (173 state parties).
- The Convention on the Rights of the Child (1989) and the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, No. 182 (1999) are part of the 27 core conventions included under GSP+ scheme. It is an incentive-based scheme regularly monitored in order to support and inspire developing countries to pursue a sustainable development path.
- Recent EU Free Trade Agreements contain legally binding provisions on labour rights and environmental protection. CL prohibition as defined by ILO is explicitly part of the Trade and Sustainable Development Chapters in all recently negotiated trade agreements between the EU and partner countries.
- The EU supports and encourages partner countries to accede, ratify and adhere to and/or implement and enforce the relevant international or regional instruments and standards for the promotion and protection of the rights of the child.

The project has direct alignment to target beneficiaries, and activities have been designed in a manner that provide context specific approaches that not only address the incidence of CL and FL but promote active strategies that seek to strengthen institutional and organisational responses for the longer-term. The varied approaches in partner countries work directly with beneficiaries and seek to engage them in activities that promote awareness, increase knowledge, and provide livelihood support to mitigate potential issues related to CL and FL. Feedback from communities and beneficiaries through FGDs indicate that the project does provide tangible assistance however there remain gaps that need to be filled by national government stakeholders. Short-term projects that provide direct assistance are useful and relevant, however without an overarching conceptual and strategic framework to address CL and FL issues, then the likelihood of sustained change is reduced.

EQ 3: Are project's interventions aligned with national priorities and policies? Constituents' priorities?

¹⁴ (i) ILO 2020 "Achieving decent work in global supply chains"; (ii) ILO 2020 "Ending child labour, forced labour and human trafficking in global supply chains"; (iii) ILO 2020 "Integrated Strategy on Fundamental Principles and Rights at Work 2017-2023"; (iv) ILO 2016 "Decent work in global supply chains" (iv) ILO 2016 "Decent work in global supply chains: Reports of the Committee on Decent Work in Global Supply Chains"

¹⁵ <http://data.consilium.europa.eu/doc/document/ST-6846-2017-INIT/en/pdf>

There is alignment of project activities to the needs of constituents and priorities in each country. These are raised in the ProDoc through a stakeholder analysis and also through the national action plans which involved in-depth consultation and engagement. For relevance to be further strengthened and for longer-term change to occur, there is a need to ensure work is not just focused on beneficiaries and targeted communities. There is a need for an equal and proportionate response to working with national governments and institutions to influence policy, frameworks and decision-making to address CL and FL issues. For the project, there is a need to support government and use the results of the project to inform awareness and highlight the importance of the issue so that overall government responses, and associated systems can be strengthened.

The project has made some important contributions to promote dialogue and engagement with government. These include:

- In Pakistan, the project has established implementation agreements with the Sindh Government (this was possible in Pakistan because of the role of local governments (counting as CSOs for the EU) linked to devolution.
- In Mali, the ILO are identifying opportunities and synergies with other projects like ***Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL) Africa***¹⁶, ***The South-South project in Decent Work***¹⁷ and ***INDITEX***¹⁸ to put resources for the work with Governments.
- In Burkina Faso, implementation agreements with the local governments on the national and regional action plans are currently being prepared.
- Work with labour inspectors in Mali and Burkina Faso was done by the project with the Government outside the CSOs component.

The relevance of the project to each partner country is included below.

Burkina Faso

In its National Economic and Social Development Plan 2016-2020¹⁹, Burkina Faso made a clear commitment to promote decent work and extend social protection, with specific targets for the reduction of CL. Under Strategic Axis 2 “Develop human capital”, and SO 2.4: “Promote decent work for all and social protection, particularly for youth and women”, the Burkina Faso government aimed to “reduce the prevalence of children aged 5 to 17 years old involved in economic activities from 41% in 2006 to 25% in 2020”. The country’s commitment for the elimination of CL is reaffirmed in the recently elaborated National Development Plan 2021-2025.²⁰

The 2018-2027 sectoral policy “Labour, Employment and Social Protection”²¹ also clearly highlights the fight against the worst forms of CL as a priority area. This led to the adoption of the 2019-2023 National Strategy Against the Worst Forms of Child Labour. This strategy contains four broad areas of focus that align to the project. These include: (i) the prevention of child labour; (ii) the protection of children in situation or exposed to child labour; (iii) the withdrawal and rehabilitation of children in situation of child

¹⁶ ACCEL Africa, a \$26.5 million Government of Netherlands-funded regional project to combat child labour in gold mining and cotton supply chains

¹⁷ The South-South Project on Decent Work (*Programme Sud-Sud sur le Travail Décent*) is funded by Brazil (\$400,000) and its implementation by the ILO started in 2020

¹⁸ INDITEX aims to foster a partnership approach among the partners on promoting Fundamental Principles and Rights at Work (FPRW) for a sustainable cotton supply chain. <https://www.inditex.com/>

¹⁹ 2016-2020 National Economic and Social Development Plan: http://cns.bf/IMG/pdf/pndes_2016-2020-4.pdf

²⁰ 2021-2025 National Economic and Social Development Plan :https://cneptbf.org/IMG/pdf/pndes-ii_2021-2025_version-finale_.pdf

²¹ 2018-2027 Sectoral policy “labour, employment and social protection” :https://www.mutualisation.ccmefp-uemoa.org/system/files/burkinafaso_polit_emploi_2018-2027.pdf

labour; and (iv) coordination. The ILO's NPC is member of the national coordination committee of the national strategy against the worst forms of child labour and the project's achievement are reported under the national strategy annual reports.

In Burkina Faso, a 2017 survey on child labour in cotton production zones highlighted that child labour is a reality. Indeed, out of a sample of 100 children aged 5-17, a total of 47 were involved in child labour and 26 are engaged in what is defined as "hazardous work". The total number of children engaged in some form of child labour in the country is estimated at approximately 541,152 and those engaged in hazardous work at 297,934. Strategies to support and address CL issues is a priority for the national government.

Mali

In Mali, the MTE found that the project is considered relevant by all stakeholders. The project is important for the country because it helps the national government to deal with problems related to CL. It is for this reason that the government has expressed its interest in the project. The involvement of government technical services in the implementation is also a sign of its consistency with the objectives of the legislation, conventions and treaties ratified by Mali in the fields of CL and education.

The project aligns closely to the National Development Framework of Mali 2019-2023 to which the project contributes to the achievement of the objectives, in particular those of Strategic Axis 5: "*Development of Human Capital.*" The project also contributes to achievement of objectives in the National Policy for the Promotion and Protection of Children. The project also contributes to raising awareness for compliance with the provisions of the Labor Code on the legal age to start working (Article L187 of Law No. 2017-021/June 12, 2017, amending the Labor Code) and the prohibition of the worst forms of CL. Mali has a national unit for the Fight against Child Labour and the National Directorate of Labour which were in place prior to the commencement of the project.

FAO research indicates that 97% of children between 5 and 17 years old have been engaged in some form of employment in cotton²². Boys and girls are involved from crop production to processing in these value chains but mainly in weeding, sowing, ploughing, and harvesting, while rice transplanting is done mainly by girls. Children are exposed to chemical pesticides, fertilisers, and herbicides as well as going by oxen, snakebites, wounds from sharp tools, fatigue from long working hours, and bilharzias, amongst other hazards. Over 50% of children in the cotton production areas are not enrolled in school.

Pakistan

The Constitution of Pakistan ensures child rights through a number of Clauses. Article 25(1) of the Pakistan Constitution (1973) states that "*all citizens are equal before law and entitled to equal protection of law*". Article 37(a) of the Convention states that "*no child shall be subjected to torture or other cruel, inhuman or degrading treatment or punishment*". The project is relevant to the Article 11 of the Constitution of Islamic Republic of Pakistan guarantees that "*no child below the age of fourteen years shall be engaged in any factory or mine or any other hazardous employment*". According to the Article 25-A of the Pakistani Constitution "*The State shall provide free and compulsory education to all children of the age of five to sixteen years in such manner as may be determined by law.*"

the Government of Pakistan signed the United Nations Child Rights Convention (UNCRC) and ratified it in 1990. Following legislation was also promulgated in the 1990s: (i) the Employment of Children Act 1991; (ii) the Bonded Labour System Abolition Act 1992; and (iii) the Punjab Compulsory Education Act 1994.^[11]

In 1994 the Government of Pakistan and ILO signed a Memorandum of Understanding (MoU) for the progressive elimination of CL in the Framework of ILO's International Programme on the Elimination of

²² <https://www.fao.org/rural-employment/resources/detail/en/c/318030/>
Independent Mid-Term Evaluation - Eliminating child labour and forced labour in the cotton, textile, and garment value chains: an integrated approach

Child labour (IPEC).²³ The National Policy and Plan of Action on Child Labour focuses on the immediate elimination of the worst and most hazardous forms of child labour. Some of the Government of Pakistan's initiatives to address child labour are through Pakistan Baitul Mall Pakistan "Bait-ul-Mal School for Rehabilitation of Child Labour have been established countrywide since 1995."²⁴ There are 159 child labour centres schools (Punjab - 73, Sindh - 37, Khyber Pakhtunkwa - 24, Balochistan - 14, Azad Jammu and Kashmir - 11). Children between the age of 5-14 years are prevented from hazardous labour and enrolled in these centres where they are provided free education, clothing, footwear, and stipend as well as subsistence allowance to their parents. At present 17,871 students are benefiting from primary education in these centres.

In Pakistan, most of the legislation relating to child labour pertains to the formal sector employment. It is illegal to employ children under the age of 18 for any hazardous work in factories²⁵. Until recently, the country lacked a law prohibiting children from working at home in most provinces, but only in capital territory and Punjab.

Validity of Design

Coherence between the development objective, outcomes and outputs is a key condition of the overall project design. The overall development objective of the project is *to foster the eradication of child and forced labour in the cotton, textile, and garment value chains in the target countries*. Specifically, the project works to achieve two SOs. These include: (i) *SO1 Enhanced compliance with legislative and regulatory frameworks and implementation of policies to eradicate CL and FL in the cotton, textile, and garment value chains; and (ii) SO2: Reduced recourse to child labour and forced labour by local communities with enhanced economic opportunities in selected cotton growing/processing districts*. Also critical for ensuring validity of design and all other evaluation criteria is the existence of an agreed workplan detailing how the inputs would be converted to activities, activities to outputs, outputs to outcomes so iteratively assess the validity of design towards desired objectives.

EQ 4: How do the constituents engage in the project design process?

The project was designed in ILO HQ, in consultation with ILO Country Offices (COs) who were asked to agree on the final selection of countries and confirm that proposed actions and activities were in line and consistent with current Decent Work Country Programs (DWCP). COs provided regular updates to respective EU Delegations to inform them of the approach and seek endorsement of activities but **did not engage directly with project constituents and partners to develop and prioritise the approach**. However, once the country selection was complete, the project did consult with the EU and EU delegations as a development partner and with relevant constituents. While the rationale for a remote design is understood it is not encouraged as a practice and is a key lesson learned for the future. Following country selection, the project did engage well with partners and constituents through a series of workshops and socialisation sessions in the inception phase to share the overall strategic intent and approach of the project and to formulate individual national action plans.

²³ IPEC Combatting Child Labour in Pakistan: https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_425163.pdf

²⁴ <http://www.pbm.gov.pk/ncrcl.html>

²⁵ These laws are now better adjusted to international labour standards, i.e. the laws are changed from regulating children's work to the forbiddance of their employment, extending its scope to agribusiness – and thus work in cotton fields, child use in obscenity and armed conflicts, including fundamental arrangement around school participation for youths and the disallowance of overtime for them, and inclusion of stringent fines and punishments including imprisonment etc. Although there exists a deviation of minimum age for employment across provinces and territories in Pakistan (i.e. in Khyber Pakhtunkhwa and Sindh the minimum age for employment is 14 years, while it is 15 years in Punjab). Similarly, the minimum age for hazardous work is 18 years in Khyber Pakhtunkhwa, Punjab, and Sindh, whereas, in Balochistan and ICT it is still 14 years.

The project did engage well with partners and constituents during the inception phase through a series of workshops and socialisation sessions to share the overall strategic intent and approach of the project and to formulate individual national action plans. Evidence from interviews indicate that these consultations were well received and enabled broad engagement and involvement. Importantly, the process of engagement through national planning enabled the ILO to work with additional stakeholders in addition to relevant Employer Organisations (EOs) and Worker Organisation (WOs). Solid relationships were evidenced with Producer Organisations (POs) – including cotton cooperatives who were also relatively new to project work with the ILO.

The introduction of new partnerships (with POs – including cotton cooperatives) also promoted new ways of working and added value to a broader partnership of constituents seeking to work on CL and FL issues. The engagement of cotton actors who normally sit outside the “tripartite relationship” (e.g., POs – including cotton cooperatives) provided new opportunities for engagement and to trial innovative approaches to achieve desired ends. The added value of engagement is that it brings together stakeholders who do not normally “mix together” therefore adding possible new insights and innovations.

An important component of the approach was to view work in the cotton sector not solely as an entry point but an effort to work across supply chains. Ultimately the process was about building upon and leveraging both the ILO’s and FAO’s experience and knowledge of work across GSC, agriculture (cotton) and working with key stakeholders (EOs and WOs). EU Delegations were also invited to take part in the initial consultations for developing and refining country action plans. The ROM report did indicate that engagement was not sufficient. This is a key lesson and engagement with the EU has improved since the design phase, but further effort is required, particularly with regards to updates around context and progress. Evidence of engagement with government counterparts was also mixed. It is clear that key government stakeholders were engaged where appropriate and the on-going work of the NPC’s has been an important linkage to maintain relations with respective national government counterparts.

EQ 5: Is the scope of the intervention and number of activities realistic given the time and resources available, including performance and results reporting, as per the Evaluability Assessments findings?

The project does present a targeted and integrated approach that involves seeking to work at influencing policy and regulations at one level (SO1) and supported targeted assistance at local and community levels (SO2). Initial analysis appeared to indicate two separate, yet related projects but upon further analysis and dialogue, it is evident of solid linkages between the two “streams of work”. It is noted that there have been some significant changes to SOs and outputs from the project design to the current M&E framework. The project does strike an effective balance but the shifting of SOs did shift the project from a broader focus at national levels to a more targeted approach working through key stakeholders and directly with communities and beneficiaries.

Proposed work under SO1 at the design phase gives the impression that work will support governments with awareness of GSC issues associated CL and FL. However, since revisions to the logframe, it appears that the focus is more on awareness raising of partners to develop action plans and associated monitoring systems. This is an important learning as changes in national policy and regulations require active national government involvement. Without engagement, it is difficult to see a broader change in policy and regulation to CL/FL. That said, the revision of anticipated project results represents a shift towards areas that the project is likely to have greater influence and change over. The initial project design was overly ambitious for the available resources and timeframe available.

The project would have benefited from the establishment of baselines from the outset. It is acknowledged that the project has experienced significant delays from inception. Strong emphasis was placed upon macro “assessments” which are ideal, but not always practical, particularly when faced with

limited resources and time constraints. Ideally, the project design would have been structured around available information and quality secondary data sources. Primary data collection and assessments across countries are not always necessary and often don't generate the information that is required to demonstrate impact and change. An alternative option would have been to consider smaller, more context-specific studies that focused on particular regions or target groups. This would have enabled an approach to demonstrate both attribution and contribution of project impact and influence.

The challenges faced with the design and implementation of baselines and assessments resulted in the development of research methodologies which are of benefit to project constituents. However, when considered against the time taken to generate, it may have been better to consider alternative work arrangements to strengthen data collection, management, and analysis. Low cost and relatively straightforward approaches could have been applied. However, the research methodologies developed through the project will have longer-term benefits for partner countries.

The scope of interventions is broad and quite complex. This is even more evident when you consider the project is being implemented across four countries. Compounding this, is that each country is contributing to most outputs, so in effect there are four projects operating at the same time. This is potentially a risk as each country has differing contexts and will not be progressing and producing outputs at the same time. Attempts to combine and link country work into shared outputs is a good move as it removes repetition and a "long-list" of outputs and indicators.

The ROM review was quite critical of the project's approach to M&E. This MTE acknowledges the findings of the ROM review but also acknowledges that improvements have been made to the logframe and approach. The project does contain a lot of outputs, indicators, and activities. This allows the project to report numbers, processes, and activities but tends to overlook expected longer-term changes and how are these measured. Where improvements could be made would be in establishing methodologies at the outcome level to assess changes. This is discussed further in the effectiveness section.

EQ 6: Have the project design and implementation considered issues related to gender equality and disability inclusion?

The project has been proactive in ensuring gender considerations have been built into the project design and remain a strong focus of implementation arrangements to date. The project recognises the varying impacts that CL and FL have on both men and women (including boys and girls). The focus on community level initiatives, particularly with regards to education, recognises the importance of CL and FL and the roles that both men and women play in efforts to eliminate CL and FL practices. Gender is identified as a key cross-cutting theme, as women tend to occupy an even more vulnerable position than men in the informal economy. Cultural contexts in the participating countries are very strong and social norms exist with regards to the roles of both men and women, and their engagement in work. The project seeks to identify approaches that document traditional gender roles and inequality of distribution of tasks within the households and how this impacts on CL and FL considerations. The project's approach to awareness raising combined with practical implementation and demonstration is sound and is a positive feature of implementation to date. As part of demonstrating validity of the design (and effectiveness), there is scope to consider gender-focused studies (evaluations) in the remaining period of implementation.

In addition to gender considerations, the project clearly promotes an inclusive approach, in line with the Leave No One Behind agenda and the principle of Doing No Harm. By design, the project provides direct support to communities in cotton producing areas, with special consideration for vulnerable workers who are active in those segments of the informal economy linked with the cotton and garment value chains. The project views disability inclusion as an important consideration in much the same light

as promoting gender inclusive actions. However, the availability of data and information through the project does not provide a sense of significant reach with regards to working with people with disabilities in target communities and with beneficiaries. Accurate and current disability data is difficult to obtain, much like data around CL and FL. One option to consider is working with CSOs to undertake a quick stocktake of disability inclusion across activities. This would provide some potentially useful insights and support a more complete data collection process.

EQ 7: Does the project design and activities remain valid in general, and in the context of COVID-19?

COVID-19 has had a significant impact not only on this project, but on all development projects. In this context, this project maintains strong relevance and appropriateness. While COVID-19 has reduced demand for consumer goods and products in the developed world, the issue of CL and FL has not witnessed a corresponding decrease. On the contrary, with international and domestic lockdowns, socio-economic conditions have deteriorated which results in household changes in terms of income, work, and social engagement. As a result, vulnerable households and people are often further marginalised and in some instances are forced into restrictive work practices. An ILO report "*Child Labour: Global estimates 2020, trends and the road forward*" warns that progress to end child labour has stalled for the first time in 20 years, reversing the previous downward trend that saw child labour fall by 94 million between 2000 and 2016.²⁶ The report highlights that, 9 million additional children globally are at risk of being pushed into CL by the end of 2022 as a result of COVID-19. Sub-Saharan Africa is anticipated to face particular significant challenges in reducing CL labour as a result of COVID-19. Additional economic shocks and school closures caused by COVID-19 mean that children already in child labour may be working longer hours or under worsening conditions, while many more may be forced into the worst forms of child labour due to job and income losses among vulnerable families.

The project continues to implement a package of support that is focused on the long-term by continuing to raise and address the issues of CL and FL in anticipation of demand continuing to increase across GSC in the garment and textile sectors. Therefore, the design and associated activities remain valid and appropriate.

Coherence

The coherence of projects relates to the extent to which the project or intervention integrates and complements other projects. As indicated in the relevance section, the project is well aligned to existing national government policies and priorities and links with broader EU and UN policies and frameworks.

EQ 8: How well aligned are the project's objectives and activities with other related programmes of the ILO (e.g., other projects implemented by FUNDAMENTALS)? Is there evidence of mutual leveraging and complementarity?

The project seeks to contribute towards enhancing and improving the EU's contribution to the eradication of CL and FL across the cotton, textile, and garment value chain. Since 2016, the EU has been placing increasing focus on making use of the various EU instruments and mechanisms of dialogue to foster the prohibition of CL and FL. All participating countries are relevant EU trade partners, with Pakistan having a preferential trade scheme with EU markets, the Generalised Scheme of Preference Plus (GSP+).

The project aligns closely with the work of other projects operating in the field of value chains and textiles, namely the above-mentioned Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL) Africa, The South-South project in Decent Work and INDITEX. While the projects all work within cotton supply chains, duplication is not evident. In fact, it appears the project has played

²⁶ <https://www.unicef.org/press-releases/child-labour-rises-160-million-first-increase-two-decades>

a vital role and contributing to the development, implementation and strengthening of the projects. For example, the design of ACCEL was strongly influenced by the project and ACCEL is planning to carry out local studies using the guide for rapid value chain assessments developed through the project. For INDITEX, interventions have a similar focus to the project (Clear Cotton) and also implements activities in the same districts and combine efforts to expand reach to beneficiaries. In Pakistan, local stakeholders are the same, including the workers' organisation in the provinces of Sindh and Punjab. INDITEX and the project also share awareness products for rural communities adapted to illiterate beneficiaries, with this project adapting the ILO Guide on Child Labour and Business developed under the INDITEX-funded project.

The project has also sought to use tools, approaches and methodologies proposed from other ILO Departments including, ACTRAV, ACTEMP and ENTERPRISE. While these tools and approaches are very useful and have been used on numerous occasions, the project has sought to adapt and refine methodologies and tools to address the context specific nature of work in participating countries. The research guide²⁷ developed for piloting in Burkina Faso and Mali is a good example to development and application of context specific guides and tools to support project interventions.

EQ 9: How does the project fit within the international and national frameworks on child labour, forced labour and supply chains, and within the recurring discussions at the ILO on related subjects?

EQ 10: Is the project fitting well in the context of the United Nations (UN) reform at global and national levels?

The project fits well with relevant international and national frameworks. GSC are very complex, and it is impossible for one individual project or intervention alone to have direct influence and change on international and national frameworks. The ILO has made significant contributions to dialogue around GSC. While a “defined position” on GSC is not evident, there is considerable opportunity and scope for the project to engage in various interventions that align with the different elements of the GSC. As indicated by FAO “*CL and GSC are very complex and there are many entry points. Projects need to find these entry points and tailor responses and engagements accordingly.*” The project is also supporting the context of UN reforms at the global and national level. The structure of the project across geographical boundaries provides opportunities for engagement and sharing of experiences. The nature of GSC themselves is global and therefore requires a mix of national global responses. The work also fits in closely with the UN Cooperation Framework and aligns to key strategies and principals contained within the framework.²⁸

The geographical spread of the project is somewhat problematic. Given that GSCs are complex, the spreading of resources across four different countries and tailoring responses in each does lead to a risk of dilution and independent approaches. Despite the risks, the project has done a relatively good job to maintain coherence across the project to ensure interventions do align. There is scope for greater coordination, particularly at the NPC level to coordinate approaches and share learnings. At present the focus is more on informal exchanges and the sharing of ideas as they arise. Formalised team discussions and learning and reflection events would certainly enhance the cohesion of the team and contribute to overall effectiveness.

The engagement of CSOs as key implementing partners presents useful opportunities for cohesion but has been a challenging process to date. The use of CSOs is discussed more in the following section but it is important to mention their contribution to cohesive efforts. The requirement of the EU to have 50% of

²⁷ Research Guide: analysis of the cotton, textile and garment value chains for the elimination of child labour and forced labour

²⁸ <https://unsdg.un.org/2030-agenda/cooperation-framework>

funds directed through CSOs is positive and proactive however, it does run the risk of the project turning into a series of independent and ad hoc activities. Through careful selection and planning, the project has been able to support CSOs in a manner that ensures their contribution to key result areas in the logframe. Overall CSOs provide opportunities to ensure greater cohesion as they are generally low cost and have strong local linkages to target groups and beneficiaries. However, this has been at the expense of proportionate engagement with Governments.

The project also indicated in the design phase of linkages to the Child Labour Platform (CLP), Alliance 8.7²⁹ and the ILO Better Work Programme (BW). The ROM indicated that these linkages had not occurred. However, consultations with the project team indicate that engagement has occurred and there has been engagement to increase the visibility of the project and to leverage the experience and resources of the ILO to take a leadership role on key issues related to CL and FL.

It should be noted that none of the project countries is an Alliance 8.7 “Pathfinder Country”. This was not a requirement for the selection of the countries. BW is only commencing in Pakistan and currently does not operate in other partner countries. Despite this, the project’s experience has been showcased in the Alliance 8.7. meetings and included in its newsletters.

Regular meetings were held between the project CTA and some BW team members (approximately 20 people) with the aim of building on the project’s experience and on BW interventions to illustrate complementarities between FUNDAMENTALS interventions and BW. A joint strategy paper (FUNDAMENTALS/BW) has been produced based on these exchanges. This paper fed into BW new strategy, which is seen as a milestone for the development of an ILO framework of intervention in the cotton, textile sector which is currently under discussion. Concerning the CLP, several textile companies recently joined the CLP and, as such, joint activities and meetings could be explored in the remaining/extended implementation period.

Effectiveness

The focus of effectiveness is centred on the extent to which the project has contributed to the development objective, associated outcomes by producing the planned outputs. Annex 7 provides a summary of the achievement of results and targets against planned outputs and objectives.

EQ 11: To what extent is the project achieving the expected results (outcomes and outputs) at country level? What is the likelihood of countries achieving their expected results by the end of the project?

The project is making progress against key outputs. This is a significant achievement given the ROM review highlighted that the project had *“accumulated substantial delays in delivering its outputs. Only a few outputs have been delivered after the inception phase.”* The project acknowledges these delays and has taken important steps to address challenges and implement a project that progressing towards important milestones and targets. The MTE acknowledges also, the significant delays at the inception phase. Long inception phases are generally helpful for planning purposes, but the risk is considerable time and resources are utilised that could be better spent on implementation. These issues were exacerbated due to delays in signing agreements with the FAO and also in confirming CSO arrangements and associated thresholds, along with defining the concept of CSO engagement with the EU. Despite the findings, the MTE does also acknowledge that the long inception phase has also helped consolidate, confirm, and agree activities for implementation.

In reviewing the results framework, it is evident that good progress is being realised in work with regulatory frameworks and action plans (Output 1.1); mapping studies (Output 1.2); proposal of

²⁹ <https://www.alliance87.org/>

methodologies (Output 1.3); labour inspectors (Output 1.4); training for WOs and EOs in Fundamental Principles Rights at Work (FPRW) – (Output 1.5 & 1.6). Additional work is required with cooperatives (Output 1.7) which requires further attention. The raising of awareness in target communities and beneficiaries is strong (Output 2.2). Output 2.3 is progressing but does require effort, particularly in the application of skills to livelihoods. Significant progress has been realised against Output 2.4 with regards to access to education. Table 3 below summarises progress of key outputs:

Table 3: Summary of Key Achievements against the results framework

	Fully Achieved/High Confidence of Achievement		Partially achieved/Likely to be achieved		Not achieved/Struggling to progress		Not commenced
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Output	Indicator	Target	Achievement	
O1.1 - Integrated focus on the eradication of child labour and forced labour in national and local regulatory and policy frameworks in the target countries, applicable to the cotton, textile, and garment value chains.	1.1.1 Number of proposals for new or adapted regulatory frameworks for the reduction and eradication of forced labour elaborated with project support and validated with selected key stakeholders.	3 (Burkina: 2 Mali: 1)	3 completed (Burkina: 3 and 1 ongoing in Mali)	
O1.2 – The available knowledge base on child and forced labour in the national cotton, textile and garment supply chains is strengthened in the target countries, with new and sound quantitative and qualitative data.	1.2.1 Number of new research methodologies to analyse the national cotton, textile, and garment value chains with focus on child and forced labour developed and documented with project support and presented to relevant stakeholders.	1	1 (subject to reshaping after piloting in Burkina and Mali)	
	1.2.2 Number of qualitative value chain mapping and analysis, at national and local level, with focus on child labour and forced labour developed and validated with selected stakeholders.	3 (in Burkina Faso, Mali, and Pakistan)	1 completed (Pakistan) (2 ongoing)	
	1.2.3. Number of mixed method studies (qualitative and quantitative) on child labour and forced labour in the cotton, textile and garment value chains developed and validated with selected stakeholders.	2	2 validated (Burkina: 1; Mali: 1)	
O1.3 – Selected key stakeholders in the target countries have enhanced, gender-sensitive understanding of the existing needs and gaps concerning the eradication of child and forced labour in the cotton, textile, and garment value chains.	1.3.1 Number of forums and technical meetings organised by the project to present the tested methodologies and the new knowledge produced to relevant global and national stakeholders.	5	4 completed (1 regional workshop; Burkina Faso: 1; Mali: 1; Pakistan: 1) 1 methodology	
	1.3.2. Number of stakeholders who can identify at least 3 issues presented in the studies that they can reflect in their regular work and functions, including understanding of gender specificities.	50	56	
O1.4 – Strengthened capacity in the target countries to monitor compliance with the existing legal provisions and seek remedy in relation to the elimination of child and forced labour in the national cotton, textile, and garment value chains.	1.4.1 Number of labour inspectors and other relevant enforcement officers (by gender) trained on existing legal provisions and methods to conduct inspections and refer cases of child and forced labour who can identify at least 3 new knowledge/skills they can apply in everyday work.	+150	228 (Burkina: 36; Mali: 22 (including 8 women); Pakistan: 120. Peru: 50)	
	1.4.2 Number of trained labour inspectors and other relevant enforcement officers who serve as trainers (ToT) to pass on the knowledge acquired in the project trainings (by gender).	+30	+11 (Burkina: 1; Pakistan: 10)	
	1.4.3 Number of public monitoring and inspection mechanisms developed or improved with project support in the cotton, textile, and garment value chains.	4 (Burkina: 1 Mali: 1 Pakistan: 2)	0 (Process started: 1 in Burkina; 1 in Pakistan)	
O1.5 - Strengthened capacity of employers' organizations to actively engage in eliminating child and forced labour in the national cotton, textile, and garment value chains.	1.5.1 Number of employers' representatives (by gender) trained on child and forced labour and other fundamental worker rights in cotton, textile, and garment production, who can identify at least 3 new elements on which they have strengthened their knowledge and understanding.	240 (Burkina: 80 Mali: 100 Pakistan: 60)	674 (Burkina: 103; Pakistan: 571) (Planned: 80 in Burkina; 100 in Mali)	
	1.5.2 Number of employers' organisations who can identify at least 3 issues presented in the studies that they can reflect in their regular work and functions, including understanding of gender specificities.	3 (Burkina: 1 (CNPB) Mali: 1 (CNPM) Pakistan: 1 (EFP))	1 (Pakistan: 1 EFP) (Process started: 1 in Burkina Faso; 1 in Mali)	
O1.6 - Strengthened capacity of workers' organizations to actively engage in the elimination of child and forced labour in the cotton, textile, and garment value chain.	1.6.1 Number of workers' representatives (by gender) trained on child and forced labour and other fundamental worker rights in cotton, textile, and garment production, who can identify at least 3 new elements on which they have strengthened their knowledge and understanding.	1,300 (Burkina: 42 trainers; Mali: 116; Pakistan: 1,000)	2287 (Pakistan: 3 PWF + 4 PNTLGWWF including 2 women; 2280 cotton pickers, 90% women) (Process started: 42 in Burkina; 116 in Mali)	

	1.6.2 Number of workers' organisations who can identify at least 3 issues presented in the studies that they can reflect in their regular work and functions, including understanding of gender specificities.	4 (Burkina: 1 – UAS; Mali: 1 – UNTM; Pakistan: 2 – PWF & PNTLGWWF)	2 (Pakistan: 2) (Process started: 1 in Mali)	
O1.7 - Strengthened engagement of producers' organisations in the cotton, textile, and garment supply chains for the elimination of child and forced labour.	1.7.1 Number of representatives from producers' organisations trained on child and forced labour and other fundamental worker rights in cotton, textile, and garment production, who can identify at least 3 new elements of knowledge that they can introduce in their work (by gender).	500 (Burkina: 200. FAO Burkina: 90 Mali: 200 (100 management + 100 women producers)	132 (Burkina: 132 – including 90 from FAO) (Upcoming: 180 in Burkina; 120 in Mali)	
	1.7.2 Number of producers' organizations which implement recommendations from the studies on the evaluation of the capacity building needs of producers' organisations in terms of fundamentals principles and rights at work, including gender specificities.	400	0 (Process started: 28 at provincial level in Burkina; 126 at cooperative level in Mali. The outreach is expected to increase with the implemented mechanisms)	
	1.7.3 Number of producers' organisations that have introduced internal procedures for monitoring child and forced labour cases, with project support.	4	0 (Process started: 1 in Burkina; 2 in Mali)	
O2.1 – Community-based monitoring and remediation mechanisms against child and forced labour.	2.1.1 Number of communities that have reinforced community-based monitoring and remediation mechanisms against child and forced labour.	+115 (Burkina: 50 Mali: 35 Pakistan: 30)	+72 (Burkina: 20; Mali: 26; Pakistan: 32) (Upcoming: 35 in Burkina Faso)	
O2.2 – Enhanced awareness amongst communities of cotton, textile and garment value chains of applicable legislation and policies on child and forced labour, as well as on safe production practices.	2.2.1. Number of people reached with dissemination and awareness campaigns on legislation and regulations on child and forced labour, in particular in the cotton, textile and garment value chains.	2,500	7,865 (Global: 200; Burkina: 117. Mali: 1,715 – at least 515 women. Pakistan: 313; Peru: 5,520)) Estimated indirect outreach: 300,000 (Global: 170,000; Burkina: XXX; Mali: XXX; Peru: 110,000)	
	2.2.2. Number of agricultural stakeholders that have transformed their agricultural practices to be free from child labour	1250	729 (Burkina: 500 - 495 women + 5 men; Mali: 179 - 56 women + 123 men; Pakistan: 50).	
	2.2.3. Number of villages promoting social change through Dimitra Clubs and radio campaign	60 (20 in Burkina Faso, 20 in Mali and 20 or more in Pakistan)	37 (Mali: 26 Pakistan: 11)	
O2.3 – Enhanced access to livelihoods alternative to child and forced labour is available to local and vulnerable families and individuals in target districts.	2.3.1. Number of men and women who identify at least 3 new skills acquired in the project trainings or pilot actions that they apply to improve their livelihoods.	1500 (Burkina: 500 Mali: 500 Pakistan: 500)	894 (Burkina: 500 - 495 women + 5 men; Mali: 394 - 40 women + 354 men).	
	2.3.2 Number of new farmer field schools and similar hand-on training programmes (FFS/ JFFLS) targeting youth and women developed.	75 (Burkina: 25 Mali: 25 Pakistan: 25)	22 (Mali: 20 Pakistan: 2 - piloting)	
	2.3.3 Number of men, women, and children of working age with enhanced decent work or income-generating opportunities, including through Farmer Field Schools (FFS) and similar programmes, in target communities.	1000	1,157 (Burkina: 500 - 495 women + 5 men; Mali: 657 - 553 men + 104 women).	
O2.4 - Children's access to education in target areas is improved.	2.4.1. Number of target communities where plans for the reintegration of out-of-school children into formal and non-formal education have been implemented.	+90 villages (Burkina: 30 villages Mali: 30 villages Pakistan: 30 villages)	+129 villages (Burkina: 28 Mali: 66 Pakistan: 32) (planned: 20 in Burkina).	
	2.4.2. Number of out-of-school children with access to non-formal education programmes in target communities.	2000	3,250 (Burkina Faso: 1,136 – including 515 girls; Mali: 1,059 – including 542 girls. Pakistan: 1,055 – including 622 girls)	
	2.4.3. Percentage of out-of-school children who benefited from accelerated education programme who reintegrated the mainstream school system	80%	87% (for 2 schools' years in Burkina and Mali; programme not yet completed in Pakistan)	
	2.4.4. Number of children (boys and girls) aged 15-17 at risk of child labour in the cotton sector enrolled in vocational training in target communities.	600 (Burkina: 300 Mali: 300)	120 (ongoing: 120 girls in Pakistan) (Upcoming. 300 in Burkina; 500 in Mali)	

While progress at output level is significant, it is more difficult to see changes at outcome level. This is not due to time constraints but rather a lack of defined approach and methodology from the outset to prioritise “what success would look like” and what tools were required to assess changes. As indicated earlier, baselines and assessments have been delayed. Outcomes are more like outputs with a focus on numbers rather than changes in practices, behaviours, approaches, and regulation etc.

Also, the focus of work tends to occur in areas where “counting of results” is a focus. For example, “number of people trained”, “number of people reached”, “number of target communities etc”. While these indicators are sufficient for output measures, the focus on outcome is less evident. This is a missed opportunity at present as there is scope to consider outcomes in greater detail. The approach does not require assessment of significant or high-level outcomes but rather more on direct intermediate changes.

EQ 12: What are the conditions at country level under which the project has made the most valuable contribution to addressing CL and FL challenges in the cotton, textile, and garment value chains? Which key success factors, mechanisms and circumstances can be identified? Which key inhibiting factors can be identified that the projects should address in their remaining project period?

The project is contributing to dialogue through implementation and management to understand better the issues of CL and FL as an entry point. The project is generating results, but more importantly it is contributing to broader discussions around value chains and the impact of CL and FL at a national and regional level. However, to have broader impact there is a need to focus not only on work but also on policy and regulatory influence within national contexts. Effectiveness is realised as the project is supporting work that meet the needs and local capacities of partners. The approach to working with a variety of partners across all countries is effective and helps promote broader dialogue. The complexity of the cotton supply chains makes it impossible for one single stakeholder to address CL and FL issues in respective countries. It requires the contribution of different stakeholders. Engagement with Pos, including cotton cooperatives, is a strategic move that assists in raising the profile of work and also establishing partnerships for future engagements. Local stakeholders play a key role in implementation, which contribute to both SOs.

Feedback from the four countries indicate projects that are effective and addressing specific needs. They also indicate possible shortfalls and areas for further engagement. Short briefs of work in each country are outlined below.

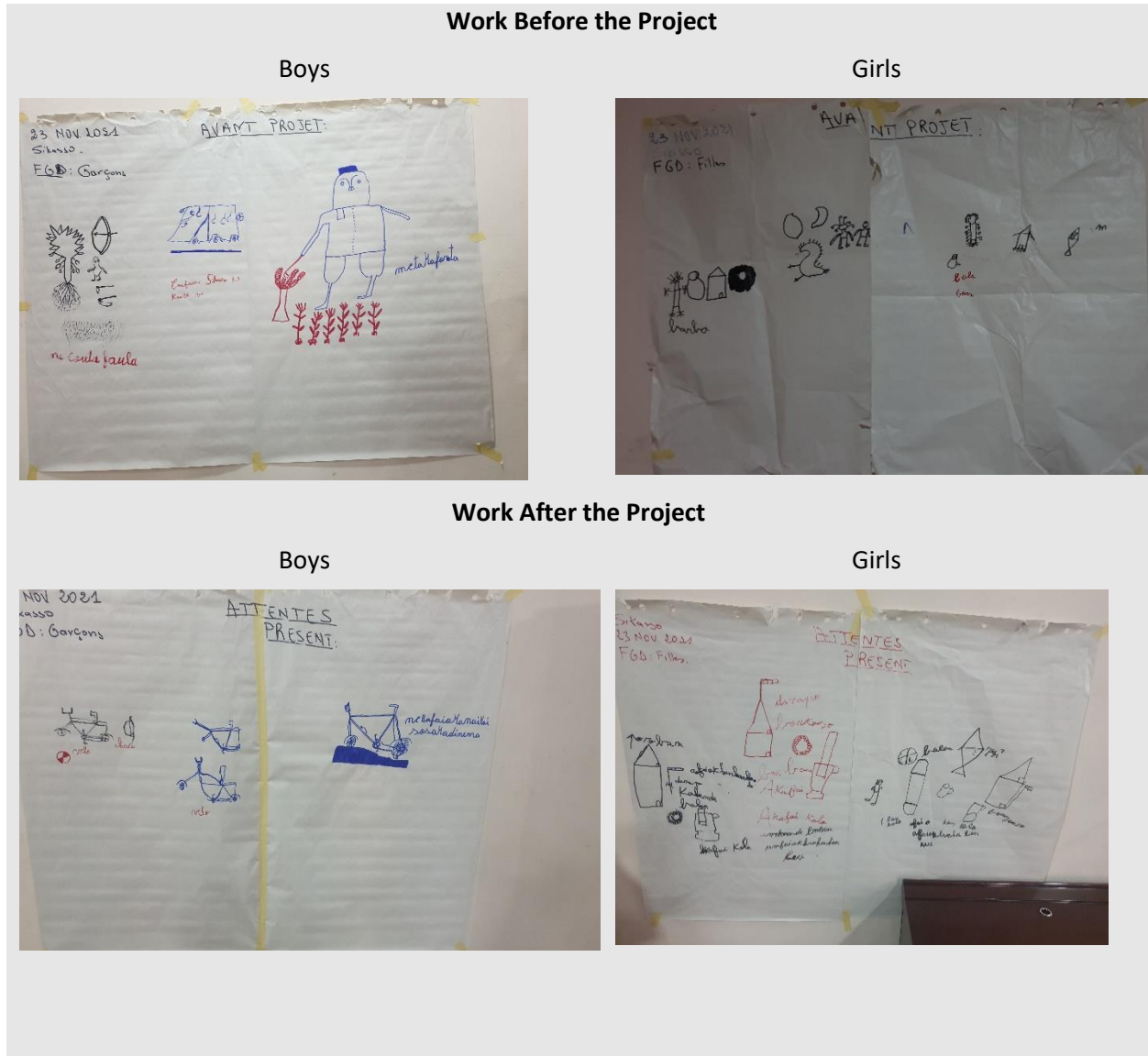
Mali

The project has supported the removal of 1,000 children from CL situations and an additional 300 have been identified in partnership with cooperatives and enrolled in vocational training. The problem at present is that these activities are proving very popular, and more and more children are wanting to enrol and participate. The project is also supporting awareness raising with municipal authorities, school authorities, communities indicating they are “*becoming aware of the danger of child labour*”. A certain level of awareness and training is also needed to ensure that all parents are aware of the dangers of CL. Another challenge is the lack of means (of the national government and cooperatives) to enforce regulations on CL. One concerning aspect was that the project is perceived as an education project only. That said, the project is having significant influence within target communities.

The pictures below indicate the perception of some students on the project. In the pictures in the first row the children girls drew a house, dirty kitchen utensils, brooms, and jars. They explained that their daily life consisted of working in the house and often in the field. With the project they drew practically the same daily life by adding a school with a flag and a ball. They explained that they go to school and want it to continue, but they still do housework after school.

The discussions that followed made it possible to realize that this work was not difficult / dangerous or likely to disrupt the education of girls. For the boys, they were in the fields and wanted (for one of them) to leave the village and go to town. With the project, they all go to school with bikes and play there. They also want to continue going to school. Unlike girls, boys no longer do work with their schooling. Comments from children and mothers show that the eradication of child labour cannot be achieved through the prism of access to education alone and that differences in treatment could exist depending on whether one is a boy or a girl. These gender considerations must be considered in training and sensitisation at the community level.

Diagram 1: Children Perceptions on Child Labour



The results of the project related to vocational training are fragile if no further action is taken. Most of the beneficiaries interviewed believe that the period of one year is not enough to start such a project and conduct training and expect the success. Only highly profitable activities (related to agriculture) could survive. For other types of activities (soap making, sewing, dyeing etc.) it is necessary to set up

management tools and coach unlike agricultural activities which are in the habits of the beneficiary communities and easy to manage. One implementing partner stated that *“one-year projects can hardly bring about change, it takes at least two-three years.”*

The project has set up a monitoring and follow-up committees in each intervention village. A framework for consultation between different actors has been set up with the municipal council, the chamber of trades and the chamber of agriculture to document and discuss project achievements. The challenge remains how these mechanisms work at the end of the project. One implementing partner stated that *“these committees, in our experience, do not work after the project.”*

There is general agreement that it is difficult to eradicate child labour in targeted localities in the medium term, but the mobilisation of all actors (government, cooperative, ILO, households, etc.) could stimulate a beginning of behavioural change. For example, children were very involved in ploughing, the confederation was involved with the presidency of the republic and obtained 500 tractors out of the 1000 of the state programme. This reduces the use of child labour to plough. The confederation has also acquired 500 mini harvesters. This is partly the result of awareness of the dangers of child labour through the project.

The project has contributed to better consideration of child labour at the level of the MoE and in the Accelerating Schooling Strategy (SSA/P) initiative. Specifically, the project has:

- Supported information and awareness systems during the interview phases with local authorities, in particular the mayors responsible for education.
- Trained local school authorities and in the initial training of implementation teams with the use of modules developed, on children's rights and child labour.
- Supporting the National Union of Education and Culture (SNEC) which is working on the same subject in project intervention areas.
- Creation of 40 centre management committees made up of certain members of the community (community leaders, women, and youth organizations).

The project has also contributed to building the capacities of the National Directorate of Labour, in particular the National Unit for the Fight against Child Labour (CNLTE) and the updating of PANATEM. The project also contributed to the organization in Mopti of regional consultation workshops with a view to the development of a new PANATEM better integrating child labour into its specificities such as work in the cotton, textile, and value chains. The project has also supported other work and consultations which has led to the development of tools and capacity development of trainers and the promotion of FPRW. The implementation agreement with the central labour union Nationale des Travailleurs du Mali (UNTM) represented by the SNEC made it possible to achieve the following results: (i) an educational manual on child labour formulated and validated; (ii) 16 trainers trained on child labour' and (iii) SNEC grassroots unions and its partners strengthened through the training of 100 educators (men and women).

A synthesis of SNEC regional action plans for the application of the knowledge learned and validation of the UNTM action plan is underway.

Pakistan

Pakistan has implemented considerable work on legislation and national and provincial regulatory framework, policy frameworks on eradication of child labour and forced labour also applicable to the cotton, textile, and garment value chains. The devolution process in Pakistan since the period 2012 led to improving and promulgating all the major laws with the assistance of the ILO. These laws are aligned to

international labour standards and regulate children’s work to the forbiddance of their employment, extending its scope to agribusiness – and thus work in cotton fields.

The project supports the provincial labour departments in capacity building for strengthening and execution of these laws, to enhance the knowledge of the labour departments and inspection machinery on the updated laws, rules, and policies for efficient implementation. Capacity building focus on guiding the constituents as well as providing relief to target children and their families.

Under the Sindh Bonded Labour (Abolition) Act 2015 District Vigilance Committees (DVCs) are established as a mechanism for prevention of CL and FL at the grassroots level. The project support notifying and activating the DVCs. The project is contributing technically to the progressing countrywide activities which have led to improved laws, rules, and policies, particularly, around child work and constrained work. The project contributed to the ILO’s on-going country-wide efforts of improving laws and policies, specifically around child labour and forced labour, and their implementation.

The project has contributed to strengthening of the available knowledge base on child labour. In cooperation with INDITEX funded PPP project,³⁰ it conducted it conducted “Mapping study of the cotton supply chain at the community level” The study assigned to World Wildlife Fund aimed at identifying the entry points to improve socioeconomic conditions of local stakeholders and improve the respect of FPRW at the community level. The ILO is also providing technical support to an important on-going data collection process – the National Child Labour Survey in Pakistan, with the financial assistance of UNICEF. Federal Bureau of Pakistan (FBS) the official federal level data collection agency is conducting the National Child Labour Survey. The on-going child labour survey is of great significance since it is being conducted after almost 25 years.³¹ The survey will provide extensive quantitative data on child labour in the country, and once completed, it is expected to contribute directly to project’s endeavour to collect quantitative and qualitative data.

The project is supporting the Department of Labour (DoL) Sindh by strengthening the implementation and enforcement of the Sindh Bonded Labour Abolition Act, 2016 and the Sindh Prohibition of Employment of Children Bill, 2017 for the development of community-based monitoring and remedial mechanisms for forced and child labour at district level. The implementation agreement has been signed by DoL on 27th January 2021 – obtaining necessary vetting, approvals, and varied priorities of the DoL and Government of Sindh owing to COVID-19 caused inordinate delay of almost a year in signing. The work has started by planning the actions through initial consultations with stakeholders. So far, the DoL Sindh has been supported to organise a provincial level multi-stakeholder’ consultation and build the capacity of 122 inspecting staff on both laws. In parallel, the DoL Sindh is liaising and coordinating with the district administration department, headed by the Deputy Commissioners, to notify all District Vigilance Committees (DVCs) in the Sindh province. Until now the DoL has reported notification of 14 DVCs. This will be followed by training of their members.

The project has collaborated with the Employers’ Federation of Pakistan (EFP) for capacity building of its members in industry level social dialogue on the FPRW in the cotton supply chain with focus on ginning and spinning sector of Sindh and Punjab provinces. The partnership resulted in (i) conducting a rapid assessment of the ginning and spinning sector (ii) development of a draft sectoral roadmap for the ginning & spinning industry of Pakistan (iii) development of specific training materials for small and medium sized enterprises within the ginning and spinning sector, building upon already existing global material developed by ILO or other development partners (iv) development of training materials, through pilot testing at selected ginning and spinning factories - as social dialogue forums - as well as at district level

³⁰ INDITEX funded ILO project “Promoting Fundamental Principles and Rights at Work in the Cotton Supply Chain”

³¹ Last child labour survey was conducted in 1995

and after which materials were adapted and finalised; (v) development of a roadmap including strategy and sustainability plan for up-scaled intervention.

Work in the education sector is significant. Please refer to Annex 8 which provides useful examples of the work completed in supporting education progress in Pakistan.

The project has made significant contributions to address child labour and forced labour in cotton picking in the supply chain in the context of Pakistan. The project involves a large number

Case Study 1: Light for my Children

Rubina is hailing from village Solah 16 MR in district Multan. Mother of three, her eldest daughter is ten years of age and a boy is seven years old. Youngest is 18 months old. Her daughter and son were going to the cotton fields with her and contributing to the mother's cotton picking. After attending the workshop last year, she took the two children to school and had them admitted. Rubina's husband was bed ridden for two years after an accident. He has shown some improvement but is not working yet and still needs care. Rubina is the sole bread earner which she earns from the agricultural work on all harvest seasons of different crops. She is determined her children will go to school and study "*they will not work in the fields. I admitted them in the school immediately after the workshop.....I will work more but send them to school*"

of stakeholders. To start with, the project implementation is based on a consultative process with the constituents and a broad range of stakeholders. The project has worked with children at the grassroots level in the agriculture sector. ILO's experience on child labour has a rich resource base but it was not in the agriculture sector. The project has also worked with different approaches to achieve its objective of withdrawing child labourers from cotton picking. In district Bahawalpur, the project is working on withdrawal and prevention of child labour in cotton picking and offering children with non-formal education through the project established centres at the village level.

Whereas the project is raising awareness and promoting withdrawal and prevention of child labour in cotton picking through awareness raising and sensitisation seminars, workshops, sessions in five cotton picking districts through social partners. However, it is not offering the services of non-formal education in a consistent and accessible manner. However, it is important to note that to date, 1225 working children (5-15 years) were withdrawn from work in cotton fields, and their 245 siblings (5-14 years) were prevented from entering child labour in the cotton value chain. Efforts were made here as well to ensure gender equity: 69% of enrolled children are girls and the faculty for these centres is predominately female teachers (28 female and 4 male counterparts).

Burkina Faso

The project faced a number of delays initially which has seen some activities fall behind schedule. Overall, the project is addressing the challenges of CL and FL. The most significant areas of influence have been: (i) the training of children aged 9 to 12 years through a SSA/P process; and (ii) the training of children aged 13 to 17 years in vocational skills. However, it emerged from the interviews that there is a high dropout rate (about 30%) in the SSA/P after the children have been transferred to the regular school curriculum and this is linked to the stigmatisation of SSA/P children, the inadequate means of the parents to ensure the continuity of children's schooling, and the reluctance of some parents who do not want to allow their children to continue with the school curriculum. Compounding the issue is that schools with SSA/P children do not have enough space to accommodate additional enrolments. In addition, some teachers and headmasters do not adhere to the SSA/P process.

While vocational training is providing key skills and opportunities it only offers short term training whereas some children wish to practice professions that require longer-term training (2 to 3 years) – i.e., mechanics

and sewing. In addition to these interventions, the project has contributed to capacity building of key stakeholders on child labour. Other achievements include:

- Recent adoption of the 2022-2023 National action plan against child labour 2022-2023 with the Ministry of Labour with the project support.
- Adoption by the national union of cotton producers of a strategic plan against child labour with stronger commitment for members sensitisation, stronger internal monitoring, and sanctions.
- EOs and WOs in the value chain, who have a strong influence on their members, are also receiving training and support to better contribute to the elimination of CL and FL.

Whilst the project in Burkina Faso is progressing the reduced capacity to influence government decision makers due to the cap on work with CSOs. There is also perceptions of lack of engagement at the community level as a result. For example, some parents and Islamic school teachers who make children work in the cotton fields cannot be convinced by outreach campaigns, and they will not accept the children integration in the training mechanisms set up by the project.

While implementation agreements cannot be signed directly with the “state structures”, they are strongly, indirectly, involved in project implementation. For instance, agreements are signed with NGOs to implement the SSA/P (meaning identifying children in situation of child labour, training them, sensitising communities, etc.).

<p>Case Study 1: Kohoun Laurent and his father Kohoun Nihanni</p> <p>Mr. Kohoun Nihanni has two cotton fields. He had sent all his children to school but found it "difficult for him to work alone in the field. "So, he decided to take his last son Laurent out of school. Laurent was in 2nd grade. "Laurent helped me to pump with the pesticides and pulled the ox to plow the field. In the meantime, the Chairperson of COGESS came to me and offered to send Laurent back to school.</p> <p><i>"I did not want it, but after much negotiation, I agreed."</i> After the 2019/2020 SSA/P center, Laurent joined 4th grade where he obtained an average of 8/10 and was ranked 1st out of 70 pupils.</p> <p>Mr. Kohoun's wish today is for his son Laurent to succeed in school for he says: <i>"I do not earn much from cotton."</i></p>	<p>A tripartite agreement was signed between the Ministry of Education, the ILO, and the CSO prior to the project. This guarantees a strong involvement of the ministry department in the project (training the CSO teachers, monitoring the training centres, evaluating the children at</p>
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the end of their program, and transferring them in formal schools). Other relevant ministries, namely regional directorate of the ministry of labour were also involved.

Action plans developed with the help of the project exist, but their implementation is not evident without sufficient funding. Community monitoring committees are well received and are functioning well. The child protection networks are a positive feature and are likely to continue to exist after the completion of the project.

The main challenge for parents is that they have acquired increased knowledge of the issues related to CL and FL in the cotton value chain but do not have sufficient household income to make longer-term changes to work practices. The project has provided adequate support, but without tangible solutions to address household income and offer alternatives, it is likely that CL and FL will continue. This is not to say that interventions have not worked, the education and vocational training elements have significant potential, it really highlights a need to offer more income generating opportunities in addition to the technical and education support provided. To achieve better outcomes, there is a need to prioritise support to national governments to help with strengthening laws and regulations that actually address CL

and FL issues. The project is making an indirect contribution to this point by training labour inspectors and controllers on CL and FL, by supporting review and harmonization of inspection tools. However, it requires an integrated approach that supports communities, stakeholders (workers and employers) and, ultimately, the government.

Case Study 2: Guiguemdé Mariam and her aunt Nabalma Bibata.

According to Nabalma Bibata: "Mariam is my younger sister's daughter. The school she attended was burned down by the terrorists. The village of Bouni where her school was located was emptied of its inhabitants because of terrorism. Mariam joined her grandmother in another village where she risked working in the cotton fields. That is why I took her back because I learned about the SSA/P centre."

Mariam therefore entered the SSA/P center in 2019/2020. She was then transferred to 5th grade where she obtained an average of 7/10 and was ranked 8th out of 98 pupils. Mariam is in 6th grade this year and reassures that she will "fight to get the primary school leaving certificate".

Peru

The work in Peru is relatively small compared with other beneficiary countries, but it is no less important. A key achievement of the work in Peru are awareness raising campaigns around CL and FL issues. Estimates indicate that an audience of 2 million has been reached with a variety of awareness campaigns conducted through radio and television.

The work has also centred on raising awareness within the Ministry of Education (MoE) and Ministry of Labour (MoL). The MoE tends not to show much interest in CL issues but has a strong desire to promote online learning. The project has supported this with the development of some online learning resources³². Unfortunately, the project has not followed up on how effective these have been and how children are using them, but it is a potential opportunity as part of a future evaluative effort.

The overall analysis from the partner countries indicates a mix of achievements and results. While progress has occurred, there have also been challenges. **In assessing the extent to which the project will achieve its expected outcomes within the remaining timeframe, it is unlikely that this will be achieved.** However, if an extension of 12-18-months was provided, there is a high degree of confidence that project targets would be reached.

In addressing contribution to CL and FL, **the project has made positive contributions** in the following areas:

- Seeking to address the CL and FL issues through a multi-faceted approach which involves working with constituent partners and cooperatives to influence policy and change through a mix of institutional support, training, and use of grants to support practical activities.

³² Online learning resources -<https://www.youtube.com/watch?v=WLg09eWqCyl> <https://www.youtube.com/watch?v=kiwivuAHmcc>
<https://www.youtube.com/watch?v=jpAO2ZrNKw>
<https://drive.google.com/drive/folders/1IVTO4wyN0Mv2iTwwh-mPydwTSwUx-6K6>

- The project has made significant progress in raising the visibility of CL and FL issues across partner countries through a mix of interventions and in working with CSOs.
- Providing a targeted approach to selecting target communities and beneficiaries engaged in cotton production. The focus on a small, selected number of regions in each country helps with targeting and focusing efforts.

Where improvements need to be made to increase effectiveness is:

- Expanding the evidence base of key results to demonstrate progress and impact. There is a need to consider evaluative efforts that demonstrate progress to outcomes, impact, and overall visibility.
- Establishing a link back to respective national governments. The project should be seeking to establish a link to national government to engage at a deeper level, using the evidence base mentioned above to leverage discussion and possible future opportunities.
Establishing linkages between training and long-term change with regards to CL/FL. Training in itself is positive. Work with labour inspections can only be effective in preventing CL and FL issues if there is a willing by government to enact change and if alternative income strategies are concurrently supported so as not to disadvantage vulnerable households.

The project does require effort to assess higher level results and achievements. To achieve this and to demonstrate evidence of change, the project needs to consider a series of small, context specific evaluative efforts that provide an adequate evidence base of change. Some suggested options for consideration include:

- A study of the learning outcomes and transition rates of students who have been supported through education activities.
- Assessment of improvements in livelihoods of targeted beneficiaries who have participated in income generating activities/training (e.g., Farmer Field School)
- As assessment of individuals/labour inspectors who have participated in FPRW training.

These studies do not need to be complicated but shift the focus way from simple counting towards providing more evidence of influence and change as a result of interventions.

The project has done a sound job of promoting itself as an intervention and also raising the visibility of CL and FL issues more generally. The budget for communication and visibility is high, which provides scope to raise awareness not just of the project but of the issue of CL and FL as a whole. Communication and visibility is important, particularly during 2021 the International Year for the Elimination of Child Labour. The project has a website, produces flash reports, and has also released other communication materials such as YouTube videos on awareness campaigns. In the remaining time period, the project should invest more effort in promoting visibility to build on progress to date. The presentation of intervention tools, results and stories would allow the implementing partners, concerned governments and the EU to enhance advocacy for child and forced labour issues in cotton value chains, and clarify their objectives and approach, as well as possible achievements by 2021. The limited flow of communications does also limit EU capacity to promote the intervention. There have been a small number of key inhibiting factors that have influenced progress to date. These include:

- The overall complexity of work in GSC and debate on approaches to support GSC.
- The considerable amount of time spent discussing CSOs arrangements and juggling the definitions and scope of this element of work.
- The influence of COVID-19 and ongoing insecurity in some regions of work.
- Engagement with government and a focus on broader institutional change.

The project has responded well to these, and the following narrative provides additional commentary on the approaches undertaken.

Limited engagement with government and a lack of focus on broader institutional change are inhibiting factors and are areas where the project can deploy more resources and efforts on. While it is recognised that the focus of work is with direct beneficiaries and on delivering through CSOs which in the context of the covered countries operate more at the grassroots level, there also needs to be efforts to raise awareness not only with stakeholders but with governments. This shouldn't be a core focus of project implementation but if not addressed means that longer-term benefit and results may not be sustained. Projects and interventions working on CL and FL issues require significant time to develop partnerships and build trust. Legislative and regulatory reform along with institutional strengthening cannot be solved in a short implementation period. National governments are a critical component of the partnership model.

As part of future guidance for consideration and as an area to strengthen effectiveness going forward, is to document the project as a "model". The project has derived significant experience and learnings over the implementation period. Work on mapping and assessments combined with the CSO work presents a unique opportunity to document how the project is structured what the entry points are, and what are the tools required to implement and manage. This would benefit not only the project but the FAO and the EU as well. It would also assist with visibility and evaluation as it would be an opportunity to document the story and approach, and to learn from the experiences realised to date.

The project should also seek an extension to enable it to complete the current portfolio of work and also to focus on evaluative efforts and increased communication and visibility. It is proposed that no new activities commence but rather the focus should be on completing existing work to a high standard. Specific possible interventions for consideration and discussion include: (i) an evaluation of a sample of activities through the CSO model; (ii) assessment of education and learning outcomes and transition into formal education; (iii) a review/evaluation of the effectiveness of the project implementation "model" and associated efficiency gains of the approach as a whole; and (iii) an evaluation of training and capacity development efforts with a focus on FPRW support. Based on current calculations and projections, the project will require a 12–18-month time period and approximately US\$1million to maintain existing staffing structures and allow for the completion of existing CSO work, and to initiate proposed studies.

EQ 13: How is the project tackling the complexity of supply chain approaches in the context of recurring discussions at global and national levels and ILO constituents' different positions?

The project is tackling the issue of supply chain complexities well. One project alone will not change a GSC, but the project has positioned itself well and is providing entry points for further dialogue and engagement. The partnership with the FAO allows for a broader scope of engagement and into areas of work that the ILO normally do not venture. The collaborative nature in the partnership enables practical support which in turn provides an evidence base to further discuss opportunities. Internally within the ILO, there is on-going dialogue with regards to GSC. The project has an opportunity to feed in practical discussions on the issue and use the approach, evidence, and management arrangements to inform the importance of working at "entry points" and lower tiers of the value chain.

EQ 14: The project's design calls for the use of the CSOs sub-granting mechanisms. To what extent is this mechanism conducive to the achievement of the project objectives?

The implementation of a CSO sub-granting mechanism, while challenging, has proven to be a successful approach, and has established a foundation along with lessons that can be applied to other ILO/FAO initiatives. Despite this, the project has had to invest considerable amounts of time and resources to scale

up CSO activities. The main issue has not been the selection of priority areas of work and associated CSOs but rather the weight of expectation and consideration applied to implementation and the requirement to have 50% of budget allocated. Initially, key ILO constituents were not included which would have presented challenges to the ILO's implementation arrangements through tripartite mechanisms. The flexibility shown to incorporate these partners has assisted with both effectiveness and efficiency. The overall target of 50% is quite high and future interventions probably could consider a smaller ratio of funding support to be directed through CSOs.

The use of CSOs have been of particular use and benefit in establishing linkages with target communities and in providing direct and tangible support. To date, there have been 39 contracts initiated and 14 in the pipeline that apply EU funding and a further 13 that utilised ILO "in-kind contributions". The scope of work completed by CSOs is diverse, covering training and capacity building, awareness raising and communication, research, livelihoods, and education. While the work is targeted and focused, and it links to the logframe, it is difficult to assess the effectiveness of each intervention. Evidence provided from the field through KIs and FGDs indicate that the assistance provided is relevant, appropriate, and targeting specific needs.

The diverse nature of work has potential to lead to a series of independent activities that lead to an uncoordinated, ineffective, and ultimately inefficient set of results. The project has done well to ensure consistency and alignment. The focus of CSO work is also heavily linked to SO2 with less emphasis on SO1. The use of the CSO model and the time taken to manage and implement the process tends to skew implementation and management. For the project to be effective it requires a coordinated and balanced approach that meet the needs of target communities and beneficiaries, while at the same time supporting broader institutional and governance change. The project would benefit from a slight reset and to consider supporting more work at institutional levels to contribute to further dialogue on the issues of CL and FL. Ultimately, government partners need to be involved and not just CSOs.

In light of this, the project would benefit from undertaking a stocktake of the CSOs model to consider how effective and efficient CSOs work is for achieving the expected outcomes. Given the project's strong "learning component", this would be a useful exercise that would provide a body of evidence to inform further CSO work. The focus of the proposed study would be on both effectiveness and efficiency, and consider management arrangements, selection, technical results and quality, timing, and overall contracting. It would also be useful to assess the effectiveness of a sample of CSOs activities to evaluate efforts to date and ensure quality is being delivered.

The impact of COVID-19 has been discussed but it is also important to recognise the security situation in some regions, particularly in Burkina Faso and Mali. Delays have been experienced not only due to COVID-19 lockdowns, but also to general insecurity which makes implementation difficult.

EQ 15: Do project outputs and outcomes to-date affect girls and boys, women, and men differently? If so, why and in which way?

The project, and its results, do affect boys and girls differently. The results are not uniform across all countries, but some general trends have emerged. Two explanations include: (i) there are more girls than boys in the localities covered by the project, and (ii) boys move more than girls, especially between sectors of work (e.g., cotton industry to mining operations). On the other hand, girls account for 26% of the enrolment in vocational training centres. Results have also been achieved by cooperatives; in their commitment to control child labour under the project, girls were relieved of housework to make them and their mothers' literate. There are about thirty cooperatives where women have been educated.

Efficiency of Resource Use

Efficiency in the context of this programme is a measure of the extent to which the outputs achieved are derived from an efficient use of resources (financial, human, and technical). The section also considers the timeliness of activities and considers the effectiveness of these. The section concludes with an assessment of leveraging of other resources.

EQ 16: To what extent are the financial and human resources (management arrangements), at global and country levels, adequate to achieve the expected results?

Initially, the project was centrally managed by all concerned parties. The project was and remains “centrally managed”-with strong country presence through NPCs in three countries. However, the implementation of outputs/country outcomes was devolved with the corresponding budgets. Technical backstopping was provided centrally as well as at country/regional level. Decision making on spending within the country components is done by COs, based on inputs from the project management (centrally). The reporting (technical and financial) is centralised.

The project had a lengthy start. The extended inception phase contributed to relative underspend and delays in the workplan. However, the extended inception phase was critical to establish the basis for agreed interventions. The process of CSOs selection and contracting was very slow. However, despite negative perceptions of delays, the MTE assesses this as efficient as the additional time taken to screen and select ensures the selection of quality CSOs and also mitigates potential inefficiencies down the track and mitigates against possibilities of graft and misappropriation. The consequences of a rushed process to meet anticipated timeframes would result in more severe negative outcomes.

EQ 17: To what extent has the project’s implementation mechanism proven to be efficient in achieving the expected objectives?

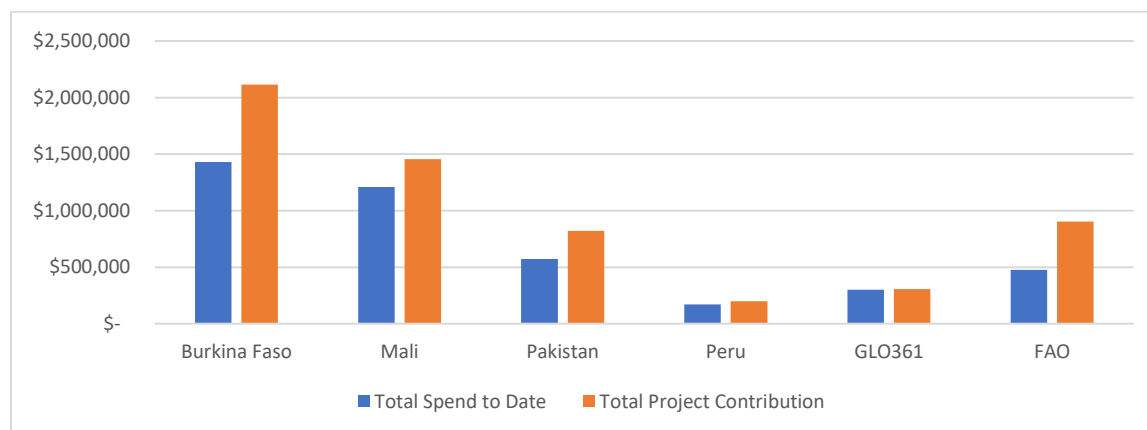
In light of the above-mentioned changes in the management approach (which were planned from the outset) and initial delays, the project is progressing in a cost-effective manner both in terms of financial expenditure and use of human resources. Initial indications from the ROM review indicated high levels of overhead and staff salaries. While the contributions appear high, they need to be placed into context of the scope of work. Analysis of budget line items indicate that the project has a small number of core staff (a CTA, NPCs and national finance and administration assistants). These core positions are supported by a number of part-time staff who provide strategic inputs on aspects such as reporting and communication. Staff salaries follow the UN salary scale, and overheads are in accordance with ILO rates (agreed for all EU projects). The MTE concludes that staffing and salary costs are proportionate and appropriate.

The project also provides a series of In-kind contributions in terms of staff time and also contribution to some activities. The initial budget indicated an in-kind contribution of EUR1.5million (approximately US\$1,7million). Recent budgets indicate that expenditure of the in-kind contribution to date stands at US\$977,000. Approximately US\$779,000 (80%) of the contribution has been devoted to activities and the remaining amount to staffing (20%). In-kind contributions are an efficient means to complement and support donor contributions. The ILO and FAO follow detailed approaches and standards to ensure that all in-kind contributions are recorded and evidenced with supporting documentation. An important finding for the project is that the contributions are primarily for activities which allow more CSOs to engage and work with the project. In-kind contributions have also led to linkages and support of the ACCEL and INDITEX projects.

Overall project expenditure is highlighted in Diagram 1 below. **The project is progressing well in terms of expenditure** and consultations reveal that the project will spend all funds within the remaining

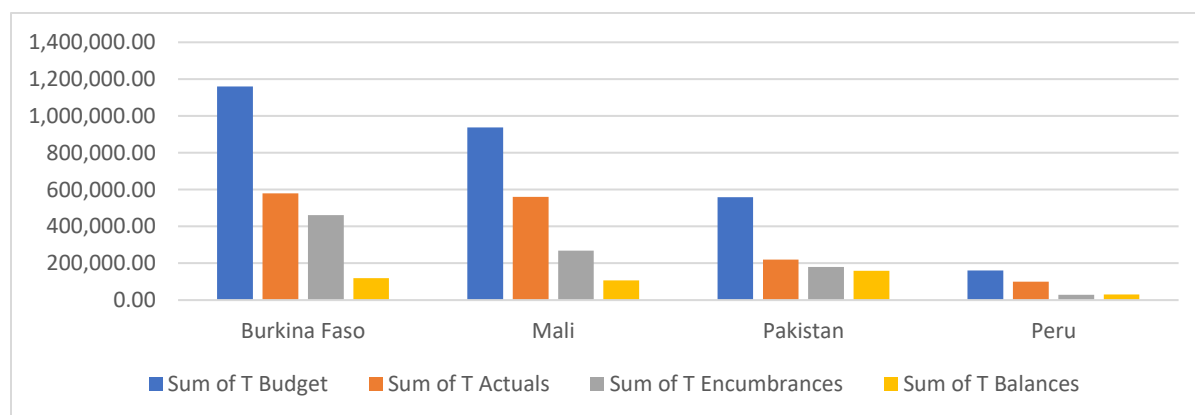
timeframe³³. Burkina Faso is slightly behind schedule compared to country-based forecasts, but has been faced with security incidents in the last 12-months. Project expenditure overall has slowed in the last 12-months due to COVID-19 but through careful management and engagement, progress has still been made.

Diagram 1: Summary of total project expenditure by country



The following diagram provides a summary of budget, encumbrances, and expenditure by country (without salaries).

Diagram 2: Summary of expenditure by country (without salaries)



The requirement to spend 50% of the funds (EUR4.5million) through CSOs theoretically is efficient, however from a practical level significant time and effort is required to establish, set-up systems and undertake the process of design, selection, and overall management. While the ILO/FAO has relevant contracting and financial systems, they are not as nimble as say, an international Non-Government Organisation (NGO). Expectations were high initially that the system would “kick into gear” and scale up quickly. This did not materialise initially. As indicated earlier, by taking time to carefully establish the process and approach, the project has been able to deliver a CSO-led project that is tracking to agreed financial targets and expenditure projections.

EQ 18: To what extent has the project leveraged its resources to mitigate COVID-19 effects in a balanced manner? Were the measures taken consider the sustainability of results? EQ 19: To what extent has the

³³ This assumes that the project will be extended through to February 2023. If the project is to end on 28 February 2022, then there will not be sufficient time to complete all elements of work.

intervention leveraged partnerships to support constituents and implementing partners while targeting the COVID-19 response?

The project has leveraged resources well and sought to focus on cost effective approaches. This has occurred through all three countries as evidenced in the effectiveness section. Working with other projects has enabled the sharing of resources and learning. Solid linkages have been established with ACCEL and INDITEX, and in Pakistan work with UNICEF and WWF are also examples of good partnerships. One potential area for improvement is to support more national government sponsored programmes as a whole.

Management Arrangements

The focus on management effectiveness arrangements centres primarily on the division of work tasks with the programme and how the programme has communicated and been supported from a technical and administrative perspective. The section also touches on the M&E arrangements for the project.

EQ 20: Has the project effectively adjusted implementation modalities in response to COVID-19?

Since the outbreak of the COVID-19 pandemic, the project had maintained a well-structured and focused implementation and management approach. The decentralised nature of management has enabled it to respond to COVID-19 in proactive manner and also promoted (and still promotes) visibility in each of the countries. This is important, as some constituents (e.g., cooperatives and CSOs) are relatively new to the ILO's approach to implementation and management. The use of NPCs is of benefit to the project, as it promotes ownership within ILO regional and country offices and allows for greater flexibility to respond to individual contexts rather than implementing a structured less flexible approach. The project also developed a COVID-19 Contingency Plan in April 2020 to guide implementation and management arrangements in response to the pandemic.

The management structure is also efficient in nature. Interventions that often cut across different countries require a higher degree of management oversight and are often less efficient as more resources are required for staff and overhead. In some ways, the project is somewhat under-resourced from a management perspective given the scope of work being implemented. However, given that the project has demonstrated an ability to implement and manage work processes, there is no recommendation at this stage to increase staffing levels or dedicate more resources to management.

EQ 21: How effective was the complementarity between ILO's and FAO's work during project implementation?

Joint ILO-FAO project implementation is an evolving story. The relationship with the FAO is in general an old one on the work area of child labour in agriculture. In the context of this specific inter-regional project, it has been an evolving story. The initial phase was characterised by close negotiations to ensure appropriate allocation of funds to reach the assigned objectives, as well as coordinated and well-structured strategies of interventions and complementarities, in line with respective core mandates. Through close collaboration and partnership, the relationship evolved into coordination and close engagement and complementarities, not just at management levels but also in each country. The ILO and FAO share resources and learning across the project.

The ILO and FAO share resources and learning across the project. An important result is that this sharing and engagement is not just limited to project steering committee meetings. There are informal exchanges and comparison of notes and learnings. From the FAO perspective, there is interest in promoting more detailed learning across the project, particularly at the NPC level, but also across different countries. FAO has a strong presence in Mali and Burkina Faso with experience in child labour prevention/elimination in agriculture. There are opportunities going forward to closer engagement and to formalise the processes

under the governance structure (i.e., Project Steering Committee) to promote greater collaboration, sharing and learning.

Impact Orientation and Sustainability

Two elements are considered in this report, the extent to which the project is having an impact in delivering support to partner countries and if partners (including CSOs) are able and willing to continue with the project and if the project is sustainable in terms of financial sustainability and sustainability of work.

EQ 22: To what extent are the results of the project likely to be durable and maintained in the different target countries? Does the project have a sustainable exit strategy?

The project is engaged across a broad scope both in terms of geography and work. The work produced to date is of high standard and remains relevant, and appropriate for specific contexts. As indicated in the effectiveness section, the project has produced a significant number of products and deliverables and is reaching and achieving key outputs. While this is commendable and highlights a high degree of success, the remaining period needs to focus on embedding these practices and deliverables to ensure their on-going use and application.

There are a number of key products (research methodologies and action plans) that have a high degree of success and likelihood of longer-term sustainability. The establishment of monitoring systems also has a high chance of success and sustainability. The priority in looking forward is to renew efforts to ensure these products and deliverables are embedded and applied. The education component requires close association with respective education departments in participating countries to ensure an effective handover and transition.

The project requires an exit strategy. At present there is no clear or agreed project wide strategy for the ultimate transition of work. There is a need to put in place a monitoring mechanism for ongoing activities. The exit strategy is a priority of the proposed extension phase. The use of proposed evaluations along with handover and guidance are critical and provide opportunities for further dialogue and engagement with national government and key partners. Discussion of exit strategies may also generate dialogue on potential new projects and initiatives that can be considered.

EQ 23: To what extent is the project making progress towards impact? What are the most significant elements to-date that can influence impact?

The project has been unable to demonstrate impact at this stage but there is scope in the remaining period to consider options and to prioritise work and associated evaluation studies to provide evidence of change. The project has maintained momentum despite the challenges posed by COVID 19. The project's results have been achieved and initial impact is visible in some areas. However, as a whole, project interventions are still evolving and need strengthening as well as on-going technical support and guidance. Recognition also needs to be provided that work in the CL and FL space takes considerable time and effort and a long-term engagement and implementation horizon is required.

The project design has some gaps pertaining to long-term impact and sustainability. The project approach is limited to the project period (which is relatively short). CL and FL labour interventions often require a more detailed programmatic approach. In addition, it is also difficult to eradicate CL (development objective) in the short to medium term. It requires the mobilisation and engagement of all actors (national government, constituents' partners, cooperatives, ILO/FAO, donors, and households).

The key impact area to focus on is around awareness raising and behavioural change. Evidence from across the four partner countries from NPC is that the initial evidence (which the project can attribute) is

changing perceptions about CL and FL and the need to act. Anticipated changes in CL and FL are slow and require significant investments to support change over time. Key stakeholders across the three countries are unanimous in their requests for a long-term view. Priority areas for work going forward based on the evidence include:

- Training of labour inspectors to continue work in applying FPRW and monitoring of formal worksites with regards to CL/FL.
- Vocational training through farmer field schools.
- DIMITR's listeners clubs.
- Support education efforts with emphasis placed on transition back into formal education.³⁴

On-going security concerns, particularly in Burkina Faso and Mali are of concern and undermine long-term impact and sustainability. Project sites, schools and training centres are often closed for extended periods due to security. This increase vulnerability and also exacerbates CL and FL issues and minimises potential impact of project activities. Although these incidents are outside the control of the project, there are reminders of the need for flexible planning and response mechanisms and to allow time for interventions to work.

Impact is also undermined to a degree by the administrative procedures of the ILO. Delays to agreements, financial disbursements, implementation arrangements all influence quality. In some cases, CSOs are pre-financing activities so as not to delay implementation. While it is important to recognise the important processes that the ILO/FAO implement to ensure quality so as to minimise misappropriation and wastage, it is inevitable that delays also reduce likelihood of projects/activities achieving results. This requires either an extended period of time to allow for change or some flexibility in the system. Allowing a longer time horizon is probably the most effective and efficient option as it maintains the system while allowing flexibility in implementation.

EQ 24: Considering current results and potential impact, what post-project interventions would be recommended and in what scope and form if funds are available?

The project should continue to prioritise the mainstreaming and implementation of training, research methodologies and implementation of action plans. The project should also prioritise existing work and support to PO's and associated cooperatives. Ideally the project should focus on a small number of activities and interventions and seek to ensure these are implemented to a high standard and are assessed and evaluated. As indicated earlier, a proposed extension is recommended. The extension phase should be used to finish off existing work through CSOs. No additional work is recommended at this stage through CSOs. The remaining balance should be applied to work that the ILO has direct control over. Efforts ideally should focus on institutional arrangements and ensuring sustainability considerations are built in work so as to ensure an effective handover. This can be done in line with the exit strategy above.

Sustainability

EQ 25: What measures should be built into the project for increased sustainability of projects' results after its completion?

Based on the evidence and findings reviewed and analysed to date, there are some elements of the project that do appear sustainable. These include the country action plans, research methodologies, training of labour inspectors and the education program. However, all three require considerable support in the

³⁴ There is considerable scope to implement a variety of evaluations and research on this topic. One option could be learning outcomes, another could be a gender focused study on how young girls (and boys) perform; and another could look at transition rates and household income and education levels and the impact this has on school performance and ultimately influence of CL and FL conditions.

remaining time period to ensure these are embedded and underpinned by an appropriate handover process and ultimate exit strategy. To support the process of sustainability, the project should identify and focus on core areas of support that are most likely to deliver. Rather than focusing on a broad range of activities, the project should focus on specific areas where traction has been realised (i.e., country action plans, research methodologies, labour inspectors and the education component). Relevant guidelines should also be prepared and finalised so as to guide implementation arrangements of these priority areas into the longer term.

There are no stable mechanisms for sustainability at the tail end where the child labour problem exists.

The project applies the CSOs sub-granting mechanisms for achievement of project objectives which are appropriate and cost efficient but at a broader level, interventions are limited to small pockets of sustainability. CSOs are well placed to provide direct and targeted support but are not equipped with resources (financial and human) to sustain changes over a longer period of time, without on-going external assistance. The project period contract with the CSO is relatively brief.

The lack of implementation agreements and arrangements with national government representatives is also a potential inhibitor to sustainability. As indicated in Mali, without any agreement with government, it is unlikely that the project will continue. When discussing policy, regulation, and legislation “*You can't talk about law in a country without the government*” Also, national bodies are not fully engaged so as to continue overall oversight and work, particularly if CSOs and other constituent partners need government approvals to continue work.

The country action plans are clearly fit for purpose and have scope to support and strengthen the institutional capacities of local authorities and social partners. The research methodologies provide a very useful tool that can continue into the long-term. Respective partner country stakeholders have a stake in the intervention domain that goes beyond this individual intervention and are seriously committed in implementing the parts of the programme of their concern.

An initial finding of the evaluation was that the education component appeared to be promoting a “parallel system”. While this initial observation was proven wrong, it also highlighted the **importance of clarifying and confirming transition arrangements with national governments.** As children enter formal education, a monitoring mechanism is needed. Within Mali, processes are underway at the ministry level to codify these children. A supervisor should be provided to monitor the children in the project during the implementation period. The ILO can also support the Ministry in funding the children’s codification phase of the SSAP. In Burkina Faso, work is already underway to mainstream children back into the formal education system. Children educated in the SSA/P centres are monitored by school inspectors and directors and permanent secretariat for the SSA/P. Community monitoring committees are anchored in the child protection committees and networks implemented by the MoE.

The results of the project related to vocational training can be fragile if no further action is taken. Most of the stakeholders interviewed believe that the period of one year is not enough to start such a project and conduct training. There is a higher degree of success with regards to training with labour inspectors given this is implemented by well-known ILO constituents.

EQ 26: What is the anticipated effect of COVID-19 on the sustainability and impact of the project’s interventions, and how can this be address/redress during the remaining project period?

As indicated earlier, COVID-19 has had (and still has) an impact on project implementation and management. This has been primarily on slowing the rate of implementation due to social distancing and travel restriction measures. In light of COVID-19, the project has responded well. Some proactive measures included:

- Development of a new logical framework (logframe) to include more result-oriented indicators and better capture project results; and strengthened its monitoring framework by systematically including and monitoring indicators in its activities.
- Development of a COVID-19 contingency plan (April 2020).
- Training programs across all countries enhanced to include COVID-19 responses and strategies. Also, training programs were adjusted to accommodate national social distancing and safety requirements.
- The project also reinforced its communication endeavour, both at global and national levels, in order to benefit from the increased exposure of CL issues.

In looking forward, the project should ideally prioritise key activities and seek to implement initiatives that have already commenced. Preference should be placed on those activities that have been implemented to date. These include training of labour inspectors, education support and working with national and regional governments to establish and implement action plans. As indicated in previous sections, the focus should be on identifying “what success looks like” and to structure an approach that maximises these results.

Good Practices and Lessons Learned

Despite some of the challenges with impact and sustainability, the project has implemented several good practices over the duration of implementation to date. A summary of good practices and lessons are provided in this section. A more detailed assessment is included in Annex 9 in accordance with ILO standards. Good practices identified include:

- The project is providing a multi-faceted approach to the issue of CL and FL by applying practical solutions at various entry points (e.g., institutional support, awareness raising/capacity building, livelihoods, and education) in a targeted manner that addresses prioritised problems and needs with regards to CL/FL in partner countries.
- Despite initial challenges, the project has proven that through careful management and engagement, a sub-granting mechanism can work, and that support can be channelled through both ILO/FAO work priorities and partners and also through new and additional CSO partners.
- The project is contributing to broader dialogue on CL and FL issues at a national and regional level amongst constituents and national and regional governments. It is not just a technical project of deliverables but has a strong mandate to identify entry points, to address CL and FL issues and to generate evidence to inform future projects, and also to shape broader dialogue on CL and FL and value chains more generally.
- The project has established a firm basis upon which future interventions could build upon. These include solid partnerships, including the arrangements with FAO, work approaches and linkages with communities and beneficiaries (CSOs).

Key lessons learned identified from the project’s evaluation include:

Key Lesson learned 1: Project design should ideally occur and be prepared with all participants and stakeholders. Little consultation when developing designs and proposals minimises the opportunities for partnership and consensus building and often misses important contextual factors in respective enabling environments that need to be prioritised and addressed.

Key Lesson learned 2: CL and FL interventions require a long-term commitment involving a variety of approaches and methodologies to address issues in a systematic, context specific and responsive manner. Standardised approaches, while useful and informative, do not substitute the development of targeted approaches that meet the expectations of national partners and counterparts.

Key Lesson learned 3: Any work in CL and FL requires the engagement and involvement of national government partners and stakeholders. Although the project may not seek to change legislation or influence national policy, it does seek to strengthen the national enforcement mechanisms, the implementation of policies and the institutional capacities (inspector’s capacities, national and regional policies and actions plans, etc.). Such engagement is important for longer-term impact and sustainability, particularly for those implementing partners (e.g., CSOs) that remain and need to continue operating in the context. It is also important to ensure the active engagement and involvement of governments and particularly of different competent agencies (agriculture, labour, education). In light of this, it is important to maintain focus on developing the capacity of national actors throughout implementation as a key factor influencing project outcomes and changes to the policy environment which may result in long-term sustainability outcomes.

Key Lesson 4: Project visibility is key particularly when dealing with CL and FL issues. The visibility of a project involved with these issues is a communication mechanism in itself and formalised strategies are required to ensure the project delivers its objectives but also has a broader role and mechanism to raise issues that also fall outside its direct scope and influence. The project has a functional and targeted communications and visibility strategy which is “fit for purpose” and is being utilised to promote various activities and results.

Key Lesson 5: Envisioning clear exit strategies from the outset, and refining it over time, including in the project’s inception phase, is important, particularly when dealing with challenging issues such as CL and FL. Defining what success looks like and structuring approaches to assess and evaluate while maintaining a focus on transition arrangements requires an integrated approach. It is important for planning, establishing relationships and setting priorities and also to ultimately promoting local ownership and longer-term sustainability.

The project has also experienced some challenges with implementation and management. The following table identifies some of the key challenges experienced to date and also some of the mitigation strategies that have been employed to address them. Key challenges and mitigation strategies are included in Table 4.

Table 4: Key Challenges and Approaches to Mitigate

Key Challenge	Clear Cotton Strategies to Mitigate and Address
Development of a project design in isolation without clear consultation and engagement with partners	Establishing a longer inception and planning phase that sensitised and socialised partners and allowed for consultation on the development of country action plans.
Reaching a 50% project disbursement for CSO work.	Close engagement and dialogue with the EU. Negotiation around flexibility in the definition and implementation of a carefully structured process for selection, contracting and supervision.
Geographical Spread of project interventions.	Engagement with CO’s and the appointment of NPCs. In additional close consultation and coordination among the management and implementing teams. Also, close dialogues with FAO
Engagement with national government counterparts	This is still a work in progress, but the project has established strong partnerships with new partners and constituents (e.g., cooperatives and CSOs).
Establishing links between outputs and outcomes	The initial ROM report was critical of elements of the project, particularly the M&E arrangements in terms of structure and overall

	progress. The project reviewed and revised the logframe to reflect a more realistic approach to performance and measurement.
Influence and impact of COVID-19	Clear communication and engagement between the project team. Use of NPCs to facilitate engagement and dialogue in respective countries and to maintain linkages with CSOs to update and appraise them of developments.

Conclusions and Recommendations

The project has made steady progress after a difficult and challenging start. This is testament to a dedicated team of individuals and a commitment to ensure the project maintains relevance and delivers targeted and tangible support through a defined “entry point” to raise visibility, awareness and provide practical support to address CL and FL issues.

The project has also learned considerable lessons and has sought to evolve and transform itself into an effective model. It is important that these learnings and the model are documented as the project has opportunity, through this process, to raise the visibility of CL and FL to a broader audience.

The work through CSOs has been difficult but ultimately it is having proven to be an effective strategy to deploy resources and support to target communities and beneficiaries. The expansion of the definition of CSOs to incorporate existing partners was a sound move and broadened the scope of work available and also allowed funds to be distributed in a more practical and efficient manner. It also helped in continuing on-going support to established constituent partners. Working through existing partners as well as introducing new partners has been a success and only serves the project better for the long-term.

The commitment of the national coordinators, the use of local CSOs and State technical services largely contribute to facilitating the implementation of project-related activities. This local ownership assists and contributes towards sustainability opportunities in target regions and communities.

Work with national governments is an area for consideration in the future. The project has the opportunity by documenting the model and associated results along with key learnings to highlight the importance of CL and FL to respective governments and to establish mechanisms that build upon existing results and seek opportunities for further engagement and visibility. Without government involvement in the longer-term it is hard to see significant changes in CL and FL conditions. The project has a role to play in this dialogue.

The project also needs to manage the broader enabling environment and its associated risks. Ongoing security situations, drought government policies, the inadequacy of laws and regulations governing child labour, the reluctance of certain communities and beneficiaries to renounce child labour altogether. The project needs to continue its multi-faceted approach to drive change and influence where it can.

The partnership with the FAO, while challenging initially, has proven itself effective and provides opportunities for further collaboration and engagement into the future. The combination of technical areas of expertise along with existing relationships supports the project and also helps with visibility. Both partners need to seek further opportunities to promote the results of work and ensure that these are distributed and communicated to key stakeholders. The broad reach that the ILO and FAO possess provide unique opportunities to communicate messages on CL and FL in all aspects of work.

The project does require more time to solidify gains and complete work. The report has suggested an extension but also requests that the focus of the extension remains on completing existing work and to undertake some targeted studies and visibility work. This also need to be underpinned by a detailed exit

strategy which engages with national partners to not only document successes and achievements but to plan and guide for the possibility of future interventions in the CL and FL space.

Based on the findings, evidence, and conclusions, the following recommendations are made for consideration:

Recommendation 1: ILO, FAO, and EU to discuss, confirm and agree on an extension of the project for a period of up to 18-months. The focus of work in this period is to complete existing activities and to focus on evaluative and visibility efforts that demonstrate achievement of higher order results and outcomes. An indicative budget of US\$1million is proposed to support proposed work and close out.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
EU, Clear Cotton, FAO, FUNDAMENTALS	High	Short	High

Recommendation 2: The project management team should document the implementation and management “model” as a means to promote visibility, learning and possible replication. The model serves as a useful approach to addressing CL and FL issues and can be used as a visibility and communication mechanism for future interventions and engagement.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton, FAO & FUNDAMENTALS	High	Short	Medium

Recommendation 3: The project and FAO to seek engagement with national governments to raise awareness of CL and FL issues based on the achievements of the project. The intention is to raise awareness of the issues of CL and FL and the need to have national governments involved in future planning and designing of interventions in respective countries.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton & FAO	High	Medium	Medium

Recommendation 4: The project should define “what success looks like” for the remaining implementation period and consider the “project legacy.” Work should be prioritised to focus on areas that derive tangible results which can then be shared with national governments and counterparts (i.e., structure of the model and associated tools to implement projects). This should also involve work on a context specific exit strategy.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton & FAO	High	Short	Low

Recommendation 5: The project should continue to support formal capacity development work, particularly of labour inspectors to continue work around FPRW approaches. However, it is imperative that capacity development is assessed and evaluated to assess overall effectiveness and to determine if model and approach is appropriate to address CL and FL issues.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton	High	Medium	High

Recommendation 6: Work conducted through implementation agreements with CSOs, while important, will not influence GSC at a macro-level and expectations need to be tempered. CSOs may influence specific regions and communities but unlikely to have much impact at a national or regional level. Budgets should be set accordingly and CSOs used as complementary and pilot initiatives to support broader national engagement with government and constituents.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton /EU	Medium	Short	Medium

Recommendation 7: The project should continue engagement with communities. The dual approach of work with cooperatives, WO/EO and other stakeholders requires an informed community. Education work requires formalised agreements with Ministries/Departments of Education to ensure alignment and appropriate integration and transition.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton	High	Short	Medium

Recommendation 8: Clear Cotton and EU to define appropriate methodologies and approaches to assess the results achieved under SO 1 and SO 2. Studies that are context specific, proportionate, relevant, and appropriate (i.e., impact of work in communities, education outcomes etc.).

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton, EU, FAO, FUNDAMENTALS	High	Short	High

Recommendation 9: Clear Cotton to implement a lessons learned and reflection process that critically reviews and appraises work to date and documents key lessons and strategies to address. Underpins the work contained in the recommendations above.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
Clear Cotton	Medium	Short	Low

Recommendation 10: To promote sustainability of project results, as opposed to focusing efforts and resources on implementing a broad range of activities, the project should focus on specific areas where traction has been realised to date (i.e., country action plans, research methodologies, labour inspectors, and the education component). Relevant guidelines should also be prepared and finalised so as to support constituents and partners maintain implementation arrangements of these areas into the longer-term.

Responsible Unit(s)	Priority	Time Implications	Resource Implications
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Clear Cotton	High	Short	Medium
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Annex 1: Terms of Reference

Independent Mid-Term Evaluation

“Eliminating child labour and forced labour in the cotton, textile and garment value chains: an integrated approach”

ILO Project Code	GLO/17/15/EUR
Policy Outcome	ILO P&B 2020-2021/Outcome 7: Adequate and effective protection at work for all; ILO P&B 2018-2019/Outcome 8: Protecting workers from unacceptable forms of work
Contribution to SDGs:	SDG8, target 8.7
Administrative Unit in charge of the Project:	Fundamental Principles and Rights at Work (FUNDAMENTALS)
Technical Backstopping Unit:	Fundamental Principles and Rights at Work (FUNDAMENTALS)
Type of Evaluation:	Independent Mid-Term
Project Period:	March 2018 – February 2022
Total Project Budget:	9 million euros (EU contribution : 7.5M euros ; ILO contribution : 1.5M euros)
Geographical Coverage:	Mali, Burkina Faso, Pakistan, Peru (awareness raising activities only)
Funding Agency:	European Union

1. Introduction to the project

Worldwide, 160 million children are engaged in child labour; 79 million of them are performing hazardous work. Child labour and forced labour constitute not only a serious violation of fundamental rights, but also a leading cause of intergenerational poverty and a hindrance to economic and social development. Agriculture remains by far the most important sector where seven out of ten children are in child labour (112 million in total).

Cotton is used in 40% of all global textiles and in a range of other products and it is one of the world’s most important agricultural commodities, responsible for income, employment generation and food security of millions of farmers’ families across regions. It provides income for more than 250 million people worldwide and employs almost 7% of all labour in developing countries.

Child labour and forced labour are both present in cotton/textile and garment production chains in multiple countries across the globe. It is found in particular in Africa and Asia where cotton production systems are labour intensive and/or are dominated by small-holder farms. Child labour and forced labour in the cotton industry occurs in a variety of different forms and at different production stages.

The project “Eliminating child labour and forced labour in the cotton, textile and garment value chains: an integrated approach” (“CLEAR Cotton” or “the project”), co-funded by the European Union and implemented by the ILO, in collaboration with the FAO, has an overall duration of four years, which began in March 2018. The project’s overall objective is “strengthening and enhancing the capacity of the target

countries to eradicate child labour and forced labour in the cotton, textile and garment value chains operating nationally". The project seeks to achieve the following two specific objectives:

- *Specific Objective 1: National legislation, regulations, policies, and programmes are strengthened to combat child labour and forced labour in the cotton, textile, and garment sector.*
- *Specific objective 2: Local governments, providers of public services and other relevant stakeholders, including CSOs, take effective action to stop child and forced labour in target cotton growing districts and communities and garment/textiles factories.*

The project includes interventions in four countries: Burkina Faso, Mali, Pakistan and, with a more limited set of activities, Peru (awareness raising activities only). The main partners of the project include governments, employers' and workers' organizations, private sector, civil society organizations (CSOs), and the media.

2. Rationale for the evaluation

In line with the ILO's Evaluation Policy (2017), projects with budgets over US\$5 million must undergo a mid-term and a final evaluation, both of which must be independent. This will be the project's independent Mid-term Evaluation. The goal of the Evaluation will be to review the project's performance and enhance learning within the ILO and among stakeholders. In particular, the Mid-term evaluation will provide strategic and operational recommendations as well as highlighted lessons to improve performance, delivery, and sustainability of results.

Since 2020, the world of work is being profoundly affected by the impact of the COVID-19 pandemic. ILO projects, programmes and their beneficiaries are responding and adapting to the COVID-19 pandemic. The evaluation will also review and assess the impact of the crisis on the implementation of the project and lessons learnt from the response of the interventions.

ILO independent project evaluation serves accountability purposes by reporting to donors and national partners on the extent to which the intended outcomes are achieved. It also offers evidence of whether or not the activities and outputs described in the project document are actually undertaken and/or produced. The ILO Constituents, project teams and the donor as the key stakeholders will be consulted throughout the evaluation process.

This mid-term evaluation of the project will be in October 2021, with the final report to be completed by December 2021.

In July 2020, the project underwent a results-oriented monitoring review (ROM review) commissioned and managed by the European Commission. The mid-term evaluation will take stock of the findings of the ROM and assess how its recommendations have been taken forward.

3. Purpose, scope, and clients of the evaluation

Purpose

The Evaluation will serve the following main purposes:

- Provide an independent assessment of progress on the achievement towards the Project's development objective, assessing performance as per the established indicators vis-à-vis the strategies and implementation modalities chosen and project management arrangements; an
- Provide strategic recommendations, highlight good practices and lessons learnt

Considering that it is a mid-term evaluation, the approach will largely be learning-oriented with a view to informing the continuation of the project. It will thus:

- Advise future project implementation.
- Contribute towards organizational learning.
- Help those responsible for managing the resources and activities of a project to enhance development results from the short term to a sustainable long term.
- Assess the effectiveness of planning and management for future impacts; and

Support accountability aims by incorporating lessons learned in the decision-making process of project stakeholders, including donors and national partners.

Scope

The mid-term evaluation will cover the period from the launch of the project in March 2018 until July 2021, and its full geographic coverage at both Headquarters and Country level, including the components managed by implementing partners.

Thematically, the evaluation will cover the areas of child labour and forced labour, which are the primary focus of the project. The evaluation will also examine how the impact of the COVID-19 pandemic has affected project implementation.

The evaluation should cover and reflect gender and disability inclusion related issues in the methodology, data collection as well in its analysis of findings.

Clients

The primary clients of the evaluation will be the ILO, project team, the FUNDAMENTALS Branch, the FAO, the European Union, and ILO Country Offices in beneficiary countries. Primary clients have a direct stake in the evaluation and an interest in learning from experience to inform future interventions in this area. They are also called upon to account internally as well as to its beneficiaries and partners for performance and results of its programmes as well as on the efficient use of the funds.

Other users of the evaluation findings will include national partners (constituents), ILO constituents, other ILO units and projects, FUNDAMENTALS donors, and other interested parties. These users interest lies primarily, although not exclusively, in learning from experience to inform future interventions and investments in this area.

4. Evaluation criteria and questions

The mid-term evaluation will adhere to the [OECD Development Assistance Committee \(DAC\) evaluation criteria](#) and establish the relevance, coherence, efficiency, effectiveness and evidence of impact, and sustainability to-date of the project.

- Relevance and strategic fit: the extent to which the objectives are in keeping with global, national, and local priorities and needs, constituents' priorities and needs.
- Coherence: this includes internal coherence and external coherence synergies and fit with other ILO projects working in CL, FL, national initiatives and with other donor-supported projects and projects visibility.
- Validity of design: the extent to which the project design, logic, strategy, and elements are/ remain valid vis-à-vis problems and needs, including the COVID-19 pandemic.
- Effectiveness: the extent to which the project can be said to have contributed to the development objectives and the immediate objectives and more concretely whether the stated outputs have been produced satisfactorily; in addition to building synergies with national initiatives.

- **Efficiency:** the productivity of the project implementation process taken as a measure of the extent to which the outputs achieved are derived from an efficient use of financial, material, and human resources, including through the sub-contracting of funds to selected CSOs.
- **Progress towards impact -** positive and negative changes and effects caused by the project at national levels, including the impact with social partners and various implementing partner organisations.
- **Sustainability –** the extent to which adequate capacity building of project stakeholders has taken place to ensure mechanisms are in place to sustain activities and whether the existing results are likely to be maintained beyond project completion.

Evaluation questions

The evaluation will examine the programme and its different components on the basis of the specific evaluation questions listed below and against the standard evaluation criteria mentioned above. The questions below will be refined jointly with the independent evaluator in the final TORs.

OECD/DAC Criteria	What we want to learn
RELEVANCE: Is the intervention doing the right things?	<ol style="list-style-type: none"> 1. Have the project interventions been designed and implemented in accordance with constituents’ needs and capacities (at global and national levels), whilst being mindful of the project’s problem assessment and expected results? 2. Beyond constituents’ needs, do the project’s intervention objectives and design answer to the needs of the final beneficiaries, i.e., working children or children at risk of child labour, victims of forced labour in the cotton, textile, and garment value chains 3. Have the project design and implementation considered issues related to gender equality and disability inclusion?
COHERENCE: How well does the intervention fit?	<ol style="list-style-type: none"> 4. How well aligned are the project’s objectives and activities with other related programmes of the ILO (e.g., other projects implemented by FUNDAMENTALS)? Is there evidence of mutual leveraging and complementarity? 5. Does the project design and activities remain valid in general, and in the context of COVID-19? 6. How does the project fit within the international and national frameworks on child labour, forced labour and supply chains, and within the recurring discussions at the ILO on related subjects? 7. Is the project fitting well in the context of the UN reform at global and national levels?

<p>EFFECTIVENESS: Is the intervention achieving its objectives?</p>	<ol style="list-style-type: none"> 8. To what extent is the project achieving the expected results (outcomes and outputs) at country level? What is the likelihood of countries achieving their expected results by the end of the project? 9. What are the conditions at country level under which the project has made the most valuable contribution to addressing CL and FL challenges in the cotton, textile, and garment value chains? Which key success factors, mechanisms and circumstances can be identified? Which key inhibiting factors can be identified that the projects should address in their remaining project period? 10. Are project’s interventions aligned with national priorities and policies? Constituents’ priorities? 11. How is the project tackling the complexity of supply chain approaches in the context of recurring discussions at global and national levels and ILO constituents’ different positions? 12. The project’s design calls for the use of the CSOs sub-granting mechanisms. To what extent is this mechanism conducive to the achievement of the project objectives? 13. Do project outputs and outcomes to-date affect girls and boys, women, and men differently? If so, why and in which way? 14. Has the project effectively adjusted implementation modalities in response to COVID-19? 15. How effective was the complementarity between ILO’s and FAO’s work during project implementation?
<p>EFFICIENCY: How well are resources being used?</p>	<ol style="list-style-type: none"> 16. To what extent are the financial and human resources (management arrangements), at global and country levels, adequate to achieve the expected results? 17. To what extent has the project’s implementation mechanism proven to be efficient in achieving the expected objectives? 18. To what extent has the project leveraged its resources to mitigate COVID-19 effects in a balanced manner? Were the measures taken consider the sustainability of results? 19. To what extent has the intervention leveraged partnerships to support constituents and implementing partners while targeting the COVID-19 response?

<p>SUSTAINABILITY and IMPACT: Will the benefits last?</p>	<p>20. To what extent are the results of the project likely to be durable and maintained in the different target countries? Does the project have a sustainable exit strategy?</p> <p>21. Considering current results and potential impact, what post-project interventions would be recommended and in what scope and form if funds are available?</p> <p>22. What measures should be built into the project for increased sustainability of projects' results after its completion?</p> <p>23. To what extent is the project making progress towards impact? What are the most significant elements to-date that can influence impact?</p> <p>24. What is the anticipated effect of COVID-19 on the sustainability and impact of the project's interventions, and how can this be address/redress during the remaining project period?</p>
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5. Methodology

The evaluation will apply a mixed methodology analysing both quantitative and qualitative data and ensuring triangulation of information. It will integrate analysis of gender equality and other non-discrimination issues as a cross-cutting ILO concern. The evaluators will ensure that views and perceptions of both women and men are reflected in the interviews and that gender-specific questions are included.

The mid-term evaluation will comprise an exhaustive desk review of relevant project-related documentation (including the EC-led results-oriented monitoring review (2020)); individual and/or group interviews with, *inter alia*, project staff in ILO Headquarters and field offices, technical backstopping officials, implementing partners (e.g., FAO, a selection of project grantees), the donor (EC-INTPA), direct and ultimate beneficiaries.

Envisaged steps include the following:

- 1) Desk Review: Review of programmes and its components materials, publications, data, among others.
- 2) Inception meeting with the project team and technical backstopping unit in ILO HQ. The objective of the consultation is to reach a common understanding regarding the status of the project, the priority assessment questions, available data sources and data collection instruments and an outline of the final evaluation report. The following topics will be covered: project background and materials, key evaluation questions and priorities, list of stakeholders, criteria for country selection, outline of the inception and final report.
- 3) Initial interviews through conference calls or surveys with key stakeholders including (but not limited to) representatives from partners and entities who have participated in project activities.
- 4) Submission of an Inception Report with the final methodology and Work Plan. The Inception Report and the Work Plan will be subject to approval by the Evaluation Manager, and it will indicate the steps/phases and dates of the process in which the Evaluation will take place; the inception report should include interview guides and templates for the national consultants to report back to the team leader on the country components.

- 5) Additional documents review and analysis, data collection prior or in parallel to the evaluation interviews as required by the proposed methodology.
- 6) Evaluation interviews (individual or collective) with stakeholders.
- 7) Drafting evaluation report.
- 8) Presentations to the ILO project team and the key stakeholders on the draft report; and
- 9) Finalization of the evaluation report.

The Evaluation Manager will facilitate the compilation of documentation and establish an interview schedule.

The current COVID-19 pandemic severely restricts the mobility of staff and consultants. Based on the matrix developed by the ILO on the Constraints and risks as measured against the criticality of the evaluation to the ILO, the global component evaluation will be conducted in a remote way, relying on e-surveys. For some country components, it might be feasible to use a hybrid face-to-face/remote approach for collecting data by a national consultant if possible – depending on the COVID19 pandemic evolution. [ILO Evaluation Office guidance on the evaluation process during COVID19](#) should serve as the main guidance on the subject.

When and where relevant, evaluation questions will also be guided by the [ILO protocol on collecting evaluative evidence on the ILO's COVID-19 response measure through project and programme evaluations](#). The independent evaluator, the project team, and the evaluation manager, under the guidance of EVAL, should propose alternative methodologies to address the data collection that will be reflected in the inception phase of the evaluation developed by the evaluation team. These will be reflected in the Inception Report.

6. Deliverables

The evaluation should comprise the following deliverables, which must be presented in English and submitted to the Evaluation Manager in electronic version compatible with Word for Windows:

1. An **inception report**
2. A **draft evaluation report**
3. A **final evaluation report**
4. An **evaluation Summary**

Deliverable 1: Inception report (cf. ILO Policy Guidelines for Evaluation Checklist 3)

The inception report should:

- Describe the conceptual framework that will be used to undertake the evaluation, notably justifying, and explaining the clustered approach.
- Elaborate the methodology proposed in the terms of reference, notably the clustered approach, with any changes as required.
- Set out in some detail the data required to answer the evaluation questions, data sources by specific evaluation questions, data collection methods, sampling, and selection criteria of respondents for interviews.
- Detail the work plan for the evaluation, indicating the phases in the evaluation, their key deliverables, and milestones.

- Identify key stakeholders to be interviewed and the tools to be used for interviews and discussions; and
- Provide an outline for the final evaluation report.

Deliverable 2: Draft evaluation report (cf. ILO Policy Guidelines for Evaluation Checklist 5)

A first draft of the evaluation report will be circulated for comments by the Evaluation Manager to all concerned stakeholders.

Suggested outline for the evaluation report:

- Cover page with key project data (cf. ILO Policy Guidelines for Evaluation Checklist 7)
- Brief background on the project and its intervention logic
- Purpose, scope, and clients of the evaluation
- Methodology applied
- Review of implementation
- Presentation of findings
- Conclusions
- Recommendations (specifying to whom they are addressed)
- Lessons learnt
- Good practices
- Possible future directions
- Annexes

Deliverable 3: Final evaluation report. The final report shall make all necessary adjustments to integrate comments received.

The final report, excluding annexes but including an executive summary (as per template provided in ILO Policy Guidelines for Evaluation) should not exceed 35 pages.

The quality of the final report will be assessed against the standards set out in the ILO Policy Guidelines for Evaluation. The report will ultimately be approved by the ILO Evaluation Office.

Deliverable 4: **Evaluation summary.** This deliverable shall be prepared, adhering to the template provided in ILO Policy Guidelines for Evaluation Checklist 8. The Evaluation Summary shall only be prepared once the final evaluation report has been approved.

Ownership of the data from the evaluation rests jointly between ILO and the evaluator. The copyright of the evaluation report rests exclusively with ILO. Key stakeholders may make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

7. Management arrangements

A designated ILO staff who has no prior involvement in the project will manage this independent evaluation with oversight provided by the ILO Evaluation Office. The Evaluation Manager will undertake the following tasks:

- Serve as the first point of contact for the evaluator.
- Provide background documentation to the evaluator in cooperation with the project team.
- Brief the evaluator on ILO evaluation procedures.
- Circulate the reports to all concerned stakeholders for comments; and
- Consolidate comments for the evaluator.

The mid-term evaluation will be carried out by a team of evaluators, consisting of one international consultant (team leader) and national-level consultants in-country, to be hired by the ILO separately.

An international consultant (Team Leader) will conduct the mid-term evaluation. The Team Leader will report to the Evaluation Manager and be responsible for the timely submission of deliverables, including the final evaluation report, which should comply with ILO's Evaluation Policy Guidelines and related checklists and templates.

National consultants (to be hired by the ILO separately) will be commissioned for shorter periods of time to support the evaluation at country level in Mali, Pakistan, and Burkina Faso. The national consultants will report to the Team Leader. Under his guidance, national consultants will be responsible for the implementation of data collection activities at country level. The Evaluation Manager will facilitate this collaboration.

8. Timeline and work plan

The contract dates are 1 October 2021 – 15 December 2021. It is anticipated that the evaluation will require a total of 30 workdays. The evaluation will follow this timeline:

- a. Submission of deliverable 1 “inception report”: 8 October 2021
- b. Presentation of the draft findings and recommendations to the ILO project team and the key stakeholders (stakeholders’ workshop): 8 November 2021
- c. Submission of deliverable 2 “draft evaluation report”: 15 November 2021
- d. Submission of comments to the final report from the ILO project team and the key stakeholders: 1 December 2021
- e. Submission of deliverable 3 “final evaluation report” and deliverable 4 “evaluation summary”: 15 December 2021

9. Ethical considerations

The mid-term evaluation will strictly comply with UN standards for evaluations as specified in the United Nations Evaluation Group (UNEG) Norms and Standards for Evaluation and be guided by the ILO Evaluation Policy. A copy of the UNEG Code of Conduct for Evaluation in the UN system is attached to these terms of reference and the evaluators are expected to familiarise themselves with and adhere to these. The evaluators will also commit to adhere to the ILO Code of Conduct for Evaluators ([link below](#)). The evaluators are expected to disclose any possible conflicts of interest that could interfere with the independence of the evaluation.

The evaluation will observe confidentiality with regards to sensitive information and feedback obtained through individual and group interviews.

Annex 2: ToR National Consultants

Terms of Reference

Support to the Independent Mid-Term Evaluation: “Eliminating child labour and forced labour in the cotton, textile and garment value chains: an integrated approach”

Introduction

The International Labour Office (ILO) is currently undertaking an independent mid-term evaluation of the project “Eliminating child labour and forced labour in the cotton, textile and garment value chains: an integrated approach” (“CLEAR Cotton” or “the project”), co-funded by the European Union and implemented by the ILO, in collaboration with the FAO. The project has an overall duration of four years, which began in March 2018. The project’s overall objective is “strengthening and enhancing the capacity of the target countries to eradicate child labour and forced labour in the cotton, textile and garment value chains operating nationally”. The project seeks to achieve the following two specific objectives:

- Specific Objective 1: National legislation, regulations, policies, and programmes are strengthened to combat child labour and forced labour in the cotton, textile, and garment sector.
- Specific objective 2: Local governments, providers of public services and other relevant stakeholders, including CSOs, take effective action to stop child and forced labour in target cotton growing districts and communities and garment/textiles factories.

The project includes interventions in four countries: Burkina Faso, Mali, Pakistan and, with a more limited set of activities, Peru (awareness raising activities only). The main partners of the project include governments, employers’ and workers’ organizations, private sector, civil society organizations (CSOs), and the media.

In line with the ILO’s Evaluation Policy (2017), the project is now undergoing an independent evaluation with the general goal of reviewing the project’s performance and enhance learning within the ILO and among stakeholders. In particular, the Mid-term evaluation will provide strategic and operational recommendations as well as highlighted lessons to improve performance, delivery, and sustainability of results. This mid-term evaluation of the project will be in October 2021, with the final report to be completed by January 2022. Since 2020, the world of work is being profoundly affected by the impact of the COVID-19 pandemic. ILO projects, programmes and their beneficiaries are responding and adapting to the COVID-19 pandemic. The evaluation will also review and assess the impact of the crisis on the implementation of the project and lessons learnt from the response of the interventions.

The mid-term evaluation is conducted by an international evaluator with sound knowledge and experience evaluating policies, programmes, and projects at the international level, including for the ILO. It is coordinated by an ILO official who serves as evaluation manager. The independent evaluator and the evaluation manager make up the evaluation team.

The current COVID-19 situation prevents the international evaluator from undertaking field missions. The evaluation team has decided, therefore, to engage national consultants to facilitate country level data collection in selected countries as they have the advantage of location, language and required flexibility in undertaking data collection in this situation. The sections below outline the specific requirements of the assignment:

Required Competences

- Sound understanding of ILO’s decent work agenda and its normative mandate. Prior exposure to ILO’s work on child labour would be an advantage.
- Strong understanding of the national developmental context including gender equality and disability inclusion concerns.
- Proven skill in qualitative and quantitative data collection, especially for the purpose of evaluations.
- Sound local language skills and strong writing skills in English is required.

Key tasks

- Participate in an online briefing with the evaluation team.
- Review relevant country level documentation to develop an understanding of ILO’s in-country work under the project.
- In coordination with the evaluation team, organize and conduct interviews at the country level using the interview tool provided by the international evaluator. **Face-to-face interviews will be conducted with...stakeholders...** The contact information of all stakeholders to be interviewed will be made available by the evaluation team.
- Provide detailed interview notes in English, together with observations and insights.
- Support in following up on any specific issue identified by the lead evaluator.

Time frame

The assignment comes into effect from the day of signing the contract.

Tasks	Working days
Desk review, briefing with the international evaluator and coordination with country office	
Interviews (telephonic/in-person as per the situation)	
Face-to-Face interviews with ... stakeholders in ...	
Face-to-Face interviews with ... stakeholders in...	
Preparing interview transcripts	
Further follow up as required on specific issues and finalization of the deliverables	
	Total: ... days

The total duration of the work is expected to be . days. The final deliverables are to be shared with the evaluation team no later than ...

Key deliverables

Detailed interview notes in English

Summary report, **ideally**, in English using the template provided by the lead evaluator

Management arrangements

The national consultant will work under the guidance of the mid-term evaluation team and work within the briefing provided and framework developed by the evaluation team.

For all administrative matters, the national consultant will communicate with the evaluation manager who will serve as the first port of call for this assignment.

All deliverables are to be submitted to the mid-term evaluation team for their review and feedback, following which the national consultant will finalize the deliverables.

Note:

The national consultant is required to comply fully with the advisories issued by the local government and the UN regarding domestic travel and social distancing.

Please keep in mind the contract may have to be terminated prematurely if it appears unfeasible that the desired deliverables will be received/achieved because of COVID-19 related developments.

The national consultants are required to sign the [Code of Conduct Agreement](#) together with the contract document.

Annex 3: List of Documents Consulted

No.	Document Name	Source
1	EUILO_Cotton_ProDoc_13Dec2017_clean	ILO
2	EC_Cotton_Logframe_rev_13Dec17	ILO
3	ANNEX C CMES Guidelines	ILO
4	CLEAR Cotton C-388763_Consolidated_ROM Report_20200727	ILO
5	CLEAR Cotton C-388763_Consolidated_ROM Report_ILOcomments	ILO
6	Email text General comments CLEAR Cotton C-388763_ROM Report_20200907	ILO
7	CLEAR Cotton_Minutes 2nd_Steering committee_external_20200709_clean	ILO
8	CLEAR Cotton_Minutes 2nd_Steering committee_internal_20200709_clean	ILO
9	Minutes Steering committee Mtg 191118 GLO1715EU 111218	ILO
10	Achieving decent work in global supply chains, Report, 2020	ILO
11	Integrated Strategy on Fundamental Principles and Rights at Work 2017-2023	ILO
12	Plan of action FPRW ILC 2017	ILO
13	Report IV Decent work in global supply chains ILC 2016	ILO
14	Reports of the Committee on Decent Work in Global Supply Chains, ILC 2016	ILO
15	Resolution concerning decent work in global supply chains ILC 2016	ILO
16	Technical Meeting on Achieving Decent Work in Global Supply Chains, Notes of the proceedings, Governance 2020	ILO
17	Annex B Clear_Cotton_Launch_Report_201908_FINAL_	ILO
18	Annex D0 Global workplan	ILO
19	Annex D1 Burkina Faso_work plan rev	ILO
20	Annex D2 Work plan Mali rev	ILO
21	Annex D3 Clean Cotton Project Workplan Pakistan rev	ILO
22	Annex E Revised Summary of the Description of the Action Annex 1	ILO
23	Annex F Clear Cotton Comms Strat	ILO
24	Annex G Key references_Clear Cotton Project_1 (1) (002)	ILO
25	GLO1715EUR TPR REVISED - 110919	ILO
26	Annex B CLEAR Cotton Countries work plans_20200430_other	ILO
27	Annex B CLEAR Cotton Countries work plans_20200430	ILO
28	CLEAR Cotton_TPR 2_April 2020 FINAL	ILO
29	CLEAR Cotton_TPR 3_clean 20210428_FINAL	ILO
30	CLEAR Cotton_flash report_May 2021_FINAL	ILO
31	CLEAR Cotton_Fash Report_July 2021	ILO
32	Budget revision Annex_3 Revised Budget - Copy	ILO
33	Initial signed budget EUILO_CottonSupplyChains_Budget_15Dec17	ILO
34	Last financial statement FS GLO1715EUR	ILO
35	Annex_1_Updated Logical Framework	ILO
36	Annex_2_Revised Work Plans	ILO
37	Annex_3 Revised Budget Form 1	ILO
38	Annex_3 Revised Budget Form 3	ILO
39	Annex_3 Revised Budget Form 2	ILO
40	CLEAR Cotton project extension note clean	ILO

Annex 4: List of People Consulted and Interviewed

	Name	Position and Organisation
1	Ms. Badra Alawa, alawa@ilo.org	CTA, Clear Cotton
2	Ms. Lucie Pelfort, pelfort@ilo.org	Junior Project Officer, Clear Cotton
3	Mr. Mohamed Fofana fofanam@ilo.org	NPC Mali
4	Mr. Faisal Iqbal, iqbalf@ilo.org	NPC Pakistan
5	Mr. Grégoire Yameogo, yameogo@ilo.org ,	NPC Burkina Faso
6	Mr. Djire Tata	Previous NPC in Mali
7	Mr. Hamidou Cisse, , cisseh@ilo.org	Previous NPC Mali and current ACCEL Africa NPC
8	Ms. Maria Valencia Rocio	NPC Peru (mainly for the South-South project with punctual help for Clear Cotton)
9	Mr. Philippe Vanhuynegem vanhuynegem@ilo.org	Branch Chief FUNDAMENTALS
10	Mr. Francesco d'Ovidio dovidio@ilo.org	Solutions and Innovations Unit Head (direct supervisor for the project)
11	Ms. Maria-Gabriella Breglia breglia@ilo.org	Research Officer
12	Katherine Torres torresk@ilo.org	Supply Chain Desk Officer
13	Laura De Franchis, defranchis@ilo.org	Evaluation Officer, FUNDAMENTALS
14	Jean-Marie Kagabo, kagabo@ilo.org	Desk-officer for Asia
15	Nadine Osseiran, osseiran@ilo.org	Desk-officer for Asia
16	Sophie de Coninck, deconinck@ilo.org	Field Specialist
17	Insaf Nizam, nizam@ilo.org	Field Specialist
18	Audrey Le Guével, leguevel@ilo.org	Programme and Operations Officer
19	Olivier Chaillet, chaillet@ilo.org	Finance
20	Frederic Lapeyre, lapeyre@ilo.org	Country Director, Abidjan
21	Ingrid Christensen, christensen@ilo.org	Country Director, Islamabad
22	Kambale, Kavunga, kambale@ilo.org	Programme Officer- Abidjan
23	Bukhari, Syed Saghir , bukhari@ilo.org	Programme Officer - Islamabad
24	Maria Rosa de Paolis , maria-rosa.de-paolis@ec.europa.eu	EU
25	Ariane Genthon, Ariane.Genthon@fao.org	FAO
26	Bernd Seiffert, Bernd.Seiffert@fao.org	FAO
27	Caitlin Helfrich- helfrich@ilo.org	Global supply chains specialist, DDG/P (Supply chains task team)
28	Janika Simon, simon@ilo.org	Programme and Operations Specialists, Better Work
29	Guy Tchami, tchami@ilo.org	Cooperative policy and research specialist, COOP unit, ENTERPRISES
30	Henrik Moller, moller@ilo.org	ACT/EMP
31	Lalaina Razafindrakoto lalaina.razafindrakoto@fao.org	FAO
32	Mariaeleonora D'Andrea ((mariaeleonora.dandrea@fao.org)).	FAO

No.	Personne à interviewer [Nom, Fonction, Structure, Localisation]	Contacts
Donateur		
1	Mme Christina Wagner, Attachée de Coopération - Justice, Etat de Droit, Droits Humains, Délégation de l'Union européenne au Burkina Faso	christina.wagner@eeas.europa.eu Tél : + 226 25 49 29 00
FAO –		
2	M. Tiko Hema, Point focal du projet CLEAR Cotton, Représentation de la FAO au Burkina Faso	Tiko.Hema@fao.org Tel: +22665864212
BIT		
3	M. Grégoire Yameogo, Coordonateur National de Projet, Projet CLEAR Cotton, Ouagadougou, Burkina Faso	yameogo@ilo.org Tel: +22677975359
4	Mme Kadidia Boly/Ouedraogo. Assistante administrative et financière, Projet CLEAR Cotton, Ouagadougou, Burkina Faso	ouedraogok@ilo.org Tel: +22670244920
Gouvernement [Partenaire de mise en œuvre]		
Ministère de la Fonction Publique, du Travail et de la Protection Sociale		
5	Mme Flore Doussou BARRO/TRAORE Directrice Générale de la Protection Sociale M. BAZIE ISSO, Directeur de la Lutte contre le Travail des Enfants Ouagadougou, Burkina Faso	bazis81@gmail.com Tel: +22674744913
6	M Alassane Traoré, Agent (Directeur de la lutte contre le travail des enfants jusqu'en Avril 2021)	altraore3@gmail.com Tel : +22676434359
Ministère de l'éducation nationale de l'alphabétisation et de la promotion des langues nationales		
7	Mme Cathérine Kaboré, Secrétaire Permanente de la Stratégie de Scolarisation Accélérée/ Passerelle, (SSA/P) Ouagadougou, Burkina Faso	cathkab@yahoo.fr Tel: +22670222437
8	M Ali Pikissi TOE, Directeur Provincial de l'enseignement préscolaire, primaire et non formel, province du Mouhoun, Dédougou, Burkina Faso	t.alipikissi@yahoo.com Tel : +22670110122
Organisations de travailleurs [Partenaires de mise en œuvre]		
9	M. Marcel ZANTE, Secrétaire General, Confédération Nationale des Travailleurs Burkinabè, CNTB Superviseur désigné de l'Unité d'Action Syndicale UAS pour le suivi de la mise en œuvre du projet	marcel_zante@yahoo.fr Tel : +22677318072
Organisations d'employeurs [Partenaires de mise en œuvre]		
10	Mme Philomène YAMEOGO Secrétaire Générale Conseil National du Patronat Burkinabé	yameogo@patronat.bf yameogotoup@yahoo.fr Tél: (+226) 25 33 03 20
Union Nationale des Sociétés Coopératives des Producteurs de coton , UNPCB		
11	M. Bihoun Bambou, Président M. Kalo Milogo	alibadarafr@yahoo.fr Tel: +22676090242

	Coordonnateur M Ali Badara Diallo, Responsable des services techniques	
Autres partenaires de mise en œuvre (ONG)		
12	M. Gaston Sobgo Directeur, Fondation pour le Développement Communautaire, FDC Ouagadougou, Burkina Faso	gaston.sobgo@fdcbf.org Tel : 70130769
13	M. Claude Ouedraogo, Coordonnateur, Coordination nationale des Associations d'Enfants et Jeunes Travailleurs du Burkina, CN-AEJTB Ouagadougou, Burkina Faso	claudouaga@gmail.com Tel : +22676390080
14	Mr. Cheick Ouattara, Coordonnateur , Association No-Bièl Diebougou, Burkina Faso	associationnobièl@gmail.com Tel : +22667068662
16	M. Karambiri Lamou Edouard Point focal du projet, OCADES/Dedougou	Lamou_karambiri@yahoo.fr Tel : 70357833

FGDs with partners and beneficiaries

FGD 1 (Partners)	Traoré Moussa Directeur de la DRTPS BM tél: 70063525 Toé Pakissi Ali Directeur DPEPPNF / Mouhoun tél: 70110122 Yé Passari Président UPPC / Mouhoun tél: 75142652 Sawadogo Ousséni Inspecteur UPPC / Mouhoun 76656992 Tamini Yao Patrice 1er adjoint maire Ouarkoye tél: 70715779 Ouoba Ludovic T. O SG mairie de Bondoukuy tél: 70751644 Neya Jean de Dieu chef du service social mairie de Dédougou tél: 70531481 Somé Y Charles Arsène Superviseur SSAP BIT tél: 72042851 Tiendrebéogo Aziz Sperviseur SSA/P/ FDC / BIT tél:76783436 Ki Basile SEP/DPEPPN MHN tél: 60509000
FGD 2 (beneficiaires)	Konkobo Pabangueba COGESS Koukatenga tél: 51667150 Niokara Ousmane DE école Koukatenga tél: 70072392 Kientega Pascal CVD Koukatenga tél: 79359257 Sidibé Halta COGESS Poundou tél 70801966 Kohoun Nihanni Parent Poundou tél: 72193634 Nabalma Bibata élève Djiguemdé Issa élève Djiguemdé Oumarou élève Sidibé Mariam élève Kohoun Laurent élève Djiguemdé Mariam Parente élève tél: 54228674 Yaro Solange Animatrice tél: 72097789 Sourabié D Marcel Animateur tél: 72086750 Somé Y. Charles Arsène Superviseur FDC tél: 72042851 Tiendrebeogo A. Aziz Superviseur FDC tél: 76783435

Mali

S. No.	Interviewee [Name, Designation, Organization, Location]	Contact Details	Language of interview (FR or ENG)
Donor			
1.	Mr. Ki-Zerbo Olivier, Head of Division, EEAS. European Union Delegation to Mali, Bamako	olivier.ki-zerbo@eeas.europa.eu Cell: +223 94 51 10 64	FR or ENG
FAO – Co-implementing UN Agency			

2.	Mr. Adama Yaya DIARRA, FAO-Mali. Focal point/ Clear Cotton. Bamako	adama.diarra@fao.org Cell: +223 76 16 82 34 / 66 16 82 34	FR
ILO			
3.	Mr. Frédéric Lapeyre, Country Director, ILO, Abidjan (Côte d'Ivoire, Bénin, Burkina Faso, Mali, Niger, and Togo)	lapeyre@ilo.org Tel: +225 27 20 31 89 26	FR or ENG
4.	Ms. Sophie De Coninck, Regional Specialist Fundamental Principles and Rights at Work ILO, Abidjan (Côte d'Ivoire, Bénin, Burkina Faso, Mali, Niger, and Togo)	deconinck@ilo.org Tel: +225 27 20 31 89 07	FR or ENG
5.	Mr. Mohamed Fofana, National Project Coordinator, EU Co-Funded Clear Cotton, ILO, Bamako	fofanam@ilo.org Cell: +223 76 53 71 71 / 60 14 14 14	FR
6.	Mr. Hamidou Cissé, National Project Coordinator, ACCEL Africa, ILO, Bamako	cisseh@ilo.org Cell: +223 76 03 41 14	FR
7.	MS. Fatoumata Touré. Administrative and financial assistant, EU Co-Funded Clear Cotton, ILO, Bamako	touref@ilo.org Cell: +223 76 02 68 43	FR
Government [Implementing Partner]			
8.	Mr. Fassoun Coulibaly, National Director of Labor. Bamako	fasco_coul@yahoo.fr Cell: +223 76 43 17 00	FR
9.	Mr. Amadou thiam, Director, National Unit for the Fight against Child Labor (CNLTE) Bamako	amadoust@yahoo.fr Cell: +223 76 75 75 76	FR
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Issa DIARRA (maire, Kourouma), Madou DIABATE (membre comité Gestion scolaire, Fama), Salia BALLO (membre comité local villageois, Soroudou Bougoula), Abou DIAKITE (membre cooperative producteurs de coton, Souroufou), Moussa YALCOUYE (président jeunesse, Koro barrage), Lassina BENGALY, membre comité local villageois, Koloni), Diakaridia BERTHE (membre comité gestion scolaire, Fathiori bougou), Tahirou KONE (membre comité de gestion du centre, Sanankoro)

Kassim SANOGO (Dadimabougou, élève garçons), Bakary DIOURTE (Koro barrage, eleve garçon), Sibiri COULIBALY (Fassorobougou, eleève garçon), Djenebou KONE (Sananko, eleve fille), Moussodia DEMBELE (Fo, eleve fille), KATENÉ SANOGO (Sanô, fille).

Pakistan

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12.	Mr Nazar Ali, Secretary General and Member, Board of Directors EFP Pakistan, Karachi, Sindh	
13.	Mr. Fashiul Kareem Siddiqi, Ex-Secretary General, Employers' Federation of Pakistan, Karachi, Sindh	
14.	Mr. M. Asif, Secretary General, Pakistan Cotton Ginners' Association, Multan, Punjab	pcga.mail@gmail.com Cell: +92-304-5070807 & +92-314-7891347 Landline: +92-61-4573937
Development Partners [Implementing Partner]		
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Names to be inserted.

FGD 1	FGD 1: Cotton Picking workers from five districts trained on CL, FL & OSH including COVID-19
FGD 2	FGD 2: Men cotton growing farmers from five districts sensitized on CL, FL & OSH including COVID-19
FGD 3	FGD 3: NFE Students Girls withdrawn from Child Labour in Cotton Picking

Annex 5: KII Interview Guide

Consent statement

Thank you for taking the time to meet with us today. I would like to ask you some questions about your views on the Clear Cotton Project. This information will be used in report for ILO that will be publicly available.

It is important to understand that while we would like your help in this Mid-Term Evaluation (MTE), you do not have to take part if you do not want to, and you do not have to answer any questions if you do not feel comfortable doing so. As your participation is entirely voluntary, you may choose not to be recorded, refrain from answering any question and end the interview at any time.

The objective of this research is to improve the performance of projects and provide guidance and recommendations for the future. There is no direct benefit to the ILO for your participation in this MTE. The purpose is only to help us improve the services of projects like this one. The information we receive from you will be used for analysis purposes only.

After the research is completed, ILO will remove any identifying information from the transcripts and notes – such as names, dates, and specific locations – so that these sources may be made available for other researchers to use. ILO will require others who request access to this information to agree to use it for research purposes only and not to share this information with anyone else. In this way, we hope to ensure that others may benefit from the responses you provide, without risking your privacy.

The interview is expected to take about 30-45 minutes.

Do you have any questions? You may ask questions at any time. If you have questions or concerns about the research after we leave today, you can contact the evaluation manager – Ms. Maria Munaretto (munaretto@ilo.org)

Interview date and location:

Interviewer:

Title(s):

Name(s):

Sex:

Refer to Annex 1 for the key questions and also the table below.

Key Criteria	Notes from Interviews	Reference to evidence and documents
Relevance	What is the linkage to relevant national strategies, policies and regulations?	
Validity of Design	Were you consulted during the design? What involvement did you have?	
Coherence	How well aligned are the project's objectives and activities with other related programmes of the ILO (e.g. other projects implemented by FUNDAMENTALS)? Is there evidence of mutual leveraging and complementarity? Is the project fitting well in the context of the United Nations (UN) reform at global and national levels?	
Effectiveness	To what extent is the project achieving the expected results (outcomes and outputs) at country level? What is the likelihood of countries achieving their expected results by the end of the project? What are the conditions at country level under which the project has made the most valuable contribution to addressing Child Labour (CL) and Forced Labour (FL) challenges in particular in the cotton, textile, and garment value chains? Which key success factors, mechanisms and circumstances can be identified? Which key inhibiting factors can be identified that the projects should address in their remaining project period? How is the project tackling the complexity of supply chain approaches in the context of recurring discussions at global and national levels and ILO constituents' different positions? The project's design calls for the use of the CSOs sub-granting mechanisms. To what extent is this mechanism conducive to the achievement of the project objectives? Do project outputs and outcomes to-date affect girls and boys, women, and men differently? If so, why and in which way?	
Efficiency of Resource Use	To what extent has the project's implementation mechanism proven to be efficient in achieving the expected objectives? To what extent has the project leveraged its resources to mitigate COVID-19 effects in a balanced manner? Were the measures taken consider the sustainability of results? To what extent has the intervention leveraged partnerships to support constituents and implementing partners while targeting the COVID-19 response?	
Management Arrangements	How effective was the complementarity between ILO's and FAO's work during project implementation?	
Impact Orientation and Sustainability	To what extent are the results of the project likely to be durable and maintained in the different target countries? Does the project have a sustainable exit strategy? Considering current results and potential impact, what post-project interventions would be recommended and in what scope and form if funds are available? What measures should be built into the project for increased sustainability of projects' results after its completion?	

Annex 6: FGD Interview Guide

Consent statement

Thank you for taking the time to meet with us today for this Focus Group Discussion (FGD). I would like to ask you some questions about your views on the Clear Cotton Project. This information will be used in report for ILO that will be publicly available.

It is important to understand that while we would like your help in this Mid-Term Evaluation (MTE), you do not have to take part if you do not want to, and you do not have to answer any questions if you do not feel comfortable doing so. As your participation is entirely voluntary, you may choose not to be recorded, refrain from answering any question and end the interview at any time.

The objective of this research is to improve the performance of projects and provide guidance and recommendations for the future. There is no direct benefit to the ILO for your participation in this MTE. The purpose is only to help us improve the services of projects like this one. The information we receive from you will be used for analysis purposes only.

The purpose of the FGD is to obtain important information from benefices who have participated. All responses are anonymous and will be consolidated with other discussions across the project. After the FGD is completed, the ILO will remove any identifying information from the transcripts and notes – such as names, dates, and specific locations – so that these sources may be made available for other researchers to use.

ILO will require others who request access to this information to agree to use it for research purposes only and not to share this information with anyone else. In this way, we hope to ensure that others may benefit from the responses you provide, without risking your privacy.

The FGD is expected to take about 60 minutes.

Do you have any questions? You may ask questions at any time. If you have questions or concerns about the research after we leave today, you can contact the evaluation manager – Ms. Maria Munaretto (munaretto@ilo.org)

Interview date and location:

Interviewer:

Title(s):

Names of FGD members:

Gender breakdown of members: M% and F%

Key Questions

1. Is the project meeting your needs and expectations?
2. What is the best thing about the project/intervention you are involved with?
3. What is the one thing that isn't going well? What would you suggest needs to be done to fix these issues?
4. What could be improved in the future?

Annex 7: Clear Cotton (Project) Revised Logframe

	Results chain	Indicator	Baseline (value & reference year)	Target (value & reference year)	Current value* (reference year) (* to be included in interim and final reports)	Comments
Developmental Objective	OO. To foster the eradication of child and forced labour in the cotton, textile, and garment value chains in the target countries.	<p>1. Prevalence of child and forced labour in cotton, textile, and garment value chains in the target countries.</p> <p>2. Number of social, public, and private enterprises who have formally introduced internal measures to comply with the prohibition of child and forced labour in their production.</p> <p>3. Percentage of school-age children (boys and girls) living in cotton growing areas which regularly attend mainstream education programmes in the target countries.</p>	<p>1. Baseline values determined based on the only available data (study in Burkina Faso).</p> <p>2. A value based on available studies and information collected from stakeholders will be determined by the ILO. (ongoing)³⁵</p> <p>3. Will be determined by the ILO from the data of the ministries of education and local schools. (ongoing)³⁶</p>	SDG Target 8.7: 0% child labour by 2025		

³⁵ Findings on the initial situation are under verification, based on project's research study findings and stakeholders' own assessment.

³⁶ Findings on the initial situation are under verification, based on project's Ministries of Education and school's reports.

Specific objective 1	SO1: Enhanced compliance with legislative and regulatory frameworks and implementation of policies to eradicate child labour and forced labour in the cotton, textile, and garment value chains.	1.1. Number of new or adapted national or local development or education plans in the target countries with specific actions and indicators on the eradication of child and forced labour, developed with project support. ³⁷	0	3	1 achieved (3 ongoing)	The mainstreaming of child and forced labour issues into the policy implementation plans of cotton stakeholders ensures the sustainable elimination of these issues. In Pakistan, a Joint Action Plan for the sustainable elimination of child labour in cotton was prepared at Khairpur Taminwali, with relevant stakeholders. In Burkina Faso, the process to integrate child labour modules in the regular training of the national school re-integration strategy started, in collaboration with the ministry of Education.
		1.2. Number of stakeholders in the cotton, textile and garment value chain that have introduced monitoring systems and measures to prevent or eliminate child and forced labour, with project support.	6 (but with systemic weaknesses Burkina: 1 Mali: 3 Pakistan: 2)	6 (strengthened)	0 (6 ongoing)	Key stakeholders of the cotton value chains are strengthening their involvement in the fight against child and forced labour thanks to the creation of internal monitoring mechanisms. The process is undergoing in Burkina (1 mechanism within UNPCB, 3 with public actors at regional and local levels), Mali (1 mechanism with CMDT) and Pakistan (1 mechanism with EFP currently piloted with 2 companies).
Output 1.1	O1.1 - Integrated focus on the eradication of child labour and forced labour in national and local regulatory and policy frameworks in the target countries, applicable to the cotton, textile, and garment value chains.	1.1.1 Number of proposals for new or adapted regulatory frameworks for the reduction and eradication of forced labour elaborated with project support and validated with selected key stakeholders.	0	3 (Burkina: 2 Mali: 1)	3 completed (Burkina: 3) (1 ongoing in Mali)	The gaps in the child and forced labour regulatory frameworks is more at the level of the implementation. Those are addressed through 3 action plans in Burkina Faso (one at national level to implement the national strategy against the worst forms of child labour; one at regional level and one at municipal level to tackle child labour in the cotton value chain); and the development of a new National Action Plan for the Elimination of Child Labour in Mali (PANETEM) is underway in collaboration with the national child labour body.

³⁷ This will reflect the plans proposed under indicator 1.1.1 that were subsequently adopted by public authorities and integrated into the national or local regulatory frameworks.

Output 1.2	O1.2 – The available knowledge base on child and forced labour in the national cotton, textile and garment supply chains is strengthened in the target countries, with new and sound quantitative and qualitative data.	1.2.1 Number of new research methodologies to analyse the national cotton, textile, and garment value chains with focus on child and forced labour developed and documented with project support and presented to relevant stakeholders.	0 ³⁸	1	1 <i>(subject to reshaping after piloting in Burkina and Mali)</i>	This new methodology allows for a better understanding of FPRW issues in the value chain, in order to orient and support effective actions for the promotion of FPRW.
		1.2.2 Number of qualitative value chain mapping and analysis, at national and local level, with focus on child labour and forced labour developed and validated with selected stakeholders.	0	3 <i>(in Burkina Faso, Mali, and Pakistan)</i>	1 completed <i>(Pakistan³⁹) (2 ongoing)</i>	The mapping and analysis of the cotton value chains improve the knowledge base by identifying gaps in order to strengthen policy responses and stakeholders' actions. This assessment is pending finalisation in Pakistan and is undergoing in Burkina Faso and Mali.
		1.2.3. Number of mixed method studies (qualitative and quantitative) on child labour and forced labour in the cotton, textile and garment value chains developed and validated with selected stakeholders.	0	2	2 validated <i>(Burkina: 1; Mali: 1)</i>	New and targeted evidence-based data supports the awareness and the mobilization of stakeholders and allows them to adopt focused and effective policies. Two studies on cotton cooperatives and FPRW and cooperatives principles in Burkina Faso and Mali using mixed methodologies were completed, and one rapid assessment is envisaged in Burkina Faso once the results of the national child labour survey are available.
Output 1.3	O1.3 – Selected key stakeholders in the target countries have enhanced, gender-	1.3.1 Number of forums and technical meetings organised by the project to present the tested methodologies and the new knowledge produced to relevant global and national stakeholders.	0	5	4 completed <i>(1 regional workshop; Burkina Faso: 1; Mali: 1; Pakistan: 1)</i> 1 methodology	The presentation of the new methodology for the value chain analysis, during a regional workshops involving all relevant stakeholders from Burkina Faso and Mali, and the dissemination of research findings in Burkina Faso, Mali of the cooperative's studies increased the awareness of stakeholders on FPRW issues.

³⁸ Other existing research methodologies do not include a value chain analysis or sufficient criteria for child and forced labour assessment.

³⁹ The research in Pakistan was based on the methodology produced by the INDITEX-funded project in Pakistan.

	sensitive understanding of the existing needs and gaps concerning the eradication of child and forced labour in the cotton, textile, and garment value chains.	1.3.2. Number of stakeholders who can identify at least 3 issues presented in the studies that they can reflect in their regular work and functions, including understanding of gender specificities.	0	50	56	56 representatives of key stakeholders were involved in the design and adoption of project's research methodology and findings, which improved their ownership of the results and encouraged them to act.
Output 1.4	O1.4 – Strengthened capacity in the target countries to monitor compliance with the existing legal provisions and seek remedy in relation to the elimination of child and forced labour in the national cotton, textile, and garment value chains.	1.4.1 Number of labour inspectors and other relevant enforcement officers (by gender) trained on existing legal provisions and methods to conduct inspections and refer cases of child and forced labour who can identify at least 3 new knowledge/skills they can apply in everyday work.	<i>Burkina: 59 inspectors Mali: 20 inspectors Pakistan: 211 inspectors</i>	+150	228 <i>(Burkina: 36; Mali: 22 (including 8 women); Pakistan: 120. Peru: 50)</i>	The formal capacity of labour authorities and government officials has been enhanced thanks to the training of the Director of the Child Labour Unit and 35 regional labour inspectors and controllers in Burkina Faso, 2 government officials and 20 labour inspectors 120 labour inspectors in Pakistan and 50 members of the regional committees to prevent and eliminate child labour in Peru on better identifying and addressing child and forced labour cases, and support withdrawal of victims.
		1.4.2 Number of trained labour inspectors and other relevant enforcement officers who serve as trainers (ToT) to pass on the knowledge acquired in the project trainings (by gender).	<i>(Burkina: 29. Mali: 15 Pakistan: 29)</i>	+30	+11 <i>(Burkina: 1; Pakistan: 10)</i>	Training 1 government official in Burkina Faso and 5 senior officer (including Joint Directors and Deputy Directors from the labour department Karachi) and 5 labour inspectors in Pakistan to act as trainers for their peers ensures the ownership of FPRW issues and the sustainability of actions.
		1.4.3 Number of public monitoring and inspection mechanisms developed or improved with project support in the cotton, textile, and garment value chains.	4 <i>(but with systemic weaknesses)</i>	4 <i>(Burkina: 1 Mali: 1 Pakistan: 2 (in Sindh and Punjab))</i>	0 <i>(Process started: 1 in Burkina; 1 in Pakistan - Sindh)</i>	Strong public monitoring and inspection mechanisms ensure the sustainability of actions against child and forced labour. In Sindh, Pakistan, one mechanism was activated thanks to the notification of the 14 District Vigilance Committees. In Burkina Faso, an automatized labour inspection system, with a component on child labour, was developed but is yet to be piloted.

Output 1.5	O1.5 - Strengthened capacity of employers' organizations to actively engage in eliminating child and forced labour in the national cotton, textile, and garment value chains.	1.5.1 Number of employers' representatives (by gender) trained on child and forced labour and other fundamental worker rights in cotton, textile, and garment production, who can identify at least 3 new elements on which they have strengthened their knowledge and understanding.	0	240 (Burkina: 80 Mali: 100 Pakistan: 60)	674 (Burkina: 103. Pakistan: 571) (Planned: 80 in Burkina; 100 in Mali)	To strengthen their ability to address and eradicate child and forced labour from the cotton value chain, 571 employers and their representatives in Pakistan and 103 in Burkina Faso built their capacity on FPRW to improve their compliance with child and forced labour regulation. Plans are underway to reach 80 more employers in Burkina Faso and 100 more in Mali, through collaboration with the national employers' federations.
		1.5.2 Number of employers' organisations who can identify at least 3 issues presented in the studies that they can reflect in their regular work and functions, including understanding of gender specificities.	0	3 (Burkina: 1 (CNPB) Mali: 1 (CNPM) Pakistan: 1 (EFP))	1 (Pakistan: 1 EFP) (Process started: 1 in Burkina Faso; 1 in Mali)	Building the capacity of the national employers' organizations (with the EFP in Pakistan, and upcoming with the CNPB in Burkina Faso and the CNPM in Mali) ensures the mainstreaming of FPRW issues in their policies and actions.
Output 1.6	O1.6 - Strengthened capacity of workers' organizations to actively engage in the elimination of child and forced labour in the cotton, textile, and garment value chain.	1.6.1 Number of workers' representatives (by gender) trained on child and forced labour and other fundamental worker rights in cotton, textile, and garment production, who can identify at least 3 new elements on which they have strengthened their knowledge and understanding.	0	1,300 (Burkina: 42 trainers. Mali: 116. Pakistan: 1,000)	2287 (Pakistan: 3 PWF + 4 PNTLGWWF including 2 women; 2280 cotton pickers, 90% women) (Process started: 42 in Burkina; 116 in Mali)	In Pakistan, 7 workers' representatives and 2280 cotton pickers were trained on FPRW and OSH so that they can apply safer practices and ensure their workplaces is free of child and forced labour. The process is underway in Burkina Faso to build the capacity of 42 representatives, and for 16 trainers and 100 members in Mali, based on newly adapted tools.
		1.6.2 Number of workers' organisations who can identify at least 3 issues presented in the studies that they can reflect in their regular work and functions, including understanding of gender specificities.	0	4 (Burkina: 1 – UAS. Mali: 1 – UNTM. Pakistan: 2 – PWF & PNTLGWWF)	2 (Pakistan: 2) (Process started: 1 in Mali)	Building the capacity of the national workers' unions (the PWF and PNTLGWWF in Pakistan, and upcoming with the UAS in Burkina Faso and the UNTM in Mali) ensures the mainstreaming of FPRW issues in their policies and actions.

Output 1.7	O1.7 - Strengthened engagement of producers' organisations in the cotton, textile, and garment supply chains for the elimination of child and forced labour.	1.7.1 Number of representatives from producers' organisations trained on child and forced labour and other fundamental worker rights in cotton, textile, and garment production, who can identify at least 3 new elements of knowledge that they can introduce in their work (by gender).	0	500 (Burkina : 200. FAO Burkina: 90 Mali: 200 (100 management + 100 women producers))	132 (Burkina: 132 – including 90 from FAO) (Upcoming: 180 in Burkina; 120 in Mali)	Building the capacity of 132 representatives of producer's organizations in Burkina Faso (180 more upcoming in Burkina and 120 in Mali) on FPRW ensures their commitment to incorporate mechanisms and good practices to prevent and eliminate child and forced labour at fields level.
		1.7.2 Number of producers' organizations which implement recommendations from the studies on the evaluation of the capacity building needs of producers' organisations in terms of fundamentals principles and rights at work, including gender specificities.	0	400	0 (Process started: 28 at provincial level in Burkina; 126 at cooperative level in Mali. The outreach is expected to increase with the implemented mechanisms)	Two action plans were adopted (one in Burkina Faso with UNPCB and one in Mali with CMDT) in order to implement actions to promote FPRW at producers' level. The implementation is underway to reach 28 provincial producers' organizations in Burkina and 140 in Mali.
		1.7.3 Number of producers' organisations that have introduced internal procedures for monitoring child and forced labour cases, with project support.	1 (but weak)	4	0 (Process started: 1 in Burkina; 2 in Mali)	By setting up internal procedures for monitoring child and forced labour cases, producers' organizations take ownership and commit to tackle these issues. In collaboration with the UNPCB in Burkina, one mechanism will shortly be piloted.
Specific objective 2	SO2: Reduced recourse to child and forced labour by local communities with enhanced economic opportunities in selected cotton growing/processing districts.	2.1 Number of households in target communities that have diversified and improved their livelihood.	0	1,500	0	Thanks to improved livelihoods, in addition to complementary actions, the beneficiaries' communities do not have to rely on child and forced labour to increase their revenues.
		2.2 Number of communities that developed multidimensional actions in the fight against child labour.	0	115 (Burkina: 50 Mali: 35 Pakistan: 30)	0	Multi-dimensional actions are necessary in order to tackle complex issues like FPRW, in particular child labour.
		2.3 Number of children withdrawn from child labour in cotton areas with project support.	0	2,000	3,128 (Burkina: 978. Mali: 925; Pakistan: 1,225)	3,128 children from Burkina Faso (978 children, including 463 girls), Mali (925 children, including 472 girls) and Pakistan (1,225 children, including 704 girls) were withdrawn from child labour in cotton fields, or prevented from entering it. 800 more children in Burkina Faso are being identified for further withdrawal.

Output 2.1	O2.1 – Community-based monitoring and remediation mechanisms against child and forced labour.	2.1.1 Number of communities that have reinforced community-based monitoring and remediation mechanisms against child and forced labour.	606 (Burkina: 503 Mali: 103 Pakistan: 0 But not fully functional)	+115 (Burkina: 50 Mali: 35 Pakistan: 30)	+72 (Burkina: 20. Mali: 26. Pakistan: 32) (Upcoming: 35 in Burkina Faso)	The creation of 72 community-based monitoring mechanisms (20 in Burkina Faso and 35 more upcoming, 26 in Mali and 32 in Pakistan) ensure the ownership of the issue by the community and permit direct action to tackle them.
Output 2.2	O2.2 – Enhanced awareness amongst communities of cotton, textile and garment value chains of applicable legislation and policies on child and forced labour, as well as on safe production practices.	2.2.1. Number of people reached with dissemination and awareness campaigns on legislation and regulations on child and forced labour, in particular in the cotton, textile and garment value chains.	0	2,500	7,865 (Global: 200; Burkina: 117. Mali: 1,715 – at least 515 women. Pakistan: 313. Peru: 5,520)) <u>Estimated indirect outreach:</u> 300,000 (Global: 170,000. Burkina: XXX. Mali: XXX. Peru: 110,000)	Thanks to global and local awareness raising campaigns, including the global music against child labour competition, as well as targeted activities, 7,865 members of communities have increased awareness on the importance to combat child and forced labour in the cotton value chains, and an estimated 300,000 extra people were reached.
		2.2.2. Number of agricultural stakeholders that have transformed their agricultural practices to be free from child labour	0	1250	729 (Burkina: 500 - 495 women + 5 men. Mali: 179 - 56 women + 123 men; Pakistan: 50).	729 agricultural stakeholders have implemented change of practices to prevent the use of child labour.
		2.2.3. Number of villages promoting social change through Dimitra Clubs and radio campaign	0	60 (20 in Burkina Faso, 20 in Mali and 20 or more in Pakistan)	37 (Mali: 26 Pakistan: 11)	Thanks to the creation of Dimitra clubs in 37 villages, communities have been empowered to become their own advocate for social change and against child labour.
Output 2.3	O2.3 – Enhanced access to livelihoods alternative to	2.3.1. Number of men and women who identify at least 3 new skills acquired in the project trainings or pilot actions that they apply to improve their livelihoods.	0	1500 (Burkina: 500 Mali: 500 Pakistan: 500)	894 (Burkina: 500 - 495 women + 5 men; Mali: 394 - 40 women + 354 men).	By improving their livelihoods, 894 beneficiaries are no longer forced to rely on child labour for their survival.

	child and forced labour is available to local and vulnerable families and individuals in target districts. .	2.3.2 Number of new farmer field schools and similar hand-on training programmes (FFS/ JFFLS) targeting youth and women developed.	0	75 (Burkina: 25 Mali: 25 Pakistan: 25)	22 (Mali: 20 Pakistan: 2 - piloting)	The 22 farmer field schools and similar hand-on programmes created support the development of new income generating activities for communities affected by child labour and strengthen their capacities to tackle it.
		2.3.3 Number of men, women, and children of working age with enhanced decent work or income-generating opportunities, including through Farmer Field Schools (FFS) and similar programmes, in target communities.	0	1000	1,157 (Burkina: 500 - 495 women + 5 men. Mali: 657 - 553 men + 104 women).	1,157 members of cotton communities have developed new income sources that allow them to sustain their families' needs without relying on child labour.
Output 2.4	O2.4 - Children's access to education in target areas is improved.	2.4.1. Number of target communities where plans for the reintegration of out-of-school children into formal and non-formal education have been implemented.	(Mali: 300 Burkina: 403 villages Pakistan: 0 with child labour focus)	+90 villages (Burkina: 30 villages Mali: 30 villages Pakistan: 30 villages)	+129 villages (Burkina: 28 Mali: 66 Pakistan: 32) (planned: 20 in Burkina).	129 new villages have implemented education programmes to support the withdrawal from and prevention of child labour and to support children's access to education. 40 new villages are targeted for the school year 2021/2022 in Burkina Faso and Mali.
		2.4.2. Number of out-of-school children with access to non-formal education programmes in target communities.	0	2000	3,250 (Burkina Faso: 1,136 – including 515 girls. Mali: 1,059 – including 542 girls. Pakistan: 1,055 – including 622 girls)	3,2500 children from Burkina Faso, Mali and Pakistan were enrolled in non-formal education programmes. An extra 600 children in Burkina Faso and 500 children in Mali are targeted for the school year 2021/2022.
		2.4.3. Percentage of out-of-school children who benefited from accelerated education programme who reintegrated the mainstream school system	0%	80%	87% (for 2 schools years in Burkina and Mali; programme not yet completed in Pakistan)	87% of the children enrolled in the completed non-formal education programmes reintegrated mainstream schools, hence ensuring their sustainable withdrawal from child labour.
		2.4.4. Number of children (boys and girls) aged 15-17 at risk of child labour in the cotton sector enrolled in vocational training in target communities.	0	600 (Burkina: 300 Mali: 300)	120 (ongoing: 120 girls in Pakistan) (Upcoming. 300 in Burkina; 500 in Mali)	120 girls aged 15-17 were enrolled in vocational training, hence giving them the tools to access decent work opportunities. 800 more children will be provided with the same opportunities in Burkina and Mali.

Annex 8: Pakistan Education

Among the few CSOs working on withdrawal of Child Labour in Pakistan Bunyad is one of the most prominent CSO. Bunyad which is working on withdrawal and prevention of child labour in cotton picking and non-formal education in tehsil Khairpur Tamianwali of district Bahawalpur. The mechanism developed for CLEAR Cotton project is not in place the first time but ILO and Bunyad have a long-standing partnership since Soccer ball and surgical instruments initiatives.

In the project BLLC is working in one tehsil Khairpur Tamianwali⁴⁰ of district Bahawalpur⁴¹ which is a major cotton producing district. The initiative is concentrated in one tehsil and has set up 32 NFE centres in the cotton producing villages. At the time of the

MTE, 1250 child labour children (aged 5 to 14yrs) been withdrawn and prevented from cotton picking were enrolled in the 32 NFE centres. Among these are 746 girls and 504 boys. From the total enrolled children 909 are withdrawn from actual cotton picking with a higher number of girls 588 and 321 boys and 341 children are siblings of the withdrawn cotton pickers who are prevented from entering the child workforce. In this group boys are 183 and girls are 158. These

Children in NFE Centres Khairpur Tamianwali Bahawalpur			
Activity	Total	Boys (5-15)	Girls (5-15)
Enrolment	1250	504	746
Child Labour	909	321	588
Siblings	341	183h	158
Mainstreamed	139	64	75

cotton pickers have been withdrawn from child labour and 587 families are benefitting from entering their working children in receiving education. 139 children from NFE 64 boys and 75 girls' classes have been mainstreamed in formal education which is an achievement given the challenges of COVID 19.

Other activities of BLLC in Bahawalpur district with children from 15 to 18 yrs. pertain to three vocational centres for 175 girls of ages 15 -18 yrs. 501 and children are linked to social safety nets such as Baitul Maal. These are 237 boys and 264 girls. Awareness on Decent Work has been imparted to 460 children 235 boys and 225 girls respectively. Mobile Rickshaw Library has been introduced and books have been distributed to 452, children comprising 140 boys and 315 girls. Awareness raising activities also include Occupational Safety and Health provided to 192 boys and 327 girls. BLLC valued added through training in kitchen gardening, financial literacy, Life skills and with Rescue 1122. BLLC also signed letters of commitment with families to stop child labour in supply chain of cotton production.

Other Activities of BLLC Component for Children aged 15 to 18 yrs. Withdrawn from Child Labour			
Activity	Total	Boys(15-18)	Girls(15-18)
Vocational training	175	0	175
BLCC team linked community members with social safety nets .	501	237	264
Signed letter of commitment with families to stop child labour in supply chain of cotton production.	587	337	250
Awareness on decent work	460	235	225
Mobile Rickshaw Library Distributed books	452	140	312
Awareness on Occupational Safety & Health OSH	517	192	325
Value added (Training kitchen gardening, Financial literacy , Life skills, 1122 etc)	452	102	350

⁴⁰ Tehsil Tamianwali has 8 Union Councils

⁴¹ Among 36 districts of Punjab Province the largest district is Bahawalpur with an area of 24.830 square kms

Annex 9: Good Practices and Lessons Learned

Good Practices

ILO Emerging Good Practice Template Project: Eliminating child labour and forced labour in the cotton, textile, and garment value chains: an integrated approach Project TC: GLO/17/15/EUR Name of Evaluator: Ty Morrissey Date: 10 December 2021	
GP Element: The project is providing a multi-faceted approach to the issue of CL and FL by applying practical solutions at various entry points (e.g. institutional support, awareness raising/capacity building, livelihoods, and education) in a targeted manner that address prioritised problems and needs with regards to CL/FL in partner countries.	
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	The project has two SOs. The multi-faceted approach enables the project to apply context specific strategies that address CL and FL generally and also the flexibility to address context-specific situations. The important feature is that the project remains flexible while having defined outputs, indicators, and targets.
Relevant conditions and context: limitations or advice in terms of applicability and replicability	The use of NPCs is critical to the success of the project They have been able to maintain dialogue with key partners, supervise the work of CSOs and provide relevant feedback and dialogue.
Establish a clear cause-effect relationship	The project operates in a challenging and fluid environment. By having a multi-faceted approach, the project can respond the varying effects and influences of CL and FL across the value chain.
Indicate measurable impact and targeted beneficiaries	Better programming and also better effectiveness.
Potential for replication and by whom	The project is promoting a useful model that should be documented and proposed as a future approach.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	Has significant links to the DWCP process and also to broader strategies, policies and frameworks related to CL and FL
Other documents or relevant comments	N/A

ILO Emerging Good Practice Template Project: Eliminating child labour and forced labour in the cotton, textile, and garment value chains: an integrated approach Project TC: GLO/17/15/EUR Name of Evaluator: Ty Morrissey Date: 10 December 2021	
GP Element: Despite initial challenges, the project has proven that through careful management and engagement, a sub-granting mechanism can work, and that support can be channelled through both ILO/FAO work priorities and partners and also through new and additional CSO partners.	
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	The project represents a new way of working for the ILO. The issue of CSOs has been challenging in terms of the 50% commitment required. The project has proven its ability to delivery on tis and has learned significant lessons along the way. The result doesn't necessarily link to specific outcome, but it does promote the model as a whole.
Relevant conditions and context: limitations or advice in terms of applicability and replicability	The application of CSO approaches appears easy in theory but is more challenging in practice. The success of the approach is based on clear consultation and dialogue and having a shared definition of what a CSO is and the parameters around what will be supported (and what won't be supported)
Establish a clear cause-effect relationship	CSOs are an effective means to utilise and distribute donor funds. However the administrative component is often overlooked. It is important to ensure that administrative considerations are factored into planning.
Indicate measurable impact and targeted beneficiaries	The approach can be replicated for any type of future project or intervention operating in CL and FL. The key is to ensure clear definitions and a framework for engagement.

Potential for replication and by whom	
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	.The project and approach has potential to influence DWCP in the first instance and also to influence the way in which projects are designed more specifically.
Other documents or relevant comments	Useful to document the model as and approach to inform future interventions that may apply a similar model.

ILO Emerging Good Practice Template	
Project: Eliminating child labour and forced labour in the cotton, textile, and garment value chains: an integrated approach	
Project TC: GLO/17/15/EUR	
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Date: 10 December 2021	
GP Element: The project is contributing to broader dialogue on CL and FL issues. It is not just a technical project of deliverables but has a strong mandate to identify entry points and provide evidence to inform future projects and also to shape broader dialogue on CL and FL and value chains more generally.	
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	It is important to recognise that the project is just not a set of technical deliverables but rather is a “new way of working and engaging”. The project is making a strong contribution to broader CL and FL issues which can simply be measured by what is being delivered on the ground.
Relevant conditions and context: limitations or advice in terms of applicability and replicability	The project is helping to shape the type of interventions that inform dialogue and decision-making. The focus on learning is a positive approach and needs to be reflected more in reporting .
Establish a clear cause-effect relationship	By demonstrating linkages between technical aspects and contribution to broader dialogue, the project can raise visibility not only of interventions but of strategies and approaches to address CL and FL that have not been considered previously.
Indicate measurable impact and targeted beneficiaries	Impact is better quality project delivery and management and also that future beneficiaries of similar projects have an opportunity to break out of CL and FL conditions.
Potential for replication and by whom	Has the potential to be replicated on other similar CL and FL interventions.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	Has significant implications for strategy, project design and implementation for a whole range of ILO projects in the sector. Considerable opportunities to learn and apply.
Other documents or relevant comments	ILO documentation on GSC and value chains generally.

ILO Emerging Good Practice Template	
Project: Eliminating child labour and forced labour in the cotton, textile, and garment value chains: an integrated approach	
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GP Element: The project has established a firm based upon which future interventions could build upon. These include solid partnerships, including the arrangements with FAO, work approaches and linkages with communities and beneficiaries	
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	The implementation of projects involve with CL and FL are complex and challenging at the best of times. Looking for partners to contribute to the implementation and management of work is a significant success. The arrangements with the FAO, while challenging initially, have proven that through careful, dialogue and management, opportunities exist for individual partners to collectively contribute while leveraging individual benefits to achieve desired mandates.

Relevant conditions and context: limitations or advice in terms of applicability and replicability	Partnership requires communication. The work of the ILO and FAO indicate a commitment to shared understanding and appreciation of the complexities of CL and FL. The approach serves as a model for future interventions and also promotes better technical implementation as work can focus on key areas, but joint responsibility means there are other opportunities for learning and engagement.
Establish a clear cause-effect relationship	Effective partnership helps share the load to a degree and also allows for sharing of ideas, approaches, and experiences. Ultimately partnerships, when effective, lead to significant enhancements and overall efficiency gains.
Indicate measurable impact and targeted beneficiaries	The approach can service as a model for future ILO and FAO activities. It doesn't need to occur all the time but certainly in sectors and contexts that are challenging, it presents opportunities for consideration.
Potential for replication and by whom	Replication by ILO and FAO.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	.Linkages to relevant organisational strategies and policies. Services as opportunity for learning and feedback as well.
Other documents or relevant comments	N/A

Lessons Learned

Lesson No.1 Project: Eliminating child labour and forced labour in the cotton, textile, and garment value chains: an integrated approach Project TC: GLO/17/15/EUR Name of Evaluator: Ty Morrissey Date: 10 December 2021 The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.	
LL Element: Project designs should ideally occur and be prepared with all participants and stakeholders. Developing designs and proposals in isolation minimises the opportunities for partnership and consensus building and often misses important contextual factors in respective enabling environments that need to be prioritised and addressed.	
Brief description of lesson learned (link to specific action or task)	Quality project design involves partners and beneficiaries in developing and documented a shared vision and understanding of a particular intervention. It also helps in identifying and addressing specific contextual issues that need to be considered, included, and addressed.
Context and any related preconditions	The context should drive the process of design. Also need to have clear targeted and strong engagement with partners.
Targeted users / Beneficiaries	Ultimately all project beneficiaries benefit from a good project design that is based on their needs and priorities.
Challenges /negative lessons - Causal factors	Negative lesson is that you have a project that does not reflect the priorities of partners or beneficiaries.
Success / Positive Issues - Causal factors	Benefit of good project design is that it presents clear strategic direction and intent and is used as a useful management and guidance tool
ILO Administrative Issues (staff, resources, design, implementation)	Requires the mix of individuals and work units (PARDEV, EVAL etc) to support the design process. Standardised approaches to project design are required.

Lesson No.2 Project: Eliminating child labour and forced labour in the cotton, textile, and garment value chains: an integrated approach Project TC: GLO/17/15/EUR Name of Evaluator: Ty Morrissey Date: 10 December 2021 The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.	
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LL Element: Key Lesson 2: CL and FL interventions require a long-term commitment involving a variety of approaches and methodologies to address issues in a systematic, context specific and responsive manner. Standardised approaches, while useful and informative, do not substitute the development of target approaches that meet the expectations of national partners and counterparts.	
Brief description of lesson learned (link to specific action or task)	CL and FL are complex issues that occur at all levels along the value chain. Therefore there is no one single standardised approach to addressing the issue. Also the issues are not resolved in a short period of time and requires considerable investment of time and resources over an extended period of time.
Context and any related preconditions	While CL and FL should not occur, the reality is they do, and they require attention. Investments need to be realistic that CL and FL do not just disappear but require changes in mindset, awareness of the issues and targeted strategies to address, particularly if livelihoods and household income are dependent upon it.
Targeted users / Beneficiaries	All targeted beneficiaries involved with and in CL and FL
Challenges /negative lessons - Causal factors	The negative lesson is that poorly designed or under-supported interventions tend to fail. Expectations need to be set and preference is given to avoiding high expectations, ambitious targets, and short timeframes.
Success / Positive Issues - Causal factors	Long investments give projects and interventions time to evolve and to learned and to pivot and change in response to changing conditions, preferences, and priorities.
ILO Administrative Issues (staff, resources, design, implementation)	Influences all departments of the ILO as it needs to be considered for all project interventions (not just CL and FL).

Lesson No.3 Project: Eliminating child labour and forced labour in the cotton, textile, and garment value chains: an integrated approach Project TC: GLO/17/15/EUR Name of Evaluator: Ty Morrissey Date: 10 December 2021 The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.	
LL Element: Any work in CL and FL requires the engagement and involvement of national government partners and stakeholders. Although the project may not seek to change legislation or influence national policy, it does seek to strengthen the national enforcement mechanisms, the implementation of policies and the institutional capacities (inspector's capacities, national and regional policies and actions plans, etc.). Such engagement is important for longer-term impact and sustainability, particularly for those implementing partners (e.g. CSOs) that remain and need to continue operating in the context. It is also important to ensure the active engagement and involvement of governments and particularly of different competent agencies (agriculture, labour, education). In light of this, it is important to maintain focus on developing the capacity of national actors throughout implementation as a key factor influencing project outcomes and changes to the policy environment which may result in long-term sustainability outcomes.	
Brief description of lesson learned (link to specific action or task)	National governments are important constituents of the tripartite model. Without their engagement an important partner is not contributing. For impacts to be realised in CL and FL, governments are essential as they are essential for setting the policy agenda, developing regulations, and ultimately strengthening the legislative framework. Projects without national government involvement with CL and FL will not succeed as a multi-faceted approach is required that targets local households and communities and broader institutional reforms.
Context and any related preconditions	Governments make decisions. For CL and FL to be addressed, governments need to be aware of and lack knowledge that there is problem. CSOs operate outside the mechanisms of government, therefore their impact is limited to specific interventions and work rather than influencing whole of government approaches.
Targeted users / Beneficiaries	Ultimately it is about targeting government officials working in key ministries and sectors where CL and FL are prevalent.
Challenges /negative lessons - Causal factors	The negative lessons is that without government engagement, very little will happen but there is also caution required that projects and organisation become too involved in the dealings of government. Benefit is to use the tripartite model to work through issues and employ social dialogue.

Success / Positive Issues - Causal factors	Significant opportunities to raise awareness and influence policy and legislation to address the issues of CL and FL.
ILO Administrative Issues (staff, resources, design, implementation)	Need to maintain the ILO mandate to work in an independent, transparent, and accountable manner and to work through tripartite mechanisms.

Lesson No.4

Project: Eliminating child labour and forced labour in the cotton, textile, and garment value chains: an integrated approach

Project TC: GLO/17/15/EUR

Name of Evaluator: Ty Morrissey

Date: 10 December 2021

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

LL Element: Project visibility is key particularly when dealing with CL and FL issues. The visibility of a project involved with these issues is a communication mechanism in itself and formalised strategies are required to ensure the project delivers its objectives but also has a broader role and mechanism to raise issues that also fall outside its direct scope and influence. The project has a functional and targeted communications and visibility strategy which is “fit for purpose” and is being utilised to promote various activities and results.

Brief description of lesson learned (link to specific action or task)	Visibility is important not just to promote project activities but also to raise awareness and visibility of the issue of CL and FL. Consideration needs to be given to various approaches and methods to promote visibility, both formally and informally. It is also important to establish linkages between what the project is delivering and also the contribution to the broader agenda and dialogue with regards to CL and FL.
Context and any related preconditions	The context is grounded in what visibility means and also what is expected and what can actually be delivered. This requires a strategic approach and consideration around joint and consistent messaging and also ensuring that target audiences understand, appreciate, and can respond to the messages being communicated.
Targeted users / Beneficiaries	Relevant and applicable to all stakeholders involved with the project.
Challenges /negative lessons - Causal factors	Challenge is that visibility and communicating of messages may not be clear, intermittent, or just plain missing. Also messages need to be balanced and evidence-based Risk is that visibility and communication can be influenced to a particular point of view or approach which does not promote positive dialogue and discussion.
Success / Positive Issues - Causal factors	Opportunity to promote visibility and communication in a relatively easy and cost-effective manner. Opportunity to distribute messages to a broad audience through a variety of mediums to ensure messages are clear and results are communicated.
ILO Administrative Issues (staff, resources, design, implementation)	Has implications for all ILO work and projects, particularly those working in sensitive and complex areas (i.e. CL and FL) that require simple yet informative messages and clear messaging and branding to get issues across without causing partners and stakeholder’s concern.

Lesson No.5

Project: Eliminating child labour and forced labour in the cotton, textile, and garment value chains: an integrated approach

Project TC: GLO/17/15/EUR

Name of Evaluator: Ty Morrissey

Date: 10 December 2021

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

LL Element: Clear exit strategies are an important from the outset, particularly when dealing with challenging issues such as CL and FL. Defining what success looks like and structuring approaches to assess and evaluate while maintaining a focus on transition arrangements require an integrated approach. It is important for planning, establishing relationships and setting priorities and also to ultimately promoting local ownership and longer-term sustainability.

Brief description of lesson learned (link to specific action or task)	A great deal of time and energy is focused on implementation and management of interventions. However it's important to consider exit strategies from the outset (i.e. project design) as it provides a framework for implementation. IT also provides opportunities to engage with stakeholder to ensure everyone is clear on timeframes, roles, and responsibilities
Context and any related preconditions	Exit strategies are about communication and tempering expectations. They also enable project teams to focus on key priorities and clearly map out strategies and plans and defined period of time. It also promotes ownership in a way that staff are able to clearly define what is required, when and what does success look like and how to ensure sustainability
Targeted users / Beneficiaries	Exit strategy affect al project stakeholders as all stakeholders have a level of influence and engagement within projects
Challenges /negative lessons - Causal factors	A key negative is that exist strategies are not defined or communicated, and interventions just stop or cease. Exit strategies require early engagement and discussion on simple and efficient transfers of knowledge, responsibility and ultimately ownership.
Success / Positive Issues - Causal factors	It support and promotes better communication and dialogue with and between partners. It also helps better project implementation and management and also helps better governance arrangements in terms of shared responsibility and decision-making.
ILO Administrative Issues (staff, resources, design, implementation)	An element that affects and should apply to all ILO projects and interventions.