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ILO-DFID Partnership Programme on Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East (Phase 2)

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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.

Contents

Contents.....	2
Introduction	13
Project Description.....	14
Context of the project.....	14
Project description	14
Evaluation approach	17
Purpose, scope, and clients of the evaluation	17
Methodology.....	17
Desk Research	18
Interviews.....	18
Debriefing workshop.....	18
Data analysis	18
Limitations	19
Evaluation Findings	20
1. Relevance	20
1.1 Beneficiaries.....	20
Women migrants in the domestic sector and garment sector	20
Sufficiency of feedback mechanisms to monitor relevance for the beneficiaries.....	22
1.2 National stakeholders	23
Governments	23
Trade Unions, CSOs and NGOs.....	24
Employers’ organisations.....	25
1.3 Relevance in addressing gender sensitive issues.....	26
2. Coherence	27
2.1 Contribution to sustainable development objectives.....	27
Contribution to the SDGs and the Global Compact for Migration.....	27
SDG 5.....	27
SDG 8.....	27
SDGs 1, 2, 3, 4, 10, and 16.....	28
Global Compact for Migration	28
National-level objectives of origin countries	28
National-level objectives of host countries	30

2.2 Coherence with ILO’s cross-cutting priorities.....	30
Gender equality	30
International labour standards	30
Social dialogue	31
2.3 Coherence with other interventions.....	31
Complementarity	31
3. Effectiveness	33
3.1 Progress toward meeting outputs and outcomes since the mid-term evaluation.....	33
Outcome 1: Increased ability of women to make choices during the whole migration process .	33
Outcome 2: Key actor collaboration, accountability, and respect along migration pathways.....	35
Outcome 3: Strengthened legal systems, policies, and practices in safe labour migration and decent work for women.....	36
Factors undermining the achievement of outcomes.....	38
3.2 Contribution to ILO’s cross-cutting priorities.....	39
Gender equality and non-discrimination	39
International labour standards	39
Tripartism and social dialogue	40
3.3 Effectiveness of partnerships in increasing project’s capacity for implementation.....	41
Effectiveness of partnerships.....	41
Value added of partnerships.....	42
4. Efficiency	43
4.1 Ability to meet project outcomes with reduced funding	43
4.2 Efficiency of use of resources	44
Human resources	44
Financial resources.....	44
4.3 Efficiency of monitoring mechanisms.....	45
4.4 Capacity to deliver project within expected timeframe	46
5. Impact	47
5.1 Initial signs of impact	47
Reduced female vulnerability to trafficking and forced labour	47
Unexpected impact.....	48
5.2 Enablers and barriers to impact.....	49
Enablers.....	49
Barriers.....	50

5.3 Impact on ILO’s plans and priorities in the field of migration and forced labour.....	51
6. Sustainability.....	52
Enablers.....	52
Barriers.....	52
Conclusions	55
Lessons Learned.....	57
Good Practices	58
Recommendations	60
Annexes.....	63
Annex 1. – Targets reached in 2019-2022	63
Annex 2. – Evaluation matrix	82
Annex 3. – Final list of interviewees	90
Annex 4. Data collection instruments.....	91
Regional interview guidelines	91
National interview guidelines	93
Bibliography	96

List of Acronyms

ARM	Anti-Racism Movement
CSO	Civil Society Organisation
DFID - FCDO	Department for International Development (DFID)- UK Foreign and Commonwealth Development Office (FCDO)
DWCP	Decent Work Country Programs
EU	European Union
GAATW	Global Alliance Against Traffic in Women
GCC	Gulf Cooperation Council
GCM	Global Compact for Migration
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit (German Development Agency)
FGD	Focus Group Discussions
ILO	International Labour Organisation
ILS	International Labour Standards
MDW	Migrant Domestic Worker
MTE	Mid – Term Evaluation
NGO	Non-Governmental Organisation
NWWT	National Women Workers Trust
OECD/DAC	Organisation for Economic Co-operation and Development's Development Assistance Committee
SDG	Sustainable Development Goal
SEWA	Self Employed Women's Association
SMS	Shramajivi Mahila Samity (member of GAATW)
TPR	Technical progress reports
TU	Trade Union
UK	United Kingdom
UNEG	United Nations Evaluation Group
WIF	The project “Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East”

Executive Summary

Background

In 2018, the “ILO-DFID Partnership Programme on Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East (WIF) – Phase II” commenced as the continuation of a ten-year development cooperation programme funded by UK DFID and implemented by ILO. The objective of the Programme was to reduce the vulnerabilities of female labour migrants in the migration corridors connecting India, Bangladesh, and Nepal, and Jordan, and Lebanon. In India, the Programme also focused on internal migration from remote areas to bigger metropolises.

Based on the approach of “whole of migration cycle”, activities were delivered in both origin and destination countries, aiming to ensure that women are empowered and protected through the whole migratory pathway. Activities also addressed three levels of the system of migration: the individual, focusing on the empowerment of women, the intermediary, focusing on the recruitment agencies and processes, and the policy-level, focusing on advocacy and research.

According to ILO Evaluation Guidance, projects that are implemented for more than 30 months need to undertake mid-term and final evaluations. As the second phase of this project began in April 2018 and lasted until January 2023, its duration lasted 58 months, which means that it satisfies the criteria, and a final evaluation must complement the recently conducted mid-term evaluation. Additionally, as this is a multi-phased project with a budget of over USD 1 million, it must be subject to at least one independent evaluation. The ILO has contracted PPMI to carry out this Final Independent Evaluation covering the period between April 2018 and January 2023.

Methodology

The evaluation applied the key OECD/DAC evaluation criteria and complied with the ILO Policy Guidelines for results-based evaluation (2020)¹ as well as the UNEG Ethical Guidelines and Norms and Standards in the UN System.² Additionally, during the evaluation, PPMI followed strict data protection policies aligned with the General Data Protection Regulation from the European Union.

The evaluation relied on three forms of data collection: **desk research, interviews, and a debriefing workshop**. In all data collection tools and approaches, the evaluation team ensured that female respondents were consulted and that evaluation questions considered how WIF activities affected female migrants, as well as overall systemic perceptions towards gender.

Overall, 19 interviews were carried out with both national and regional representatives. The final debriefing workshop focused on dissemination of the findings and conclusions of the evaluation.

Findings

Relevance

¹ https://www.ilo.org/eval/Evaluationpolicy/WCMS_571339/lang--en/index.htm

² <http://www.unevaluation.org/document/detail/1914>

Overall, based on interviews and desk research, **the evaluation concludes that the Programme was highly relevant to the target population, female labour migrants.** During the implementation their needs were assessed multiple times, and the activities were updated accordingly. Their access to services and institutions who could represent their interest increased due to the activities carried out by WIF. The challenges they faced due to gender inequality and inequality of socio-economic background, were also addressed to a degree, through activities of awareness raising, community work and advocacy.

Research also concluded that **activities addressed some of the needs of governments,** as both countries were dependent on fair and safe labour migration (origin countries as a source of income, destination countries as a source of labour force). Origin countries were supported by increasing the safety of their nationals abroad and being provided technical support in the implementation of certain policies. Whereas destination countries were supported through some advocacy activities, for instance the work of the Kafala Working Group, because they were facing backlash against labour abuses from the international community.

Project activities **were valuable for partners,** including trade unions and civil society organizations (CSOs) representing migrant workers, because they addressed the improvement of working conditions. To achieve their goals, trade unions and CSOs were supported in the form of capacity building activities. Some project activities also focused on including employer organisations more in the dialogue concerning working and living conditions of migrant workers. However, the Programme experience shows that not all organisations considered this an important issue.

Coherence

The Programme's envisioned Outcomes and Outputs displayed a **great level of coherence with the UN sustainable development goals (SDGs) and with the Global Compact for Migration (GCM).** Programme outcomes will contribute to the envisioned goals of gender equality, sustainable economic development, and productive, decent, and inclusive employment, as well as the reduction of poverty. The outputs, especially concerning research activities were also aligned with GCM goals.

The evaluation found that the Programme **was aligned with the goals of origin countries:** it aimed to increase the opportunities and safety of women both abroad and in their home countries, and it aimed to support safe migration. The evaluation found that there was no evidence that destination countries issued plans or strategies that focused on migration, therefore coherence between their plans and the Programme could not be established.

The WIF Programme **fit well with the ILO cross-cutting priority on gender equality,** given that its overall objectives and all outcomes were focusing on supporting female labour migrants. WIF was aligned ILO's priority on establishing international labour standards in all partners countries to a degree. Due to the complexity and diversity of its activities, it cannot be concluded that it was the WIF Programmes main priority. The Programme was **less aligned with ILO's priority on social dialogue** because the context did not allow for establishing a tripartite structure.

Effectiveness

Despite multiple challenges faced during the implementation, **outputs have been achieved and the project met its targets.** In certain cases, targets were exceeded.

The Programme **achieved successes in increasing the ability of women to make choices** during the whole migration process in all countries. Efforts to empower women were fruitful and women became more aware of their rights and of the consequences of their decisions. At the same time, external forces that constrained women could not be fully overcome. According to the findings, more activities could have been done to increase awareness of women's issues in their communities as well.

The Programme achieved **progress in key actor collaboration, accountability, and respect along migration pathways**, although much remains to be done. According to the findings, activities produced some changes in actors' perceptions, especially in trade unions' and origin countries' governments', and somewhat increased the respect of labour migrants. However, major external factors, such as the economic downturns in destination countries, decreased collaboration and accountability.

The rather ambitious outcome to strengthen legal systems, policies, and practices on decent work was not fully achieved in most countries as the policy environment was unfavourable and shown a deteriorating trend. The Programme effectively blocked harmful policies in two cases. The Programme's contribution to this outcome in the form of conducting relevant research was noted by all stakeholders. However, in the case of the Kafala system, which significantly contributes to increasing the vulnerability of female migrants, it could not achieve changes due to multiple external factors.

In terms of the relevant **cross-cutting priorities of ILO**, the Programme contributed greatly to progressing gender equality throughout the implementation. The Programme was less effective in achieving successes for promoting international labour standards but continued working towards the ratification of C189 and C190. It did not effectively contribute to social dialogue, because, as discussed above, it was not fully aligned with this goal. However, it contributed to strengthening organisations who supported female migrant women and ignited cooperation between civil society actors.

Partnerships significantly contributed to the overall effectiveness of the Programme. They provided know-how, grassroot connections, and the efficient use of resources during the implementation. In turn, in the last ten years, WIF contributed to the strengthening of multiple CSOs through capacity building and information provision.

Efficiency

In the last two years of implementation, sequenced annual budget reductions in programme funds were introduced and overall, 80% of the original budget was delivered. Despite that change, most activities reached the same targets as in previous years, and the Programme could manage with the resources remaining.

Overall, **the Programme was highly efficient in its use of financial and human resources.** Collaboration with other projects and the ability of partners to request funding from other sources also contributed to this outcome. Analysis of the Programme's value for money showed a high level of efficiency throughout the whole implementation period.

Generally, **stakeholders were satisfied with the monitoring mechanisms set up.** The adaptability of the Programme supported that information flow was efficient and all stakeholders had a positive view of the communication with ILO team.

Due to multiple external challenges, **the Programme experienced some delays in implementation.** Consequently, a no-cost extension, mainly supporting activities on dissemination and the conclusion of research was introduced.

Impact

The evaluation found that **initial signs of impact on the agency and awareness of women were seen,** therefore their vulnerability was somewhat reduced. It was found that in all countries, female labour migrants became more aware of their opportunities and rights. Notably, since most causes of distress migration remained, individual-level impact will not result in reducing women's vulnerability fully.

Some initial signs of impact were also seen on the level of **decision-makers perceptions of migration,** although many stakeholders cautioned that continued effort is needed to achieve broader results. Some stakeholders also found the number of activities, which addressed harmful perceptions in the community of women, especially low-caste women, too little.

Due to the **complexity of its focus, the WIF programme has elicited unexpected impacts,** both positive and negative. Unexpected negative impacts show a persistent enmity towards female labour migrants not attributable to the implementation. Whereas the approach of WIF brought about the positive unexpected impact of women's self-organisation.

It is too early to assess the impact of WIF on the work of ILO. At this point, some evidence suggests that ILO is considering including the lessons learned and research results of the Programme into its programming.

Sustainability

The evaluation found that the **sustainability of the results can be achieved** because implementing partners are highly committed to their work and will continue many of the interventions. However, **multiple factors can hinder sustainability,** including the insecurity of CSOs' resources. These partners are heavily reliant on donor priorities, and thus far, there has not been strong evidence that the approach of WIF achieved widespread acceptance in the international community. In fact, much remains to be done in terms of changing the perception of the public, trade unions, employers, and international actors to ensure that the approach of WIF persists.

The **commitment of governments** could also increase sustainability; however, it was not present in most countries. There is some progress in destination countries, who have priorities in the field of women's empowerment. However, the fact that governments have not yet shown a persistent interest in sustaining results can threaten the long-term viability of the outputs.

Conclusions and recommendations

The second Phase of the WIF project addressed important, and urgent issues faced by migrant women on migration pathways between/within South-Asia and the Middle East. The design of the project, targeting three levels (women themselves, stakeholders and service providers, system) ensured a holistic approach to improving the protection of female migrants' rights and reducing their vulnerability to trafficking and forced labour.

Complementarity and alignment were ensured with other ILO projects, as well as with CSOs and national partners, ensuring that the WIF project contributed to national strategies and priorities while

simultaneously enhancing the project's efficiency and sustainability. In fact, the efficient project management and use of partners were important factors mitigating the impact of budget reductions.

The achievements made by the project created important steps towards reduced vulnerability of women, but also to (small) changes in the vision of stakeholders towards the rights and protection of female migrants, which may continue to affect decision-making in the future. The research outputs of the project were particularly valued and clear examples were found of how research contributed to a change in law or policy.

However, the project implementation took place within a complicated context of female labour migration, considering existing customs (e.g., the Kafala system) and policy frameworks conducive to trafficking and abuse of migrant women in countries of origin. The sensitivity of the migration topic and the lack of strong policy systems for the protection of (female) migrants means that the results of the WIF efforts can be reversed or lose momentum if pressure from ILO is reduced (especially if new emergencies such as a second pandemic strongly affect political priorities).

Based on the evaluation findings and conclusions, the evaluation noted the following **Lessons Learned**:

1. The significant impact of discrimination towards the target population needs to account for the cultural and social factors that drive women towards migration even if they would wish to remain within their home countries. A key lesson in this context is that expanding the number of workshops at the community level, launching sensitization campaigns are one of the key factors which can help address outbound migration
2. The difficulties regarding government turnover mean that it is difficult to retain institutional memory, acquired skills and competences, and heightens the need for continued advocacy. To ensure that partners involved in advocacy work manage to continue putting pressure on the government, there needs to be a clearer advocacy strategy that would enable them to achieve and maintain results
3. Throughout the Programme's lifespan it became clear that some constituents lacked organization or did not represent the needs of constituents such as in the case of workers' unions failing to voice the needs of workers. In some scenarios there is a need for a mechanism that would allow more communication between the different actors that are needed to ensure the successful implementation of the Programme.

The programme also brought forth several **good practices**:

1. The WIF team had stressed the importance of close grassroots connections to achieve its objectives and learn from the implementation, which resulted in this good practice of close and lasting partnerships. These partnerships positively influenced the project in terms of all evaluation criteria.
2. Due to both the team's and the donor's dedication to the cause of uncovering real, working approaches to human trafficking, a lot of flexibility was given to the partners in the type of activities and initiatives they can pursue. This flexible approach was made possible by effective communication channels established between partners and the ILO, and the above-mentioned good practice in choosing the right partners
3. Country offices of ILO and the implementing team had regular meetings, and some of the staff had multiple roles which allowed for sufficient oversight of all relevant programme activities.

Beyond avoiding duplications, collaboration increased the amount of people reached and the number of activities performed. Therefore, the WIF team could manage coordinating effectively and with few resources.

4. The focus on activities of self-organisation and collective representation to reduce women’s vulnerability can be considered highly effective, as they lead to many positive consequences. Beyond achieving psychological empowerment and overcoming isolation, collective representation can directly help in acquiring resources, achieve a stable channel for demanding more rights, and thus, help in advocacy work in the long-term. All these activities can be mutually reinforcing.
5. The WIF Programme was unique in providing useful “real-time” insights into its problem area concerning female labour migrants. During the implementation, WIF heavily focused on research and knowledge generation and combined implementation with research. This practice allowed for collecting a significant amount of valuable information and combined with its flexible approach, an experimentation with the findings to increase effectiveness.
6. The WIF Programme was also unique in approaching labour migration through activities in both origin and destination countries. This approach increased the effectiveness of activities for beneficiaries, who were affected by policies and practices in both regions.

The evaluation provided the following **recommendations**:

1. Explore opportunities to continue supporting female labour migrants and migration processes in the project countries

While the project has made important progress at the individual and partnership level, the system-level is not sufficiently developed to ensure future, continuous protection of migrants’ rights. The project has created a momentum and visible changes in constituents’ perceptions. Therefore, efforts to push for further reform should continue immediately in order not to lose the progress. At the same time, constituents aligned with the Programme should investigate further what type of services can support female labour migrants and make sure that these continue to be provided.

Addressed to:	Priority:	Resource:	Timing:
ILO WIF staff, FUNDAMENTALS, ILO country teams, constituents (including trade unions, employer organisations, and governments)	High	Medium	Short-term

2. Build on the partnership model in future projects, both for labour migration, but also other ILO priority areas.

The partnership approach developed under the WIF project, particularly as tool to reduce spending after the budget reductions, has proven important for both efficiency and sustainability. This model can be further developed as good practice and integrated into other projects. Particularly, future

(labour migration) projects in the WIF project countries should ensure that the existing partnerships are included as well to continue strengthening partners' capacity and ownership.

- Prepare materials for other ILO offices on how to create an efficient partnership model to reduce costs and increase ownership.
- Include existing partners in the design of follow-up initiatives (per recommendation 1)
- help sustain and foster local support institutions (e.g., centres for migrant workers)

Addressed to:	Priority:	Resource:	Timing:
FUNDAMENTALS, ILO country teams	Medium	Medium	Short and Medium-term

3. Continue focusing on capacity building of key stakeholders, particularly the social partners, to ensure protection of female migrant workers.

Currently, many trade unions do not represent migrant workers. Additional efforts are needed to build the capacity of trade unions to also effectively represent female migrant workers. Governments still require significant support to further develop and improve their legislative and policy frameworks for migrant protection. Lastly, for employer organisations, migrant protection may still misalign with their company priorities.

Addressed to:	Priority:	Resource:	Timing:
FUNDAMENTALS, ILO country teams	High	Medium	Medium and long-term

4. Ensure that the significant amount of knowledge products created during the Programmes implementation are disseminated.

Throughout the runtime of WIF, many knowledge products were produced focusing on various aspects of migration and employment, especially through the lens of what is most pressing for women. The value of these products was also recognized by staff who noted that the capacity to implement the Programme and to ensure knowledge production at the same time was one of the unique aspects of WIF in the field of migration.

Addressed to:	Priority:	Resource:	Timing:
FUNDAMENTALS, ILO country teams	Medium	Medium	Long-term

Introduction

Due to global economic transformations, South Asia has become one of the major regions providing migrant labour force in recent decades, with an increasing number of women leaving the region for better opportunities. Many female labour migrants migrate to GCC states, including Jordan and Lebanon, to seek employment, and often accept precarious working conditions as they cannot find paying jobs in their own country. In certain cases, they are pushed to migration due to internal conflicts or environmental causes.

In most cases, female labour migrants who accept work in the garment sector and in private households have an intersectional identity that is greatly disadvantaged in their origin area. They are frequently from lower classes, less educated or are part of an oppressed ethnic or cultural group. Additionally, as women, they are oppressed in their communities. In this context, migration is seen as an opportunity for economic or social independence.

Many employers in Jordan and Lebanon welcome the cheap labour force, especially for domestic work, as these countries frequently lack state-provisioned care services. The garment industry in the region also heavily relies on cheap labour, which is frequently provided by international or internal migrants. At the same time, external shocks, such as the COVID-19 pandemic and economic downturns in Lebanon changed stakeholders' approach to migration: some destination countries began to be less welcoming of migration, whereas countries of origin struggled with reintegrating returnees.

The *"ILO-DFID Partnership Programme on Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East (WIF) – Phase II"* is the continuation of a development cooperation programme supported by the UK, which started in 2013. The project addresses women migrant workers coming from India, Bangladesh, and Nepal, who seek opportunities in India, Jordan, and Lebanon. Thus, in India, the project also focuses on both international labour and internal migration. Phase II of the project commenced in 2018.

According to ILO Evaluation Guidance, projects that are implemented for more than 30 months need to undertake mid-term and final evaluations. As the second phase of this project began in April 2018 and lasted until January 2023, its duration lasted 58 months, which means that it satisfies the criteria, and a final evaluation must complement the recently conducted mid-term evaluation. Additionally, as this is a multi-phased project with a budget of over USD 1 million, it must be subject to at least one independent evaluation. The ILO has contracted PPMI to carry out this Final Independent Evaluation covering the period between April 2018 and January 2023.

The main purpose of this evaluation was to assess the project's relevance, coherence, validity, effectiveness, efficiency, impact, and sustainability in relation to its objectives, expected outcomes and impact on target groups. More specifically, the aim of the final evaluation was to analyse how the project has bridged evidence gaps that can serve future programming in the relevant fields of forced labour and human trafficking. The evaluation, therefore, include lessons learned, recommendations and challenges to help the design and implementation of future programmes.

Project Description

Context of the project

Due to global economic transformations, South Asia has become one of the major regions providing migrant labour force in recent decades, with an increasing number of women leaving the region for better opportunities. Many female labour migrants migrate to GCC states, including Jordan and Lebanon, to seek employment, and often accept precarious working conditions as they cannot find paying jobs in their own country. In certain cases, they are pushed to migration due to internal conflicts or environmental causes.

Some take India as a destination, where in addition to an increased inflowing international migration, major metropolises have seen increased internal migration as well.³ Specifically, women from disadvantaged backgrounds, living in the East or Northeast states migrate to main urban centres in search of employment opportunities.

In most cases, female labour migrants who accept work in the garment sector and in private households have to face gendered norms and can have an intersectional identity (e.g., caste) that is greatly disadvantaged in their origin area. They are frequently from lower classes, less educated or are part of an oppressed ethnic or cultural group. In this context, migration is seen as an opportunity for economic or social independence.

The migration corridors from South Asian countries to Arab States or India have been mostly promoted by key stakeholders. Many employers in Jordan and Lebanon welcome the cheap labour force, especially for domestic work, as these countries frequently lack state-provisioned care services. The garment industry in the region also heavily relies on cheap labour, which is frequently provided by international or internal migrants. At the same time, external shocks, such as the COVID-19 pandemic and economic downturns in Lebanon changed stakeholders' approach to migration: some destination countries began to be less welcoming of migration, whereas countries of origin struggled with reintegrating returnees.

Project description

The project "*Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East (WIF)*" was launched almost ten years ago with the objective to reduce women migrants' vulnerability to forced labour and trafficking in the above-mentioned regions.

The WIF project was launched in 2013 and entered its second phase in 2018. Since its foundation, WIF has been funded by the Department for International Development (DFID) of the UK, and Phase II received GBP 12,495,090 for 63 months (2018 – 2023). The project was under administrative management of the ILO Delhi office and received backstopping support from FUNDAMENTALS. Collaborating ILO units included MIGRANT, IN-WORK, ILO Country Offices in India, Nepal, Bangladesh, Jordan and ILO Regional Offices in Bangkok and Beirut.

³ <https://www.weforum.org/agenda/2017/10/india-has-139-million-internal-migrants-we-must-not-forget-them/>

The design of the project aims to tackle major contributing factors, such as the lack of migrant women's collective representation, lack of fair and transparent recruitment policies, and lack of evidence-based policymaking.

The achievement of the following outcomes was planned, as they were found to reduce the probability of insecure environment for migrant women from South Asia:

1. Women have a greater ability to make their own decisions throughout the migration process in an enabling atmosphere for safe migration into decent work.
2. Increased levels of collaboration, accountability, and respect among key actors along migration pathways in order to create an enabling environment for safe migration into decent work.
3. Strengthened laws, policies, practices, and systems for social protection, safe labour migration, and decent work for women.

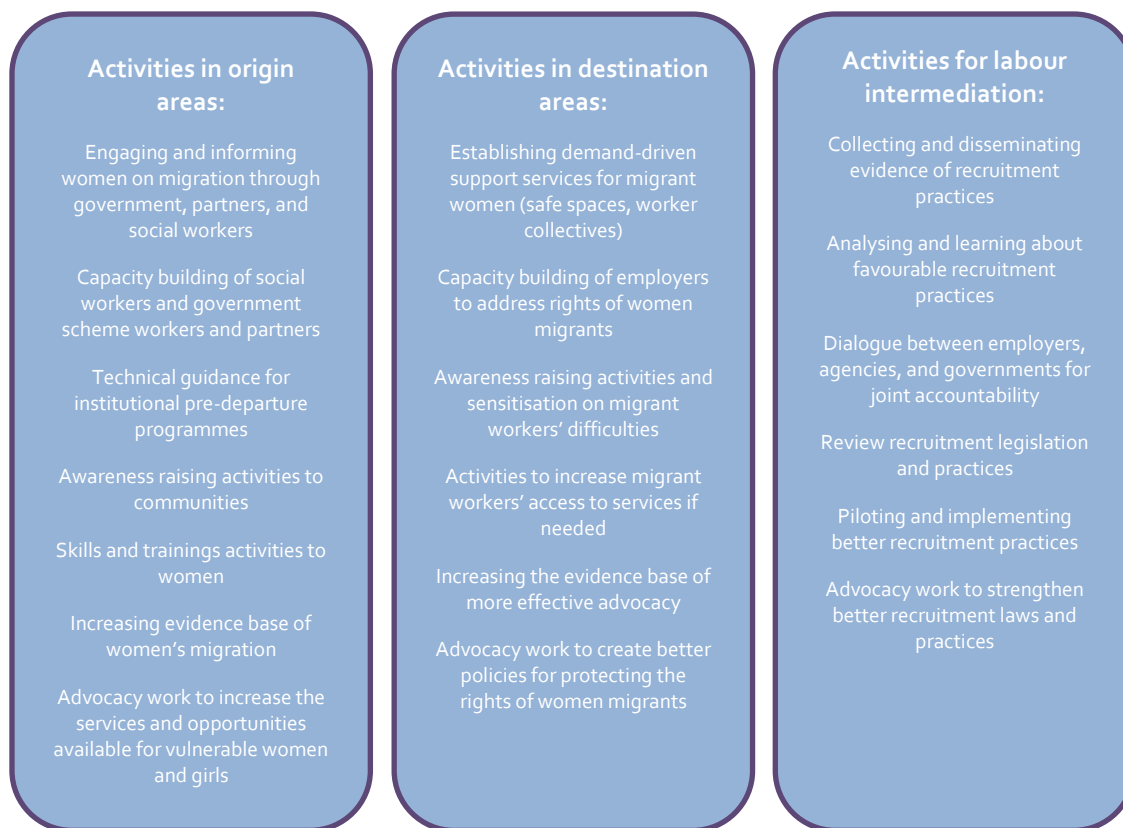
The WIF Phase II intervention **covers major corridors of migration from South Asian countries, Nepal, Bangladesh, and India to GCC countries, Lebanon and Jordan, and India.** Importantly, India was treated as both an origin and destination country. Activities were designed being conscious of the contributing factors of female migrant's vulnerability, which were identified in distinct parts of their journey. Consequently, activities were different in areas of origin and destination.

Based on the experience from the previous implementation phase and in line with ILO's goals of achieving decent work and social protection globally, the project second phase objective was approached in a systematic and comprehensive way. The activities undertaken went beyond influencing the laws and regulations of human trafficking and forced labour and addressed the labour framework of the respective countries, including freedom of association and collective bargaining. Additionally, it encouraged collaboration and accountability between key actors with a special focus on how recruitment practices can improve.

Migrant women, as beneficiaries, were meant to be empowered by project activities, such as inclusion in trade unions or work committees, workers' centres, and skills trainings. This was to ensure that they can contribute to reducing the exploitation in migration and migrant work and are not passive in the process. By informing them on the risks of migration and increasing their access to local services, and awareness raising on discrimination, the project aimed to increase their decision-making power, but at the same time, the unintended effect of discouraging migration was meant to be avoided.

The "whole of migration cycle" approach included all countries affected in the migration of South Asian women to Arab Gulf states. Consequently, activities were delivered in both origin and destination countries, aiming to ensure that women are empowered and protected through the whole migratory pathway. Among other things, research and data were gathered to improve the economic

prospects and services for women in origin countries, to reduce migration under duress, so that women only migrate voluntarily.



The **project was also innovative in forming partnerships**, as it adapted to the specific situation in the countries. In certain cases, the local context did not allow for the structure of tripartite negotiations to fully be formed as either relevant partners were not institutionalised, or they did not represent the voice of migrant women. Therefore, the project team decided to look for other potential actors who could meaningfully contribute to the implementation.

The **mid-term evaluation** of the project was finished late into the project implementation, in November 2022. The report emphasised that the project was exceptional in using its research and extensive knowledge to reform its operations, and, in comparison to other initiatives, it was more effective in tackling human trafficking, because it focused on strengthening the individual woman's agency.

Evaluation approach

Purpose, scope, and clients of the evaluation

The current evaluation comprises the **final, independent evaluation** of Phase II of the Work in Freedom project. The evaluation covers all activities and components carried out by the field offices of the programme under the direct responsibility of the ILO throughout lifetime (the period between April 2018 and January 2023) of the project.

Geographically, the evaluation covers the activities in **Nepal, Bangladesh, India, Lebanon, and Jordan** holistically, without providing separate evaluations of the implementation of the programme at country level.

The main recipients of the evaluation are:

- ILO Project Management Unit
- ILO Offices and/or focal points in Bangladesh, India, Nepal, Lebanon, and Jordan
- Relevant ILO departments and technical units
- FUNDAMENTALS (Fundamental principles and rights at work department)
- External Implementing Partners (Ministries of Labour, Ministries of Expatriate/Overseas Affairs, and other relevant government partners; Worker organizations, including national trade union platforms, the International Trade Union Confederation, and sector-specific affiliates; Employer organizations including International Organization of Employers; International Employment Confederation; and UN Agencies)
- Department for International Development (DFID)- UK Foreign and Commonwealth Development Office (FCDO)
- Project partners and stakeholders

Methodology

The evaluation applied the key OECD/DAC evaluation criteria of **relevance, coherence, effectiveness, efficiency, sustainability, and impact potential** and applied international approaches developed by OECD/DAC Evaluation Quality Standard and along with the United Nations Evaluation Group (UNEG) in the design of the evaluation matrix and data collection tools. The detailed evaluation matrix (evaluation questions, data sources and indicators) is provided in Annex 2.

The evaluation monitored its compliance with the **ILO Policy Guidelines for results-based evaluation (2020)**⁴ as well as the **UNEG Ethical Guidelines and Norms and Standards in the UN System**.⁵ As PPMI is located in the EU, we are committed, but also obliged to apply strict data protection policies aligned with the General Data Protection Regulation. All interviewees were asked their permission to record the interview and were provided space to also ask questions to the evaluators about the purpose of the interviews. All recordings and transcripts are stored on PPMI's server which complies with GDPR standards for data protection. Transcripts are only available and accessible by the identified members of the evaluation team.

⁴ https://www.ilo.org/eval/Evaluationpolicy/WCMS_571339/lang--en/index.htm

⁵ <http://www.unevaluation.org/document/detail/1914>

The evaluation relied on three forms of data collection: desk research, interviews, and a debriefing workshop. In all data collection tools and approaches, the evaluation team ensured that female respondents were consulted and that evaluation questions considered how WIF activities affected female migrants, as well as overall systemic perceptions towards **gender**.

Desk Research

The desk research was used to contextualize and support interviews findings. It relied on the most important project documents, including log-frames, original project documents, the latest annual report, and the mid-term evaluation.

Interviews

Stakeholder consultations were of key importance to ensure that the experiences of beneficiaries and project partners were reflected in the evaluation report. This also ensures that the evaluation is independent and does not solely rely on perceptions of the ILO.

Interviews were conducted to help the evaluation team understand the context of the Programme and provide information regarding the six evaluation criteria. The interviews were conducted at a global/regional-level and national level interviews to have a comprehensive understanding of the Programme.

For the sampling approach, the evaluation team ensured a balance between ILO respondents versus stakeholders, as well as a regional balance and stakeholder balance. As in each country up to two respondents were selected, the team tried to ensure that these reflected different types of organisations.

In total, the evaluation team conducted 19 number of interviews with 23 number of respondents. They can be divided as follows:

- 7 number of interviews with 7 number of respondents representing ILO offices.
- 12 number of interviews with 16 number of respondents representing stakeholders and project partners.

Debriefing workshop

Following an analysis of the collected data, the evaluation team organised a virtual workshop to present the findings. The workshop served to validate the conclusions and recommendations.

Data analysis

The evaluation and the analysis of the data collected focused on the Intervention Logic for the Programme, and the diverse activities implemented across the WIF countries. The evaluation highlights the most important observable trends across the activities, presents the common strengths and weaknesses, and showcases some of the best practices.

Qualitative data was summarised in writing and anonymised. The information from the debriefing workshop will also be analysed. However, as the workshop will take place only during finalization of the evaluation report, the data collected will mainly be used to validate the findings from data collection stage and will not be analysed to the same extent by itself. Limited quantitative analysis took place, mainly with regards to the review of the budget and targets.

All data collected was triangulated, meaning that data from different sources was analysed together and used to answer the same research questions. This enhanced the validity and reliability of the findings as the findings from one data source were tested and validated using data from other sources. As a result, all key findings and conclusions are based on solid evidence.

Limitations

The current evaluation is carried out relatively shortly after the implementation of the Mid-Term Evaluation. This hinders the ability of the evaluation team to assess the challenges identified at the mid-term stage and evaluate how the ILO team has addressed these challenges.

The evaluation relied predominantly on qualitative data. Limited statistical data was available to conduct comparisons of stakeholder perceptions across countries or to statistically compare baseline against endline data. Given the general complexities of tracking migration, and specifically, of collecting data in five countries across two regions, establishing baseline conditions was not achievable. Data availability was also compromised, in source countries, migration data was scarce, and in destination countries, they were not shared publicly. Additionally, because project targets and activities were updated during the implementation, quantitative measures were not easily comparable.

Evaluation Findings

1. Relevance

According to OECD/DAC criteria, the evaluation of relevance looks at the extent to which a given intervention managed to address the need of constituents, beneficiary populations, and other key actors throughout its implementation. This chapter will look at the extent to which WIF was able to address the needs of beneficiaries and national stakeholders (consisting of governments, trade unions, NGOs, CSOs, and employers' associations). Moreover, it will also consider the extent to which the design of the Programme accounted for gender sensitive issues.

1.1 Beneficiaries

Women migrants in the domestic sector and garment sector

Women migration from/within South-Asia to the Middle East often lack sufficient protection of their rights along migration pathways and at their destination. Similarly, the existence of the Kafala system and its abusive practices meant that migrants from source countries were also at risk of abuse from employers. At the same time, women are also oppressed in their home communities, which are dominated by patriarchal attitudes and caste-based prejudice, which excludes them from social and economic opportunities.

Overall, the evaluation found that **the project design addressed the main needs and challenges of female migrants on the South-Asia to Middle East migration pathways, while showing a considerable degree of adaptability**. The Programme activities were deemed suitable to increase women's empowerment during the migration process.

The Programme underwent an important change between Phase I and Phase II, which led to its improved relevance for female migrant workers. Between the Phases the Programme's focus shifted away from anti-trafficking to include a focus on community outreach, working conditions, rights at work, provision of information and research activities.⁶ This meant that female migrants would be better empowered in both at home and in destination countries as well as migration dynamics would be better understood. Even considering the reduction in funding during Phase II, which led to activities going beyond only focusing on female migrants to include other beneficiaries as well, this did not reduce the relevance for female migrants.⁷ Instead, the needs of female beneficiaries in regard to rights and working conditions continued to be addressed indirectly.

To ensure that female migrant workers can make well informed decision prior to travelling the Programme conducted door-to-door information activities in **Nepal, India** and **Bangladesh**.⁸ This allows potential female migrants to learn about opportunities that would enable them to stay in their country rather than migrate. Similarly, in the cases where they would decide to migrate, they would know how to do so in a safe and orderly manner, as their prior exclusion within their societies could have made it difficult to access relevant information about employment or rights.⁹ Furthermore, given that the internet connectivity is low in the country and that not all of the beneficiaries might have

⁶ ILO interview

⁷ Stakeholder interview

⁸ Technical Progress Report, 2019 and 2021

⁹ ILO interview

access to ICT choosing a door-to-door approach for outreach guaranteed the greatest potential for outreach.

Another key aspect is the Programme's focus on ensuring that women are given vocational skills and are informed about their rights in **Nepal, India, and Bangladesh**. While this was important in countries like India prior to the pandemic, the drop in female participation during the pandemic made this all the more relevant. Having relevant skills development could have affected their decision to migrate as they could potentially have learned new skills needed in home communities. Furthermore, given the risk for vulnerability regarding the infringement of rights training on claiming rights was just as relevant to the beneficiary population.¹⁰

Another key aspect of the Programme focused on producing knowledge products. This aspect demonstrates the increased relevance of the Programme, which showed that it has the capacity to rely on data and research to ensure that the needs of female migrants are understood and addressed. This was done through extensive research and publication of books, research papers, discussions, briefings and other types of publications and media. Moreover, the project approaches various aspects of migration holistically by focusing on unfree labour, agrarian crisis, and women's migration, labour market intermediation, working and living conditions, and violence in the women's workplace.¹¹ At the same time the research went beyond solely focusing on women migrants and incorporated a wider analytical focus by, for example, publishing research on the formation of workers centres.¹² The production of such publications within the framework of the WIF project allows stakeholders to have a better understanding of the policy context and inform decisions and advocacy work at various levels of the project throughout the entire course of the project.

In **Jordan**, during the Programme's implementation cycle, the WIF supported a worker centre. Its location in an industrial zone meant that workers were limited in their capacities to address their own needs tied to social workers' protection as well empowerment needs. The centre was meant to become an important hub for workers to receive legal advice and counsel, address grievances with employers and build solidarity with other workers with events that would take place on Fridays. While it was not specifically aimed at women, its role in addressing the needs of all workers regardless of their gender means that both men and women were able to benefit from relevant help.¹³

It must be noted that the Programme worked towards ensuring its relevance throughout its duration. Most notably, during the COVID-19 pandemic the Programme adjusted to adapt to the new challenges. One example of this is that sanitary measures were adopted to ensure that various activities such as outreach of beneficiaries continued.¹⁴ Furthermore, in **Jordan** and **Lebanon** the Programme made a significant effort to ensure that female migrant workers had access to COVID-19 vaccines and various social security compensations. For example, in **Jordan** the Programme worked with partners to ensure that vaccines were delivered to industrial zones, which had working migrants.

¹⁰ Technical Progress Report, 2021.

¹¹ ILO. (2023). List of WIF publications by theme. Available at: <https://workinginfreedom.wordpress.com/>

¹² Technical Progress Report, 2020.

¹³ Stakeholder interview

¹⁴ Technical Progress Report, 2021.

Meanwhile, in **Nepal** a round table with stakeholders and partners was organized and discussed how to ensure better vaccination coverage among domestic workers.¹⁵

Another relevant factor highlighting the Programme's **adaptability** is the implementation of lessons learned. During the Programme, it became visible that trade unions were not always able to represent the needs of workers. This led to the ILO expanding its focus from relying solely on trade union membership to also including the ability of women to articulate their own demands as an indicator of organization.¹⁶

Sufficiency of feedback mechanisms to monitor relevance for the beneficiaries

Given the changing nature of migration patterns and trends, as well as important factors influencing the project – such as COVID, the relevance of the project might change as well. Feedback mechanisms ensure that the project can adapt to remain relevant within changing contexts.

The Programme had multiple feedback mechanisms in place to monitor relevance for beneficiaries. These efforts included the publication of yearly technical progress reports (TPRs) and various activities designed to monitor various aspects of the Programme.

The best example of existing mechanisms to monitor the implementation of the Programme were the **TPRs**. These documents provided a holistic overlook of the Programme's status on a yearly basis regarding the current status of each objective. Similarly, general drivers which could have a detrimental impact on WIF's successful implementation would also be acknowledged. This was then followed up with a section that would outline what actions were taken to adjust to the outlined difficulties. The internal publication of such documents shows that there was a serious effort to monitor the implementation of the Programme and an active effort to ensure that the Programme remains relevant to the beneficiaries throughout its implementation period.

The Programme also sought feedback by working with partners to conduct interviews or interact with beneficiaries. For example, in **Nepal**, the partners of the Programme conducted focus group discussions and interviews to gauge the extent to which migrants found Programme related activities useful. Furthermore, local partners conducted a survey to ask women migrants questions which were related to the payment of wages, access to various services, their experience of stigmatization, and other relevant questions. This enabled the partners to understand better and share evidence on the effects of the pandemic on the opportunities of women migrants to earn a living.¹⁷

Furthermore, in **Lebanon** it was noted that the country office had monitoring activities designed to look over the implementation of agreements with partners. However, it is unclear to what extent the gender relevant factors were included into these agreements. On the other hand, while the MTE mentions that research included aspects related to gender, allowing to monitor the needs of workers before, during and after the pandemic, it is unclear what methodology was used to monitor aspects related to gender.¹⁸

¹⁵ Technical Progress Report, 2021.

¹⁶ Technical Progress Report, 2022.

¹⁷ Technical Progress Report, 2020.

¹⁸ Mid-term Evaluation of WIF Programme. 2022.

1.2 National stakeholders

Governments

The issue of migration, given its scale, role in economic development (i.e., through remittances) and the increased risk for migrants to face human rights abuses, is an important issue for governments to manage. Outcome three of WIF focused specifically on the system level by influencing legal and policy frameworks.

Overall, **the Programme, was relevant for the government, especially from source countries.** However, external factors affected the policy priorities of governments and therefore their dedication to the objectives of WIF.

In **India** there is as an observable trend of migration within the country from rural areas to the existing population centres. The Programme supported the fair management of this process through capacity building of local government and ancillary service staff, research, and input to policymaking. At the same time, because there is a tendency to migrate from a few areas to the Gulf countries,¹⁹ the Programme also played a role in providing recommendations for the Indian embassy in **Jordan** that could then be used in a committee meeting with the Ministry of Labour, which to improve the remuneration policies of the migrant workers.²⁰

The Programme's goals were also relevant to the government of **Nepal**. In 2017, the government of Nepal introduced a ban on migration for women travelling to the Gulf States to work in the domestic sector following an investigation that revealed widespread abuses in the sector.²¹ Nevertheless, women still tried to circumvent the travel ban by going to neighbouring countries such as India.²² However, this made them more vulnerable to various forms of abuse and more susceptible to recruiters who would take advantage of them. When it comes to the government seeking to protect its citizens from such practices, the envisioned activities which seek to provide information to potential female migrants and ensure better working conditions, the Programme is very relevant to the government of Nepal.

Furthermore, during the COVID-19 pandemic, the Programme, through its support to the workers' centre in **Jordan**, played an important role as an intermediary to inform the government about how many people would be returning to the country as the country went into lockdown.²³ However, an interview with an ILO official stated that migration and labour rights violations in Jordan were increasing. The government continued to remove existing labour protections all the while making it harder for workers to voice their issues by setting up barriers regarding the right to organize, showing that even though the Programme is relevant, its effectiveness may be hindered by external factors affecting the government's priorities.^{24 25}

¹⁹ ILO interview

²⁰ Technical Progress Reports, 2020-2021.

²¹ Richa Shivakoti, Henderson, S. and Withers, M. 2021. The migration ban policy cycle: a comparative analysis of restrictions on the emigration of women domestic workers. Available at: <https://comparativemigrationstudies.springeropen.com/articles/10.1186/s40878-021-00250-4>

²² ILO interview

²³ Stakeholder interview

²⁴ ILO interview

²⁵ ILO interview

In **Lebanon**, the government before the turn of the decade sought to address issues related to the poor working conditions in the country. One aspect of addressing these issues would have included tackling issues in the domestic work sector. However, the pandemic, the explosion in the capital city of Beirut and the general instability that the country has seen following these events caused changes in the government and its priorities. Despite these difficulties, the Minister of Labour adopted the unified contract. This would have been a step towards the abolition of the Kafala system and improved the legal protection as well as working and living conditions available to the migrants.²⁶ However, following pressure from recruitment agencies, a new version of the unified contract was proposed which would not have guaranteed certain rights and freedoms pertaining to movement, working and legal conditions.²⁷ Thus, in the case of Lebanon, the actions of the government contradicting the goals of the Programme relate to internal and external factors exerting pressure on the government, rather than a lack of relevance.

Trade Unions, CSOs and NGOs

Desk research and interviews have shown that **WIF mostly aligned with the needs and priorities of trade unions, CSOs and NGOs**. The support provided to CSOs, and NGOs was very relevant due to funding and technical expertise which allowed them to invigorate the pursuit of their goals. Throughout the Programme's implementation it was noted that there is a prevailing issue as some governments seek to promote laws that would undermine equal rights for migrant and non-migrant workers; that there is a trend of diminishing opportunities to address factors that lead to exclusion especially of the most vulnerable individuals; and in some respects, difficulties to collective bargaining and freedom of association.²⁸

Given that these issues affect the working conditions and the rights of workers, such issues inherently **touch upon the interests of trade unions**. The Programme activities mostly closely aligned to these aspects were:

- 1) Providing support to migrant women regarding access of information;
- 2) Increasing the organization of migrant women could collectively voice their demands.

However, while these activities are, at least in theory, relevant to the goals that trade unions would have, it was noted that trade unions in destination countries sometimes fail to represent migrant workers and instead sided with the needs of the government against the interests of migrant.²⁹ Therefore, ILO needed to seek collaboration with CSOs more often than with its traditional constituents.

²⁶ Le Centre de ressources sur les entreprises et les droits de l'homme. 2020. Lebanon introduces contract protections for migrant domestic workers, incl. passport, living & working conditions & right to resign. Available at: <https://www.business-humanrights.org/fr/derni%C3%A8res-actualit%C3%A9s/lebanon-introduces-contract-protections-for-migrant-domestic-workers-incl-passport-living-working-conditions-right-to-resign/>.

²⁷ Kanaan, F.S. 2022. Activists call new draft contract for domestic workers 'an absolute scandal'. Available at: <https://today.lorientlejour.com/article/1290577/activists-call-new-draft-contract-for-domestic-workers-an-absolute-scandal.html>. and ILO interview

²⁸ Technical Progress Reports

²⁹ ILO interview

Similarly, the patriarchal nature of societies where the Programme was running further marginalized migrant and non-migrant female workers as unions would fail to have an interest in promoting them.³⁰ This shows that in practise the Programme's aims that would be relevant for trade unions are at times undermined by such attitudes.

The Programme was also **responded to the needs of NGOs and CSOs**. Besides the aforementioned relevant activities within the Programme design, WIF provided other types of useful support. For example, not all partners have the needed **funds available** to implement projects at the scale that they would wish to. While the presence of the ILO did not mean that partners could implement all the activities, they would like to due to funding constraints and reduction its still allowed them to facilitate the implementation of activities.^{31 32}

The presence of the ILO was also important regarding the **technical support** provided to partner organizations within the Programme. Multiple stakeholders noted that the ILO's expertise particularly in the field of labour was very important factor that enabled the empowerment of those working for the organization.³³

Employers' organisations

While the protection of female migrants might not always align with the key interests of employers' organisations, **the evaluation still showed some examples of alignment between the activities of the Programme and the interests of employers.**

In **India** in Phase I and II of the Programme a survey was conducted to understand the needs of the employers. Given that the survey was also going to be disseminated to various constituents such as trade unions, it would have allowed Trade Unions to better understand the needs of employers and adjust their advocacy accordingly. This lead, for example, to the adoption of a voluntary pledge by employer-based membership organizations to voice their needs among other constituents.³⁴

In **Jordan**, it was noted that employers sometimes supported the presence of the workers' centre and its support for migrant workers. The reason for this is that some employers believe that if they support the worker's centre the reputation of their brand will improve. Furthermore, during the COVID-19 pandemic, the centre acted as an important intermediary between smaller employers and embassies. This facilitated the return of workers who might have had difficulties returning home and eased the burden for small employers by helping find solutions in a tumultuous period.³⁵

On the other hand, interviews mentioned that the worker's centre in the country faced backlash from employers in the country as their representation of migrant workers requires the employers to respect migrant workers' rights and in case of a breach, resolve the issues.³⁶

³⁰ ILO interview

³¹ Stakeholder interview

³² ILO interview

³³ Stakeholder interview

³⁴ ILO interview

³⁵ Stakeholder interview

³⁶ Multiple interviews

1.3 Relevance in addressing gender sensitive issues

The WIF project focuses explicitly on the needs of female migrants, which requires a comprehensive understanding of the gender dimension in migration and the specific needs of women.

The Programme's design has effectively integrated women's perspectives. Out of the three Outcomes that the Programme envisions, Outcome 1 and Outcome 3 directly refer to the needs of women. And all activities addressed the needs of women specifically. Similarly, data gathered supported that the needs of women were considered in the Project's design. The ICAI report noted that WIF was a good example of incorporating gender analysis in its programme designs among DFID initiatives.³⁷ Also as noted in Chapter 1.1 the research conducted on issues affecting working and migrant females significantly contributed to understanding their socioeconomic position and the difficulties they face.

Additionally, the Advisory team stated that the Programme's approach was suitable to support gender equality and addressed the key issues for women migrants, although existing dynamics of gender inequality (e.g., household dynamics) could have been explored even further.³⁸

³⁷ ICAI Report

³⁸ Stakeholder interview

2. Coherence

According to OECD/DAC evaluation criteria, the evaluation of coherence looks at how well the Programme aligns with various existing interventions, strategies, and goals. In particular, this chapter considers the extent to which WIF aligned with UN frameworks relating to migration, gender, and employment. It also considers the extent to which there was alignment with national frameworks. Furthermore, it looks at how well the Programme addressed cross-cutting concerns and managed to supplement, rather than duplicate existing efforts.

2.1 Contribution to sustainable development objectives

Contribution to the SDGs and the Global Compact for Migration

The Programme's envisioned Outcomes and Outputs displayed a great level of coherence with the UN sustainable development goals and with the Global Compact for Migration.

SDG 5

This goal promotes gender equality through the empowerment of girls and women. **This SDG closely aligns with Outcome 1, and various outputs, which seeks to promote the agency of women during the migration process.**³⁹

To achieve this outcome the Programme has two relevant outputs. Output 1 focuses on ensuring that women are able to negotiate and make decisions at various points of their migration process and includes 5 complementary activities which range from sensitization sessions to orientation courses to introduce women to labour and gender rights skills in source countries.

Meanwhile, Output 2 focuses on the ability of men, women, and children to enjoy better collective representation and support during the migration process. It seeks to ensure the successful implementation of this outcome through activities related to organizing workers in target sectors, increasing the number of workers who access information through constituents and partners of the Programme, and the engagement of community leaders.

SDG 8

This goal seeks to promote continuous and sustainable economic development and ensure that everyone has employment that is productive, decent, and inclusive. **The envisioned outcomes which focus on improving migration-related processes as well as working conditions and filling in existing information gaps mean that the Project is closely aligned to meeting SDG 8.**

Outcomes 2 and 3 contribute towards achieving this SDG. In the case of Outcome 2 which promotes key actor collaboration, accountability, and respect across collaboration pathways, it is primarily associated with Output 3. The aim of the output is to ensure that employers and labour recruiters adopt more accountable recruitment practices based on monitoring and enforcement along the main migration routes. To achieve this output, the activities include changing brokerage practices that allow access to work and to negotiate various aspects relating to one's employment and living conditions as well as increasing stakeholder engagement with ILO and its advocacy partners.

³⁹ UN. (2023). SDGs. Available at: <https://sdgs.un.org/goals>

Outcome 3 in pursuit of promoting safe labour migration and decent work for women seeks to reform existing laws, practices, and labour policies. It's associated Output 4 promotes advocacy work to ensure that policy makers develop their knowledge and commitment to alter laws and policies.

The activities related to the output focus on empowering various forms of organizations so they would be able to represent and promote the interests of female migrants all the while creating knowledge products which would enhance decision making. Similarly, Output 5 which seeks to improve interventions and the quality of evidence, has activities related directly to conducting research activities to provide a more comprehensive overview of migration processes and implementing them through the WIF program.

SDGs 1, 2, 3, 4, 10, and 16

These SDGs focus on eradicating poverty and hunger, promoting physical and mental well-being, quality education, the reduction of societal inequalities, and developing more just and resilient institutions.⁴⁰ **The Programme's focus on empowering migrant women through a variety of means, fostering partnerships at the local, national, and regional levels means that through its activities it will directly and indirectly generate progress towards these goals.**

Global Compact for Migration

The Global Compact for Migration is a non-binding document that seeks to address various aspects of migration. In particular, the GCM focuses on supporting governance mechanisms to address international migration, providing options for states to address issues related to migration, and enabling the freedom to implement the needed policy tools to address a state's specific needs.⁴¹

The UN's endorsement of the Compact in December 2018, and the launch of the Project in April 2019 points to the fact that **alignment between the two might not have been fully intentional. Nevertheless, the Programme's goals were matched those of the GCM**, as the Project envisioned and produced a considerable amount of research products that focused on migration issues.⁴² Furthermore, an interview with the **Nepal** country office revealed that it is frequently the case that the government chooses whether they want to use specific research on migration or not, but the WIF Programme provides sufficient resources for using their research.⁴³

National-level objectives of origin countries

In general, **the national level plans, strategies, and other documentation of source countries, reveal a significant amount of coherence of WIF** and its Outcomes along with their outputs as demonstrated in the country-specific analysis below.

⁴⁰ UN. 2023. SDGs. Available at: <https://sdgs.un.org/goals>

⁴¹ IOM. 2023. Global Compact for Migration. Available at <https://www.iom.int/global-compact-migration>

⁴² ILO. 2023. List of WIF publications by theme. Available at: <https://workinginfreedom.wordpress.com/>

⁴³ ILO interview

Nepal

Nepal's 15th Plan, which outlines the directions and policies for the country's development for the fiscal years 2019/2020-2023/2024 shows a considerable level of coherence with the goals that the Programme had established. It includes women's empowerment as a thematic goal for the development of the country (including the increase of women's employment). Additionally, one goal within the Plan seeks to develop the existing health infrastructure to ensure that people have access to quality healthcare. As part of achieving this goal the government seeks to develop a strategy that prevents health risks posed by migration through the establishment of mechanisms to facilitate pre-departure, post-departure, and destination access to health services. Furthermore, to ensure productive employment the government envisions policies that would allow workers to have the needed skills prior to departure to their destination countries.

The government is also in pursuit of making foreign employment safer and less prone to exploitation, seeks to pursue diplomatic efforts to pursue the protection of worker's rights and interests, using existing records to ensure the safety of migrants and prevent infringement of their rights and to work with different partners to ensure the interests of Nepali migrants.⁴⁴

Therefore, the plan shows not only a close alignment to all the Programme Outcomes but at the same time further supports a coherent approach by increasing the governments' potential partners in protecting migrant workers.

Bangladesh

The runtime of WIF Phase II overlaps with two 5 Year Plans that the government adopted. While the government of Bangladesh tends to focus on the economic potential of migration for the country's development, the attention to the specific needs of migrants also receives considerable focus.

The 7th 5-year plan which runs from 2016 to 2020, tends to align with the Outcomes and Outputs of the WIF program. The primary focus of this plan is to upskill potential migrant workers to make them more competitive in the labour market, find new market opportunities, and facilitate remittance flows to ensure the development of the Bangladesh economy, especially in disadvantaged areas. Nevertheless, the government still acknowledges the need for digitizing the migration process to support the protection of workers, launching information campaigns to inform potential workers. Furthermore, the need to review employment agreements to prevent abuses and breaches of contract is also outlined with a specific focus on the needs of female migrants.⁴⁵

The 8th 5-year plan acts as a continuation and evolution of the previous 5-year plan regarding the country's stance on migration. The country continues to emphasize the importance of remittances, skills development, and migration diplomacy. However, it also seeks to further various forms of social and legal protection for workers, conduct research activities, provide training relevant and information that is relevant to migrants. At the same time the Plan does not differentiate between

⁴⁴ Nepal Development Plan

⁴⁵ Seventh 5th Year Plan Bangladesh pg. 211-213

male and female migrants, except for reintegration measures which “*especially focus on female migrants*”.⁴⁶

India

India published a government strategy titled “Strategy for New India @75” in 2018 to guide the development of the country. However, an analysis of the document reveals only some aspects related to migration such as the upskilling of workers and pre-departure training.⁴⁷ It does not elaborate whether such training would feature any gender-specific aspects.

National-level objectives of host countries

A look at the documentation of existing development and strategic planning documents within host countries failed to reveal any direct links with the Outcomes of the Programme. Nevertheless, this does not mean that the countries’ policies and the intervention logic of WIF were necessarily incoherent.

Jordan

As a way to guide the development of Jordan, the country’s government in 2015 published “Jordan 2025: National Vision and Strategy”. However, the document while focusing on economic development and employment fails to outline or include aspects pertaining to the inclusion of incoming migrants.⁴⁸

Lebanon

Throughout WIF’s implementation period, there appears to be no existing strategy that would focus on the needs of incoming migrant workers.

2.2 Coherence with ILO’s cross-cutting priorities

Gender equality

The Programme was well aligned with the ILO’s cross-cutting priorities on gender equality. This is because the Programme focused specifically on the needs of female workers in the garment and domestic sectors and most of the outcomes and outputs were closely tied to addressing the needs of women who work in these sectors. Moreover, the Programme produced many knowledge products which contributed to understanding the needs of women workers and the conditions under which they work.⁴⁹

International labour standards

The Programme design paid some attention to the promotion of international labour standards. Across the various activities envisioned in the Programme design Output 4 focused on advocacy work. It included activities to support the ratification of certain conventions, such as C189 on domestic work in origin countries, and increasing compliance with the fundamental rights of work. Among the

⁴⁶ Seventh 5th Year Plan Bangladesh pg. 211-213

⁴⁷ Strategy for New India @75 pg. 143

⁴⁸ Jordan 2025: National Vision and Strategy

⁴⁹ Mid-term Evaluation of WIF Programme. 2022.

activities relevant to this topic technical advice and recommendations towards policies as well as empowerment of migrant women to promote workers' rights are prominent examples.

Several implementing partners carried out activities directly related to ILO Conventions such as campaigns to ratify C189 and 190. Based on the capacity built over the years, these implementing partners were able to criticise gaps in labour laws and their implementation for undermining several international labour standards (ILS).

Research publications and policy briefs published under WIF also promote ILS, including, for example, inputs to the draft anti-trafficking bill in line with relevant conventions such as C111, C181, Advocacy on Occupational Safety and Health (OSH).

There are also examples of the Programme's work in practice which remained coherent with the needs of ILS. For example, in **Lebanon** the ILO worked towards adoption of the unified contract. Meanwhile in **Jordan** the incorporation of the Worker's Centres in Programme activities further contributed to this goal as they helped workers address grievances with factory owners.⁵⁰ In an interview, it was also noted that in Phase II, the design of the Programme had a strong focus on labour inspection and went beyond anti-trafficking laws.⁵¹

Social dialogue

The Programme was not completely coherent with cross-cutting factors related to social dialogue.

However, it is important to point out that ILO's work moved beyond working with the traditional constituents that the ILO engages with, as **migrant workers are often not represented by Trade Unions and employer organisations**. This is why ILO worked with various NGO and CSO organizations. For example, in India, the ILO worked with various organizations against a trafficking bill.⁵²

2.3 Coherence with other interventions

Complementarity

In the five countries where the Programme was active, **the ILO project teams collaborated with other ILO and non-ILO programs.**

WIF was aligned with different Decent Work Country Programs (DWCP) across all five countries. For example, in **Lebanon** and **Jordan**, the Programme was complementary to the countries' DWCPs due to its support to refugees in the countries' labour markets. Meanwhile, in **India** and **Bangladesh**, the Programme supported areas of work related to the countries' garment sectors.⁵³ It must also be noted that in Jordan the Programme supported the country's Better Work (BW) Programme to study industrial relations due to unrest in the country's factories. This contributed to a convergence among both Programs as their common work on the study helped understand the existing gaps and issues which led to failures in industrial relations.⁵⁴

WIF worked together with FAIRWAY, a program on migration, in **Jordan** and **Lebanon** where it focused on Fair recruitment and providing support to domestic workers and their employers. In **Jordan**, both of the Programs worked with differing entities, where WIF focused on Migrant Community Centres

⁵⁰ Stakeholder interview

⁵¹ ILO interview

⁵² ILO interview

⁵³ Prodoc – WIF 2 – Dec 2017

⁵⁴ ILO interview

and FAIRWAY focused on other organizations to ensure that resources are not wasted by duplication.⁵⁵ Furthermore, it also collaborated with FAIR, a Programme focusing on fair recruitment corridors. Here, ensures complementarity, WIF focused on assessing recruitment corridors from Bangladesh and India, while FAIR relied on WIF's local connections in Nepal and Jordan to assess recruitment corridors from Nepal.⁵⁶

WIF also supported efforts of the Bridge Programme, funded by the US Department of Labour in **Nepal**, which provided policy advocacy on issues relating to forced labour.⁵⁷ Additionally, it cooperated with the Migrant Rights and Decent Work Project of ILO on advocacy work,⁵⁸ and with the FAIR project of ILO to organise three consecutive one-day online consultations with representatives of civil society organizations, workers' organizations and representative of Nepal Association of Foreign Employment Agencies (NAFEA).⁵⁹

Finally, it must also be noted that there is evidence of the WIF Programme collaborating with external partners. For example, in **Jordan**, it was noted that the workers' centre had a limited capacity to treat injured workers. For that reason, WIF actively supported Caritas and private hospitals that were present near the Worker Centre. Similarly, in the case where legal advice was necessary the workers' centre worked with organizations such as Jordan Centre for Legal aid to provide help for migrant workers to help settle disputes.⁶⁰

⁵⁵ ILO interview

⁵⁶ ILO interview

⁵⁷ Prodoc – WIF 2 – Dec 2017

⁵⁸ Technical Progress Report 2022.

⁵⁹ Technical Progress Report, 2021.

⁶⁰ ILO interview

3. Effectiveness

According to the OECD/DAC evaluation criteria, evaluation of effectiveness provides analysis on the extent to which the intervention managed to meet its intended targets. In this case, the following section will look at the extent to which WIF managed to meet its intended outputs and outcomes. As well as the extent to which it achieved its cross-cutting outputs and capitalized on partnerships to enhance Programme capacity.

3.1 Progress toward meeting outputs and outcomes since the mid-term evaluation

Despite multiple challenges faced during the implementation, **outputs have been achieved and the project met its targets**. These were justifiably updated to account for the budget reduction. All evidence supports that the implementation progressed well, in certain cases exceeding what the activities aimed to achieve.

A full list of indicators, targets, and achievements against the targets is provided in Annex 1.

Outcome 1: Increased ability of women to make choices during the whole migration process

The first outcome aimed to improve the agency of women to make informed decisions about their migration processes within an environment conducive to safe migration. As noted in the MTE, **the project achieved some success in increasing women's empowerment in all countries**.⁶¹ Activities were effective because they were varied, frequently proximate to the affected groups, and because they were highly relevant and were adapted to women's needs.

The WIF programme aimed to achieve this outcome by implementing two types of activities:

- Activities that aimed to better orient women in origin countries before migration (e.g., through door-to-door visits, community engagement programmes, orientation sessions, as well as trainings to improve their prospects of employment in their homes), and
- Activities that aimed to increase their representation to demand workers' rights (either in trade unions or through visibility-raising campaigns) and have access to better services in destination countries. All activities are suitable to increase women's empowerment during the migration process. As these women are oppressed in their home communities, it was crucial that activities there, which are not only about migration (e.g., community outreach and trainings), also help their empowerment.

Unfortunately, the budget reductions affected orientation work in most destination countries.⁶² **Bangladesh** was affected by the reduction to a lesser degree as its partnerships were already arranged, and the fieldwork could continue.⁶³ One-to-one consultation sessions were especially effective in the

⁶¹ Mid-Term Evaluation of the WIF Programme, 2022.

⁶² Mid-Term Evaluation of the WIF Programme, 2022.

⁶³ ILO interview

country, beneficiaries were noticeably aware of the opportunities they had and felt empowered to make choices.⁶⁴

In **Nepal**, although the reduction meant that less activities could be financially supported, there was still significant progress towards the outcome due to strong partnership with civil society organisations.⁶⁵ Stakeholder representative in the country believed that women's access to local opportunities increased because of the Programme, partly because a women's forum was organised that effectively informed them. The forum also provided as an opportunity for self-organisation, that activities in India also addressed. According to a stakeholder in Nepal: "So, what we did is organized them, we empowered them, and we taught them the local government's process, to reach out their planning process, and when and where to intervene for the local resources."⁶⁶

In **India**, however, some interviewees believed the cuts could have impacted the outcome,⁶⁷ as many activities were in the peak of expansion. However, as the MTE noted, work in the later phase of the implementation focused rather on policy work and partnership with TUs. Therefore, the outcome was achieved by increasing female labour migrants' organisation, through which they could advocate for their needs.

In both **Lebanon** and **Jordan**, centres which provided women a safe space to express grievances, remained strongholds for representing female labour migrants' voices.⁶⁸ The centres could reach many migrant workers and were especially effective in changing migrants' attitude toward their entitlements and rights. As a coordinator expressed in **Jordan**: "*Out of 100 cases that we receive at Workers' Centre we can get justice for hardly 20-30 workers. However, the whole process gives workers the confidence that yes, they can report these grievances, and should not be silent on these things.*"⁶⁹

⁶⁴ ICAI report

⁶⁵ ILO interview

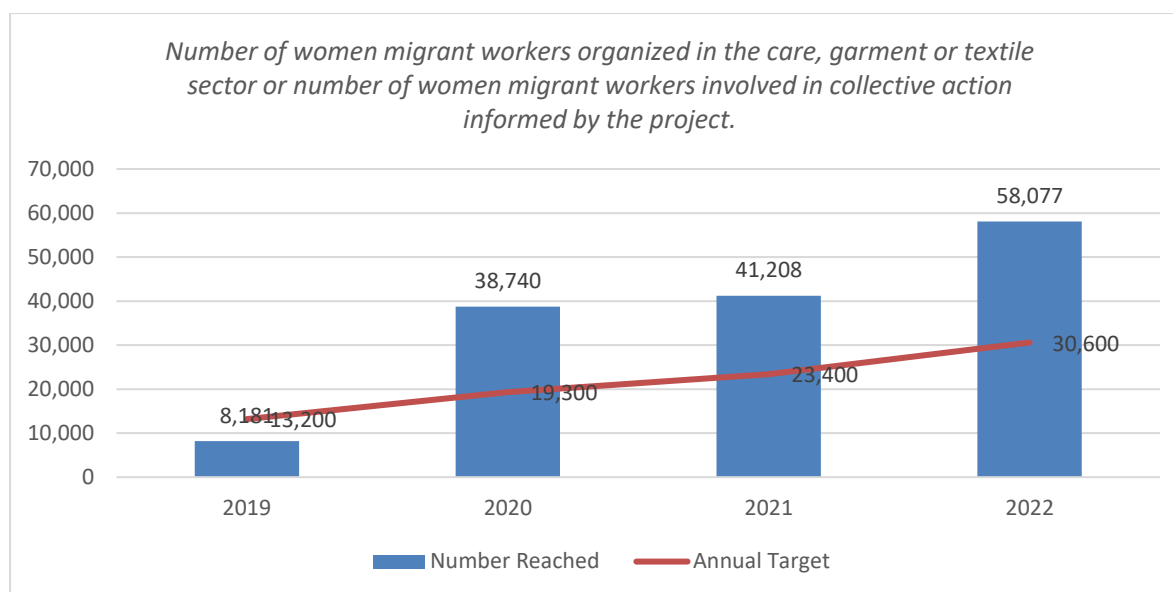
⁶⁶ Interview with stakeholder

⁶⁷ Multiple interviews

⁶⁸ Multiple interviews

⁶⁹ ILO interview

Figure 1. Number of women who became organised in care and garment sector in all countries.



Source: Technical Progress Reports, 2019-2022.

Structural factors that influence women’s empowerment were also addressed by the programme. For instance, services and skills training in the origin countries could make these economies more inclusive to women, while improvement of labour laws and regulations of destination countries could increase decent work opportunities for women. The Programme staff was also aware that agricultural problems contribute to distress migration, which undermine achievements made on this outcome. Although some activities addressed these structural factors, they could not be fully improved due to their scope in comparison to the work of WIF.

Outcome 2: Key actor collaboration, accountability, and respect along migration pathways

According to the Programme design, this outcome was to be achieved by activities that included research on recruitment processes, increasing engagement and building dialogue between key actors, and designing new practices. All these activities were crucial to increase stakeholder collaboration.

The project was effective and unique in establishing relationships with all key actors of the recruitment process. This resulted in increasing the collaboration among actors, although various challenges persist.

The Programme made progress in increasing the respect and collaboration between actors. In South Asian countries, WIF’s partners achieved that migrant female workers’ participation in TUs increased, and their struggles became more evident to TUs. Importantly, the programme contributed to an increased understanding of employers’ position in the migration process following multiple surveys conducted, including the INTERTWINE survey, which collected domestic workers’ employers’ opinions. Additionally, primarily in destination countries, WIF and its partners developed close ties with the government, which became more familiar with migrants’ perspectives, especially after the programme successfully contributed to mitigating the crisis of COVID-19.⁷⁰

⁷⁰ Multiple interviews

Some of the achievements of this outcome are due to the continued work in reforming recruitment processes (i.e., fair recruitment practices by CSOs and cooperatives), which has been supported by extensive research on unfair recruitment practices.⁷¹

As mentioned in the MTE, there was a limited success in sensitising the public and the political elite to migrants' difficulties in **Jordan** and **Lebanon**. According to an interviewee, *"If you look at the modernization plan that was published almost a year ago, not a single word about migrant workers, as if they don't exist in Jordan, I'm sorry to say it."*⁷² Factors that hindered results included weak institutions and economic decline,⁷³ as well as the considerable political power and effective lobbying of actors who aimed to maintain unfavourable working conditions. Evidence for this was found in the case of SORAL, a private recruiting agency in Lebanon.⁷⁴ In these countries, the projects still achieved to push organisations, such as TUs, to become more aware of migrant's labour grievances and even include more migrants in leadership roles.⁷⁵ Additionally, an employer organisation became more interested in the Al-Hassan Worker Centre complaints due to its continued efforts.⁷⁶

The remaining political power of recruitment agencies and the persistent supply and demand of migrants contribute to a continuing lack of accountability during the migration process.⁷⁷ However, more activities, beyond the ones focusing only on the role recruitment agencies needed to be done to achieve progress toward this outcome. As the lessons learned of the WIF programme has shown: *"ad-hoc efforts to improve recruitment practices along specific corridors are far from sufficient as they fail to address both the demand for and the scarcity of decent work at a significant scale."*⁷⁸

Outcome 3: Strengthened legal systems, policies, and practices in safe labour migration and decent work for women

Outcome three focused on strengthening national-level systems which are conducive to migrant protection, through the development and dissemination of research pieces and advocacy work.

The rather ambitious outcome to strengthen legal systems, policies, and practices on decent work was not fully achieved in most countries as the policy environment was highly unfavourable at the beginning of the project implementation and has shown a deteriorating trend. However, the WIF project fostered good relationships with governments and built strong advocacy networks, which meant that their input and influence remained effective during the project. Most of the concrete successes in this policy area have been documented in the MTE.

WIF has contributed more to strengthening legal systems, policies, and practices in the field of safe labour migration and counter-trafficking. It effectively blocked a flawed Anti-Trafficking Bill in **India**, and it contributed to increasing penalties on human traffickers and increasing funds for victims in

⁷¹ Mid-term Evaluation of WIF Programme. 2022.

⁷² ILO interview

⁷³ Mid-term Evaluation of WIF Programme. 2022.

⁷⁴ Mid-term Evaluation of the WIF Programme. 2022., <https://english.alarabiya.net/features/2020/12/11/Lebanon-crisis-Lebanon-recruitment-agencies-benefit-from-sponsorship-system-lobby-against-reforms>

⁷⁵ ILO interview

⁷⁶ Stakeholder interview

⁷⁷ Mid-term Evaluation of WIF Programme. 2022.

⁷⁸ WIF. 2021. Lessons Learned: *Lessons learned on the recruitment of migrant workers*.

Jordan.⁷⁹ In **Lebanon**, the work addressing the judiciary will likely help in reforming the practices of litigation involving Migrant Domestic Workers (MDWs) and strengthen a human rights perspective,⁸⁰ which could reduce the number of women detained on false charges. Unfortunately, as the MTE noted, the project was not fully effective in stopping a law that partially banned women's migration in **Nepal**, which will likely increase Nepalese women's vulnerability during migration.

The Programme influenced the revision or dismantling of some laws and policies that would have been especially damaging. As many among ILO staff expressed, their achievements were stopping the institution of harmful laws and policies.⁸¹ These were successful in the case of the Anti-Trafficking Bill in **India** and for the institution of SUC in **Lebanon**, as mentioned above. But there was, for example, no such impact in the case of the Kafala Working Group, which operated in **Lebanon** for a time, and stopped working after the Ministry leadership changed.

In **Jordan**, the Programme provided help to the government when working with various policies. For example, prior to the implementation of the amnesty for migrant workers, WIF provided recommendations for the Ministry of Labour, taking into account the experience of previous amnesties for migrants.⁸² Furthermore, the Programme played a key role in developing the existing domestic worker's regulation, using its capacity and expertise, that otherwise would have likely not been available, to provide technical inputs.⁸³

Some examples were shared when policymakers' understanding of female migrants' rights shifted due to the WIF programme. In **Bangladesh**, a stakeholder expressed that *"Previously we could not access the government people, they are bureaucrats, nowadays, they're participating, and they are also giving their commitment."*⁸⁴ There was also some shift in the perception of Workers' Centre in **Jordan**, although that did not yet spread to the level of policymaking. These achievements can still contribute to overturning harmful policies on the long term, as they show progress in shifting the policymakers' approach.

⁷⁹ Technical Progress Report, 2020.

⁸⁰ ILO interview

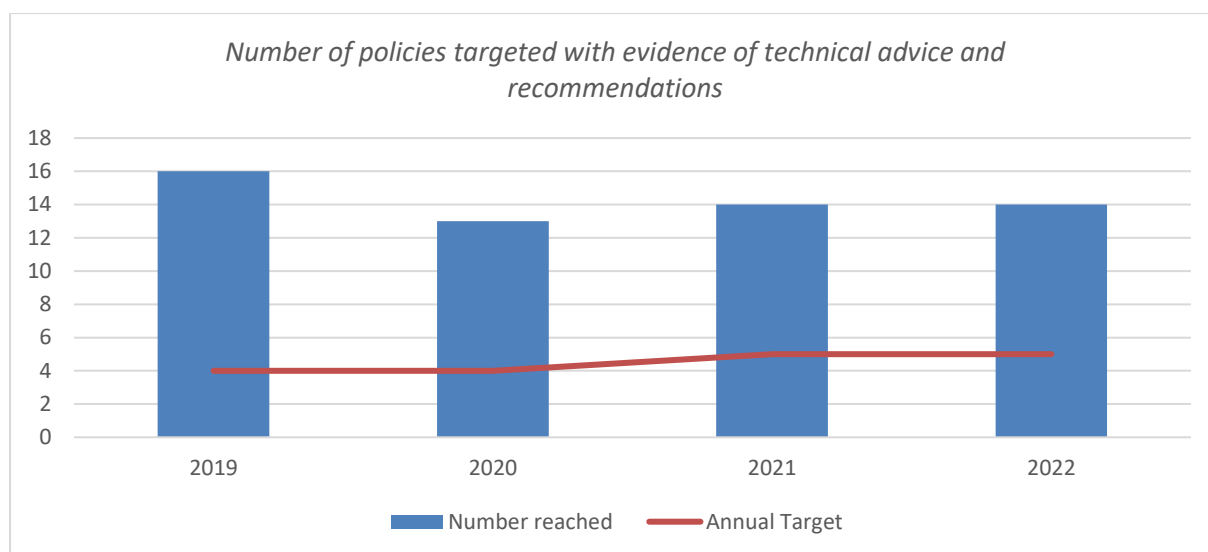
⁸¹ Multiple interviews

⁸² Technical Progress Report, 2021.

⁸³ Technical Progress Report, 2020.

⁸⁴ Stakeholder interview

Figure 2. Number of policies targeted by WIF and partners in all countries



Source: Technical Progress Reports, 2019-2022.

Research and advocacy work was extensive and contributed to the effectiveness of WIF. Some research had direct impact, i.e., the *Situational Analysis of Migrant Workers Stranded on the India-Nepal border* resulted in allowing the entrance of migrants to the country.⁸⁵ Whereas the model trials performed in **Lebanon**, which were informed by extensive research, raised awareness of the public to discrimination of migrant workers in the judiciary system.⁸⁶

Studies on industrial relations in **Jordan** and the Gurugram industrial area in **India** have contributed to the understanding of working conditions in the garment sector and how they could be changed by improving business practices, the regulatory framework, and workplace relations. These studies have the potential to impact programmes that aim to support migrant (and non-migrant) workers in precarious employment, as they show that a careful analysis of industrial relations in any sector and location is needed to empower them. These studies also have the potential to raise the awareness of governments and provide an oversight into problems in the industry.

Researching domestic work also increased the impact of the WIF programme. The sector is not fully analysed especially in the Middle East. Therefore, research on workers' living and working conditions and surveys of employers contributed to the understanding of major problems.

Overall, nearly all interviewees agreed that the programme has produced important and transformative research.⁸⁷ For instance, research on recruitment practices informed the approach of the WIF programme, which aimed to overcome the narrow focus on regulating recruitment to reduce the vulnerability of women. This will hopefully contribute to other programme's approach and increase the impact.

Factors undermining the achievement of outcomes

⁸⁵ Technical Progress Report, 2021.

⁸⁶ Technical Progress Report, 2021.

⁸⁷ Multiple interviews

The MTE has thoroughly analysed the effect of the **COVID-19 pandemic** on the Programme. It noted that re-migration, rising unemployment and the prevention of contact-based activities and travel significantly impacted the work of WIF.⁸⁸

Furthermore, **many political and social factors** have undermined the achievement of the above outcomes, including entrenched social norms that promote gender inequality, lack of decent work opportunities, and lack of government commitment to improve labour rights. Importantly, in many countries, discrimination against the identities that these women frequently have persist. In **India**, one interviewee expressed that “Because in India with our very feudal system and a caste-based society, it's taken for granted that people work for you, and that you don't consider them to have rights as workers.”⁸⁹

Additionally, interviews showed that **government turnover** is frequently seen as a factor that halts progress, especially in the advocacy work of WIF and partners.⁹⁰ This was a significant factor in **Lebanon**, where institutions were weak. It was also mentioned that in **India**, the turnover of staff affected results.⁹¹

In the two GCC countries, **economic difficulties** have also undermined progress. The labour market in both countries became volatile and insecure for all workers, making progress in decent working conditions less likely. The decreased living standards of households contributed to replacing the migrant labour force coming from South Asia to that coming from Africa. Due to the ongoing Syrian Civil War, there has been a steady influx of refugees who were looking for opportunities in the overcrowded labour market.

3.2 Contribution to ILO's cross-cutting priorities

Gender equality and non-discrimination

The WIF project significantly contributed to the core value of gender quality as it increased women's empowerment during migration and worked to improve their access to decent working conditions.

Through the capacity building of CSOs and TUs specialising in women's issues, it strengthened women's representation and bargaining power on the ground. It also improved the visibility and recognition of domestic work through advocacy, awareness raising, and research, which is a central aspect of promoting gender equality. The comprehensive study called “*Understanding patterns of structural discrimination against migrant and other workers in some countries of South and West Asia*” contributed to understanding discrimination that affects especially female labour migrants in all countries of Programme implementation.

Lastly, the project contributed to reframing women's labour migration in the public discourse in the origin countries to include the notion of migration supporting agency and empowerment for women as well, especially in **Bangladesh**.

International labour standards

⁸⁸ Mid-term Evaluation of WIF Programme. 2022.

⁸⁹ Stakeholder interview

⁹⁰ Multiple interviews

⁹¹ ILO interview

There was some **contribution to promoting ILS in all countries**. As explored in the background, most countries ratified the core conventions pertaining to the fundamental rights at work (except for “effective freedom of association”). A major deficit in the implementation of the core fundamental rights remained in all countries, and they did not ratify important conventions in field of domestic work, fair recruitment, or migrants’ rights. This links to broader challenges regarding ILS, as some of the project countries have not ratified any ILS in recent years.

For instance, both **Jordan** and **Lebanon** ratified C98 on the right to organise and collective bargaining, there have been major curtailments of these rights. Similarly, all countries ratified C111 on prohibiting discrimination and exclusion on any basis, however, these rights have not been implemented in practice. Part of the advocacy work of WIF and partners was focused on fundamental rights at work, it aimed to improve practices under conventions, which were already ratified. This was done by increasing the visibility of labour abuses and grievances (involving both migrants and non-migrants), and thus, putting pressure on the governments to comply with these standards. Another part of the work focused on C190, Violence and Harassment Convention, which was not yet ratified by either country. ILO aimed to empower and build the capacity of partners to achieve progress towards accepting the Convention.⁹²

In the countries of origin, as the MTE noted, WIF actions focused on the ratification of C189 to increase the rights of domestic workers. In **Bangladesh**, the partner organisation, BILS, believed that the work towards this goal was crucial in the country. Unfortunately, by the time of the evaluation ratification has not happened yet, but stakeholders are optimistic as the government has been more open to negotiations in the last few years.⁹³ In **India**, partner organisations discussed the ratification of C189 as well with the government.⁹⁴ In **Nepal**, WIF aimed to build partners’ capacity to work towards the ratification of the Convention. Technical input was also provided to labour and employment policy formulated for Province 5, which was to improve labour and employment standards. However, as the MTE notes, this was on the local level and was halted due to the discontinuation of programme funding.⁹⁵

Tripartism and social dialogue

The main lessons learned of the Programme has been that tripartism is complicated in certain contexts. As mentioned in the introduction, tripartite structures were not always present in the countries. For instance, employers of domestic workers were not organised into any institutions, or constituents, such as trade unions, did not function as true representative bodies for women labour migrants. Therefore, the Programme did not focus on following tripartism and did not always include trade unions and employers’ organisations as the core partners. Instead, it searched for other organisations to represent migrants’ needs.

However, **WIF programme contributed to building relationships between actors and involved employers and governments in roundtable discussions that focused on sensitive policy issues**. As mentioned, it also conducted surveys among employers, and it aimed to reach out to them through

⁹² Work Plan for Jordan and Lebanon, 2020.

⁹³ Stakeholder interview

⁹⁴ Technical Progress Reports, 2020-2021.

⁹⁵ Mid-term Evaluation of WIF Programme. 2022.

theatre, TV, and social media.⁹⁶ According to an interviewee from **Jordan**: “I’m not saying that presenting recommendations would mean that the government will consider them, but at least we managed to have that dialogue with the government and with the employers.”⁹⁷

In **India**, the Programme played an important bridging role. Through its work with SEWA, an association for self-employed women, it contributed to organizing a meeting of trade unions at national level in the National Platform for Domestic Workers. This work plays an important step in bringing together different unions, women’s rights organizations, and other associations.⁹⁸ This shows that the Programme was able to act as conduit that helped build links between multiple entities, facilitating the work of unions and advocacy groups.⁹⁹

3.3 Effectiveness of partnerships in increasing project’s capacity for implementation

Effectiveness of partnerships

Most of the WIF activities were done by partners or in cooperation with them, these relationships majorly contributed to increasing the project’s capacity for implementation. Partners were chosen if they had effective reach in the target population, were aligned with the project goals and had some experience with issues of labour migration, decent work or women’s empowerment. There was a high level of scrutiny for choosing partners.¹⁰⁰ During the ten-year implementation, some of the partners were changed, for instance, in **Bangladesh**. However, for **India, Lebanon and Jordan**, the partnerships were well established by the end of the evaluation period.¹⁰¹ Overall, according to interviews, the partnerships during Phase II were effectively contributing to the project.¹⁰²

Partnerships’ effectiveness is demonstrated by multiple results. For example, partners in **India** significantly contributed to enrolling women migrants in trade unions and collective representation activities. In 2021, 33,566 women were successfully included in local TUs or Local Complaint Committees.¹⁰³ The grassroots reach of partners was also visible in terms of orientation activities, for instance, the National Women Workers Trust (NWWT) reached a total of 15,168 people including 14,431 women and 737 men through door-to-door visits in 2022.¹⁰⁴ The reach of the partner organisations significantly exceeded and complemented the reach of the ILO, especially in more remote areas.

Partnerships were also effective in acquiring services for migrants, from which they were previously excluded. This was partly because they were more knowledgeable on the most important needs of women. In **Nepal**, partners paid a lot of attention into surveying the needs of women and involving people who have close interactions with the target population. Then, with the establishment of a women’s forum, the target population could learn about local resources.¹⁰⁵ Additionally, **in all**

⁹⁶ Technical Progress Report, 2021.

⁹⁷ ILO interview

⁹⁸ Mid-term Evaluation of WIF Programme. 2022.

⁹⁹ ILO interview

¹⁰⁰ Multiple interviews

¹⁰¹ Stakeholder interview

¹⁰² Multiple interviews

¹⁰³ Annual Review DFID, 2021.

¹⁰⁴ Technical Progress Report 2022

¹⁰⁵ Interview with stakeholder

destination countries the partners ensured that all migrants' had access to COVID-19 vaccines, sometimes in collaboration with the local government.¹⁰⁶

Conversely, the partnerships also increased the effectiveness of partners. For instance, ILO provided important research and insights, and technical assistance, which helped to orient partners, expand their activities and grow their networks. One stakeholder noted that *"ILO empowered on institutional level and professional level, and also, they provided a lot of technical assistance to our community leaders. It was a memorable journey."*¹⁰⁷ ILO's contribution in resources also helped in making a partner organisation more established,¹⁰⁸ which then contributed to their effectiveness.

Value added of partnerships

Partnerships provided multiple value added to the project. They had a strong reach in the areas targeted, frequently possessed prior expertise in the area, and could, if needed, draw on external resources in certain countries. For instance, Pourakhi **Nepal** had established connections to implement the programme in multiple more remote areas of the country and had close connection with local government.¹⁰⁹ SEWA is a federal association of self-employed women, which comprises 2.5 million members, and has multiple partners in the country. The Anti-Racism Movement (ARM) movement in **Lebanon** has worked on advocacy against the Kafala system since 2011 and had accumulated extensive knowledge in this area.

In certain cases, the partners had other partnerships who could contribute to activities. For instance, multiple partners of the regional partner, Global Alliance Against Traffic in Women (GAATW), such as SMS (Shramajivi Mahila Samity) provided training and guidance activities for women in **India**.¹¹⁰ Most partners provided know-how and extensive reach of the target group to the Programme. According to the Annual Report of 2021, *"the programme is now working with partners capable of greater reach and empowerment of potential and existing migrant workers, through the organisational forms they have established"*.¹¹¹

¹⁰⁶ Technical Progress Report 2022

¹⁰⁷ Stakeholder interview

¹⁰⁸ Stakeholder interview

¹⁰⁹ Interview with stakeholder

¹¹⁰ Technical Progress Report, 2022.

¹¹¹ Annual Review DFID, 2021.

4. Efficiency

According to OECD/DAC, the evaluation of efficiency will explore the extent to which an intervention is able to produce results in an economic and timely fashion. The section will analyse how well the Programme adjusted to reduced funding and its success when it came to capitalizing on partnerships. It will also analyse the monitoring of the Programme and its ability to meet expected time frames.

4.1 Ability to meet project outcomes with reduced funding

In the last two years of implementation, in year four and five, sequenced annual budget reductions in programme funds were introduced. These were due to an overall reduction of the UK aid budget,¹¹² and were not connected to the Programme's progress. Overall, 80% of the original budget was delivered.

The programme showed flexibility in its activities and was able to meet all targets even with reduced funding.¹¹³ Staff believed that these achievements were mainly due to the extra effort of the partner organisations.¹¹⁴

In reaction to the reduction in funding, the technical input of the ILO staff increased, the budget allocated to partners decreased, and the ILO could not renew some partner contracts.¹¹⁵ Both partners and ILO could pool resources from other initiatives, and funding was reallocated between countries based on need.¹¹⁶ Therefore, the programme managed to keep core activities running (i.e., Worker Centres remained open and provided core services). As the MTE noted, it reduced orientation activities in source countries. However, in some cases partners found resources from other organisations to keep activities running.¹¹⁷ As some contact-based activities were halted during the pandemic, some of the budget remained from earlier years could still be used.

According to interviewees, some outputs were delayed, but these did not affect the achievement of the outcomes.¹¹⁸ Implementation remained on track after the budget reduction, and in certain cases, the targets were even surpassed.¹¹⁹ However, partners expressed that although they could keep core activities after the reduced budget, they could not provide some activities, which they deemed very relevant and important for female labour migrants. In their words: *„We also [had] activities in terms of conducting trainings and doing bringing trainers from outside and doing training sessions and conducting events. But like I said, those things we could not do. But during COVID we were busy with many other things, major things, PCR test and these things we were busy. But then after COVID went, we didn't have much money to conduct the activities.”*¹²⁰

¹¹² Annual Report of the Advisory Board: 7 November 2022

¹¹³ From 2022, after the budget reductions, targets were reduced.

¹¹⁴ Multiple interviews

¹¹⁵ Annual Review DFID, 2021.

¹¹⁶ ILO interview

¹¹⁷ Stakeholder interview

¹¹⁸ Multiple interviews

¹¹⁹ Annual Review DFID, 2020-2021

¹²⁰ Stakeholder interview

4.2 Efficiency of use of resources

Human resources

The programme used its human resources more efficiently during the second part of the implementation, but the reduction in funding had affected the human resources available.

Overall, as noted by the MTE, programme staffing and management improved in Phase II.¹²¹ Employees also felt that they could cope with the additional workload, which was caused by the reduction in staff in some areas after the cuts.¹²² Many stressed that partnerships helped in coping with such difficulties.¹²³

In **Nepal** a stakeholder noted that the organization they work for encourages former migrants to join their efforts in working with migrants. To an extent this helps alleviate the pressure that is faced in terms of contributing to outreach with reduced staffing resources due to budget reductions.¹²⁴

Nevertheless, in a couple cases, it was noted that the increased workload, lower amount of funds available and the pressure on staff affected the work. Case in point being limited capacity to conduct outreach activities as there was a lack of staff who could address psychosocial needs.¹²⁵

Financial resources

The programme showed a high level of efficiency in its use of financial resources. In 2020, milestone indicators for all outputs have been exceeded without additional costs.¹²⁶ In the next year, the Annual Reports noted that overall, the efficiency of implementation is high.¹²⁷ The MTE also noted a high value for money in the services of the Programme.¹²⁸ Due to the fact that many partner organisations were established actors, some outreach activities were not financed by the WIF project.¹²⁹

Efficiency was achieved through synergies or cooperations with other projects or, in some cases, the support from the local government. For example, in **Nepal**, the staff explained that multiple other resources were used for completing activities. *“Most of the activities at the community level are integrated with those of the local government. In terms of efficiency, there are examples where we coordinated with other migration projects or other projects.”*¹³⁰ For instance, women’s fora were organised by local government in **Nepal**.¹³¹ Cost-sharing with other international organisations were also utilised, for instance, the British Council provided funding to some activities in the country.¹³² GIZ

¹²¹ Mid-term Evaluation of WIF Programme. 2022.

¹²² Multiple interviews

¹²³ Multiple interviews

¹²⁴ Interview stakeholder

¹²⁵ ILO interview and stakeholder interview

¹²⁶ Annual Review DFID, 2020.

¹²⁷ Annual Review DFID, 2021.

¹²⁸ Mid-term Evaluation of WIF Programme. 2022.

¹²⁹ Country Work Plans, 2020.

¹³⁰ ILO interview

¹³¹ Technical Progress Report, 2021.

¹³² Technical Progress Report, 2021.

provided some activities in the Al-Hassan Workers' Centre.¹³³ In **Lebanon** coordination was set up with the FAIRWAY programme, and resources were shared in some activities.¹³⁴

The Programme also frequently helped migrants through increasing their access to government schemes in origin countries. Additionally, as mentioned above, pooling resources from other international activities.

4.3 Efficiency of monitoring mechanisms

Monitoring mechanisms -if functioning- provide information on the project progress, continued relevance, risks, and opportunities. Data from monitoring can be used to shape the project and mitigate potential challenges. **Stakeholders and the donor were satisfied with the monitoring mechanisms set up.**

At the beginning of Phase II, insufficient programme management and monitoring posed a major risk to the programme implementation.¹³⁵ However, at the end of the evaluation period, the donors expressed their satisfaction with the reporting and monitoring mechanisms.¹³⁶ The Advisory Board has also been adequately informed of the progress.¹³⁷ Partners expressed that ILO has organised shared meetings to update them on the programme, and that monitoring allowed them sufficient flexibility.¹³⁸

The stakeholder consultation system ensured that implementing partners provided regular updates to the WIF team, who verified the information and then informed the donor on the progress or any changes in the project implementation.¹³⁹ The WIF programme heavily relied on the embeddedness of partners to address any issues with implementation. For instance, when the COVID-19 pandemic made it impossible to carry out certain activities, the partners pivoted to other activities to address the core needs of migrants. According to both stakeholders and staff, communication between ILO and partners was effective,¹⁴⁰ and therefore, they were able to adapt to changing circumstances.

In some cases, partners conducted research that elicited feedback from the target groups. For instance, in **Nepal**, after two years of interventions, each delivery partner conducted 10-12 Focus Group Discussions (FGDs) and at least 10 key informant interviews to assess how the project helped the affected population.¹⁴¹ In 2019, needs assessment were also conducted in the MCC in **Lebanon** to help design the programme.¹⁴² Overall, the emerging problems could be addressed by the programme efficiently due to the research activities that helped identify the most viable and effective solutions and communication activities that facilitated coordination of actions.

¹³³ ILO interview

¹³⁴ ILO interview

¹³⁵ Annual Review DFID, 2019

¹³⁶ Stakeholder interview

¹³⁷ Stakeholder interview

¹³⁸ Multiple interviews

¹³⁹ ILO interview

¹⁴⁰ Multiple interviews

¹⁴¹ Technical Progress Report, 2021.

¹⁴² Technical Progress Report, 2021.

4.4 Capacity to deliver project within expected timeframe

The Programme faced difficulties due to preparatory work to ensure that the Programme could be conducted and external factors. As a result, a no cost extension was introduced until June 2023 for most activities, and until March 2024 specifically for dissemination activities.¹⁴³

The early stages of Phase II saw some delays. According to the 2020 Technical Progress Report, delays in contracting between different parties slowed down the implementation of updates in the Programme's Theory of Change. Similarly, the on-set of the COVID-19 pandemic prevented the ILO Evaluability Assessment team from travelling to envisioned locations, leading to all in-person activities being postponed by several months.¹⁴⁴ At the country level, some activities also had to start late then planned due to delays. ILO needed to renegotiate an MoU with the Government of **Bangladesh** and ran an open competition for suitable partners in the country.¹⁴⁵ In **India**, a participative rural appraisal had to precede activities in new locations. Furthermore, the preparation of new contracts also caused changes in the implementation timeline.¹⁴⁶

The Programme overcame these, and other initial hurdles related to outreach, research and work on migrant representation throughout its implementation.¹⁴⁷ However, the funding cuts continued to cause delays by creating additional administrative burdens or delaying activities due to uncertainty.¹⁴⁸ Similarly, some research activities were also affected by delays, case in point the industrial relations study in Jordan.

¹⁴³ The no-cost extension should be understood as an extension of the project timeline without requiring additional funds beyond the amount that was originally determined. Taking into account the budget reduction, there was an additional funding, which was given to the Programme to finish its activities.

¹⁴⁴ Technical Progress Report, 2020

¹⁴⁶ Annual Review DFID, 2019

¹⁴⁷ Technical Progress Report, 2020

¹⁴⁸ Technical Progress Report, 2022

5. Impact

5.1 Initial signs of impact

According to the project's Theory of Change, the outputs and outcomes of the project are expected to *"reduce vulnerability to trafficking and forced labour of women and girls across migration pathways leading to the care and manufacturing sectors"*. This impact is created through improved awareness and agency of women themselves; increased collaboration of stakeholders among migration pathways to enhance safe migration; and a strengthened legal and policy framework for the protection of women.

While the project's activities are too recent to already expect and measure concrete impact, the following signs and trends were identified that can facilitate impact in the future.

Reduced female vulnerability to trafficking and forced labour

Desk research and interviews demonstrate that **improved agency of women and improved availability of services have contributed to a reduced vulnerability of women along the migration process in the project countries.**

The MTE noted that the programme was able to establish or support services or places that can reduce female migrants' vulnerability to trafficking and forced labour in all countries concerned.¹⁴⁹ Especially in the origin countries, interviewees noted that these were impactful to a degree, as they informed women more effectively of their prospects in migration and supported them in reaching domestic services or opportunities. For instance, in **Bangladesh** women were less prone to undertake migration if it was risky or illegal: *"we think big number of the woman started thinking about doing something in their own areas rather than migrating through an illegal channel."*¹⁵⁰ Similarly, as mentioned above, impact was felt in the cases where women became more organised and more empowered in both destination and origin countries to understand and fight for their rights. As stakeholders assessed: *"Over the last four years, there has been massive education that has gone on."*¹⁵¹ Although these did not always result in concrete changes in working conditions, the change in perceived agency was significant.

However, these findings should be complemented with information on the ongoing oppression, including patriarchal and caste-based oppression, that many of these women faced in their home countries, which in certain cases made impact extremely difficult. Multiple stakeholders believed that if more activities could have been retained that addressed women's empowerment and gender inequality specifically, the impact might have been bigger.¹⁵² According to one of them: *"you cannot change one's mind in two days only, you need more sessions, more hours and more conversations"*.¹⁵³

Multiple interviewees believed that the project had an impact on key actors' understanding of female labour migrants' vulnerability and increased their sensitivity to these issues. ILO noted that Trade

¹⁴⁹ Mid-term Evaluation of WIF Programme. 2022.

¹⁵⁰ Stakeholder interview

¹⁵¹ Stakeholder interview

¹⁵² Multiple interviews

¹⁵³ Stakeholder interview

Unions supported by WIF increased their efforts to defend the rights of workers to ensure that they are treated fairly and are not discriminated against.¹⁵⁴ Especially in **Bangladesh** and **Nepal**, the attitude of government officials changed due to the Programme activities.¹⁵⁵

In **India**, talks are ongoing with TUs to accept migrants as members who are not residing in the unions' location yet, but plan to migrate there.¹⁵⁶ This would considerably increase their protection against vulnerability and trafficking.

Thus far, WIF has impacted work practices to some degree. Especially in **Jordan**, activities with the Al-Hassan Worker Centre achieved that TUs and government were more likely to listen to grievances, given that they became more frequent and publicised. According to an interview, an employer organisation became somewhat supportive of the centre.¹⁵⁷ However, as multiple other factors influence these outcomes, these successes need to be multiplied on a much wider scale, if they aim to achieve overarching improvements in working conditions.

Unexpected impact

At the same time, **the Programme achieved positive impacts, which were not expected**. These instances can signal the potential for long-term positive effects. In the case of migrant centres in both **Jordan** and **Lebanon**, the spaces contributed to networking and empowering women migrants, which had positive consequences. According to the staff in **Lebanon**, new organisations were formed: *"the Migrant Community Centre provided the space for anyone who wants to lead an initiative to do it, but we didn't know that this would actually contribute to having organizations becoming completely independent."*¹⁵⁸ Networking and spontaneous organisations also helped during the COVID-19 outbreak, migrants were supporting each other through digital tools.¹⁵⁹

In **Jordan**, activities in the Workers Centre impacted the attitude of trade unions. They were formerly disinterested in the grievances of migrant workers, but then increased their offices' opening hours to accommodate meetings with migrants.¹⁶⁰

It is also important to note that while the Project focused mainly on the needs of women workers in the garment and domestic sectors it also touched upon the needs of other migrant workers. For example, the workers' centre in **Jordan** addressed the needs of all workers regardless of their gender.¹⁶¹ Similarly, the knowledge products also went beyond focusing on women as a research topic in the third technical report which also focused on worker's centres in general.¹⁶²

Due to the complexity and sensitivity of labour migrant workers' rights, especially women, **the programme experienced some unexpected negative impact** that their work had caused. The MTE had

¹⁵⁴ Interview with staff, Mid-term Evaluation of the WIF Programme. 2022.

¹⁵⁵ Multiple interviews

¹⁵⁶ ILO interview

¹⁵⁷ ILO interview

¹⁵⁸ ILO interview

¹⁵⁹ ILO interview

¹⁶⁰ ILO interview

¹⁶¹ ILO interview

¹⁶² Technical Progress Report, 2021.

noted that recruitment agencies took advantage of opportunities provided by WIF to strengthen their position and attack policy changes they did not favour.¹⁶³ In **India**, gated communities and resident associations who shared apartment buildings with women migrant domestic workers reacted negatively to their organisation and demands. They began demanding a lot of controls to be established in their areas inside to discriminate against workers.¹⁶⁴

These experiences show that WIF aimed to provide support and empowerment in the context of widespread discrimination against the target population. In India specifically, the existence of caste hierarchy makes it even harder to gain acceptance of the domestic workers' rights, as many employer households take their servitude for granted.¹⁶⁵ Therefore, considerable effort had to be made to counter these tendencies showing that the long-term impact is fragile and heavily dependent on the continued determination of partner organisations.

5.2 Enablers and barriers to impact

Enablers

Cooperation with grassroots organisations have significantly contributed to the potential impact. According to staff, partners were agile in adapting to changes in implementation, budget reductions, and the COVID-19 pandemic.¹⁶⁶ If needed, they mobilised outside resources to sustain activities by using their partnerships and their volunteers (detailed under the efficiency chapter). Partners were crucial in awareness raising for the issues tackled by the project, therefore, they contributed to the potential long-term success of results.

The CSO partners also contributed to designing relevant activities and lessons learned. For instance, partners, such as SEWA, and GAATW have accumulated knowledge in the field of migration and domestic work in the region. In 2022, GAATW published an important article on the Global Migration Compact and composed several issues of E-magazines on the life of women workers in the region. ARM wrote a piece on forms of discrimination against MDWs during the COVID-19 pandemic.¹⁶⁷ WIF also relied on its partners' knowledge to design activities, which then increased the impact. For instance, it involved Pourakhi **Nepal** in the pre-planning sessions.¹⁶⁸

An employer organisation was also contributing positively to the impact, as its goals were aligned with the Programme. This experience showed that in a few cases, employers have also become more interested in the well-being and mental health of workers.¹⁶⁹ This could contribute to the long-term impact of WIF.

An additional important enabler is the **increasing focus of women's inclusion into the labour force in origin countries** (especially **Bangladesh** and **Nepal**), and increased attention to improving gender equality. For instance, between 2015 and 2018, **Nepal** introduced multiple laws that address harassment at the workplace, ensuring maternity leave, and forbidding gender-based discrimination

¹⁶³ Mid-term Evaluation of WIF Programme, 2022.

¹⁶⁴ Stakeholder interview

¹⁶⁵ Interview with stakeholder

¹⁶⁶ Multiple interviews

¹⁶⁷ Technical Progress Report, 2022.

¹⁶⁸ Stakeholder interview

¹⁶⁹ Stakeholder interview

of wages.¹⁷⁰ The government of **Bangladesh** adopted Agenda 2030 and demonstrated its commitment to achieve gender equality.¹⁷¹

Barriers

The **political commitment** of the governments co-operating with WIF was not always present, which poses a significant threat to attaining long-term results and impacts. Without an increase in governments' commitment, it is unlikely that the positive impacts can persist or multiply after the programme ends.

For example, **Lebanon** has been struggling with a severe economic crisis and the effects of the pandemic. There are weak institutions in the country, which make a continued political commitment highly unlikely. High unemployment rates in both **Jordan** and **Lebanon** can contribute to gaps in labour rights, which can significantly hamper the results of the WIF programme.

At the same time, if partners cannot maintain their financial resources, grassroots organisation and networking can be threatened, which could hamper results. Most partners achieved results due to cooperation with other actors, but in Jordan, for instance, CSOs are not that numerous, which poses a challenge for achieving a high level of impact.

The **budget reductions** were introduced in 2021, and thus, in the period when countries were still recovering from the effects of the COVID-19 pandemic. Overall, as 80% of funding was still available, and some funds remained after the pandemic due to restrictions, there was only a limited effect of the budget reductions on the potential impact. However, some activities could have had a bigger impact and could have been scaled up with the remaining funds. Many among the staff believed that their activities could have been more effective,¹⁷² although it is unlikely that the long-term consequences have been influenced.

As mentioned above, the biggest impact was on orientation activities, which were reduced due to the reduction and could not reach as many people as previously. An interviewee expressed disappointment with this change because activities in her country had to be changed from covering the whole corridors of migration to only including certain destination areas. According to her, it was more affective to focus on the whole corridor.¹⁷³ Some interviewees also felt that activities focusing on gender equality and empowerment were affected by the budget reductions and could have been more abundant to achieve results.¹⁷⁴ One partner organisation believed that the impact of the budget reduction was devastating for their work.¹⁷⁵

¹⁷⁰ Government of Nepal. 2023. Nepal National Review. Accessed at <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/64/National-reviews/Nepal.pdf>

¹⁷¹ UNDP Bangladesh. 2023. Gender Equality Strategy. Accessed at <https://www.undp.org/bangladesh/publications/gender-equality-strategy>

¹⁷² Multiple interviews

¹⁷³ Stakeholder interview

¹⁷⁴ Multiple interviews

¹⁷⁵ Stakeholder interview

5.3 Impact on ILO's plans and priorities in the field of migration and forced labour

Overall, **there is some evidence that the framework of WIF will have an impact on ILO's work in migration and forced labour.** At the same time, some members of the Advisory Group expressed fear that ILO will not consider the findings in detail.¹⁷⁶ As the dissemination and communication activities, which support the spread and multiplication of Programme outputs, results, and impacts, have not been concluded by the end of the evaluation period, these developments are still ongoing.

At the end of the evaluation period, there is already some evidence that the WIF programme has impacted ILO's priorities in the field of migration. According to an interview, the new phase of the FAIRWAY programme of ILO in the Arab States, which addresses decent work deficits and especially among migrant workers in the area, will use the lessons learned from the WIF programme.¹⁷⁷ The FUNDAMENTALS mission of ILO, which aims to promote the attainment of fundamental principles and rights at work, will likely be a suitable channel of discussion of the findings as well.¹⁷⁸ Staff believed that the Better Work **Jordan** project was also affected by the lessons learned of WIF.¹⁷⁹

There is also some evidence that the WIF programme will affect ILO's plans and priorities for forced labour. There is an internal review ongoing on ILO's work on forced labour,¹⁸⁰ which poses a great opportunity for including the framework of WIF. Notably the cooperation, Global Business Network on Forced Labour with ILO has cited a glossary publication of WIF in its "Frequently Asked Questions on Fair Recruitment" documentation.

¹⁷⁶ Stakeholder interview

¹⁷⁷ ILO interview

¹⁷⁸ ILO interview

¹⁷⁹ ILO interview

¹⁸⁰ ILO interview

6. Sustainability

According to OECD/DAC criteria, this aspect considers the extent to which the success of an intervention is able to be maintained after the intervention ends. Thus, this chapter will analyse the enablers and barriers to sustainability.

Evidence from various countries in the Programme reveals that there is potential for sustainability as long as important barriers are overcome or mitigated.

Currently, there is evidence that there are certain policy frameworks that can help support female migrants. For example, as countries approve new laws, promote objectives seeking to prevent gender inequality or through the help of advocacy efforts create opportunities to protect workers' rights and address grievances, this means that these efforts can last after the Programme ends. This is evidenced by the fact that in **Nepal** and **Lebanon** certain policy adjustments were supported by the WIF Programme. Similarly, in **Jordan** the presence of the workers' centre which is likely to continue, means that even if significant policy changes have not been implemented, the existing legal frameworks will at least be enforced. However, while these policy frameworks for women exist, their sustainability could be jeopardized by a change in government priorities.

Enablers

Key stakeholders in both countries of origin and destination confirmed that they are **willing and committed to continue their work** on protecting female migrants' rights.¹⁸¹ Similarly, partners and unions remain committed to work on the most important issues, especially at the state level where discussions regarding the legislation of domestic workers continue.¹⁸² Therefore, the change in attitude and evidence of commitment to improve domestic worker rights point to the sustainability of WIF achievements.

The research conducted during the Programme, has already made discussions regarding migration more nuanced, given the insight on migration patterns that they provide. Furthermore, a lot of work has already done to disseminate the research findings through meetings, dissemination events and publications.¹⁸³

Barriers

The willingness to defend worker's rights stems from the **funding** an organization receives. While worker unions tend to be funded by their own members, NGOs are reliant on donor funding. Although most partners will be able to continue their work, one partner organisation said their existence is uncertain due to lack of funds.¹⁸⁴

Additionally, there remains the risk of such organizations tailoring their work to meet the needs of the donors, rather than the priorities and needs of migrant workers. The risk was seen in **Bangladesh**, where an interviewee noted that a shift in donor priorities could mean that organization dependent on donor funding could alter their messaging and approach to dealing with workers' rights issues.¹⁸⁵

¹⁸¹ ILO interview

¹⁸² ILO interview

¹⁸³ ILO interview

¹⁸⁴ Stakeholder interview

¹⁸⁵ ILO interview

Even though most interviewees agreed that the project achieved progress in changing the framework of anti-trafficking, a stakeholder believed that some CSOs were not likely to align with this approach.¹⁸⁶ This was supported by the experience of GAATW after organising the Women Workers Forum in August 2022, reported as “The forum showed that many partners were not very clear or serious about organizing women workers.”¹⁸⁷

The extent to which the governments of source and destination countries will take ownership of the Programme’s results depends on heavily on **factors external to the Programme**. For example, in **Nepal** while the government values the input of the ILO, the ability to take ownership and sustain results that are achieved will also to an extent be influenced by the turnover in the government as well as the continued need to develop its capacities.¹⁸⁸ A similar issue which is noted in **Lebanon**. Here, external shocks such as the port explosion, COVID-19 and similar factors have made the political situation fragile leading to high government turnover.¹⁸⁹ Given that such changes have already slowed down progress due to shifting priorities it is likely that the issue will continue to persist undermining the ownership of the results that the WIF has achieved.¹⁹⁰

Similarly, while the Programme carried out many information and sensitization activities certain prejudiced and biased attitudes against women remain important issues.

In **Nepal**, a stakeholder noted that despite the Programme’s implementation the migration of women continues to be viewed through the lens of vulnerability. For example, discourse tends to focus on the fact that women who go abroad could be exploited. Yet, their potential contribution to their families and communities is overlooked.¹⁹¹

A similar sentiment was voiced by a stakeholder in **Bangladesh**. They said that while generally the view towards migration improved, government officials believe that women who migrate will face exploitative and abusive conditions.¹⁹²

These perceptions of women as weaker and prone to vulnerability, show that there is a risk that the progress that WIF made in changing existing perceptions could fail to bring about expected change. Rather than focusing on improving working conditions and rights protection, the approach chosen by governments could revert to anti-trafficking measures to reduce perceived vulnerability.

Furthermore, barriers to sustaining the results and progress of the Programme stems from the tendency of governments to make decisions in the field of migration which are counterproductive whether due to external pressures or a reliance on an oversimplified perception of migrants. This means that regardless of the existing evidence, governments could continue to perpetuate poorly informed policies.¹⁹³ For example, it was noted that despite the findings regarding migration that the Programme managed to produce, countries outside and even within the Programme sometimes

¹⁸⁶ Stakeholder interview

¹⁸⁷ Technical Progress Report, 2023.

¹⁸⁸ ILO interview

¹⁸⁹ ILO interview

¹⁹⁰ ILO interview

¹⁹¹ Stakeholder interview

¹⁹² Stakeholder interview

¹⁹³ Stakeholder interview

continue to rely on misperceptions regarding the impact migrants have on national employment or how they perceive male, female and child migrants in general.¹⁹⁴

¹⁹⁴ Stakeholder interviews

Conclusions

After a careful analysis of desk research and interviews, the evaluation team has found sufficient triangulated evidence across the evaluation criteria and topics of interest to present the following conclusions. The reliance on different sources and the validation of the findings during the workshop contributed to reliable and valid conclusions.

The second Phase of the WIF project addressed important, and urgent issues faced by migrant women on migration pathways between/within South-Asia and the Middle East. The design of the project, targeting three levels (women themselves, stakeholders and service providers, system) ensured a holistic approach to improving the protection of female migrants' rights and reducing their vulnerability to trafficking and forced labour. In this regard, the project design clearly integrated the needs of women and focus on gender equality as cross-cutting concern.

The WIF project was not the only ongoing effort of ILO to improve labour migration management in the South-Asia to Middle East corridor. The project managed to explore links and complementarity with other cross-national projects such as FAIRWAY to avoid duplication and ensure efficient use of resources.

Complementarity and alignment also occurred with CSOs and other national partners, ensuring that the WIF project contributed to national strategies and priorities. Collaboration with partner organisations and relying on their existing resources and activities ensured both ownership of the results, but also the efficient use of WIF financial and human resources after the reduction of funding. In fact, the project often exceeded its targets, showing that resources were effectively translated into results. Therefore, partnerships contributed both to effectiveness and efficiency.

Overall, the project showed great results to improve the agency of female migrants and their support system (service providers, partnerships). The set-up of partnerships with CSOs and TUs ensured to some extent that the project could remain effective and implement its activities in the context of budget reductions. However, slightly less focus was given to the cross-cutting concern to enhance social dialogue and tripartism, since the traditional social partners do not regularly support (sometimes even hinder) the needs of migrant workers.

The project implementation faced the complicated context of female labour migration, considering existing customs (e.g., the Kafala system) and policy frameworks conducive to trafficking and abuse of migrant women in countries of origin. In this regard, the project's objectives for outcome three were quite ambitious and its achievement faced multiple barriers. Despite the projects focus on policy change and promotion of ILS as cross-cutting topic, achievements in this outcome were less visible compared to the achievements under outcomes one and two.

Nevertheless, the achievements made by the project created important steps towards reduced vulnerability of women, but also to (small) changes in the vision of stakeholders towards the rights and protection of female migrants, which may continue to affect decision-making in the future. The research outputs of the project were particularly valued and clear examples were found of how research contributed to a change in law or policy.

The sustainability of the project is highly dependent on developments external to the project, such as socio-economic developments, but also to the ability of ILO to utilise other ongoing efforts to continue putting pressure on the constituents. The sensitivity of the migration topic and the continued lack of strong policy systems for the protection of (female) migrants means that the results of the WIF efforts can be reversed or lose momentum if pressure from ILO is reduced (especially if new emergencies such as a second pandemic strongly affect political priorities).

Lessons Learned

Lesson Learned 1

In the Programme countries various forms of prejudices exist such as patriarchal attitudes within society. Such attitudes also tend to overlap with caste-based and other forms of discrimination. While to some extent this affects all workers, this has a particular impact on women in source and destination countries. The existence of these biases and prejudices also makes it more difficult to fight for workers' rights and ensure that their needs are considered.

To address these factors, the significant impact of discrimination towards the target population needs to account for the cultural and social factors that drive women towards migration even if they would wish to remain within their home countries. A key lesson in this context is that expanding the amount of workshops at the community level, launching sensitization campaigns are one of the key factors which can help address outbound migration.

Lesson Learned 2

Some of the countries in the Project operated in fragile contexts as in the case of Lebanon which had weak institutions. Others saw a high government turnover for other reasons as in the case of India. The difficulties in stemming government turnover mean that it is difficult to retain institutional memory, acquired skills and competences. Furthermore, it is one of the factors which can affect the commitment of government employees to continue implementing the results of the WIF Programme.

To mitigate existing and potential loss in work towards WIF's policy goals, this points to the existing needs to continue applying pressure on policymakers to achieve results. However, this is not fully ensured after the Programme's end. For example, some of the ILO staff involved in advocacy work will leave from the countries where they contributed to Project implementation. Therefore, to ensure that partners involved in advocacy work manage to continue their activities there needs to be a clearer advocacy strategy that would enable them to achieve and maintain results.

Lesson Learned 3

Throughout the Programme's lifespan it became clear that some constituents lacked organization. In other cases, organization, did not always represent the needs of constituents such as in the case of workers' unions failing to voice the needs of workers. Both factors made it difficult to form a tripartite structure that the ILO relies on when promoting social dialogue. As a result, some key actors were left out of Programme implementation. Therefore, one of the lessons learned is that in some scenarios there is a need for a mechanism that would allow more communication between the different actors that are needed to ensure the successful implementation of the Programme.

Good Practices

Best Practice Element 1

As the Programme aimed to learn from labour migrant women's experiences, and increase the relevance of its activities, as well as provide lessons learned for future programming, partnerships were a crucial factor of its success. The WIF team had stressed the importance of close grassroots connections to achieve its objectives and learn from the implementation, which resulted in this good practice of close and lasting partnerships.

During its ten-year implementation, the Programme successfully established and maintained partnerships with engaged, knowledgeable, and diligent actors, which was achieved by a thorough selection procedure and effective management. Since all partners represented the target group well and shared the vision of the Programme, the cooperation proved crucial for increasing the Programme's relevance, efficiency, effectiveness, and they will likely be the core mechanisms of its sustainability.

Best Practice Element 2

Due to both the team's and the donor's dedication to the cause of uncovering real, working approaches to human trafficking, a lot of flexibility was given to the partners in the type of activities and initiatives they can pursue. Based on the findings, a trusting relationship was established between both the ILO and implementing actors, and the implementing actors and beneficiaries, who could count on their support for their most pressing needs. Additionally, flexibility was especially beneficial throughout the implementation given external constraints.

This flexible approach was made possible by effective communication channels established between partners and the ILO, and the above-mentioned good practice in choosing the right partners.

Best Practice Element 3

As in all Programmes, cooperation to align and avoid duplicating activities required additional resources from the Programme team. In the case of WIF, country offices of ILO and the implementing team had regular meetings, and some of the staff had multiple roles which allowed for sufficient oversight of all relevant programme activities. Beyond avoiding duplications, collaboration increased the amount of people reached and the number of activities performed. Therefore, the WIF team could manage coordinating effectively and with few resources.

Best Practice Element 4

As the beneficiaries were trying to overcome difficulties in a highly oppressive environment, not all activities could have been as effective as the ones chosen by WIF. Focusing on activities of self-organisation and collective representation to reduce women's vulnerability can be considered highly effective, as they lead to many positive consequences. Beyond achieving psychological empowerment and overcoming isolation, collective representation can directly help in acquiring resources, achieve a stable channel for demanding more rights, and thus, help in advocacy work in the long-term. All these activities can be mutually reinforcing. Therefore, the Programme had established a good practice in focusing on specifically these activities.

Best Practice Element 5

The WIF Programme was unique in providing useful “real-time” insights into its problem area concerning female labour migrants, an area in need of proper and deep understanding for future programming. Thus, it was crucial to have good practices established to elicit this understanding, which was duly achieved. During the implementation, WIF heavily focused on research and knowledge generation and combined implementation with research. It also involved partners in its research process, who were enthusiastic to add to findings. Additionally, indicators for new practices based on the lessons learned were included in the project design. Overall, this practice allowed for collecting a significant amount of valuable information and combined with its flexible approach, an experimentation with the findings to increase effectiveness.

Best Practice Element 6

The WIF Programme was also unique in approaching labour migration through activities in both origin and destination countries. Labour migration requires important push and pull factors, and without addressing both, many projects remain ineffective. Although no specific Outcome existed to achieve more cooperation between the countries in the two regions, the approach increased the effectiveness of activities for beneficiaries, who were affected by policies and practices in both region.

Recommendations

1. Explore opportunities to continue supporting female labour migrants and migration processes in the project countries

While the project has made important progress at the individual and partnership level, the system-level is not sufficiently developed to ensure future, continuous protection of migrants' rights. The project has created a momentum and visible changes in constituents' perceptions. Therefore, efforts to push for further reform should continue immediately in order not to lose the progress. At the same time, constituents aligned with the Programme should investigate further what type of services can support female labour migrants and make sure that these continue to be provided.

Activities can include:

- Continuing advocacy and disseminations of research outputs by MIGRANT and ILO country teams.
- Creating one-pager guidelines for Regional and Country-teams on how to include the WIF results into other ongoing efforts or projects by ILO WIF staff with the support of constituents.
- Highlighting the gender dimension in other ongoing labour migration projects by MIGRANT and ILO country teams.
- Actively explore funding opportunities for future projects to improve migration policy frameworks from a gender-sensitive perspective by MIGRANT and ILO country teams.
- Ensuring sufficient technical backstopping and allocation of resources to ensure that project resources align with project objectives and with potential risks and barriers by MIGRANT and ILO country teams.
- Finding and researching services that can support female labour migrants and contributing to the advocacy work by constituents.

Addressed to:	Priority:	Resource:	Timing:
ILO WIF staff, FUNDAMENTALS, ILO country teams, constituents (including trade unions, employer organisations and governments)	High	Medium	Short-term

2. Build on the partnership model in future projects, both for labour migration, but also other ILO priority areas.

The partnership approach developed under the WIF project, particularly as tool to reduce spending after the budget reductions, has proven important for both efficiency and sustainability. This model can be further developed as good practice and integrated into other projects. Particularly, future (labour migration) projects in the WIF project countries should ensure that the existing partnerships are included as well to continue strengthening partners' capacity and ownership.

- Prepare materials for other ILO offices on how to create an efficient partnership model to reduce costs and increase ownership.
- Include existing partners in the design of follow-up initiatives (per recommendation 1)
- help sustain and foster local support institutions (e.g., centres for migrant workers)

Addressed to:	Priority:	Resource:	Timing:
FUNDAMENTALS, ILO country teams	Medium	Medium	Short and Medium-term

3. Continue focusing on capacity building of key stakeholders, particularly the social partners, to ensure protection of female migrant workers.

Currently, many trade unions do not represent migrant workers. However, the WIF project has shown some examples of progress in this regard through its awareness-raising activities. Additional efforts are needed to build the capacity of trade unions to also effectively represent female migrant workers.

Governments still require significant support to further develop and improve their legislative and policy frameworks for migrant protection. At the same time, there is a continuous need to train labour inspectors to enforce new laws – recognising the particular vulnerabilities of women, but also to train local governments to provide services (in partnership with NGOs).

Lastly, for employer organisations, migrant protection may still misalign with their company priorities. Awareness-raising and training is needed to ensure that employers recognise the value of ensuring decent working conditions for female migrant workers.

Addressed to:	Priority:	Resource:	Timing:
FUNDAMENTALS, ILO country teams	High	Medium	Medium and long-term

4. Ensure that the significant amount of knowledge products created during the Programmes implementation are disseminated.

Throughout the runtime of WIF, many knowledge products were produced focusing on various aspects of migration and employment, especially through the lens of what is most pressing for women. The value of these products was also recognized by staff who noted that the capacity to implement the Programme and to ensure knowledge production at the same time was one of the unique aspects of WIF in the field of migration.

Activities can include:

- Online dissemination events or digital media (videos, social media posts, etc.), which would allow to present relevant knowledge to stakeholders at a relatively cheap cost, given the budget reductions.

- Given the transformative approach of the Programme, it is worth integrating knowledge created into educational settings, to further change how younger generations will approach the issue of migration.
- Disseminate relevant whole migration pathway approach internally within ILO and within relevant UN agencies to ensure that knowledge regarding migration dynamics is consolidated.

Addressed to:	Priority:	Resource:	Timing:
FUNDAMENTALS, ILO country teams	Medium	Medium	Long-term

Annexes

Annex 1. – Lessons learned

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Recognizing the significant impact of discrimination on the target population, it is crucial to enhance efforts in origin countries to address the cultural and social factors that drive women towards migration against their better interests. This can be achieved through the implementation of a more comprehensive and frequent series of workshops on the community level.
Context and any related preconditions	Relevant in the context of highly hierarchical and patriarchal societies or those with a caste system. Can be extrapolated to other forms of discrimination (e.g., class-based).
Targeted users / Beneficiaries	Female migrant workers.
Challenges /negative lessons - Causal factors	The WIF target population was facing structural inequality and discrimination, and communities were frequently adverse to the goals of the Programme.
Success / Positive Issues - Causal factors	When delivered, specific events and activities achieved momentary results.
ILO Administrative Issues (staff, resources, design, implementation)	Programme design in these contexts should pay attention to the necessity of such workshops.

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Work done toward achieving policy changes was sometimes lost because of changes in the governments' commitment. Continued pressure on policymakers would be needed to achieve results. However, this is not fully ensured after the end of the Programme. Some of the ILO staff involved in advocacy work will not remain in the country where they worked. Therefore, a clear advocacy strategy, which ensures the sustainability of partners who are involved in advocacy work, would be required to achieve, and maintain results.

Context and any related preconditions	External pressures, such as COVID-19 and economic downturns, and political instability affected the priorities of most governments. Despite the major role migration plays in all countries' economy and society, tackling problems was postponed. Finding can be extrapolated to problems connected to other populous minority groups (e.g., religious and ethnic minorities).
Targeted users / Beneficiaries	Governments and advocacy groups.
Challenges /negative lessons - Causal factors	Governments at times, especially during instability in the country, have difficulties in addressing core social issues, such as migration. The advocacy work of Programmes who aim to represent disadvantaged groups must be strong and sustained to achieve results.
Success / Positive Issues - Causal factors	Advocacy groups, notably among civil society organizations were established, and they are willing to continue to represent the needs of female migrant workers even in the face of difficulty.
ILO Administrative Issues (staff, resources, design, implementation)	Extra resources should be given to advocacy work and research if a Programme is focusing on disadvantaged groups.

LL Element	Text
Brief description of lesson learned (link to specific action or task)	The fact that some constituents were not organized, and others did not represent workers' voices, resulted in the inability to form a tripartite structure. This affected the results because key actors were not always included in the implementation. To overcome such difficulties some form of mechanism could have been set up to increase cooperation between actors.
Context and any related preconditions	Domestic work (in any country) cannot accommodate a tripartite structure, because usually employers and workers are not organized. In other sectors, the representation of migrants and specifically migrant women cannot be ensured in trade unions as it was found that they can be very discriminatory. The finding can be extrapolated to the representation of other disadvantaged groups (e.g., minorities and disabled workers).
Targeted users / Beneficiaries	Female migrant workers and employers.
Challenges /negative lessons - Causal factors	If constituents are not true representative bodies, the tripartite structure of ILO cannot be maintained. However, if major actors are not included, it may be harder to achieve changes in their perceptions of the Programme's goals.

Success / Positive Issues - Causal factors	The Programme found ways to ensure the representation of migrant women through partners at the grassroots level.
ILO Administrative Issues (staff, resources, design, implementation)	In specific contexts mentioned above, the tripartite structure of the ILO could be interpreted more flexibly in the design of the Programme. And alternative forms of inclusion could have been introduced (e.g., some Working Groups).

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Given that the Programme operated in the whole of migration corridors, activities in origin and destination countries were equally important. With the budget reductions, some of the activities in the origin countries were reduced. Although results were still achieved, similar Programming should consider maintaining all activities in both regions.
Context and any related preconditions	Following a funding reduction during the Programme's implementation, only 80% of the funds originally envisioned were available. This meant that activities targets had to be reduced to match these new developments.
Targeted users / Beneficiaries	CSOs, NGOs and worker organizations.
Challenges /negative lessons - Causal factors	Activities which could have reduced migration by providing potential female migrants information about opportunities at home were reduced or could not be scaled up.
Success / Positive Issues - Causal factors	Activities were still carried out and in some cases managed to surpass the originally envisioned targets. CSOs benefited from the network established through the WIF Programme.
ILO Administrative Issues (staff, resources, design, implementation)	Issues external to the ILO.

Annex 2. – Best Practices

GOOD PRACTICE ELEMENT	TEXT
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<p>Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)</p>	<p>During its ten-year implementation, the Programme successfully established and maintained partnerships with engaged, knowledgeable, and diligent actors. This was achieved by a thorough selection procedure and effective communication with the partners. All among them represented the target group well and shared the vision of the Programme.</p> <p>These partnerships proved crucial for increasing the Programme’s relevance, efficiency, effectiveness, and they will likely be the core mechanisms of its sustainability. As detailed in the evaluation, they could easily reach the target population and provided added know-how, among other things.</p>
<p>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</p>	<p>Finding partners for representing disadvantaged groups can take a long time, because countries might lack enough CSOs who are established or because their visibility could be overpowered by other actors. Therefore, this good practice will likely to be reproducible for long-term projects (e.g., more than three-four years) and might also require that in the first phase of the project, the partners will require capacity building.</p>
<p>Establish a clear cause-effect relationship</p>	<p>The fragile context created opportunities for non-state actors to get involved in the field of migration to ensure that the needs of the population were met. The WIF programme design supported the formation of partnerships because it already built on research in the countries, and the possible actors in the field, and because it favoured a grassroots approach.</p>
<p>Indicate measurable impact and targeted beneficiaries</p>	<p>The partnership helped develop partners’ capacities, expanded their activities and establish connections and expertise while supporting efforts to address the needs of female migrants. ILO can benefit from the experience of the partners, their inputs to research and lessons learned, and their networks for future programming.</p>
<p>Potential for replication and by whom</p>	<p>The achievement can be replicated by organizations working in the field of labour migration given that proper partners are present and identifiable. As there is usually a need for representation, it is likely that some small organisations or collaborations exist in other contexts as well.</p>
<p>Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO’s Strategic Programme Framework)</p>	<p>DWCPs for the respective countries require the input and comment of civil society organisations, and therefore, a resourced and connected civil sphere is beneficial for their design.</p>
<p>Other documents or relevant comments</p>	<p>N/A</p>

<p>GOOD PRACTICE ELEMENT</p>	<p>TEXT</p>
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Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	A lot of flexibility was given to the partners in the type of activities and initiatives they can pursue. This was achieved by effective communication between partners and the ILO, and trust in the former's ability to prioritise. Given external difficulties, flexibility was beneficial throughout the implementation.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	The Programme aimed to explore potentials for supporting female labour migrants, and the donor allowed for a lot of flexibility. This was an external factor and might not be the case in other Programmes. However, in the context of political and social instability, such flexibility can be very beneficial.
Establish a clear cause-effect relationship	Partners had a better understanding of the situation at the local level and given the flexibility, they could address the main needs of the female labour migrants.
Indicate measurable impact and targeted beneficiaries	The number of individuals reached surpassed the annual targets each year in selected countries, even following the budget reduction. The services given were highly relevant to the context (e.g., COVID vaccination, flights arranged).
Potential for replication and by whom	Replication of these results could be undertaken by the ILO itself with other similar types of programmes. Replication is made possible by the donor, if it allows flexibility, and the presence of independent and diligent partners in the field.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	N/A
Other documents or relevant comments	N/A

GOOD PRACTICE ELEMENT	TEXT
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	Country offices of ILO and WIF team had regular meetings, some of the staff had multiple roles in ILO, and therefore, has overseen all relevant programme activities. Such close collaboration increased the amount of people reached and the number of activities performed.

Relevant conditions and Context: limitations or advice in terms of applicability and replicability	WIF was a multi-country Programme, therefore, it had to cooperate with all ILO country offices and the regional office.
Establish a clear cause-effect relationship	Given the organisation of the Programme and the funding reduction, it was required that WIF efficiently utilizes the available resources . Collaboration was mostly beneficial because of the multi-country structure of the Programme, which makes duplication a risk.
Indicate measurable impact and targeted beneficiaries	ILO team benefited from the collaboration without duplication because they could share the workload.
Potential for replication and by whom	Replicable by any organization that has both country and regional offices.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	DWCPs and other ILO programmes mentioned in the evaluation benefitted from the collaboration with WIF.
Other documents or relevant comments	N/A

GOOD PRACTICE ELEMENT	TEXT
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	Focusing on activities that reduce women's vulnerability through self-organisation and collective representation increased their empowerment. This is because collective representation is more stable, can directly help in acquiring resources, contributes to overcoming isolation, and can help in advocacy and policy influence in the long-term.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	The Programme's beneficiary population was in a particularly vulnerable situation. Given the prejudiced attitudes towards women migrants, most migrant workers did not know their rights and could not acquire services or resources on their own. They were isolated and not represented by unions.
Establish a clear cause-effect relationship	To ensure that migrant women could voice their needs, the ILO moved away from its approach on awareness raising activities, or enrolling migrants into traditional trade unions. Instead, they aimed to ensure that female migrants could express their needs collectively and organise.
Indicate measurable impact and targeted beneficiaries	New organizations which represent the needs of migrant women were formed which helped workers mobilize for their rights and help each other in unexpected situations such as COVID-19. The chosen approach helped develop a workers centre which further supported efforts to address the individual and collective grievances of workers.

Potential for replication and by whom	It is possible to replicate these results as the work mainly involves working with partners at the grassroots level. However, this approach is mostly suitable to the ILO as it has the most technical experience regarding the empowerment of workers to voice collective demands.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	N/A
Other documents or relevant comments	N/A

GOOD PRACTICE ELEMENT	TEXT
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	The Programme combined implementation with research, included indicators for new practices based on the lessons learned, and involved partners in the generation of knowledge products. This allowed for useful “real-time” insights and speeded up the knowledge production process.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	The Programme was implemented for ten years and in two phases. Between Phase I and Phase II, it underwent a paradigm shift based on the lessons learned, which significantly increased its relevance. In the second phase, incorporating lessons learned remained central to the Programme. The CTA and many of the staff had a research background, therefore, limitations could exist for Programmes without this human resource. They might exist for short-term Programmes as well.
Establish a clear cause-effect relationship	The Programme had a strong focus on producing knowledge products and a flexible approach to implementation. Consequently, the research findings were incorporated into the design.
Indicate measurable impact and targeted beneficiaries	Multiple studies were completed and disseminated. More could still be done to present the findings to relevant stakeholders. Nevertheless, the knowledge products already have the capacity to influence how anti-trafficking issues could be better understood and approached.
Potential for replication and by whom	The ILO can integrate this into their other work to ensure quicker knowledge production regarding other programmes. Organizations working this field could use this approach, if the needed human and financial resources are available.

Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	N/A
Other documents or relevant comments	N/A

GOOD PRACTICE ELEMENT	TEXT
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	The Programme was implemented in countries connected to specific migration corridors instead of a single country or multiple unrelated countries. It also tailored activities to the local context, in recognition of the push and pull factors of labour migration. This approach strengthened its effectiveness.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	The approach of the Programme is relevant for all types of interventions focusing on migration, but especially labour migration, because it tends to be more structured around corridors and mediated by intermediaries.
Establish a clear cause-effect relationship	The WIF Programme focused on the whole migration cycle because it built on research in the area. Phase II of the implementation increased activities in destination countries even more, as it incorporated the lessons learned of the previous implementation phase.
Indicate measurable impact and targeted beneficiaries	High number of women were helped specifically because there was cooperation between the countries. The effectiveness of the approach was especially visible in the COVID-19 pandemic, when travel restrictions required close cooperation between countries to help migrants.
Potential for replication and by whom	International organisations are all well-placed to replicate the approach of WIF.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	N/A
Other documents or relevant comments	N/A

Annex 3. – Targets reached in 2019-2022

Output 1: Women understand how to negotiate and take decisions that affect their lives especially in relation to accessing protections and entitlements, mobility and local or outbound employment. [contributes primarily to outcome 1]

Output score: 2019 (B); 2020 (A+); 2021 (A); 2022 (N/A); 2023 (N/A)

Indicators	Year	Yearly Milestone	Progress
<i>1.1 Number of potential women migrant workers, girls and their families who are reached by outreach activities.</i>		Annual Target: <u>32,000</u>	Number reached: <u>21,802</u>
	2019	Nepal: 10,000	On track for India and Nepal but off track in Bangladesh.
		India:15,000	
		Bangladesh: 7,000	
		Annual Target: <u>43,000</u>	Number reached: <u>84,876</u>
2020	Nepal: 15,000	Overall target exceeded by 197%; surpassed in India and partially met in Nepal and Bangladesh.	
	India:18,000		
	Bangladesh: 10,000		
	Annual target: <u>49,000</u>		Number reached: <u>73,518</u> .
2021	Nepal: 15,000	Nepal: 16,583	
	India:22,000	India: 49,716	
	Bangladesh: 12,000	Bangladesh: 16,583	
	Annual Target: <u>58,000</u> <u>reduced to 16,000</u>	Number reached: <u>45,176</u>	
2022	Nepal: 20,000 → 0	Nepal: 0	
	India:25,000 → 10,000	India: 15,168	
	Bangladesh: 13,000 → 6000	Bangladesh: 30,008	

	2023	Annual Target: 38,000 →0	Number reached 14,340
<i>1.2 Number of women and girls who are reached by orientation sessions of one and a half days or more.</i>		Annual Target: <u>22,500</u>	Number reached: <u>2,795</u>
	2019	Nepal: 7,500 India: 10,000 Bangladesh: 5,000	Off track in India and Bangladesh.
Following the 2022 logframe the output indicator undergoes a change.		Annual Target: <u>29,000</u>	Number reached: <u>23,709</u> (82% of target met)
	2020	Nepal: 10,000 India: 12,000 Bangladesh: 7,000	Surpassed target in India and partially met in Nepal and Bangladesh
<i>Number of women and girls who are reached by orientation and awareness sessions of at least 1.5 days.</i>		Annual Target: <u>23,000</u>	Number reached: <u>24,713</u>
	2021	Nepal: 8,000 India: 11,000 Bangladesh: 4,000	Nepal: 2,199 India: 13,415 Bangladesh: 9,099
		Annual Target: <u>40,000</u> <u>reduced to 7000</u>	Number reached: 10,675
	2022	Nepal: 10,000 → 0 India: 20,000 → 4,000 Bangladesh: 8,000 → 3,000	Nepal: 0 India: 5,481 Bangladesh: 5,284
	2023	Annual Target: 24,500 →0 Nepal: 6,500 → 0 India: 12,000 →0	Number reached (India): 18,000

		Bangladesh: 6,000 → 0	
1.3 Number of women reached by amended vocational skills curricula which includes rights		Annual Target: <u>1500</u>	Number reached: 5,337
	2019	Nepal: 500 India: 700 Bangladesh: 300 Annual Target: <u>2,000</u>	India, target exceeded, Nepal on track, Bangladesh off track.
Following the 2022 logframe the output indicator undergoes a change.		Annual Target: <u>2,000</u>	Number reached: <u>3,154</u>
	2020	Nepal: 700 India: 900 Bangladesh: 400 Annual Target: <u>2000</u>	Overall target exceeded: surpassed in Nepal and partially met in India and Bangladesh Number reached: <u>4,074</u>
No. of advocacy initiatives to include labour and gender rights and life skills in potential migrant worker orientation courses	2021	Nepal: 700 India: 900 Bangladesh: 400	Nepal: 1,516 India: 2,135 Bangladesh: 435
		Annual Target: <u>2000</u> <u>reduced to 1,100</u>	Number reached: <u>2,277</u>
	2022	Nepal: 700 → 0 India: 900 → 800 Bangladesh: 400 → 300 Annual target: 1500 → 0	Nepal: 0 India: 1,736 Bangladesh: 539 Number reached: 3,055
	2023	Nepal: 500 → 0 India: 700 → 0 Bangladesh: 300 → 0	
1.4 Numbers of master trainers, peer educators,	2019	Target: <u>100</u>	Number reached: <u>440</u>

community leaders etc have an increased understanding on issues related to gender, migration, and trafficking

2020

Target: 100

Target exceeded in India and Nepal.

Number reached: 3,443

Overall target exceeded. 3,001 community mobilizers/leaders in India alone

Following the 2022 logframe the output indicator undergoes a change.

2021

Annual Target: 100

Number reached: 1,229

2022

Annual Target: 200
reduced to 110

Number reached: 1,010

Numbers of master trainers, peer educators, social workers and mobilizers, union and community leaders have an increased understanding on issues related to gender, migration, rights and entitlements, and forms of exploitation and trafficking

2023

Annual Target 500
reduced to 0

Number reached: 129

1.5 Outreach methods are tailored to targeted communities for better effectiveness

2019

Three per community of outreach

All outreach methods were adapted to local needs.

2020

Five per community of outreach of which at least one is new.

On Track

2021

Five per community of outreach of which at least one is new.

On track

2022

Five per community of outreach of which at least one is new. → 4-5

On track

2023 Five per community of outreach of which at least one is new. → 3-4 Achieved

Output 2: Migrant women, men and children in targeted sectors enjoy better collective representation, support services, and recognition of their rights along the pathways of their migration. [Contributes primarily to outcome 1]			
Output score: 2019 (A); 2020 (A+); 2021 (A); 2022 (N/A); 2023 (N/A)			
Indicators	Year	Yearly Milestone	Progress
<i>2.1 Number of women migrant workers organized in the care, garment, or textile sector with shared and articulated collective demands of their own, or number of women migrant workers involved in collective action informed by the project.</i>	2019	Annual Target: <u>13,200</u>	Number reached: <u>8,181</u> Progress on track.
	2020	Annual Target: <u>19,300</u>	Number reached: <u>38,740</u> Target exceeded.
	2021	Annual target: <u>23,400</u> India: 15,000 Jordan: 8,000 Lebanon: 300 Other programme countries: 100	Number reached: <u>41,208</u> Most of these numbers are from India (39,583). For Jordan 1,375 women involved in collective action out of a target of 100 and in Lebanon this was 250 out of a target of 300.
	2022	Annual target: <u>30,600</u> <u>reduced to 16,830</u> India: 20,000 → 16,430 Jordan: 10,000 → 100 Lebanon: 500 → 300 Other programme countries: 100 → 0	Number reached: <u>58,077</u> India: 56,975 Jordan: 725+ Lebanon: 377 Other programme countries: N/A
	2023	Annual target: <u>35,700</u> <u>reduced to 19,635</u> India: 25,000 → 19,235 Jordan: 10,000 → 100 Lebanon: 500 → 300 Nepal: 0	Number reached: 38,702 India: 37,257 Jordan: 1,264 Lebanon: 0 Nepal: 181
<i>2.2 Number of women workers who access information and get improved support through engagement with NGOs, trade unions and Governments; and percentage</i>	2019	Annual Target: <u>14,600</u>	Number reached: <u>12,516</u> Targets exceeded in Jordan and Lebanon but significantly off track in India. No data on quality of support.
	2020	Annual Target: <u>18,800</u>	Number of reached: <u>34,559</u>

<i>reporting satisfaction on quality of support.</i>			Targets exceeded in India, Jordan, and Lebanon. No data on quality of support.
	2021	Annual Target: <u>22,000</u> India: 18,000 Jordan: 3,000 Lebanon:1,000	Number reached: <u>35,595</u> India: 24,220 Jordan 10,000 Lebanon 986
	2022	Annual target: <u>25,000</u> <u>reduced to 13,750</u> India: 20,000 → 11,000 Jordan: 3,500 → 1,925 Lebanon: 1,000 → 550 Other Programme countries: 600 → N/A	Number reached: 43,563 India: 35,000 Jordan: 8000+ Lebanon: 249 Bangladesh: 314
	2023	Annual target: <u>30,000</u> <u>reduced to 16,500</u> India: 25,000 → N/A Jordan: 3,500 → N/A Lebanon: 1,000 → N/A Other Programme countries: 500 → N/A	Number reached: 59,782 India: 36,720 Jordan: 22,989 Lebanon: 0 Bangladesh: 70
<i>2.3 Numbers and types of interventions to engage influential community leaders and employers on migrant worker rights and fair recruitment and numbers reached where measurable (as in the first phase of the WIF programme).</i>	2019	Annual Target: Target: Three interventions per year.	Number reached: Six different initiatives and 440 employers or officials trained. Initiatives were carried out in India (radio programme), Lebanon (videos launched on social media, film, advocacy), Jordan (training of 20 HR managers from garment factories) and Kuwait (training programme on labour standards)
	2020	Annual Target: Three interventions per year.	Number reached: Nine different initiatives in India (1), Lebanon (4), Jordan (3) and Nepal (1). 728 employers or officials reached in addition to 137,990 unique views on social media.
	2021	Annual Target: Three initiatives per year	Number reached: Six different initiatives and 537 employers or officials were reached.
	2022	Annual target: No change	Target achieved and surpassed. On track to be completed ahead of schedule.
	2023	Annual target: No change	Number reached: five different initiatives (target was 3 initiatives per year).

Output 3: Employers and labour recruiters adopt more accountable recruitment practices along migration pathways are subject to better monitoring and enforcement. [Contributes primarily to outcome 2]			
Output score: 2019 (A); 2020 (A+); 2021 (A); 2022 (N/A); 2023 (N/A)			
Indicators	Year	Yearly Milestone	Progress
<p>3.1 Number of new assessments of recruitment practices</p> <p>Changed to</p> <p>No. of new assessments of brokerage practices involving multiple actors (e.g., recruitment agencies, government, embassies) needed to access work, negotiate better working and living conditions and exit work and state to country</p>	2019	At least one new assessment / review of recruitment practices along identified pathways.	On track – assessments carried out on the India to Jordan and Nepal to Jordan pathways, and informal recruitment in Jordan and Lebanon.
	2020	At least one new assessment / review of recruitment practices along identified pathways.	On track – In India , one assessment was of the recruitment practices of Indian workers to work in Jordan’s garment sector in Nepal on recruitment and skilling practices to the hospitality sector abroad. In Bangladesh , INCIDIN is reviewing the Bureau of Manpower, Employment and Training (BMET) and Bangladesh Overseas Employment and Services Limited (BOESL) current foreign employment practices of women workers for overseas employment. Data collection in process. In Lebanon , ILO, through its FAIRWAY programme, conducted an assessment of recruitment practices in the cleaning sector. WIF provided technical feedback to the study.
	2021	At least one new assessment / review of recruitment practices along identified pathways	2 assessments were published in Lebanon.
	2022	At least one new assessment / review of recruitment practices along identified pathways Target: One assessment in two years (year 4 or year 5)	One new study and a second one drafted.
	2023	At least one new assessment / review of recruitment practices along identified pathways Target: One assessment in two years (year 4 or	One new study

		year 5). Later revised to 0.	
<i>3.2 Number of relevant recruitment stakeholders engaged in interaction with ILO and its advocacy partners</i>	2019	Engagement with 4 strategic stakeholders identified in assessment reports.	On track – 5 initiatives to engage recruitment stakeholders undertaken in India, Nepal, Jordan, Bangladesh, and Lebanon.
	2020	Engagement with 4 strategic stakeholders identified in assessment reports.	On track – 10 initiatives to engage recruitment stakeholders undertaken in India, Nepal, Jordan, Bangladesh, and Lebanon.
	2021	Strategic stakeholders identified in assessment reports engaged. Target: 4	9 initiatives with recruitment stakeholders.
	2022	Strategic stakeholders identified in assessment reports engaged. Target: Strategic stakeholders engaged in 3-4 initiatives	Four initiatives in South India.
	2023	Strategic stakeholders identified in assessment reports engaged. Target: Strategic stakeholders engaged in 3-4 initiatives. Later revised to 0.	Number reached: Two initiatives
<i>3.3 Number of better recruitment practices tested in a recruitment pathway</i>	2019	At least two per year in identified pathways.	On track – testing of two approaches in India on recruitment of domestic workers and migrant workers through e platforms.
	2020	At least two per year in identified pathways.	On track – testing of 5 approaches in India on recruitment of domestic workers and migrant workers through e-platforms.
	2021	At least two per year in identified pathways.	4 initiatives in India and Nepal which focused on re-employment of workers
	2022	At least two per year in identified pathways. Target: No change	Three initiatives.
	2023	At least two per year in identified pathways. Target: At least one recruitment practice	Two initiatives

		tested. Following review target was 0.	
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Output 4: Advocacy work ensures that policy makers have improved knowledge and commitment to reform laws and policies to protect migrant worker rights [Contributes primarily, but not exclusively to outcome 3]			
Output score: 2019 (A+); 2020 (A++); 2021 (A+); 2022 (N/A); 2023 (N/A)			
Indicators	Year	Yearly Milestone	Progress
<p><i>4.1 Number and names of advocacy networks effectively bringing knowledge to policy makers</i></p> <p>Since 2022 changed to:</p> <p><i>No. of initiatives undertaken by organisations, association, and unions in which existing, potential or returnee women migrant workers are represented to promote worker rights and enhanced livelihood choices and prevent migration of underage girls.</i></p>	2019	At least three advocacy groups for each policy initiative.	On track – a wide range of advocacy initiatives undertaken in all five countries.
	2020	At least three advocacy groups for each policy initiative.	On track – multiple relevant and diverse networks of advocacy groups engaged in all five countries and at the regional level.
	2021	At least three advocacy groups for each policy initiative.	On-track India – 7 advocacy initiatives with policy makers on migrant workers organised by WIF partners Nepal – 15 advocacy initiatives Bangladesh – 3 advocacy initiatives Jordan – 4 advocacy initiatives Lebanon – 4 advocacy initiatives Regional initiatives 5
	2022	At least three advocacy groups for each policy initiative. Target: No change	Target surpassed. On track. – Multiple relevant and diverse networks of advocacy groups engaged.
	2023	At least three advocacy groups for each policy initiative. Target: No change	Multiple relevant and diverse networks of advocacy groups engaged.
<p><i>4.2 Number of policy knowledge products (e.g., policy brief) produced or policy reviews conducted and communicated to policy makers</i></p>	2019	Three policy briefs of which at least one at regional or global level.	Exceeded – 7 national and 3 regional policy briefs.
	2020	Three policy briefs of which at least one at regional or global level.	Exceeded – 22 national and 3 regional policy briefs.
	2021	Three policy briefs of which at least one at regional or global level.	26 national knowledge products and 2 regionals.
	2022	Three policy briefs of which at least one at regional or global level. Target: No change	23 national and 13 regionals.

	2023	Three policy briefs of which at least one at regional or global level. Target: No change	Number reached: 8 national and 4 regional
<i>4.3 Number of policies targeted with evidence of technical advice and recommendations</i>	2019	4 (2 South Asia; 2 Middle East)	Exceeded – Engagement on 16 policies and laws in all five countries and two regional policies.
	2020	4 (2 South Asia; 2 Middle East)	Exceeded –13 laws/policies/instruments reviewed; five in countries of origin, eight in countries of destination and one training event.
	2021	5 (2-3 in South Asia and 2-3 in Middle East)	14 laws/policies/instruments/sets of verdicts were reviewed: six in countries of origin, eight in countries of destination and one training event
	2022	5 (2-3 in South Asia and 2-3 in Middle East). Target: No change	14 laws/policies/instruments: five in countries of origin, and eight in countries of destination (Target was: 6; 2-3 in South Asia and 2-3 in Middle East)
	2023	5 (2-3 in South Asia and 2-3 in Middle East). Target: No change	Number reached: 10 laws/policies/instruments: five in countries of origin, and five in countries of destination.

Output 5: Improved analytical understanding of risks and vulnerabilities in the migration process leads to improved intervention measures and evidence bases [Contributes primarily to outcome 3]			
Output score: 2019 (A+); 2020 (A+); 2021 (A+)			
Indicators	Year	Yearly Milestone	Progress
<i>5.1 Number of research activities conducted to understand gaps in knowledge on emerging vulnerabilities to forced labour, policy determinants of forced labour, etc., in the targeted countries</i>	2019	At least one research activity completed	Exceeded – 8 completed studies
	2020	At least one research activity completed	Exceeded – 7 completed studies
	2021	At least one research activity completed	Exceeded – Five studies completed
	2022	At least one research activity completed Target: No change	Exceeded – Six studies completed.
In 2022 changed to: <i>5.1 Number of research activities conducted to understand gaps in knowledge or</i>	2023	At least one research activity completed Target: No change	Number reached: 4 studies were completed.

<p><i>opportunities to address emerging vulnerabilities across the migration pathway to forms of exploitation, including forced labour in the focus countries.</i></p>			
<p><i>5.2 Number of new activities/interventions initiated by WIF to address research findings</i></p>	<p>2019</p>	<p>At least one new WIF intervention is initiated based on emerging research findings.</p>	<p>On track – initiatives undertaken with NGO partners in India and Bangladesh on participative appraisals and in Lebanon on working conditions.</p>
	<p>2020</p>	<p>At least one new WIF intervention is initiated based on emerging research findings.</p>	<p>Exceeded – 2 interventions. Lebanon – Working Group on Kafala reform. Jordan – training sessions for migrant workers on sexual harassment in the workplace.</p>
	<p>2021</p>	<p>At least one WIF intervention is reviewed and further strengthened based on research evidence.</p>	<p>On track – Two interventions reviewed.</p>
	<p>2022</p>	<p>At least one WIF intervention is reviewed and further strengthened based on research evidence.</p> <p>Target: No change</p>	<p>On track – Two new interventions/activities.</p>
	<p>2023</p>	<p>At least one WIF intervention is reviewed and further strengthened based on research evidence.</p> <p>Target: No change</p>	<p>Number reached: 2</p>

Annex 4. – Evaluation matrix

Table 1. Evaluation questions to measure relevance

Main question	Sub-questions	methods	indicators
1. To what extent was the project relevant to its beneficiaries?	1.1. To what extent did the project address the needs of women migrants in the domestic and garment sector?	Desk research of project documentation and documents on needs of beneficiaries. Interviews with country and regional stakeholders.	Critical assessment of MTE findings. Extent to which the project objectives addressed the needs of migrant women in the care and manufacturing sector as reported in research documents. Extent to which the country stakeholders believe that that project results addressed beneficiaries' needs.
	1.2. To what extent were there sufficient feedback mechanisms to monitor the relevance of the project for migrant women in domestic work and the garment sector during implementation?	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	# and types of channels for feedback reported in project documentation. Examples of feedback-giving (mechanisms) by stakeholders and staff.
2. To what extent was the project relevant to its constituents?	2. To what extent did the project address the needs of the constituents and relevant stakeholders in the country?	Desk research of project documentation and reports on the needs of governments. Interviews with ILO staff, Advisory Board member and country stakeholders.	Extent to which project objectives aligned with constituents' needs in prior research documents. Extent to which country stakeholders believed that the government's needs were addressed.
3. To what extent was the project design gender-sensitive?	3.1. To what extent did the project outcomes consider women's perspectives?	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Critical assessment of MTE findings. Extent to which outcomes set were feasible in the context of gender inequality. Extent to which the outcomes set were transformative enough in the context of gender inequality. Extent to which interviewees believed that the outcomes considered women's perspective.
	3.2. To what extent did the project outputs/activities consider women's perspective?	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Critical assessment of MTE findings. Extent to which outputs/activities set were feasible in the context of gender inequality. Extent to which the outputs/activities set were transformative enough in the context of gender inequality. Commonly stated examples of activities that beneficiaries found transformative.
	3.3. To what extent was there sufficient, gender-sensitive monitoring?	Desk research of project documentation.	Critical assessment of MTE findings. Extent to which gender-sensitive monitoring tools were designed. Extent to which gender-sensitive monitoring was used.

Table 2. Evaluation questions to measure coherence

Main question	Sub-questions	methods	indicators
1. To what extent did	1.1. To what extent did results contribute to sustainable development	Desk research of project documentation.	Extent to which project results and objectives listed in the project documentation are aligned with descriptions of relevant UN SDG goals.

project results contribute to advance sustainable development objectives?	<i>objectives of the United Nation's frameworks (including SDGs and the Global Compact for Migration)?</i>	Interviews with ILO staff, donor, advisory board members.	Extent to which project results and objectives listed in the project documentation are aligned with Global Compact for Migration goals. Extent to which interviewees believe that the project contributed to SDGs and the Global Compact.
	<i>1.2. To what extent did results contribute to the national sustainable development objectives of origin countries (if there are any)?</i>	Desk research of project documentation and development strategies of project countries. Interviews with ILO staff. Interviews with country and regional stakeholders (Nepal, India, Bangladesh).	Critical assessment of MTE findings. Extent to which project results are aligned with goals listed in sustainable development strategies in countries/regions of origin. Extent to which country stakeholders believe that the results contribute to their countries' sustainable development objectives.
	<i>1.3. To what extent did results contribute to the national sustainable development objectives of host countries?</i>	Desk research of project documentation. Interviews with ILO staff. Interviews with country and regional stakeholders (India, Lebanon, Jordan).	Critical assessment of MTE findings. Extent to which project results are aligned with goals listed in sustainable development strategies in host countries. Extent to which country stakeholders believe that the results contribute to their countries' sustainable development objectives.
2. To what extent did the project align with relevant ILO cross-cutting policy drivers?	<i>2.1. To what extent was the project aligned with the ILO policy driver of promoting gender equality?</i>	Desk research of project documentation and documentation on ILO's gender objectives. Interviews with ILO staff.	Extent to which the project objectives are aligned with ILO's goals for gender equality. Extent to which respondents perceive that the project supports the ILO policy driver of promoting gender equality.
	<i>2.2. To what extent was the project aligned with the ILO policy driver of promoting international labour standards?</i>	Desk research of project documentation and on ILO's ILS priorities. Interviews with ILO staff.	Extent to which the project objectives are aligned with objectives regarding the promotion of international labour standards. Extent to which respondents perceive that the project is aligned with the ILO policy driver of promoting international labour standards.
	<i>2.3. To what extent did the project align with the ILO policy driver of promoting social dialogue?</i>	Desk research of project documentation and ILO's priorities for social dialogue. Interviews with ILO staff.	Extent to which the project objectives are aligned with objectives regarding the promotion of social dialogue. Extent to which respondents perceive that the project is aligned with the ILO policy driver of promoting social dialogue.
3. To what extent were the project activities aligned with other interventions?	<i>3.1. To what extent did other interventions complement the project activities?</i>	Desk research of project documentation and partners' activities. Interviews with ILO staff and country stakeholders.	Critical assessment of MTE findings. Examples of interventions by stakeholders that complemented project activities. Perception of ILO staff that interventions of stakeholders complimented this project's activities.
	<i>3.2. To what extent did other interventions duplicate project activities?</i>	Desk research of project documentation and partners' activities. Interviews with ILO staff and country stakeholders.	Critical assessment of MTE findings. Examples of interventions by partners that duplicated project activities. Perception of ILO staff that interventions of partners duplicated project activities. Examples of mechanisms to avoid duplication.

Table 3. Evaluation questions to measure effectiveness

Main question	Sub-questions	methods	indicators
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1. How has the project progressed in achieving its outputs (since the mid-term evaluation)?	1.1 To what extent did the project deliver its expected outputs?	Desk research of project documentation.	As listed in the logframe
	1.2 What, if anything, hindered delivering outputs?	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Examples of factors that hindered delivering outputs mentioned most commonly in project documentation. Barriers most commonly listed by interviewees.
2. How has the project progressed in achieving its outcomes since the mid-term evaluation?	2.1 What progress has been made to achieve an increase in women's ability to make their own choices during the entire migration project since the mid-term evaluation?	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Critical assessment of MTE findings. Changes in women's decision-making ability (negotiating power/ shifts in power relations) noted in project documentation. Examples of sustainability and replication of processes/ methods (for empowering women) noted in project documentation. # of reports documenting cases of targeted women being able to collectively negotiate fair and equal wages and better working conditions. # of reports documenting cases of women supporting their peers who have faced violence or rights violations. Extent to which beneficiaries believed that the project achieved and increase in their ability to make their own choices during migration.
	2.2 What progress has been made to achieve an increased collaboration, accountability and respect between key actors along migration pathways since the mid-term evaluation?	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Critical assessment of MTE findings. Examples of strengthened discourse on women's right to migration and safe mobility, at all levels, as reported in project documentation. # of better recruitment regulations adopted in each country. % increase of workers recruited through better recruitment practice supported by the programme. Extent to which beneficiaries and partners believed that the project achieved an increased collaboration, accountability and respect between key actors along migration pathways.
	2.3 What progress has been made to achieve strengthened laws, policies, practices and systems for social protection, safe labour migration and decent work for women since the mid-term evaluation?	Desk research of project documentation, changes of countries' policy environment. Interviews with ILO staff and country stakeholders.	Critical assessment of MTE findings. Extent to which the project used evidence-based research to influence policy discussions, as reported in project documentation. Examples of reforms/changes made at legislative and policy levels that address violation of migrant women worker rights and upholding of greater accountability levels. Extent to which interviewees believed that the project supported new policies, laws and systems.
	2.4 To what extent did the project reduce the evidence gap on women's labour migration, forced labour and human trafficking?	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Critical assessment of MTE findings. Extent to which interviewees believed that the project overcome challenges of limited evidence base on women's labour migration, forced labour and human trafficking. Examples of approaches to address the lack of an evidence base, as reported in project documentation.
	2.5 To what extent did factors not covered previously hinder the achievement of outcomes?	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Most commonly listed examples of factors that hindered the achievement of outcomes, by interviewees and in project documentation.
	3. Did the project contribute to the cross-cutting	3.1 To what extent did the project contribute to gender equality and non-discrimination?	Desk research of project documentation. Interviews with ILO staff and country stakeholders.

priorities of ILO?	3.2 To what extent did the project contribute to the promotion of international labour standards?	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Extent to which ILO staff and partners believed that the project contributed to the promotion of international labour standards. Examples of concrete results towards promotion of ILS listed in project reports. Examples of research that informs programming on the promotion of international labour standards.
	3.3 To what extent did the project contribute to tripartism and social dialogue?	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Extent to which ILO staff and partners believed that the project contributed to tripartism and social dialogue. Examples of concrete results towards improved social dialogue listed in project reports. Examples of research that informs programming on the promotion of tripartism and social dialogue.
	3.4 To what extent did the project contribute to constituents' capacity development?	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Extent to which ILO staff and partners believed that the project contributed to constituents' capacity development. Examples of concrete results towards improved capacity listed in project reports. Examples of research that informs programming on the promotion of constituents' capacity development.
4. To what extent did partnerships strengthen the project's capacity to reach intended outputs and outcomes?	4.1. To what extent did the partnerships increase the capacity of the project to reach intended outputs and outcomes?	Desk research of project documentation. Interviews with ILO staff.	Examples of partnerships facilitating the achievement of outputs/outcomes in project document. Extent to which interviewees perceived that partnerships increased the capacity of the project.
	4.2. To what extent did the partnership structure provide value added to achieving the outcomes?	Desk research on project design. Interviews with ILO staff and country stakeholders.	Extent to which interviewees perceived that the partnership structure added value to the project outcomes. Comparison of the value added of the partnership structure with other international organizations' approach.

Table 4. Evaluation questions to measure efficiency

Main question	Sub-questions	methods	indicators
1. How well did the project react to the reduced funding?	1.1 To what extent did the project activities had to be changed with less financial resources available?	Desk research of project documentation and financial documentation. Interviews with ILO staff.	Proportion of original activities delivered. Examples of changes in activities/outputs due to changes in funding. Examples of changes in activities and other adjustments listed by interviewees.
	1.2 In case they occurred, to what extent were decisions to prioritize some activities over others feasible?	Desk research of project documentation and financial documentation. Interviews with ILO staff.	Examples of good practices in prioritizing activities as listed in project documentation and perceived by interviewees. Examples of mistakenly dropping activities or reducing the quality of some activities as listed in project documentation and perceived by interviewees. Perception of ILO staff on how feasible decisions were to prioritize some activities over others.
2. How efficiently did the project utilise its resources?	2.1 To what degree did the project utilize its human and financial resources more efficiently after the reduced funding?	Desk research of project documentation and financial documents. Interviews with ILO staff.	Critical assessment of MTE findings and VfM indicators. Examples of increasing the efficiency of human and/or financial resources as listed in project documentation and by interviewees. Examples of cost-saving mechanisms and simplification mechanisms listed in project documentation and by interviewees.

			<p>Examples of changes in management to increase efficiency as listed in project documentation and by interviewees.</p> <p>Extent to which interviewees perceived increased efficiency in human and/or financial resources.</p>
3. To what extent did the partnership frameworks contribute to increased efficiency?	3.1 <i>To what extent did the partnership frameworks contribute to increased efficiency?</i>	Desk research of project documentation and financial documents. Interviews with ILO staff and partners.	<p>Examples of shared costs with partners.</p> <p>Examples of shared activities with partners.</p> <p>Examples of good practices in co-managing activities together with partners (increased know-how, reduced time, etc.).</p>
4. To what extent was the monitoring mechanism of the programme effective?	4.1 <i>To what extent did the monitoring mechanisms inform the project stakeholders of the status of the project?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	<p>Examples of information sharing mechanisms with stakeholders as listed in project documentation and by interviewees.</p> <p>Examples communication gaps or miscommunication on the project implementation to the stakeholders as listed in project documentation and by interviewees.</p> <p>Extent to which interviewed stakeholders perceived that monitoring mechanisms informed them of the status of the project.</p>
	4.2 <i>To what extent did the monitoring mechanisms help in identifying problems in the project implementation?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	<p>Examples of problems recognized through the monitoring mechanisms during the implementation.</p> <p>Examples of problems not recognized in a timely manner through the monitoring mechanism during the implementation.</p> <p>Extent to which interviewees perceived that monitoring mechanisms identified problems in the project implementation.</p>
5. To what extent was the project delivered in accordance with the expected timeframe?	5.1 <i>To what extent did the project activities experience delays?</i>	Desk research of project documentation.	Examples of delayed activities listed in project documentation.
	5.2 <i>What were the main factors causing delays, if any?</i>	Desk research of project documentation. Interviews with ILO staff.	<p>Examples of factors causing delays as listed in project documentation.</p> <p>Examples of factors causing delays listed by interviewees.</p>

Table 5. Evaluation questions to measure impact

Main question	Sub-questions	methods	indicators
1. What initial signs of project impact have become visible?	1.1 <i>Is there any evidence of positive changes in reducing the vulnerability of women to trafficking and forced labour?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	<p>Examples of positive impact on reducing vulnerability of women to trafficking and forced labour listed in project documentation.</p> <p>Examples of positive impact on reducing vulnerability of women to trafficking and forced labour most commonly mentioned by interviewees.</p>
	1.2 <i>Is there any evidence of recruitment processes becoming fairer and more decent?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	<p>Examples of positive impact on recruitment processes becoming fairer and more decent listed most commonly in project documentation.</p> <p>Examples of positive impact on recruitment processes becoming fairer and more decent most commonly mentioned by interviewees.</p>
	1.3 <i>Is there any evidence of reducing the effect of</i>	Desk research of project documentation.	Examples of positive impact on reducing the effect of policies and laws that enable trafficking and

	<i>policies and laws that enable trafficking and forced labour?</i>	Interviews with ILO staff and country stakeholders.	forced labour listed most commonly in project documentation. Examples of positive impact on reducing the effect of policies and laws that enable trafficking and forced labour most commonly mentioned by interviewees.
	<i>1.4 Is there any evidence of negative unintended impact?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Examples of any negative unintended impact listed most commonly in project documentation. Examples of any negative unintended impact most commonly mentioned by interviewees.
	<i>1.5. Is there any evidence of positive unintended impact?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Examples of any positive unintended impact listed most commonly in project documentation. Examples of any positive unintended impact most commonly mentioned by interviewees.
2. What are the barriers and enablers towards impact?	<i>2.1. Are there any evidence or effect of the budget cut on the potential impact?</i>	Desk research of project documentation. Interviews with ILO staff.	Examples of reduced impact due to the reduction in funding, e.g., through less investment in certain type of activities, less insight generated by monitoring.
	<i>2.1 What are the main barriers to the achievement of impact?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Examples of barriers to the achievement of impact listed most commonly in project documentation. Perceived barriers to impact listed by interviewees.
	<i>2.2 To what extent did WIFs partnerships with CSO organisations contribute to the potential impact?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Perceived contribution of CSO organisations' contribution by interviewees. CSO contribution most commonly listed in project documentation.
	<i>2.3. To what extent did knowledge products contribute to the potential impact?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Perceived contribution of knowledge products by interviewees. Knowledge products' contribution most commonly listed in project documentation.
	<i>2.4. What other main factors enabled the achievement of impact?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Perceived enabling factors of impact by interviewees. Enabling factors most commonly listed in project documentation.
3. What are the impacts so far on plans and priorities of ILO in the field of migration and forced labour?	<i>3.1 What are the impacts so far on plans and priorities of ILO in the field of migration, e.g. the Fair Migration Agenda?</i>	Desk research of project documentation. Interviews with ILO staff.	Perceived impact on plans and priorities of ILO in the field of migration by interviewees. Signs and examples of impact listed in project documentation.
	<i>3.2 What are the impacts so far on plans and priorities of ILO in the field of forced labour, e.g. the Fair Recruitment Initiative?</i>	Desk research of project documentation. Interviews with ILO staff.	Perceived impact on plans and priorities of ILO in the field of forced labour by interviewees. Signs and examples of impact listed in project documentation.

Table 6. Evaluation questions to measure Sustainability

Main question	Sub-questions	methods	indicators
1. To what extent are the achieved results likely to be long lasting and	<i>1.1 To what degree was the collaboration between key actors institutionalised or formalised?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Examples of institutional arrangements that enable lasting collaboration as listed by interviewees and project documentation. Examples of formal mechanisms that enable lasting collaboration listed by interviewees and project documentation.
	<i>1.2 To what extent are sufficient policies and laws</i>	Desk research of project documentation.	Degree to which policy changes are part of a strategy or development plan of the respective

have longer-term effects?	<i>in place to sustain the results?</i>	Interviews with ILO staff and country stakeholders.	countries (and concrete examples thereof, provided by documentation and interviews). Degree to which new laws and policies are enforced (and concrete examples thereof, provided by documentation and interviews). Extent to which interviewees perceive that policies will enable the project sustainability.
	<i>1.3 To what degree were the capacities of the relevant actors reinforced?</i>	Desk research of project documentation. Interviews with ILO staff and partners.	Examples of increased capacity of partners mentioned in reports. Extent to which interviewees perceive that stakeholders' capacities have been reinforced.
	<i>1.4 To what extent do the partners have ownership of the results?</i>	Interviews with ILO staff and country stakeholders.	Extent to which interviewees perceive ownership of the project among themselves and key stakeholders.
	<i>1.5 To what extent did the project change the framing of human trafficking and labour migration in research and policymaking?</i>	Desk research of project documentation. Interviews with ILO staff and partners.	Examples of changed framing or narrative practices around migration, labour conditions and trafficking in politics and research. Extent to which interviewees perceive that there is a change in the narrative/framing of migration, labour conditions and trafficking.
	<i>1.6. Is there evidence that the approach of the project will contribute to its sustainability?</i>	Desk research of project documentation. Interviews with ILO staff and partners.	Summarising the collected answers from the above sustainability questions.
2. What are the barriers and opportunities towards sustainability?	<i>2.1 What are the main barriers to the achievement of sustainable results?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Examples of barriers to the achievement of sustainable results in project documentation. Perceived barriers to sustainability by interviewees.
	<i>2.2 What are the main factors enabling the achievement of sustainable results?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Examples of enabling factors listed in the project documentation. Perceived enabling factors for sustainability by interviewees.
	<i>2.3. To what extent can these factors be addressed to ensure the sustainability of the project?</i>	Desk research of project documentation. Interviews with ILO staff and country stakeholders.	Perception of ability to address factors, which contribute to sustainability. Examples of activities and approaches that addressed these factors to ensure sustainability.

Given the extensive coverage of the project during the recent mid-term evaluation, the evaluation team proposed to make several changes in relation to the ToR, to ensure that the final evaluation adds value and does not duplicate the previous work.

Table 7. Adjustments to the ToR questions

Concept	Question	Reason for change
Relevance	Was intervention logic coherent and realistic to achieve the planned outcomes? Are the activities supporting the achievement of the set project objectives (strategies)?	Taken out as Mid-term Evaluation extensively covers it and the design mostly remained unchanged, therefore, the study team cannot provide new information
	To what extent did results contribute to advance sustainable development objectives (as per UNSDCFs, similar UN programming frameworks, national sustainable development plans, and SDGs)?	Moved to coherence, because the evaluation team thinks that analysing if the outcomes of the programme align with the goals of other institutions or frameworks is better suited to be answered by coherence. Overall, the question asks if the WIF programme was aligned with other initiatives and overarching plans.

Coherence	To what extent did partnerships strengthen the project's/programme's capacity to reach intended outputs and outcomes? What were their roles? And what were their expectations? To what extent have these partnerships been useful in the achievement of the intended results?	The study team believed that "strengthened capacity to reach outputs and outcomes" is a question for effectiveness, because the partnerships are specifically analysed from the perspective of their contribution to the project's success.
	How the ILO's partnership framework leveraged in the project/programme influence in achieving results that other international organizations would not be able to do?	Similarly to the above, the partnership framework is thematized from the perspective of "achieving results", therefore it is more suitable under effectiveness.
Effectiveness	To what extent did the programme foster a more conducive environment to prevent an increase of vulnerability to forced labour and human trafficking or reduce such vulnerability?	Question was simplified.
Efficiency	To what extent has the programme contributed to questioning laws and policies that underpin vulnerability to forced labour and human trafficking?	This question was moved to effectiveness, as it is not about how the project was managed or how it used resources, but whether it reached one of its central outcomes.

Annex 5. – Final list of interviewees

Country	Stakeholder
Country-level stakeholders	
India	Self Employed Women's Association (SEWA),
India	PTS
Bangladesh	OKUP
Bangladesh	Bangladesh Institute of Labour Studies
Nepal	Pourakhi Nepal
Jordan	Workers' Center
Jordan	<i>TBC</i>
Lebanon	ARM/MCC
Regional stakeholders	
FCDO – DFID (Donor)	
Advisory committee (2 interviews)	
GAATW	
ILO Staff	
Senior Migration Specialist RO-Arab States	
WIF chief technical officer	
WIF M&E Officer	
ILO FUNDAMENTALS Branch	
ILO Nepal CTA	
ILO Lebanon CTA	
ILO Jordan CTA	
ILO Bangladesh CTA	

Annex 6. - Data collection instruments

Regional interview guidelines

Introduction		
Could you briefly introduce yourself, your organization/unit and how you were involved in the project? Since when were you involved in the project?		
RELEVANCE		RESPONDENTS
1	To what extent do you think that the project addressed the needs of women migrants in the domestic and manufacturing sector?	Donor, ILO Regional Office staff, Advisory Board member, regional non-governmental organisation
2	To what extent do you think that the project was relevant to ILO's constituents?	ILO Regional Office staff, Advisory Board member, ILO HQ
3	To what extent did the project outputs/activities consider women's perspective?	ILO Regional Office staff, Advisory Board member
8	To what extent, do you think, was there sufficient, gender-sensitive monitoring?	ILO Regional Office staff, Advisory Board member, ILO HQ
Coherence		RESPONDENTS
1	To what extent do you think that the project results contributed to the UN SDGs? What about the UN Global Compact for Migration?	Donor, ILO Regional Office staff, ILO HQ, Advisory Board member, regional non-governmental organization
2	To what extent do you think that the project contributed to the national development objectives of the origin countries?	ILO Regional Office staff, regional non-governmental organisation
3	To what extent do you think the project contributed to the national development objectives of the host countries?	ILO Regional Office staff, regional non-governmental organisation
4	To what extent was the project aligned with the ILO policy driver of promoting gender equality? To what extent did it contribute to promoting this goal?	ILO Regional Office staff, ILO HQ
5	To what extent was the project aligned with the ILO policy driver of promoting international labour standards? To what extent did it contribute to promoting this goal?	ILO Regional Office staff, ILO HQ
6	To what extent did the project align with the ILO policy driver of promoting social dialogue? To what extent did it contribute to promoting this goal?	ILO Regional Office staff, ILO HQ
Effectiveness		RESPONDENTS
1	What factors, if present, hindered the delivery of activities?	ILO Regional Office staff, regional non-governmental partner.
2	In your opinion, to what extent did the project contribute to an increase in women's ability to make their own choices during migration?	Donor, ILO Regional Office staff, regional non-governmental partner, Advisory Board member, Donor
3	In your opinion, to what extent did the project contribute to an increased collaboration and accountability between key actors along migration pathways (i.e., governments, recruiting agencies, migrants)?	Donor, ILO Regional Office staff, regional non-governmental partner, Advisory Board member

4	In your opinion, to what extent did the project achieve strengthened laws, policies, and practices to support women in safe migration and decent work?	Donor, ILO Regional Office staff, regional non-governmental partner, Advisory Board member
5	In your opinion, to what extent did partnerships strengthen the project's capacity?	ILO Regional Office staff, regional non-governmental partner, Advisory Board member

EFFICIENCY		RESPONDENTS
1	What adjustments were made to account for the reduced funding? How were activities prioritized for funding? Examples?	ILO regional staff
2	Were any measures taken to make continued activities more efficient? Or make project management more efficient? How? Examples?	ILO regional staff
3	Do you think the budget was sufficient to achieve the project's (initial) objectives? And after the budget reduction?	ILO regional staff, advisory board, donor
4	Did the project succeed in creating partnership to increase efficiency?	ILO Regional Office staff, regional non-governmental partner, advisory board, donor
5	Was the project able to use its M&E framework to adjust the activities, objectives, directions? Examples of how monitoring data was used to ensure relevance and effectiveness of the project?	ILO regional staff
6	Did the project experience any delays? What were the main causes of delays?	ILO Regional Office staff, regional non-governmental partner, advisory board

IMPACT		RESPONDENTS
1	Across the project countries, what signs of project impact have you noted over the years, in terms of: <ul style="list-style-type: none"> - Women's reduced vulnerability to trafficking and forced labour - Fairer and more decent recruitment processes? - Improved policy frameworks to combat trafficking and forced labour 	ILO Regional Office staff, regional non-governmental partner, advisory board, donor
2	Did you notice any impact that was not expected? Either positive or negative?	ILO Regional Office staff, regional non-governmental partner, advisory board, donor
3	Do you think any of the following aspects contributed/will contribute to the potential impact: <ul style="list-style-type: none"> - partnerships with CSOs - knowledge products delivered? 	ILO Regional Office staff, regional non-governmental partner, advisory board, donor
4	What other factors do you think can/will enable the achievement of impact over the next years?	ILO Regional Office staff, regional non-governmental partner, advisory board, donor

5	What factors do you think can/will hinder the achievement of impact over the next years?	ILO Regional Office staff, regional non-governmental partner, advisory board, donor
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6	Has the project affected ILO's overall policies and programmes on labour migration, forced labour and trafficking? How?	ILO Regional Office staff, ILO HQ.
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Sustainability	RESPONDENTS
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1	To what extent do you think current actors (constituents, NGOs) are capable of continuing the work on women's labour migration, to combat trafficking and forced labour? Including at regional level?	ILO Regional Office staff, regional non-governmental partner
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2	Do key actors demonstrate ownership of the project and their responsibilities to continue the work?	ILO Regional Office staff, regional non-governmental partner
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3	Do you think sufficient partnerships were formed for actors to collaborate on these topics in the future? Including cross-country partnerships?	ILO Regional Office staff, regional non-governmental partner
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4	To what extent do you think there are sufficient policies and laws in place in the project countries to support the results of the programme?	ILO Regional Office staff, regional non-governmental partner
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5	To what extent do you think the project changed the framing of human trafficking and labour migration in research and policymaking? Is there evidence that the project's approach will contribute to sustainability?	ILO Regional Office staff, regional non-governmental partner, advisory board, donor
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6	What do you think could hinder the sustainability of the project results? How does this differ between regions and countries?	ILO Regional Office staff, regional non-governmental partner, advisory board, donor
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National interview guidelines

Introduction

Could you briefly introduce yourself, your organization/unit and how you were involved in the project? Since when were you involved in the project?

RELEVANCE	RESPONDENTS
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1	To what extent do you think that the project addressed the needs of women migrants in the domestic and manufacturing sector?	Country stakeholders, ILO country office staff
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2	To what extent were there sufficient feedback mechanisms to monitor the relevance of the project for migrant women in the domestic and manufacturing sector during implementation?	Country stakeholders, ILO country office staff
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3	To what extent, in your opinion, did the project address the needs of ILO constituents?	Country stakeholders, ILO country office staff
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4	To what extent, do you think, did the project outcomes consider women's perspective?	Country stakeholders, ILO country office staff
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5	To what extent, do you think, did the project outputs/activities consider women's perspective?	Country stakeholders, ILO country office staff
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Coherence

1	To what extent do you think that the project contributes to the national development objectives of your country/the country of your operations?	Country stakeholders, ILO country office staff
2	To what extent was the project aligned with the ILO policy driver of promoting gender equality? To what extent did it contribute to promoting this goal?	Country stakeholders, ILO country office staff
3	To what extent was the project aligned with the ILO policy driver of promoting international labour standards? To what extent did it contribute to promoting this goal?	Country stakeholders, ILO country office staff
4	To what extent was the project aligned with the ILO policy driver of promoting social dialogue? To what extent did it contribute to promoting this goal?	Country stakeholders, ILO country office staff
5	To what extent, if at all, do you think, did the stakeholders'/your other interventions support the project activities? Were there duplications?	Country stakeholders, ILO country office staff

Effectiveness		RESPONDENTS
1	To what extent did factors, if present, hindered the delivery of activities?	Country stakeholders, ILO country office staff
2	In your opinion, to what extent did the project contribute to an increase in women's ability to make their own choices during migration?	Country stakeholders, ILO country office staff
3	In your opinion, to what extent did the project contribute to an increased collaboration and accountability between key actors along migration pathways (i.e., governments, recruiting agencies, migrants)?	Country stakeholders, ILO country office staff
4	In your opinion, to what extent did the project achieve strengthened laws, policies, and practices to support women in safe migration and decent work?	Country stakeholders, ILO country office staff
5	In your opinion, how effective was the partnership between country stakeholders/your organisation and the project? Did it provide value added to the project?	Country stakeholders, ILO country office staff
6	In your opinion, how much did the partnerships increase the capacity of the project?	ILO country office staff

EFFICIENCY		RESPONDENTS
1	What adjustments were made to account for the reduced funding? How were activities prioritized for funding? Examples?	ILO country staff
2	Were any measures taken to make continued activities more efficient? Or make project management more efficient? How? Examples?	ILO country staff
3	Do you think the budget was sufficient to achieve the project's (initial) objectives? And after the budget reduction?	ILO country staff
4	Did the partnerships increase the project's efficiency?	ILO country staff and stakeholders
5	Did the project have sufficient staff to implement the activities? With sufficient (technical) expertise?	ILO country staff and stakeholders
6	Was the project able to use its M&E framework to adjust the activities, objectives, directions? Examples of how monitoring data was used to ensure relevance and effectiveness of the project?	ILO country staff

7	Did the project experience any delays? What were the main causes of delays?	ILO country staff
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IMPACT		RESPONDENTS
1	<p>Across the project countries, what signs of project impact have you noted over the years, in terms of:</p> <ul style="list-style-type: none"> - Women's reduced vulnerability to trafficking and forced labour - Fairer and more decent recruitment processes? - Improved policy frameworks to combat trafficking and forced labour 	ILO country staff and stakeholders
2	Did you notice any impact that was not expected? Either positive or negative?	ILO country staff and stakeholders
3	<p>Do you think any of the following aspects contributed/will contribute to the potential impact:</p> <ul style="list-style-type: none"> - partnerships with CSOs - knowledge products delivered? 	ILO country staff and stakeholders
4	What other factors do you think can/will enable the achievement of impact over the next years?	ILO country staff and stakeholders
5	What factors do you think can/will hinder the achievement of impact over the next years in your country?	ILO country staff and stakeholders

Sustainability		RESPONDENTS
1	To what extent do you think current actors (constituents, NGOs) are capable of continuing the work on women's labour migration, to combat trafficking and forced labour?	ILO country staff and stakeholders
2	Do key actors also demonstrate ownership of the project and their responsibilities to continue the work?	ILO country staff and stakeholders
3	Do you think sufficient partnerships were formed for actors to collaborate on these topics in the future?	ILO country staff and stakeholders
4	To what extent do you think there are sufficient policies and laws in place to support this work and project women?	ILO country staff and stakeholders
5	To what extent do you think the project changed the framing of human trafficking and labour migration in research and policymaking? Is there evidence that the project's approach will contribute to sustainability?	ILO country staff and stakeholders
6	What do you think could hinder the sustainability of the project results?	ILO country staff and stakeholders

Annex 7. - Bibliography

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